Instructions for Interviewer

OMB #: 0970-0XXXX

Expiration Date: XX/XX/XXXX

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Fidelity Study: State Lead Debrief

**PURPOSE**: As part of the Center for States’ fidelity study of tailored services for jurisdictions, a debrief protocol was developed to capture brief, reflective feedback from State project leads following in-person or virtual meetings associated with intensive projects. Interviewers should select approximately 5-7 questions (15 minutes) from the list of optional questions (below) that are tailored to the meeting’s purpose, phase of delivery, and behaviors observed with Center staff leading the meetings. The state lead debriefs can occur in person, via email, or via phone.

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| **PHASE OF DELIVERY** | **BEHAVIORS** | **DEBRIEF QUESTIONS TO CHOOSE FROM** |
| Engagement | Performing outreachBeing responsiveBuilding credibilityProviding clarityCollaborating | * How well did the Center representatives demonstrate their understanding of your state’s context, needs, and strengths?
* How well did the Center explain the service delivery process and its purpose to you? How clear were those explanations?
* How much confidence do you have in the Center’s ability to meet your needs?
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| Working as a Team | Joining a teamIntegrating effortBuilding team support and cohesionCommunicating and sharing information | How well did members of your agency and representatives from the Center work as a team?How successful was the team at achieving its goals?* How satisfied are you with how the team interacted (i.e., supported one another, provided constructive feedback, communicated and shared information)?
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| Assessment | Using appreciative inquiryBeing thorough and well preparedPromoting deeper jurisdictional awarenessEnsuring accuracy/credibility of assessment | * How well did the Center representatives facilitate today’s meeting? (i.e., transparency, openness, honesty, solution-focused, strengths-based, respectful, inclusive inquiry)
* How well has the Center planned and organized meetings with you, including today’s meeting?

How successful was the assessment process at identifying your state’s strengths and needs? * How satisfied were you with this process?
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| Work Planning | Promoting partnership and ownershipDetermining readiness and prioritizingConducting analysis/establishing connectionsPlanning effectively and building consensus | * How much ownership do you feel for what was created?
* Can you identify specific things that happened during the meeting that might have contributed to your feeling of ownership?
* How satisfied are you with that level of ownership?
* How well did the Center help your state determine its readiness to move forward in particular areas, and prioritize those areas?
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| Service Delivery | Initiating service deliveryPacing the workGuiding agency self-reflectionSelecting strategies, activities, toolsPromoting use of capacity building frameworkCommunicating with CB and Collab. Partners | * How well does the pacing of the Center’s involvement with your state meet your needs and expectations? (i.e., intensity, flexibility, thoroughness, pace, ensuring understanding)
* How satisfied are you with the quality of the Center’s service delivery? (i.e., level of support, collaboration on strategy/ tool identification/ selection, communication)
* How well did the Center help your state to identify and select the most appropriate strategies, activities, or tools for this work?
* How well has the Center integrated the capacity building framework and the change process into its services to your state? (i.e., usefulness, appropriateness, meaningfulness)
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| Tracking and Adjustment | Assessing capacity for tracking progressDeveloping approach to understanding progressCollecting data to understand progressConducting analysis/building connectionsDiscussing progress/planning effectivelyManaging perceptions of progress | * How well is the Center helping your state to identify what data are needed and how to secure those data?
* How well is the Center helping your state to identify and conduct appropriate data analysis?
* How satisfied are you with the support provided by the Center in monitoring progress and making adjustments as needed?
* Can you share an example of how the team has used data to determine progress and inform planning and decision making?
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| Transition to Sustainability | Planning for transitionDeciding to transition and close\*Transitioning to sustained capacity buildingFacilitating a final meeting\*Ending services prematurely\* | * What led to the decision to end this project?
* How satisfied are you with how the project ended?
* How well did the Center help prepare your state to sustain capacity for this work? *(probe on identifying and securing needed supports)*
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*\***Behaviors denoted with one asterisk reflect those few items would only be relevant for more mature projects, or if a project was closing unexpectedly.*