

SBIRT Fidelity Check Activities

SBIRT Fidelity Technique	Summary	Recommended Frequency	Other Notes
Direct Observation	The clinical staff person who conducts SBIRT is observed by another staff person during a live visit with a patient. The observer uses one of the fidelity checklists examples to score the staff person conducting SBIRT and then the two discuss the score.	Ongoing as needed depending on preference and privacy protocols. Align with staff performance level to determine how often.	
Paired Role Play	Paired role plays can be done with a trainer, peer, manager, or other staff person. One person plays the patient and the other plays the provider role. Then the pair switches roles and provides feedback to each other.	Complete 1x at training. Next, complete 1-2x within 2-3 weeks after training. Then, 1x at 6 months (or at another time interval that makes sense).	The Adolescent SBIRT Pocket Card can be a helpful tool to assist with role plays.
Triad Role Play	During a triad role play one person plays the provider, one plays the patient, and a third person serves as an observer. The person playing the provider and the observer both use a fidelity checklist to score the role play. The group discusses the score at the end of the role play and the person playing the patient provides feedback on their experience. Then the group switches roles.	Complete 1 time at training, 1 time two weeks after training as a booster or at another time interval that makes sense.	The Adolescent SBIRT Pocket Card can be a helpful tool to assist with role plays.
Self-evaluation: Fidelity Checklists	Train staff to reflect upon their experiences conducting screening, brief intervention, and referral to treatment using a fidelity checklist.	Complete for the first 2-5 brief interventions with patients and ongoing as needed.	Examples include: <ul style="list-style-type: none"> • Brief Intervention Observation Sheet (BIOS) • Youth Brief Intervention and Referral: Interview Scoring Sheet • SBIRT Short Form: Proficiency Checklist
Group practice: Interpret risk level and brainstorm feedback based on screening results	Mock-up CRAFFT with results showing responses to the screening questions and total score. Ask the trainees to interpret the risk level and next steps based on the screening score alone. Provide a second mock-up of the CRAFFT with screening results and some additional background information. This activity can be used as a way to brainstorm in the group what types of feedback the practitioner may want to provide during a BI.	Can be completed during a “lunch time” booster session and ongoing as needed.	Example questions to ask the group: <ul style="list-style-type: none"> • What is the risk level? • What feedback would you give the patient? • What steps would you use in the BNI process?
Kognito Simulation	Staff can complete the SBI with Adolescents Kognito simulation to practice building MI/SBIRT skills. The simulation provides a score at the end of the session, and the simulation can be taken multiple times to measure change in score over time.	Complete SBI with Adolescents before first training to introduce skills and provide opportunity for practice. Complete SBI with Adolescents: Comorbid Substance Use and Mental Health within 2-3 weeks after training to reinforce skills and improve confidence.	Encourage staff to complete the simulation multiple times to build confidence.

