

## Home Visiting Advisory Committee

FY22 Meeting 1 (Q1)

September 16, 2021

### Attendance

- Adrian Lopez
- Bridget Lecheile
- Caroline Sedano
- Catherine Blair
- Cassie Morely
- Courtney Jiles
- Dila Perera
- Ellen Silverman
- Erica Hallock
- Gretchen Thaller
- Izumi Chihara
- Kasondra Kugler
- Laura Alfani
- Liv Woodstrom
- Marcy Miller
- Marilyn VanOostrum
- Martha Skiles
- Melanie Maltry
- Melissa Kenney
- Nina Evers
- Nita Lynn
- Rene Toolson
- Samantha Masters
- Valisa Smith
- Valerie Stegemoeller
- Genevieve Stokes
- Amanda Madorno
- Mary Sprute

### Proposed Process for Completing Recommendations

1. Having an external facilitator to support development of the recommendations
2. Core group of HVAC members drafting recommendations with facilitator
3. Utilizing existing subcommittee groups for developing recommendations
4. Full group or new subcommittee to discuss true cost of service delivery recommendations and any other recommendations
5. Utilizing Trio members to be available as content experts and facilitators of the process as needed

### Deadlines and Meetings

- The recommendations are due to the legislature by June 1, 2022
- The report is due to Office of Financial Management (OFM) by May 6th, 2022

## Home Visiting Advisory Committee

FY22 Meeting 1 (Q1)

September 16, 2021

- DCYF internal teams will start reviewing for format, budget and equity by March 18th (DCYF will not edit the content of the recommendations and HVAC will review/approve the report again after DCYF review)

Meeting #1 9/16/21	Meeting #2 10/28/21	Meeting #3 12/16/21	Meeting #4 3/17/22	Meeting #5 4/28/22	Meeting #6 6/16/22
Initial planning meeting (TODAY)	1 <sup>st</sup> Working meeting (gather necessary documents in between) <ul style="list-style-type: none"> <li>• Half meeting = subcommittee,</li> <li>• Half meeting = cost conversation</li> </ul>	2 <sup>nd</sup> Working Meeting <ul style="list-style-type: none"> <li>• Half meeting = subcommittee</li> <li>• Half meeting = cost conversation</li> </ul>	Review First Draft <ul style="list-style-type: none"> <li>• 1<sup>st</sup> draft to DCYF</li> <li>• What additional info is needed to finalize? Budget, staffing, data MOU's, etc.?</li> </ul>	Approve Final Report	

### Presentations of current work

#### Data Systems

- How do we raise up individual successes and raise up globally what we are doing in the HVSA
  - Do we need to think about tailoring and drawing out some specific measures?
- 1) We are hearing a lot from grantees that EBP measures do not reflect their work and/or the story they want to tell. They are interested in exploring more qualitative data collection and alternative measures to the ones currently used. Can we do some exploration work like this as part of this data infrastructure expansion?
- 2) As a dimension of the research can you explore how state systems are coordinating with other local systems to reduce burden for grantees?

#### Home Visiting Core Competencies

- Each year we continue to aggregate what folks are really wanting, needing, and working well
- Around the portfolio approach we historically were very model centered and are thinking through how to better support all programs and fill needs to feel best situated to do the work
- Originally convened in a small group of providers and bring them together to identify what the outcomes are, how to engage with the field in a safe and respectful manner
- Center on the voice of providers and create plan according to what they provide as feedback and needs
- Held 4 listening and learning sessions with providers and asked what ways they would want to engage in the future as well as bringing forth questions and common understanding for HV core competencies
- Drafting task force of providers – by end of December or early January to come back and share with the field an initial draft for feedback
- Exciting to be able to name the needs and skills needed across models and programs to do the work

#### Workforce Study – original base line for understanding the work we are doing with the field

- Engagement and innovations from 2017 – 2019
- Workforce Study with 650 participants – January 2018
- Close to 1000 workforce members joined five different initiatives
- Iterative improvements were made to innovations based on field voice in real time
- Field applied learning immediately to HV work such as CQI projects
- Degree Attainment – highly educated workforce

## Home Visiting Advisory Committee

FY22 Meeting 1 (Q1)

September 16, 2021

- Over 40% have degrees un-related to human services – without that critical knowledge to early childhood education
- Supervisors, more likely to have an advanced degree, more years in early childhood education career field and less likely have been a home visitor
- Heard feedback from home visitors wanted to have a supervisor that had experience in the field providing direct services
- ¼ home visitors report receiving public assistance
- Home visitors experience more economic challenges than supervisors
- 64% of the workforce report at least some difficulty paying bills in the past year
- ACEs question was voluntary
  - Our field is twice as high as others, having experienced at least 1 ACE (81% of workforce)
  - 9% of workforce experiencing spectrum of depression
  - Also found commonly identified stress management strategies:
    - Reflective supervision
      - Supervisors are less likely to receive RS themselves compared to home visitors
      - Home visitors expressed a strong comfortability with their supervisors when receiving RS
    - Self-care strategies
    - Peer to peer/ coworker connections
- Key recommendations/ conclusions
  - Create pathways for home visitors to advance their education
  - Ensure home visitors and supervisors are paid equitably for their expertise
  - Ensure workplaces are psychologically supportive and include RS
  - Promote work – life balance
  - How do we use this to level recommendations due in June?
  - How do we provide response to these needs – placing self-care as a HV field need rather than an individual burden or need to be

### Cost Study - Intended to support the development of:

- A funding framework that guides future growth, supports a sustainable HV program and aligning to WA program values
- A payment model that can support integration of FFPSA and Medicaid billing, considers administrative complexity and supports integration
- Within the HVAC legislative report: highlighting rate adjustments to reimburse for the true cost of service delivery
- WA State home visiting is a decade old, established with federal grant (MIECHV) funding as a result of the Accountable Care Act and some initial seed state and private funding
- Current portfolio of 44 LIAs with capacity to serve over 2600 families in 27 counties (not included most recent FY22 procurement)
- As of 2019, DCYF was estimated to fund about 1/3 of the HV capacity statewide
- Key in shaping the cost study
  - MIECHV legacy, focus of evidence-based programming and funder requirements
  - Competitive procurement conducted without established cost parameters has led to an uneven funding approach and lack of uniform and complete data on program costs
  - Braiding and cost reimbursement have supported the implementation and growth of WA HV
- Intended to support the development of:

## Home Visiting Advisory Committee

FY22 Meeting 1 (Q1)

September 16, 2021

- A funding framework that guides future growth, supports a sustainable HV program and aligning to WA program values
- A payment model that can support integration of FFPSA and Medicaid billing, considers administrative complexity and supports integration
- Another issue is economies of scale - sometimes we need higher admin rates for the smaller agencies to support administrative requirements that are more easily absorbed/distributed across larger agency; but these agencies typically have the lowest indirect rates
- Parity across program models seems important even while considering all that we have discussed.

### Group Discussion / Breakout Groups

- Are there specific parameters around the scope of recommendations? Meaning do you recommend broad/general or narrow/specific recommendations?
  - Recommendations will go directly to the legislature where they will decide how and when to act on recommendations
  - There is no timeframe for when recommendations are meant to move into action but the recommendations to the legislature can have a time frame for any preferred or recommended timelines
- Are there other stakeholders we want to have a voice in these recommendations, when and how to engage within the process?
  - Loop with field at least once something is drafted up so it's easier for folks to form feedback and reflect on what might be missing or creating gaps
  - Two touch points, early data gathering and then review of the recommendations
  - Having a survey to the field for feedback on what is needed and what would be supportive to them
  - Would there be an opportunity to talk to folks? Can spur other ideas in conversation that a survey doesn't capture
    - Listening sessions
    - An option to have interviews, who should do the interviews
      - Trio staff/ representative leadership
      - Possibly having the consultant or HVAC members be interviewers
  - Start Early can bring back a summary of how folks preferred to engage with the core competency work to show a similar example of engagement from the field
- How can we be sure to circle back with the field once we have asked for feedback or engagement?
- Building in avenues for feedback loops to ensure we aren't creating any unintended consequences or reinforce any inequities to the system as we create recommendations for the way forward
- also thinking that the design modes in the Liberatory Design kit might be helpful.  
<https://www.liberatorydesign.com/>

### HVSA Systems Updates

#### COVID-19 Updates

- Vaccine Mandate – will likely be communication going out to contractors about services happening on state property or facilities – not related to the service provision at this point
  - We are not interpreting it as directly applying to our contractors but there may be cases where it does
- Virtual vs. in-person guidance
  - We are still supporting virtual services and in-person services are still allowed as are virtual

## Home Visiting Advisory Committee

FY22 Meeting 1 (Q1)

September 16, 2021

- Contractors to have policies and procedures in place for in-person and virtual services
- COVID-19 1-pager: we do have a one pager, updated quarterly and the most recent will be sent out once it is up on the DCYF website
  - Posted here: <https://www.dcyf.wa.gov/services/child-dev-support-providers/home-visiting>
- Other updates from partners?
  - The landscape keeps changing and DOH is working to direct the agency response to changing needs. It is anticipated that this may mean a scale-up in some response activities over the next several weeks and months.

### MIECHV Updates

- DCYF will have a 3-day HRSA Site Visit Sept. 21 – 23<sup>rd</sup>
  - Will be looking at how we support and provide services, contracts and talking to an LIA as well
- MIECHV ARP funds
  - Received one round of ARP funds available to spend until Sept. 30, 2023. Will be utilizing funds for:
    - home visitor trainings – funds for training will go to contractors,
    - technology, emergency supplies, and prepaid grocery cards – going into LIA contracts beginning Oct. 1<sup>st</sup>
    - diaper bank coordination – working with diaper banks to figure out the best method of contracting
  - state concrete goods through child welfare were used to create parity for LIAs who do not have MIECHV
  - What is the rationale for not utilizing allowable use #2 – hazard pay or other staff costs?

### Expansion Updates

- 25 LIAs were invited to apply for funding
- We received 14 applications, highest number of applicants in the last 5 expansion opportunities we've had
- 7 LIAs have been selected for funding; this list will be made public once budgets are finalized
- We will have preparations for work on round 2 of expansion starting up next month

### Next Steps

- Prior to Oct. 28<sup>th</sup> meeting, what is needed? What material would we like to review?
  - Workforce study
  - Berry Dunn report
  - We'll have a follow up email go out to touch base on who would like to be a part of the core HVAC group that will gather ideas from subcommittees and draft together the recommendations
- DCYF now has an HVAC webpage where notes and slides will be uploaded!
  - <https://www.dcyf.wa.gov/about/community-engagement/hvac>