

Local Area Coordination: Fidelity Checklist

Purpose

- The fidelity checklist is a foundational document to guide and critically evaluate the **design, scaling and implementation** of Local Area Coordination and the Local Area Coordinator role.
- This evidence based checklist is required to fulfill Remedy reporting requirements as follows:
 - *July 2023*: Policy and practice framework established, including fidelity criteria
 - *December 2025*: Independent review commences with a focus on the fidelity criteria
 - *June 2026*: Independent review complete and implementation of necessary improvements

Rating System

- The ratings for each item should be re-visited by multiple partners including relevant project teams and DSP management at major milestones of the building, designing and scaling of the LAC role. This will ensure the role stays consistent with its fidelity criteria and will provide an opportunity to evaluate what areas may need more attention and resources.
- The rating system is as follows:
 - **Green: Working Well**
 - **Yellow : Attention Needed**
 - **Red: Urgent Action Needed**

Design

Building Block	Rating
1. A connected role with a clear job description that has the right sequence of strategies with high expectations of performance	
2. Locally based with presence in, connection with and knowledge of local community - people, places, history and natural resources. Based in and connected to a geographical community	
3. Realistic ratios of 1:50 enable a personal approach to be maintained, so people love their jobs and stay	
4. Clear LAC values and principles, with many referral/access pathways. Ensuring the “right relationship” – working alongside partners but always ensuring the person with the disability is leading the way	
5. Credible and skilled external technical support to address all fidelity features, based on the assumption that support needs to be evidence and resource based, with a deep understanding of implementation	
6. Whole person approach- people not labels, people with disabilities of all ages and backgrounds, not bound by service label or service specific as outlined in the Remedy. Easy access and no barriers to early help	
7. Multi-sector responses that span across all ages as outlined in the Human Rights Remedy	

The following checklist was developed and adapted for the Nova Scotian context based on the evidence-base collated by Eddie Bartnik & Ralph Broad in Power and Connection. <https://citizen-network.org/uploads/attachment/812/power-and-connection.pdf>

8. Careful, intentional involvement of people with disabilities, families, local people in selection of LACs. Move beyond just having a representative on a panel and extend to other key areas of local area coordination (e.g. leadership development, training and evaluation)	
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Scaling and Sustainability

Building Block	Rating
1. Start small but think big - more than a project on the edge of the system, leveraging Local Area Coordination and evidence to inform system reform	
2. Internal and public communication strategy to ensure the purpose and value of LAC is reported and understood and that ongoing support for Local Area Coordination is sustained	
3. Within and cross-sector leadership and creative resourcing involving a combination of existing and new resources as well as pooled funding from different silos	
4. Strengthening of the base of Local Area Coordination, and addressing issues as they arise in initial cohorts of LACs before further expansion; carrying lessons learned forward into the building of new LAC areas in a connected way	

Effective Implementation

Building Block	Rating
1. Systematic induction and training strategy, strong focus on the LAC Framework with the connected role and local community connection	.
2. Think natural supports and community first approach with a greater focus on inclusion and contribution, what people can do for themselves first, how family, friends or community can help, then the complementary role of services	
3. A personal, flexible human approach, focusing on strengths, local solutions and resilience, rather than deficits, services and dependence, wherever possible	
4. A partnership approach with integrated, joint working but always alongside the person and their identified support network. Strong partnerships between LACs and IPSCs to support individuals who are returning to a local community	
5. Deliberate investment in leadership, new ideas and partnerships	
6. Planned opportunities for regular interaction between LACs and their team leaders, 'connected' leadership	
7. An open culture characterised by participation, feedback reviews and evaluations, independent monitoring	

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8. A strong safeguard framework and commitment to training	
9. Shared values and Practice Framework, regular connections through a Network with international best practice connections	
10. Direct provision of Local Area Coordination, with opportunities for learnings and gaps from Local Area Coordination to be shared with leadership of the Disability Support Program	

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