

## Restorative Conference – Model Fidelity

Fidelity is defined as the extent to which delivery of an intervention adheres to the protocol or program model; it is how accurately or faithfully an intervention is reproduced from a manual or protocol. Preserving the components that made the original practice effective can directly impact the success of desired outcomes. Fidelity is important in program evaluation and outcome research.

Outcomes can be measured and tracked with increased reliability when using a standard of practice or developed model/curriculum. Following the guidelines and conference script provided by IIRP-Real Justice<sup>®</sup> leads to a greater likelihood of satisfaction to the parties involved.

The Real Justice<sup>®</sup> script is supported by several research studies, which has consistently demonstrated high rates of participant satisfaction, perceptions of fairness and offender compliance with conference agreements. (*Real Justice & the Conferencing Handbook, pg. 178*)

To ensure fidelity to the Real Justice<sup>®</sup> restorative conferencing model, a Peer Review process is utilized. The Peer Review involves a fellow certified conference facilitator observing a conference, completing a *Conference Facilitator Peer-Assessment* form, and discussing their observations with the reviewed facilitator. Peer Reviews should be completed on 15% of conferences facilitated (about 1 in 7), with a minimum of once per year.

In order to evaluate one's self and identify areas for improvement, facilitators can utilize the *Conference Facilitator Self-Assessment* form after each conference facilitation.