TCI Fidelity

Andrea Turnbull & Lisa A. McCabe, Ph.D.
Residential Child Care Project, BCTR
Cornell University

TCI Regional Event
Building Communities of Practice:
Sharing What We Have Learned

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Fidelity: What is it?

- Extent to which intervention delivered as intended
- Fit between developer-defined program components and actual implementation
- A measure of the quality of implementation
Fidelity: Why does it matter?

1. Assist programs to self assess and implement well
2. Assess how program components relate to outcomes
3. Help replicate program success
TCI Fidelity Agencies

• 9 original pilot agencies
• 30 Agencies since 2014
• US (22), UK (2), Canada (2), Australia (4)
TCI Fidelity Process

**Before Visit**
- Anonymous staff surveys
- Use of TCI
- Beliefs/attitudes restraints
- TCI fidelity tool (agency)

**2 Day Visit**
- Leadership team meeting
- Focus groups with staff
- Observations
  - Staff-youth
  - Training (when possible)
- Leadership team meeting #2
  - Staff survey findings
  - Discussion of observations/fidelity tool (Cornell)

**Post Visit**
- TA Report
- Registration?
THE “MINI” STAFF SURVEY
Current position (mini survey)

- Direct Care/Line/CC Worker: 21
- Supervisor/Manager: 45
- Staff: 15
- Training/Development: 6
- Educator: 12
- Other: 0
Current position (17 Organizations)

- Direct Care: 43
- Supervisor: 11
- Administrator: 4
- Nurse: 6
- Clinician: 19
- Teacher/School: 11
- Family/Case Worker: 5
- Other: 2

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Views about TCI (mini survey)

Because of the TCI skills of my colleagues, there are few power struggles with youth

Because of my TCI skills, I have few power struggles with youth

- Strongly Disagree
- Disagree
- Not sure
- Agree
- Strongly Agree

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Because of the TCI skills of my colleagues, there are few power struggles with youth

Because of my TCI skills, I have few power struggles with youth

- Strongly Disagree
- Disagree
- Not sure
- Agree
- Strongly Agree
Views About Restraint (Mini Survey)

- **Other**: 67% Can be therapeutic, 33% Is necessary, not therapeutic, 0% Not therapeutic, may lead to trauma
- **Educator**: 100% Can be therapeutic, 0% Is necessary, not therapeutic, 0% Not therapeutic, may lead to trauma
- **Staff Train/Dev**: 20% Can be therapeutic, 60% Is necessary, not therapeutic, 20% Not therapeutic, may lead to trauma
- **Sup/Mangager**: 44% Can be therapeutic, 50% Is necessary, not therapeutic, 6% Not therapeutic, may lead to trauma
- **Child Care**: 29% Can be therapeutic, 57% Is necessary, not therapeutic, 14% Not therapeutic, may lead to trauma
- **All staff**: 42% Can be therapeutic, 49% Is necessary, not therapeutic, 9% Not therapeutic, may lead to trauma

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Views About Restraint (17 organizations)

- **Educator**: 41% Can be therapeutic, 49% Is necessary, not therapeutic, 11% Not therapeutic, may lead to trauma
- **Clinician**: 29% Can be therapeutic, 61% Is necessary, not therapeutic, 11% Not therapeutic, may lead to trauma
- **Nurse**: 12% Can be therapeutic, 72% Is necessary, not therapeutic, 16% Not therapeutic, may lead to trauma
- **Administrators**: 32% Can be therapeutic, 46% Is necessary, not therapeutic, 22% Not therapeutic, may lead to trauma
- **Supervisors**: 34% Can be therapeutic, 50% Is necessary, not therapeutic, 16% Not therapeutic, may lead to trauma
- **Direct Care**: 34% Can be therapeutic, 57% Is necessary, not therapeutic, 9% Not therapeutic, may lead to trauma
- **All staff**: 33% Can be therapeutic, 55% Is necessary, not therapeutic, 12% Not therapeutic, may lead to trauma

% Staff
THE TCI FIDELITY TOOL
TCI Fidelity Tool

• 5 Domains
  – Leadership/Culture
  – Clinical Participation
  – Supervision
  – Training
  – Incidents and Documentation

• 35 items

• 5 point scale
  Fully met — In progress (consistent) — In progress (partial) — Planning — Not implemented/concerning
Agency Benefits from TCI Fidelity Process

• Opportunity to reflect on agency practice
  – Affirmation of successes
  – Clear direction for future

• Partnership and collaborative relationship
TCI Agency Registration

- Recognizes implementation of the TCI System to RCCP’s high standards
- Affirms ongoing commitment to best practice guidelines
- Represents RCCP’s commitment to helping TCI agencies implement with fidelity
- Initiates university-agency relationship
To Become a Registered TCI Agency

- Demonstrate TCI System implementation standards by completing the TCI Quality Improvement and Fidelity Assessment process
- Senior RCCP staff review results from assessment process and recommend registration status
Registered TCI Agency: Privileges

- Acknowledgement on RCCP website
- Access to PDF files for TCI Student Workbooks
- Discounts on TCI materials, tuition for TCI training, and on-site technical assistance
- Contributes to research for the field
- TCI Agency mentor opportunity
Registered TCI Agency: Responsibilities

- Practice in accordance with TCI principles and training guidelines (hours of training, frequent refreshers, RCCP evaluation instruments, etc.)
- Share incident data with Cornell
- Renew TCI registration every 3 years
Privilege and Responsibility

Become a more active part of a community of practice aimed at improving outcomes for children and families.
For more information

Andrea Turnbull
ajt78@cornell.edu

Lisa McCabe
Lam4@cornell.edu

rccp.cornell.edu