



DBHDD Supported Employment (SE)

Dartmouth Individual Placement and Supports (IPS)

Fidelity Review Reports

Purpose: The Dartmouth IPS Fidelity Scale was developed to measure the adequacy of Supported Employment program implementation and service delivery. SE Fidelity monitoring ascertains a measurement of the provider's current practices based upon clinical records reviews, staff interviews, and interviews with consumers; along with administrative documents. The fidelity score and composite report can assist you in practice planning and quality improvement and can assist in providing technical assistance to your professional employees.

Method: The DBHDD SE Fidelity Review Team completes a IPS fidelity review annually on all SE providers in the state of Georgia the review includes the following activities:

Interviews with several staff including but not limited to :

- a.) SE team staff
 - b.) Provider administrative staff
 - c.) Individuals who receive SE services
-
- 2.) Observation of SE supervision meeting, mental health treatment team meeting, and job development in the community.
 - 3.) Chart Review of at least 20% of the overall SE providers census (6 minimum)
 - 4.) Field Observation
 - 5.) Wrap-Up Discussion with SE staff and Regional Office
 - 6.) Exit interview with SE team, provider leadership, Regional and State Office

7.) Technical Assistance session with SE provider

The IPS Supported Employment Fidelity Scale measures three aspects of the program: staffing, organization, and services. Each item is rated on a 5-point response format, ranging from 1 = no implementation to 5 = full implementation, with intermediate numbers representing progressively greater degrees of implementation. Each SE IPS review summary report is provided and includes the completed scale, IPS total score, a detailed description of each IPS item by section and the rating for each item.