UNIVERSITY OF CINCINNATI
CORRECTIONS INSTITUTE

UCCI:FIDELITY

FIDELITY: GROUP OBSERVATION TOOL

Research findings are very clear that the quality of program implementation, routine observation and coaching has a direct impact on the effectiveness of programs. We also know that training alone is not sufficient to ensure program integrity over time. In fact, some studies show that in an absence of support to group facilitators, very little program integrity remains six months after the initial training. Programs who are successful in achieving continued program integrity regularly provide quality assurance through group observation with feedback and coaching opportunities for group facilitators.

OVERVIEW
The group observation training is designed for supervisors and peer coaches who are available to observe group facilitators delivering a cognitive-behavioral group. Trainees are taught to use a standardized group observation tool, are provided an opportunity to practice rating a group session and discuss their ratings in order to achieve better understanding of the various rankings and increase inter-rater reliability. The training also covers basic skills for delivering feedback and coaching. The group observation tool is not restricted to any particular cognitive-behavioral group and can be used with an array of programs. The group observation tool measures the level of fidelity to cognitive- behavioral group programming.

Upon completion of the group observation training, the organization(s) now has staff with knowledge and basic skills to conduct group observations. However this is not enough. The organization must work to support those observers in providing the resources necessary for them to conduct routine observation and coaching. The organization's leadership also serves a critical role in building a culture that accepts, and fosters continued quality improvement (CQI). One component, of a quality driven organization is to build a culture of expectation and delivery of observation, feedback, data analysis and continued quality improvement.

TRAINING
The training is a one day in person training for a maximum of 18 trainees or two half-days synchronous virtual training for up to 12 trainees. The training protocol consists of an overview of the fidelity research, introduction to UC's Group Observation Tool, review of tool components, practice using the tool, discuss skill development planning, model/practice planning, and model/practice providing coaching/feedback.

Our goal is to provide a high-fidelity program. UCCI curricula, interventions and strategies are free to use! Our mission is to research, develop, disseminate and implement evidence-based practices in corrections. As such, we've worked with the university to offer this program at no "per-use" fee. While copyrighted property of the University of Cincinnati, training materials received in our training events include permission to photocopy resources needed to monitor fidelity.

CONTACT
For more information about UCCI's Group Observation Tool, please contact UCCI at corrections.institute@uc.edu or visit our website at www.uc.edu/corrections.

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