

Home Visiting Rate Setting

Home Visiting Portfolio & Family Spirit Models Kick Off

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Charles Wang/Tim Kelly and Laura Alfani

Welcome!

Please type your name and organization in the chat.


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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Session Objectives

- DCYF provides overview of steps in modeling a rate
 - Using a proxy identify the four main cost factors
- DCYF provides overview of the elements within each segment
- Next Meeting Agenda
 - More Feedback Opportunities



Lots of info today!
Please listen & drop
questions/
comments in the
chat! 😊



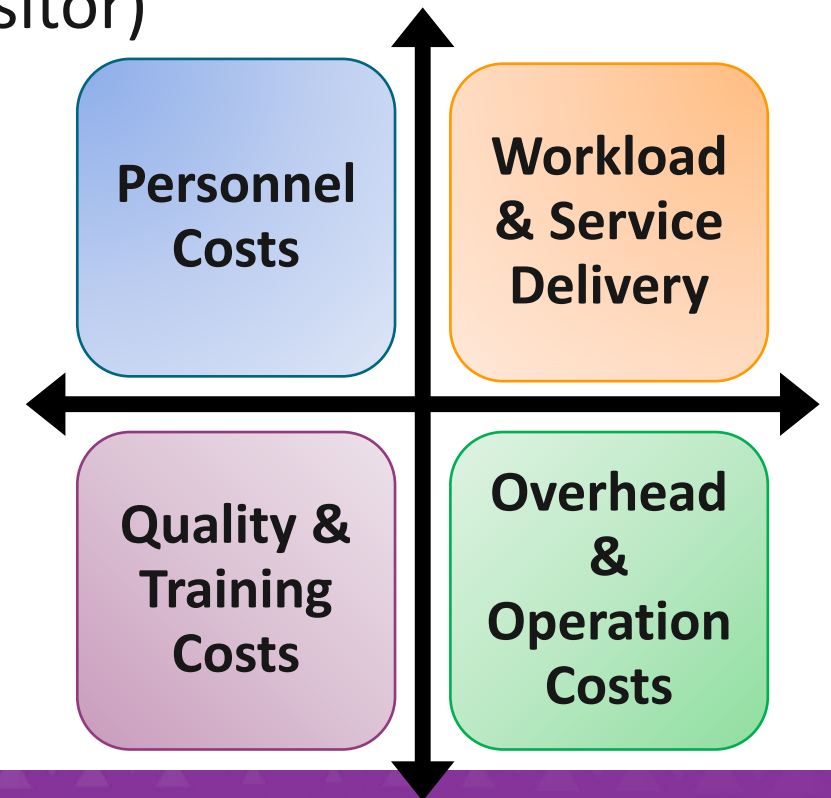
Approach to Equity

- Are we ensuring that the rate process does not further marginalize communities of color?
- Are we ensuring that BIPOC led/owned community agencies are not negatively impacted by the rate process? How will we know?
- Are we ensuring that rural communities and the agencies that serve them are not being disproportionately being impacted by the rates process?



Rate Setting Framework: Identify Cost Factors

- DCYF uses this model to understand the costs involved in having one FTE of the main service delivery person (home visitor)
- Cost Factors
 - Personnel Standards
 - Workload & Service Delivery Standards
 - Quality & Training Standards
 - Overhead & Operational Cost Standards



Rate Setting Framework



Personnel Standards

- Personnel Standards include the following:
 - Education*
 - Experience (work experience, lived experience)
 - Special Certification, and
 - Relevance to other DCYF Services

Position	ABC Service Contract Education and Experience	Special Certificaitons	SOC code	SOC Title	Context	Percentile
ABC Service worker	Master's degree in the field of social services, human services, behavioral sciences, or related field with three-years of related experience in social services preferred.	None	xx-xxxx	Community and Social Service	Same as CIHS skills and ECEAP skills, DCYF workers were determined to be non-counseling	avg
Systems Connector	Associate's degree in social services, human services, behavioral sciences, or related field with two years of related experience in counseling, case management, or system navigation is required.	None	xx-xxxx	Community and Social Service	Same base as Specialist with higher experience. Increase Percentile	50th
Peer Specialist	Must have at least a high school diploma, or equivalent GED. Must self-identify as a person with prior lived experience being involved in a system of care and/or navigating family conflict.	None	xx-xxxx	Community and Social Service	Apply %15 step down from System Connector	10th
Supervisor	None	None	NA		No qualification- apply 15% to FRS worker	
Program Director	None	None	NA		No qualification- apply 15% to supervisor	NA
Administrative Lead (CEO)	None	None	NA		None - apply 15% to PM	NA

NOT OFFICAL DCYF Rate - Demonstration only - Mock up Examples

Personnel Standards

DCYF prepare similar data table for staffing. YOU will have an opportunity to ask questions and give feedback.

Occupational Employment & Wages - May 2021 (2022 Release)

Select area(s): Select occupation:

Washington

Area	Occupation title	SOC code	Estimated ..	Average wa..	25th perce..	Median	75th perce..	Annual wage
Washington	Entertainment and Recreation Wor...	39-1014	1,054	\$28.27	\$19.05	\$25.52	\$37.73	\$58,810
	Accountants and Auditors	13-2011	31,367	\$42.01	\$30.42	\$38.31	\$48.60	\$87,370
	Actors	27-2011	315	\$34.99	\$15.90	\$23.30	\$47.36	
	Actuaries	15-2011	212	\$57.56	\$45.27	\$49.57	\$69.68	\$119,720
	Acupuncturists	29-1291	470	\$26.59	\$23.20	\$23.20	\$29.36	\$55,300
	Adhesive Bonding Machine Operato...	51-9191	360	\$26.91	\$18.18	\$23.55	\$36.23	\$55,970
	Administrative Law Judges, Adjudic...	23-1021	293	\$54.76	\$44.77	\$49.56	\$59.85	\$113,890
	Administrative Services Managers	11-3012	1,836	\$65.18	\$47.91	\$61.24	\$77.66	\$135,580
	Adult Literacy, Remedial Educ., GEO...	25-3011	1,536	\$29.67	\$23.90	\$29.26	\$36.55	\$61,700

Workload & Service Delivery Standards

Caseload setting is the foundation of a rate model → What does it take to implement your model with quality?

Work load standards	Caseload Standards Per worker	Families per Year pre FTE
ABC Service Worker	30	360
System & Community Connector (Navigator)	40	252
Peer Support	40	252

1. Understand the Model Requirements
2. Understand impact of the existing Contract Requirements on workload
3. Update Caseload by type of worker as needed, what impacts workload?
4. Opportunity for LIAs to ask questions and provide feedback

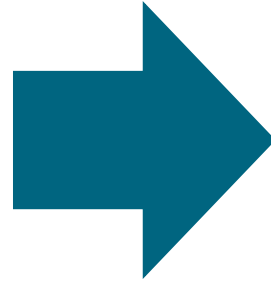


Workload & Service Delivery Standards

What does it take to implement your model in a Quality Way?

What impacts workload?

- Family Stressors
- Travel *Time*
- Model Requirements
- Contract Requirements
- Others...



Home Visitor – Caseload
Supervisor to HV Ratio

Opportunity for provider to ask question and provide feedback

Workload & Service Delivery Standards

Service Elements for HV models

...more to come after discussion

Draft Service Elements

Avg Family Caseload per HV

HV Caseload per Supervisor

Required # visits per month

Avg visit length

TOTAL Program LENGTH

Sessions per Family

Others....



Quality & Training Standards

DCYF will work with Start Early and YOU to understand the activities needed to support quality in your programs and the time these activities take, such as:

- Quarterly Supervisor Meetings
- HV Trainings
- Other trainings
- CQI
- Data Collection for HVSA
- Other activities

Contract Number	Contract Items	Home Visitor	Supervisor	Manager
10	Continuous Quality Improvement (CQI)			
10a	Framework			
10b	CQI Training			X
10c	CQI Provider Structure			
10d	CQI Activities			
10d1	Monthly Calls			X
10d2	Monthly PDSA Test and Ramps			X
10d3	Record Data			X
10d4	Report CQI Data			
10d5	Include CQI Efforts in Quarterly Reports			X

Quality	Team 1	Team 2	Team 3
Quarterly QCI meetings	\$6,600	\$6,600	\$6,600
Yearly certification	\$6,000	\$4,000	\$2,400
Costs of staff training - per person	\$4,000	\$4,000	\$2,200
Sub-Total	\$16,600	\$14,600	\$11,200



Overhead & Operational Costs

DCYF will start with standard operational costs used in other community-based services, *such as*

- Staff recruitment, etc.
- Office costs – rent, utilities
- Travel, ...

We will add in Program Specific Costs, *such as...*

- Programs supplies, books, materials for families, ...
- Cell phones, laptops, ...

Through discussion, we will look for two things

- Additional cost areas specific for your program and DCYF contract requirements
- Any reasons that the standard operational costs might be higher for home visiting programs than other types of DCYF-funded services

Operational Costs	Team 1		Team 2		Team 3			
Concrete goods	\$264,500		\$180,000		\$100,000		\$500	Avg per family
Group manuals	\$14,548		\$9,900		\$5,500		\$28	One per family
Office Rent and utilities	\$19,293		\$15,028		\$6,100.00		See regionalized tab	Per FTE
Equipment - Phones and supplies	\$2,103.75		\$1,471.25		\$838.75		\$275	Per FTE
Recruitment Employment Ads	\$6,000		\$6,000		\$6,000		\$6,000	Fixed cost
Recruitment Materials	\$600		\$600		\$600		\$600	Fixed cost
Sub-Total	\$307,045		\$212,999		\$119,039		\$6,875	

Questions and Discussion



Introducing Western Washington University

Works with a wide number of public agencies, tribes and businesses to conduct applied research to create decision making platforms.

- Work is highly collaborative
- Grounded in best practices and academic rigor

Lead contacts

- James McCafferty, Director, Center for Economic and Business Research
- Drew Haves, Research Economist



Introducing Western Washington University

Examples of past work with DCYF

- BRS Rate Modeling
- Childcare Market Survey
- ECEAP Rate Modeling
- ECEAP/WCCC Space Demand Modeling
- Foster Care Rate Modeling
- Childcare Cost Modeling
- Juvenile Rehabilitation Staffing Model

Examples of other public agency engagement

- Department of Ecology
- Commerce Department
- Legislature directed research
- Department of Transportation
- Multiple cities, counties, ports
- Lummi Nation
- Office of Superintendent of Instruction
- Sound Transit
- Department of Licensing
- State Equity Office



Check-In/Reflections

Please chat in

- *1-2 takeaways from today's meeting?*
- *How can our meetings improve for you?*



THANK YOU!!



Tentative Phasing

1. Outreach Doula
2. Child Parent Psychotherapy
3. STEEP
4. Early Steps to School Success
5. Family Spirit
6. Early Head Start-Home Based



Next Steps

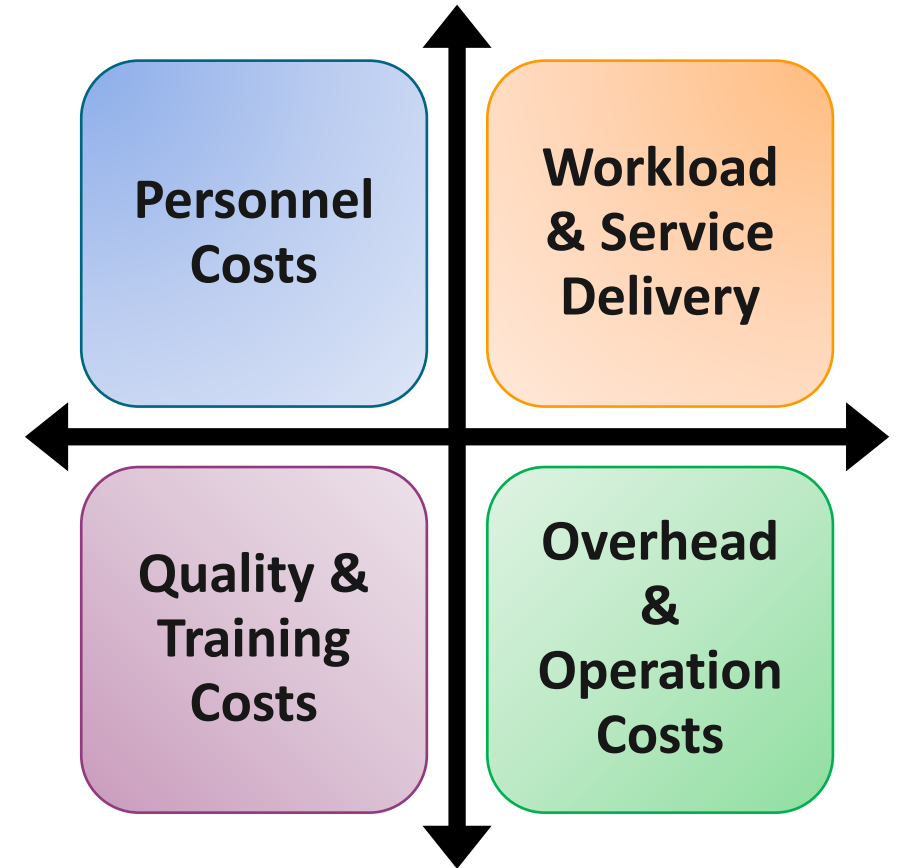
- Connect soon to set up meetings *by model* (~90 minutes)
- Work together to schedule additional meetings (by model) to move forward (2-3 weeks apart), as needed
 - *Each meeting will focus on learning specifics from you on the cost factors*
- Establish model-specific rate
- Review model-specific rate in model group meeting for accuracy and feasibility



Rates Planning Framework

Cost Factors/Buckets Used to Build the Rate

- Personnel Standards
- Service Delivery Standards/ Workload Standards
- Quality and Training
- Overhead and Operational Costs



Questions and Discussion

