

# How to Conduct an Internal Fidelity Assessment on a Pathways Housing First Program

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# Self-Assessment of Fidelity of Pathways Housing First Programs



- Use of self-assessment measure
  - Developed by Stefanic et al (2013) & Gilmer et al. (2013)
  - Further validated by Goering et al. (2016)
- 1. Completion of measure by program staff
- 2. Group conciliation session to produce consensus ratings





# Internal Assessment of Fidelity: Methodology



1. Administer the housing fidelity survey to program service providers who have been with the program for at least 6 months.
2. Service providers are to complete the survey individually without consultation among them.
3. A meeting of service providers who completed the survey is organized at which item-by-item review is conducted.
4. In cases where there is consensus on items ratings across all service providers, the rating is taken as the final fidelity rating for that item.
5. In cases where there are differences in item ratings among service providers, a discussion is held until a consensus rating is obtained.



# Internal Assessment of Fidelity: Scoring



| Domain                         | # It               | Score Site 1 | Score on 4 Point Scale | Item Score Range       | Potential Range | Domain Score | Avg. Domain Rating on 4 Point Scale | % of Items With 3.5/4 Rating or Higher |
|--------------------------------|--------------------|--------------|------------------------|------------------------|-----------------|--------------|-------------------------------------|--|
| Housing process and structure  | 1                  | 3            | 3,0                    | 1-4                    | 7-28            | 17           | 2,4                                 | 14,3%                                  |
|                                | 2                  | 3            | 3,0                    | 1-4                    |                 |              |                                     |  |
|                                | 3                  | 3            | 3,0                    | 1-4                    |                 |              |                                     |  |
|                                | 4                  | 1            | 1,0                    | 1-4                    |                 |              |                                     |  |
|                                | 5                  | 2            | 2,0                    | 1-4                    |                 |              |                                     |  |
|                                | 6                  | 1            | 1,0                    | 1-4                    |                 |              |                                     |  |
|                                | 7                  | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
| Housing and services           | 8                  | 4            | 4,0                    | 1-4                    | 7-28            | 21           | 3,3                                 | 71,4%                                  |
|                                | 9                  | 2            | 1,3                    | 1-6                    |                 |              |                                     |  |
|                                | 10                 | 2            | 1,6                    | 1-5                    |                 |              |                                     |  |
|                                | 11a                | 2            | 4,0                    | 1-2                    |                 |              |                                     |  |
|                                | 11b                | 3            | 4,0                    | 1-3                    |                 |              |                                     |  |
|                                | 12                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 13                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
| Service philosophy             | 14                 | 4            | 4,0                    | 1-4                    | 7-41            | 33           | 3,4                                 | 57,1%                                  |
|                                | 15                 | 3            | 3,0                    | 1-4                    |                 |              |                                     |  |
|                                | 16                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 17                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 18                 | 6            | 3,0                    | 1-8                    |                 |              |                                     |  |
|                                | 19                 | 5            | 2,0                    | 1-10                   |                 |              |                                     |  |
|                                | 20                 | 7            | 4,0                    | 1-7                    |                 |              |                                     |  |
| Service array                  | 21                 | 4            | 4,0                    | 1-4                    | 9-42            | 42           | 4,0                                 | 100,0%                                 |
|                                | 22                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 23                 | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
|                                | 24                 | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
|                                | 25                 | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
|                                | 26                 | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
|                                | 27                 | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
|                                | 28                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 29a                | 5            | 4,0                    | 1-5                    |                 |              |                                     |  |
| Team structure/human resources | 31                 | 6            | 4,0                    | 1-6                    | 6-30            | 26           | 3,6                                 | 66,7%                                  |
|                                | 33                 | 4            | 4,0                    | 1-4 (ACT) or 2-4 (ICM) |                 |              |                                     |  |
|                                | 34b                | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 35                 | 4            | 4,0                    | 1-4                    |                 |              |                                     |  |
|                                | 36                 | 4            | 2,7                    | 1-6                    |                 |              |                                     |  |
|                                | 37                 | 4            | 2,7                    | 1-6                    |                 |              |                                     |  |
|                                | <b>TOTAL SCORE</b> |              | <b>139</b>             |                        |                 |              |                                     |  |



# Summed Fidelity Assessment Domain Scores



## Program Sustainability Outcomes – Self-reported Fidelity at 4+ Years Post At Home / Chez Soi (Nelson et al., 2017)

| Dimension                                   | Vancouver<br>ACT | Winnipeg<br>ACT | Winnipeg<br>ICM – Wi<br>Chi Win | Winnipeg<br>ICM – Ni<br>Apin | Toronto<br>ACT | Toronto<br>ICM | Toronto<br>ICM<br>Ethnoracial | Montreal<br>ICM | Moncton<br>FACT |
|---|------------------|-----------------|---------------------------------|------------------------------|----------------|----------------|-------------------------------|-----------------|-----------------|
| Housing<br>Process and<br>Structure         | 3.29             | 3.00            | 2.86                            | 3.29                         | 3.5            | 3.64           | 3.79                          | 4               | 2.14            |
| Separation<br>of Housing<br>and<br>Services | 4                | 4               | 3.71                            | 4                            | 3.71           | 4              | 3.71                          | 4               | 3.71            |
| Service<br>Philosophy                       | 2.99             | 4               | 3.83                            | 3.83                         | 3.83           | 4              | 4                             | 4               | 3.79            |
| Service<br>Array                            | 3.89             | 3.62            | 2.73                            | 3.28                         | 3.56           | 3.4            | 3.6                           | 3.51            | 3.44            |
| Team<br>Structure                           | 3.44             | 3.61            | 3.44                            | 3.45                         | 3.67           | 3.22           | 3                             | 4               | 2.83            |
| Average<br>Across<br>Dimensions             | <b>3.52</b>      | <b>3.65</b>     | <b>3.31</b>                     | <b>3.57</b>                  | <b>3.65</b>    | <b>3.65</b>    | <b>3.62</b>                   | <b>3.90</b>     | <b>3.18</b>     |
| <b>Benchmark for high fidelity is 3.5</b>   |                  |                 |                                 |                              |                |                |                               |                 |                 |

# International Housing First Fidelity Project

## Countries:

- Spain
- Portugal
- France
- Ireland
- Belgium
- Luxembourg
- Italy
- Norway
- USA
- Canada





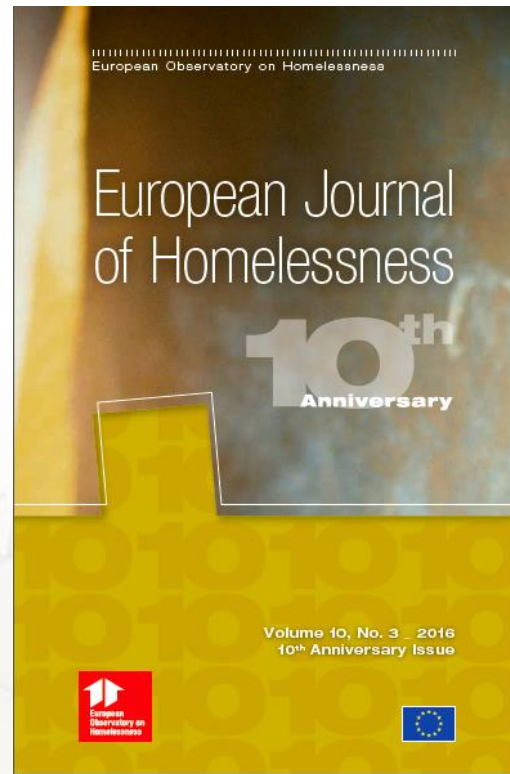
# International Study of Fidelity in Housing First Programs



- Use of common methodology to examine program fidelity in HF programs in European countries, Canada, & U.S.A.
- Two stage self-assessment of program fidelity
  - i. Completion of self-assessment tool by program staff
  - ii. Conciliation to consensus by program staff scores
- Key informant focus groups and / or interviews to identify facilitators and barriers to program fidelity at the systemic, organizational, and individual levels



# Special Issue of EJH on International Housing First Program Fidelity Project



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