

Steps for Reaching Program Consensus on Fidelity Ratings

1. Once a minimum of 4 program staff (with at least a 6 months trajectory in the program) have completed independently the self-assessment fidelity ratings, a meeting of these individuals is organized and facilitated by the Project Coordinator.
2. The Project Coordinator starts the meeting by reviewing with the participating program staff their ratings on the items of the fidelity scale.
3. Each program staff is asked to reveal his or her score on each item. If all the participating program staff have the same score on an item, then it is considered the consensus rating for the program.
4. If there is divergence in the scores among the program staff, the Project Coordinator facilitates a discussion starting with asking those individuals in the minority in terms of their fidelity rating on an item to provide to the group their rationale for their fidelity rating. Subsequently, the Project Coordinator asks those in the majority with the same ratings to provide their rationale behind their ratings.
5. Following this discussion, the Project Coordinator calls for a rescoring of the item, asking each individual in the group his or her rating.
6. If there is still divergence, then a vote is called on ratings and the score supported by the majority is considered the final fidelity rating.