



Introduction

This programme implementation fidelity guide can be used to support the evaluation of your service’s implementation of sensory modulation. If you have any questions about the fidelity guide, contact Dr Gilbert Azuela at gilbert.azuela@tepou.co.nz

How to use the fidelity guide

1. Complete one checklist for each service evaluation (we recommend doing a checklist at least once a year).
2. Each fidelity item needs to be rated on a 2-point scale (Yes/No)
3. Calculate the percentage of fidelity.
4. Recommend three areas for the service to work on over the next 3–6 months and/or incorporate recommendations into an action plan.
4. Discuss the evaluation and recommendations with team leaders or service managers.

Fidelity Domains	Response	
	Yes	No
1. Sensory Modulation Programme Design		
1. Sensory modulation programme is jointly developed by an external entity (ie. topic expert) and by organisational stakeholders.		
2. Management are communicating the validity of the sensory modulation programme to the staff.		
3. Sensory modulation programme is tailored to meet the needs of people accessing services and staff.		
4. Sensory modulation programme is piloted to increase suitability for the mental health unit and to facilitate learning and development for staff.		
5. Sensory modulation programme has a detailed implementation plan.		
6. Sensory modulation programme has particular change targets for identified teams or groups in the organisation.		
2. Organisational Milieu		
1. The organisation has a commitment to improving people’s wellbeing and person-centred practice.		
2. The organisation is committed to on-going innovation in service delivery.		
3. The organisation has established professional networks within and outside the organisation by encouraging and supporting professional linkages.		

		Response	
		Yes	No
4.	The organisation has excellent staff in implementing the sensory modulation programme.		
5.	The organisation has existing policy on implementing intervention programmes in general.		
6.	The organisation has stable team membership, including low staff turnover, the correct ratio of managers to total staff, and a majority of experienced staff.		
7.	The organisation has a clear and stable structure for communications between management, staff and people accessing services using formal and informal methods.		
8.	The organisation has a clear perception that a sensory modulation programme will bring benefits to people accessing services and staff.		
9.	The organisation has a supportive culture and is open to changing practices.		
10.	The organisation has an engaged and functional working environment (climate).		
11.	The organisation has the resources needed for the implementation of the sensory modulation programme, namely provision of training, sensory tools and equipment, allocation of designated sensory space/s and release of staff to attend training.		
12.	The organisation has access to sensory modulation experts and information on sensory modulation theory and practice (including online access).		

3. Organisational Workforce Qualities

1.	The management and clinical staff have a positive attitude toward sensory modulation programme implementation.		
2.	The management and clinical staff are clear about their roles in implementing the sensory modulation programme and confident that they can fulfil these roles.		
3.	The management and clinical staff are familiar with the organisational change and skilled to facilitate progress towards positive change.		
4.	The management and clinical staff are committed and prepared to take responsibility for sensory modulation programme implementation.		
5.	The organisational leaders (upper & middle management) are engaged in the implementation of the sensory modulation programme.		

4. Sensory Modulation Programme Implementation Process of Development

1.	Organisational stakeholders are consulted and considered as to their perspectives on the development of the sensory modulation programme.		
2.	The organisation has sought expert advice on the development of the sensory modulation programme.		
3.	The organisation has strategies for implementing the sensory modulation programme tailored to specific target groups (eg. Māori, Pacific, Males, Females)		
4.	The organisational stakeholders (management and clinical leads) agreed to a detailed plan for implementation.		
5.	The organisation has identified the information content and the delivery methods needed to provide effective sensory modulation training.		
6.	The organisation has established a clear pathway of communication for reporting progress and concerns related to sensory modulation implementation.		
7.	Management actively influences staff to engage in the sensory modulation programme.		
8.	Sensory modulation trainers facilitate embedding of sensory modulation into practice through training sessions and practice coaching.		
9.	Designated or formally appointed staff 'champions' are present to role model and lead the implementation of the sensory modulation programme.		
10.	The organisation has an external change agent (topic expert) to facilitate decisions and favourable outcomes related to the sensory modulation programme.		
11.	The organisation has formed a multidisciplinary 'sensory modulation committee' for each specific team or unit.		
12.	The sensory modulation committees have access to professional supervision and/ or expert consultation for troubleshooting of implementation challenges.		
13.	The organisation collects and uses feedback from staff, people accessing services and management to improve sensory modulation application (through debriefing, reflection and evaluation tools).		

"The Implementation and Impact of Sensory Modulation in Aotearoa New Zealand Adult Acute Mental Health Services: Two Organisational Case Studies: a thesis submitted in fulfilment of the Degree of Doctor of Philosophy at Auckland University of Technology, Auckland, New Zealand", by G. F. Azuela, 2019, Doctoral thesis, Auckland University of Technology.

Calculate the percentage of fidelity:

(Number of 'Yes' ratings: ÷ 36) × 100 = %

Recommend three areas for the service to work on over the next 3–6 months:

1.

2.

3.

Additional comments: