Pathways Housing First Program Fidelity Scale - HF4Y Version

Development and Implementation

5-November-2019

What is Fidelity?

- Fidelity is the extent to which the implementation of a program matches its original design.

- Fidelity assessments can help programs determine how well they are being implemented and provide evidence to policy makers that programs are meeting implementation goals and targeting the appropriate populations.

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HF4Y

A right to housing with no preconditions

Youth choice, youth voice and self-determination

Positive youth development and wellness orientation

Individualized, client-driven supports with no time limits

Social inclusion and community integration

Housing First supports must be youth oriented.

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HF4Y

HOMELESS YOUTH
or "at risk youth"

Crisis Housing

Return Home
(Family Reconnect)

Supportive Housing

Transitional Housing
Stage 1: Congregate
Stage 2: Separate Units

Independent
Living
(Scattered Site)

There needs to be a range of housing options to meet the needs of young people who are transitioning to adulthood.

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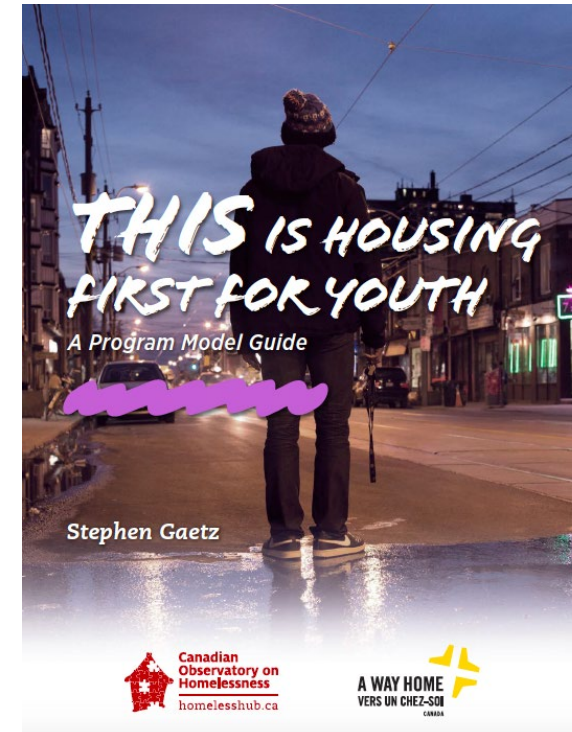youth homelessness demonstration lab

HF4Y

- Key differences between the HF and HF4Y model

  - Range of housing options

  - Smaller caseload sizes
    - 1:7-10

  - Focus of supports
    - Family and natural supports
    - Education

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HF4Y Fidelity Scale Development

HOUSING CHOICE & STRUCTURE					
1.	**Housing Choice.** Program participants choose the location and other features of their housing.	Participants have no choice in the location, decorating, furnishing, or other features of their housing and are assigned a unit.	Participants have little choice in location, decorating, and furnishing, and other features of their housing.	Participants have some choice in location, decorating, furnishing, and other features of their housing.	Participants much choice in location, decorating, furnishing, and other features of their housing.
2.	**Housing Availability.** Extent to which program helps participants move quickly into units of their choosing.	Less than 54% of program participants move into a unit of their choosing within 3 months.	55 - 69% of program participants move into a unit of their choosing within 3 months.	70 - 84% of program participants move into a unit of their choosing within 3 months.	85% of program participants move into a unit of their choosing within 3 months.
3.	**Permanent Housing Tenure.** Extent to which housing tenure is assumed to be permanent with no actual or expected time limits, other than those defined under a standard lease or occupancy	There are rigid time limits on the length of stay in housing such that participants are expected to move by a certain date or the housing is considered emergency, short-term, or transitional.	There are standardized time limits on housing tenure, such that participants are expected to move when standardized criteria are met.	There are individualized time limits on housing tenure, such that participants can stay as long as necessary, but are expected to move when certain criteria are met.	There are no expected time limits on housing tenure, although the lease agreement may need to be renewed periodically.
4.	**Affordable Housing.** Extent to which participants pay a reasonable amount of their income for housing costs.	Participants pay 61% or more of their income for housing costs.	Participants pay 46-60% or less of their income for housing costs.	Participants pay 31-45% or less of their income for housing costs.	Participants pay 30% or less of their income for housing costs.

THIS IS HOUSING FIRST FOR YOUTH
A Program Model Guide

Stephen Gaetz

Canadian Observatory on Homelessness
homelesshub.ca

A WAY HOME
VERS UN CHEZ-SOI
CANADA

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HF4Y Fidelity Scale Development

- Consultations with:

  - Wally Czech
  - Eric Macnaughton
  - Sam Tsemberis
  - Heidi Walter

- Field testing through CAEH fidelity reviews and the Making the Shift Demonstration project

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HF4Y Scale Development

- New items

  - Choice over range of housing options (7 items – total out of 28)
    - Choice among housing options – reflects the array of housing options for young people

  - Choice over range of supports (15 items – total out of 60)
    - Wellness-oriented & positive youth development approach
    - Access to education
    - Social and family relationships
    - Cultural connection
    - Healthy sexuality

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HF4Y Scale Development

- New items

  - Separation of housing and supports (8 items – total out of 32)
    - No new items

  - Support philosophy and practice (6 items – total out of 24)
    - No new items

  - Program features (14 items – total out of 56)
    - Community partnerships/Systems-thinking
    - Landlord engagement
    - Data management and performance management

		1 (low fidelity)	2	3	4 (high fidelity)
2	CHOICE AMONGST RANGE OF HOUSING OPTIONS. The program has a balanced portfolio of housing options (e.g., integrated independent housing (scattered site), transitional, Host Homes, crisis/respite homes, supportive housing, housing with natural supports) that enable young people choice, where choice amongst range of options is informed by a developmental perspective.	The portfolio of housing options meets the preferences of less than 55% of young people.	The portfolio of housing options meets the preferences of between 55 and 69% of young people.	The portfolio of housing options meets the preferences of 70 and 84% of young people.	The portfolio of housing options meets the preferences of more than 84% of young people.

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		1 (low fidelity)	2	3	4 (high fidelity)
	WELLNESS-ORIENTED & POSITIVE YOUTH DEVELOPMENT APPROACH. Extent to which the program is either able to provide directly or has quick access to formalized opportunities for youth to gain supports that address a broad range of life goal areas (e.g., family and natural supports, positive youth development, health/wellness, employment, education, social support, connection to community, spirituality, recreation & leisure, etc.).	Program does not provide direct or quick access to formalized opportunities for young people to gain supports that address a range of life goals.	Program provides direct or quick access to formalized opportunities for young people to gain supports, but address a limited range of life goals (i.e., two or three life goal areas).	Program provides direct or quick access to formalized opportunities for young people to gain supports through a broad range of supports (i.e., four or five life goal areas).	Program systematically delivers or links interventions that target a comprehensive range of life areas (i.e., six or more life goals)

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		1 (low fidelity)	2	3	4 (high fidelity)
	HEALTHY SEXUALITY. Extent to which the program is sensitive to the diverse gender identities and sexualities of youth including gender-appropriate services and services for LGBTQ2S-identifying youth.	Program does not have safer sex materials, does not have policies focused on healthy sexuality, does not have policies focused on LGBTQ2S young people.	Program offers one of three: 1) safer sex materials, 2) policies focused on healthy sexuality (i.e. sex positive) 3) policies focused on LGBTQ2S young people.	Program offers two of three: 1) safer sex materials 2) policies focused on healthy sexuality (i.e., sex positive) 3) policies focused on LGBTQ2S young people.	Program offers safer sex materials, policies focused on healthy sexuality (i.e. sex positive), and policies focused on LGBTQ2S young people.

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		1 (low fidelity)	2	3	4 (high fidelity)
	SOCIAL AND FAMILY RELATIONSHIPS Extent to which services supporting social and family relationships are provided directly by the program. (1) Facilitating access to and helping young people develop valued social relationships with friends and/or family; (2) helping young people develop social competencies to successfully negotiate these relationships; (3) Assists young people to explore family therapy where appropriate	Program does not meet criteria.	Program FULLY meets 1 criterion or PARTIALLY meets 2.	Program FULLY meets 2 criteria or PARTIALLY meets 3.	Program FULLY meets ALL 3 criteria.

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		1 (low fidelity)	2	3	4 (high fidelity)
	CULTURAL CONNECTION. Extent to which the program facilitates cultural and spiritual connections for young people who desire to be engaged in cultural and spiritual traditions.	Less than 54% of young people in need of services are receiving support for cultural and/or spiritual engagement.	55 to 69% of young people in need of services are receiving support for cultural and/or spiritual engagement.	70 to 84% of young people in need of services for cultural and/or spiritual engagement.	85% or more of young people in need of services are receiving support for cultural and/or spiritual engagement.

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		1 (low fidelity)	2	3	4 (high fidelity)
	EMBEDDING HF4Y WITHIN AN INTEGRATED SYSTEM RESPONSE. Extent to which program develops strategic partnerships within the community based on formalized agreements (e.g., MOUs).	Program has no established relationships with agencies or staff are not knowledgeable as to what community resources are available to their young people.	Program has few established informal relationships with agencies and/or referrals are very infrequent.	Program has established informal relationships with agencies but does not routinely make referrals.	Program has formalized established relationships (e.g., MOUs) with agencies that provide a vast array of services and routinely makes referrals.

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		1 (low fidelity)	2	3	4 (high fidelity)
	LANDLORD ENGAGEMENT. Extent to which the housing specialist and program engages with landlords and develops relationships with landlords.	Program has a small roster of landlords but does not engage with other community landlords and does not have a monthly meeting with landlords.	Program has a roster of landlords and engages in outreach to other landlords, but does not have a monthly meeting with their current roster of landlords.	Program has a roster of landlords, meets monthly with landlords, and engages in outreach to other landlords.	Program has a roster of landlords, meets monthly with landlords, engages in outreach to other landlords, and increases the stock of landlords.

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		1 (low fidelity)	2	3	4 (high fidelity)
	DATA MANAGEMENT. Extent to which the program has: (1) a data management system (e.g., HIFIS, HMIS); (2) assessment and case management tools (transition plans; goal planning sheets; case notes; and (3) data management policies (data quality standards).	Program does not meet any of the criteria.	Program meets 1 of the criteria	Program meets 2 of the criteria	Program meets all 3 of the criteria

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		1 (low fidelity)	2	3	4 (high fidelity)
	PERFORMANCE MEASUREMENT. Extent to which the program measures progress and effectiveness of the program through the development of program indicators and regularly scheduled evaluation activities (e.g., fidelity monitoring).	Program does not have a performance measurement framework, does not collect data, and does not engage in evaluation activities.	Program has a performance measurement framework, but does not collect data and does not engage in evaluation activities.	Program has a performance measurement framework and collects data, but does not engage in evaluation activities.	Program has a performance measurement framework, collects data, reports on data, and engages in evaluation activities

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HF4Y Fidelity Visit

- Largely follows the standard fidelity visit.

  - Team meeting

  - Interviews with case managers and management

  - Document review

  - Home visit

- **Exception**

  - Focus group with young people should be conducted by peer supporters or other young people

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Results of the Pathways Housing First Program Fidelity Scale - HF4Y Version

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Findings

Choice Over Range of Housing

Strengths

- Young people have choice in their living arrangements
- The program has portable rent supplements and each young person has a standard lease.
- The program connects young people with community resources.

Considerations

- Notions of housing readiness should continue to be addressed and unpacked. Ensure that youth voice and choice are at the forefront of any housing decision that is made

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Findings

Choice Over Range of Supports

Strengths

- Ensuring that service provision is directed by youth voice and youth choice.
- Complying with the weekly contact program requirement.
- Young people are accessing formalized opportunities to achieve their self-identified goals, which often included a focus on employment and education.

Considerations

- Improving work on peer support, community integration, social and family relationships, and cultural connections.

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Findings

Separation of Housing and Supports

Strengths

- No criteria for sobriety, medication compliance, completion of treatment, or adherence to any other clinical services in order to remain in housing.
  - The only sticking point involves young people with legal stipulations (i.e., court-ordered curfews).
- Much of the work is conducted within the community.
- Strong commitment to rehousing young people.

Considerations

- Transitional housing for young people can sometimes have compliance standards.

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Findings

Service Philosophy & Practice

Considerations

- Program documentation

- Motivational Interviewing, trauma-informed care, harm reduction principles, assertive engagement

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Findings

Program Features

Considerations

- Increasing opportunities for youth to meaningfully engage with program development.

- The program has strong relationships with many of the landlords they work with.

- Data management and performance measurement.

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Implementation Plan - MtS

- An action plan was created based upon the recommendations outlined in the fidelity review.

- The action plan included timelines, deliverables, and follow-up procedures.

- Was very well-received.

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Questions?

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www.homelesshub.ca/MtSDEMS