## **Fidelity and Interobserver Agreement (IOA) Training Worksheet**

## **Welcome!**

Hello and welcome to your BCBA Training Worksheet Series — designed to help RBTs strengthen their clinical knowledge and prepare for the next step in their ABA career.

My name is Jazzmyn Mijic, MS, BCBA, and I’ve been a Board Certified Behavior Analyst since 2014. With over 14 years of experience in the field and as a Clinical Director at Arium Behavior Services, I’ve had the opportunity to train, mentor, and grow hundreds of behavior technicians and future BCBAs.

These worksheets are created to bridge the gap between RBT application and BCBA-level clinical understanding. Each topic is designed to build your confidence, sharpen your analytical skills, and help you think like a supervisor.

Take your time, reflect on the concepts, and remember — every great BCBA starts by mastering the fundamentals.

Welcome to the next level of your ABA journey!

— **Mrs. Jazzmyn Mijic, M.S. BCBA** *Clinical Director, Arium Behavior Services*

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### **Learning Objectives**

By the end of this worksheet, you will be able to:

* Define **fidelity** and **interobserver agreement (IOA)**.
* Explain why both are critical to effective ABA service delivery.
* Identify when and how to collect fidelity and IOA data.
* Apply these concepts to **behavior reduction**, **skill acquisition**, and **prompt level** data.

### **1. What is Fidelity?**

**Fidelity** refers to how accurately and consistently an intervention or program is implemented according to the written behavior plan or protocol.

* High fidelity means the procedure was carried out exactly as designed.
* Low fidelity means steps were skipped, changed, or performed incorrectly.

Maintaining treatment fidelity ensures that the client is receiving the intervention as intended, which allows data to accurately reflect the effectiveness of the treatment — not implementation errors.

### **2. What is Interobserver Agreement (IOA)?**

**Interobserver Agreement (IOA)** is the degree to which two or more observers record the same data for the same behavior or skill.

It measures **consistency and reliability** between data collectors — typically between an RBT (supervisee) and a BCBA (supervisor).

IOA = (Number of agreements ÷ [Number of agreements + disagreements]) × 100%

### **3. Why Fidelity and IOA Are Important**

* **Ensures Accuracy:** Confirms that both the data and the implementation reflect true client performance.
* **Builds Reliability:** Increases confidence in data-based decision making.
* **Improves Training:** Highlights areas where staff may need additional coaching or clarification.
* **Supports Insurance and Compliance:** High-fidelity implementation demonstrates ethical and professional accountability.

### **4. How Often Should Fidelity and IOA Data Be Collected?**

* **Fidelity Data:**
	+ Should be collected **every supervision session** (especially if new programs or behaviors are introduced).
	+ Recommended during **direct observations** and supervision sessions.
	+ Each data point should include both **the procedure name** and **the steps completed correctly**.
* **IOA Data:**
	+ Should be collected **a minimum of 20% of sessions per client per month**, across different days, times, and settings.
	+ IOA checks should include a variety of targets (skill acquisition, behavior reduction, prompt levels).

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### **5. IOA and Fidelity Collection Across Domains**

| **Domain** | **What to Measure** | **Example of IOA/Fidelity Focus** | **Frequency** |
| --- | --- | --- | --- |
| **Behavior Reduction** | Frequency, duration, or intensity of target behaviors | Both observers record occurrence/non-occurrence of behavior using same operational definition | 20% of sessions monthly |
| **Skill Acquisition** | Correct/incorrect responses, independent responses | Both observers record accuracy of target responses or prompt levels used | 20% of sessions monthly |
| **Prompt Levels** | Type and consistency of prompt delivery | Compare prompt levels used across observers (e.g., verbal vs. gestural vs. physical) | 1x per week minimum or per supervision |

*(You already have a table — this information can go above or serve as column headers or guidance text.)*

### **6. Practice & Reflection**

1. In your own words, describe the difference between **fidelity** and **IOA**.
2. Why is IOA especially important when working on **behavior reduction programs**?
3. What would you do if your IOA percentage is below 80%?
4. List two strategies you could use to improve implementation fidelity.

### **7. Supervisor Notes (Optional Section)**

Supervisors can review data with supervisees and note:

* Accuracy percentage
* Feedback given
* Follow-up observation date

**Practice Your Skills** You can practice by watching a video with a colleague, fellow RBT, or friend. Use this opportunity to apply your observation and data collection skills just as you would during a supervision session. The goal is to determine whether you and your partner are identifying behaviors and recording data consistently. Consistency in observation and data collection is essential in ABA, as it directly impacts the accuracy of programming and the overall success of the client.

| FIDELITY I.O.A. DATA COLLECTION |
| --- |
| Behaviors | Therapist 1 | Supervisor |
| Aggression |  |  |
| Biting Nails |  |  |
| Climbing |  |  |
| Disrobing |  |  |
| Dropping to the Floor |  |  |
| Dumping Containers |  |  |
| Elopement |  |  |
| False Statements |  |  |
| Going under the table / Chair |  |  |
| Grabbing |  |  |
| Inappropriate Social Interactions |  |  |
| Mouthing |  |  |
| Negative Vocalizations |  |  |
| PICA |  |  |
| Private Part Stimulation |  |  |
| Property Destruction |  |  |
| Saliva / Spit |  |  |
| Scriptive / Repetitive Phrases & Words |  |  |
| Self Injurious Behavior |  |  |
| Self Stimulatory Behavior |  |  |
| Stealing Food |  |  |
| Tantrum |  |  |
| Task Refusal |  |  |
| Whining |  |  |
|  |  |  |
| Child Initials: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Date of Observation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Observer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Observee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Start Time: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | End Time: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Total Number Same: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Total Number of Frequency: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Percentage of IOA Data: \_\_\_\_\_\_\_\_\_\_\_ |  |  |

Clinical Recommendations by Supervisor:
\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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