Encouraging high teacher attendance at trainings was needed for fidelity to the training model. The percent of lead and assistant teachers attending the trainings together was 82.4%. To support fidelity, developers needed to put in place a train-the-trainer model in place in order to have a sufficient number of trainers and to ensure training content was consistent. Training and materials need to be user-friendly and appropriate to the teachers, children and context where the intervention is taking place. Ongoing communication between developers, trainers, coaches and the technical assistance team was essential in order to ensure site-specific and appropriate adaptations to the training model.

To avoid the common challenge of programs losing social-emotional enhancements at scale, technical assistance played critical roles in supporting fidelity and scale-up: 1. Bolstering administrative support and supervision. 2. Quality control. 3. Facilitating communication. Calls between developers, coaches, grantee liaisons and the Head Start CARES TA teams were organized throughout the implementation year.

References


What is the Head Start CARES demonstration?

- A large-scale national research study designed to test the effects of social-emotional programs in Head Start settings over the course of one academic year.
- The demonstration randomly assigned Head Start centers to one of three different social-emotional models or a “business as usual” comparison group.

What will be learned from this poster?

- What supports were needed to implement the three social-emotional enhancements at scale?
- What level of monitoring was needed to ensure enhancement implementation with fidelity?

Why focus on fidelity and supporting scale-up?

- To avoid the common challenge of programs losing strength as they go to scale quickly, a standardized professional development coaching and training model was created to support implementation needed for large-scale project.
- Maintaining fidelity to the enhancements is considered a goal of the Head Start CARES demonstration; research has suggested that implementation fidelity is strongly associated with the level of project impact.1

We learned about implementation through interviews, Management Information System data, and interactions with key stakeholders.