

Home Visiting Nurse Family Partnership Rate Setting Meeting #2



Hosted by:

DCYF Home Visiting	DCYF Finance
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Note: Today's meeting will be recorded and posted.

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Washington State Department of
CHILDREN, YOUTH & FAMILIES

“What can I expect to receive in investing my time today?”

A decorative white torn paper effect runs horizontally across the bottom of the slide, with a jagged, irregular edge that gives the appearance of a piece of paper being torn away from the purple background.

Return on Investment

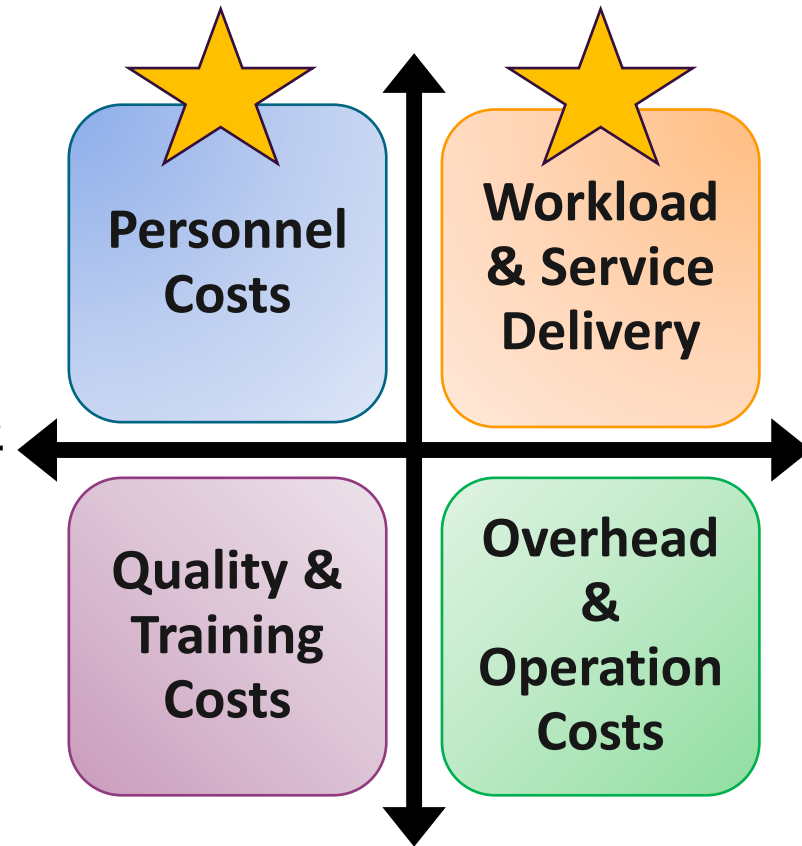
- I will leave more confident in my understanding of the NFP rate setting process.
- I will walk away with an high-level understanding of how Personnel Costs are being calculated during the rate setting process.
- I will be equipped with a high-level understanding of the Service Delivery aspects being considered while building the rate.
- I will have been given the opportunity to contribute to the rate setting process by expressing my thoughts and concerns.
- Next steps in the rate setting process will become clearer to me.



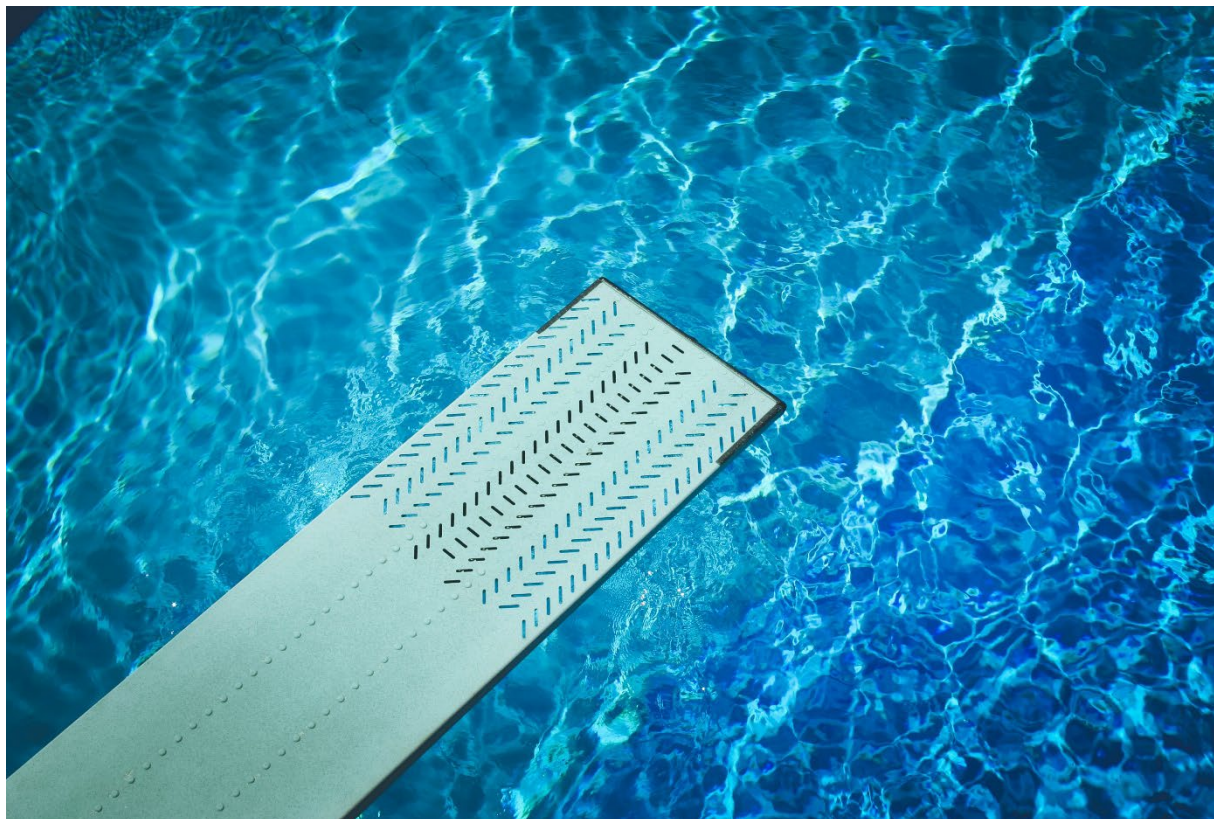
Rates Planning Framework

Cost Factors/Buckets to Build the Rate

1. Personnel Standards
2. Service Delivery Standards/Workload Standards
3. Quality and Training Costs
4. Overhead and Operational Costs



Let's Dive into Personnel Standards



Personnel Standards

Personnel
Costs

- Personnel Costs are derived from Personnel Standards.
- Personnel Standards will be identified for all **required** positions in the contract:
 - Home Visitor (Nurse Home Visitor)
 - Supervisor (Nurse Supervisor)
- Based on the work required in the contract, costs for additional staff will be captured in the **service standards** review. For example:
 - Program managers/directors
 - Data managers
 - Administrative Assistants/Support Staff

Workload
& Service
Delivery

Personnel Standards

Personnel
Costs

- Personnel Standards include the following:
 - Education
 - Experience
 - Licensure status
 - Special Certifications
- Personnel Standards will guide identification of a SOC Code
 - “Excuse me, a what code?”

Standard Occupational Classification System

Personnel
Costs

SOC stands for Standard Occupational Classification

- This system is a federal coding system that helps government agencies and private businesses compare occupational data, including scope of responsibility and correlating salary range.
- As experience and/or education increase (*and the job expectations increase*), the position moves up on the SOC scale.

SOC Code Reference:

[ESDWAGOV - Occupations \(OEWS\)](#)



How will DCYF Use SOC Codes?

Personnel
Costs

- DCYF will analyze how NFP Roles compare to the Bachelor of Science in Nursing SOC Codes (29-1141 BSN) **to inform and establish the salary range** for the Personnel Costs portion of the overall rate.
- Additional data sources used for analysis:
 - Office of Financial Management – Nurses who are WA State employees
 - Department of Social and Health Services - Nurses serving Aging and Long-Term Support Administration clients
 - Department of Health – Nurses serving DOH clients

What We Know & What To Expect

Personnel
Costs

NFP model standard for Nurse Home Visitors:

- BSN prepared licensed registered nurse
- *(2) programs have waivers to aid in recruitment in rural areas*

NFP model standard for Nurse Supervisors:

- BSN prepared licensed registered nurse; Masters degree preferred

DCYF will share which percentile within the salary range most reasonably fits the role. Analysis is currently underway.



Clear as mud?

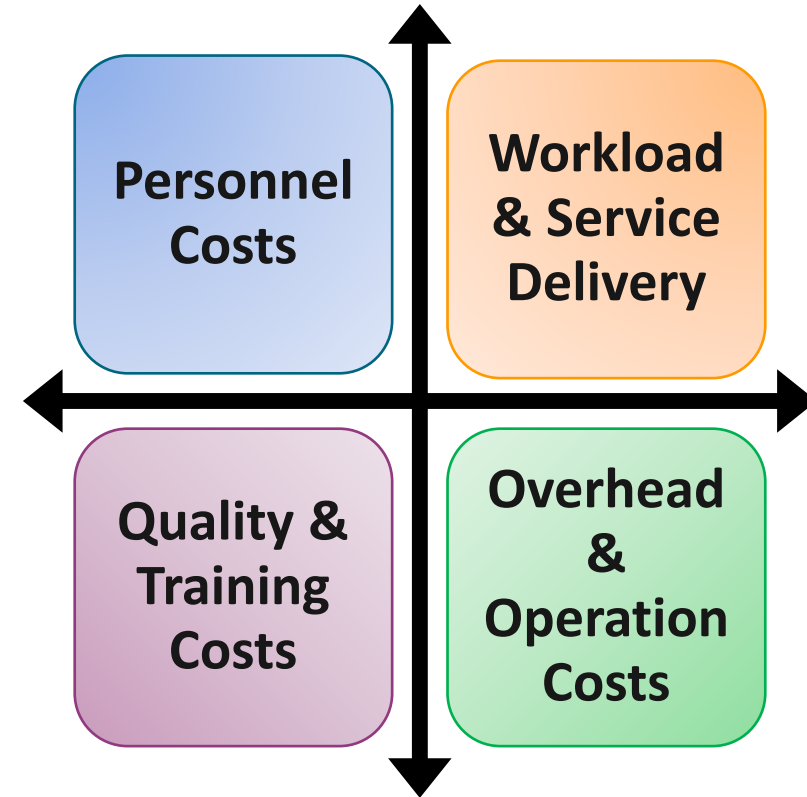
What questions do you have related to Personnel Costs?

What concerns do you have?

Rates Planning Framework

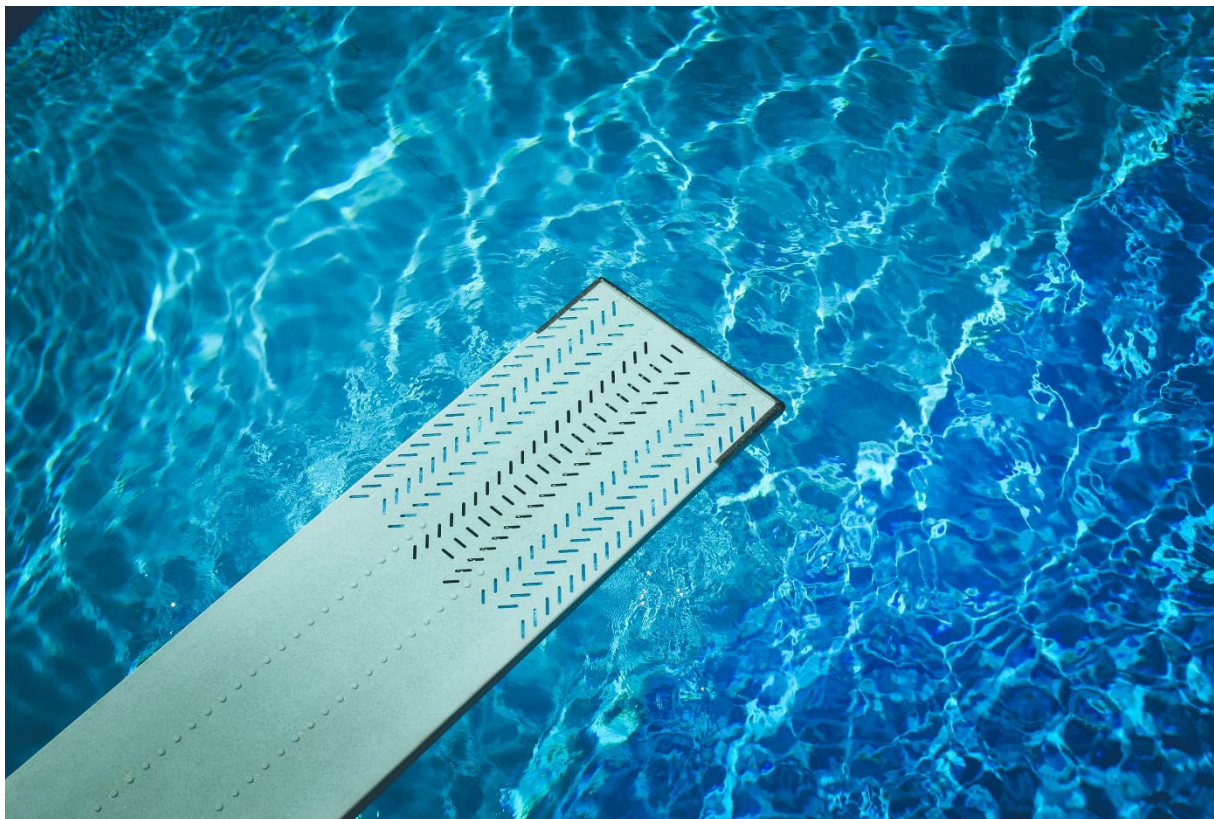
Cost Factors/Buckets to Build the Rate

- Personnel Standards
- Workload Standards & Service Delivery Standards
- Quality & Training
- Overhead & Operational Costs



Let's dive into Service Delivery Standards

**Workload
& Service
Delivery**

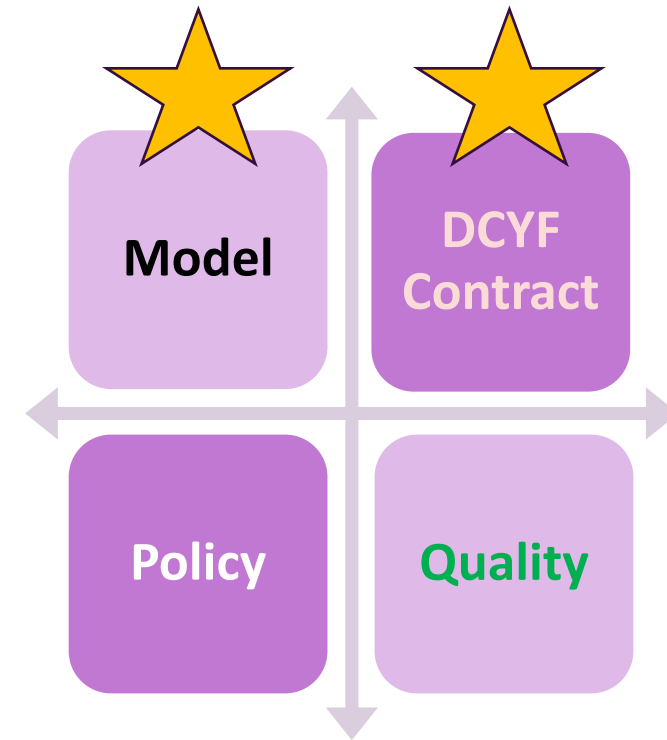


Service Delivery Standards

Workload
& Service
Delivery

Objective: identify the people-time and resources needed, to ensure the rate reflects the costs.

- All aspects of service delivery will be explored for cost implications
- 4 aspect areas:
Model, Contract, Policy, Quality
- First stop: Define the standard NFP **Model service delivery standards**
- Last stop *today*: **DCYF Contract** requirements for **service delivery standards**



- Supervision, reflective supervision, clinical supervision, case conferencing and team meetings
- Participant recruitment and engagement
- NFP training and education (PIPE, DANCE, FAN, Mental Health Intervention, CCP, etc.)
- Application of Nursing Process, Standards of Practice, and Program Theories
- Prepare for and Conduct Visits, personalized and flexing to meet client needs
- Train for screening and assessments, perform, and integrate findings (demographic, health, mental health, child development, resources, DANCE, STAR, etc.)
- Data collection, reporting, and informing practice and enhance quality
- Establish and maintain network partnerships
- Community advisory board
- Organization support, infrastructure, commitment



Service Delivery Standards - DCYF

	Nurse Home Visitor	Supervisor	Managers
Training and implementing additional assessments model (<i>RAT, PHQ-9, others</i>)	X		
Data Collection (including Aligned Measures, PBC, TANF, MIECHV)	X		
CQI	X		X
Technical Assistance Participation, Supervisor Meetings, etc.		X	X
All-HVSA Meetings, contract meetings, site visits, webinars	X	X	X
Monthly and Quarterly Reporting		X	X
Other			

For Future Survey



Clear as mud?

What questions do you have related to Service Delivery Standards?

What concerns do you have?

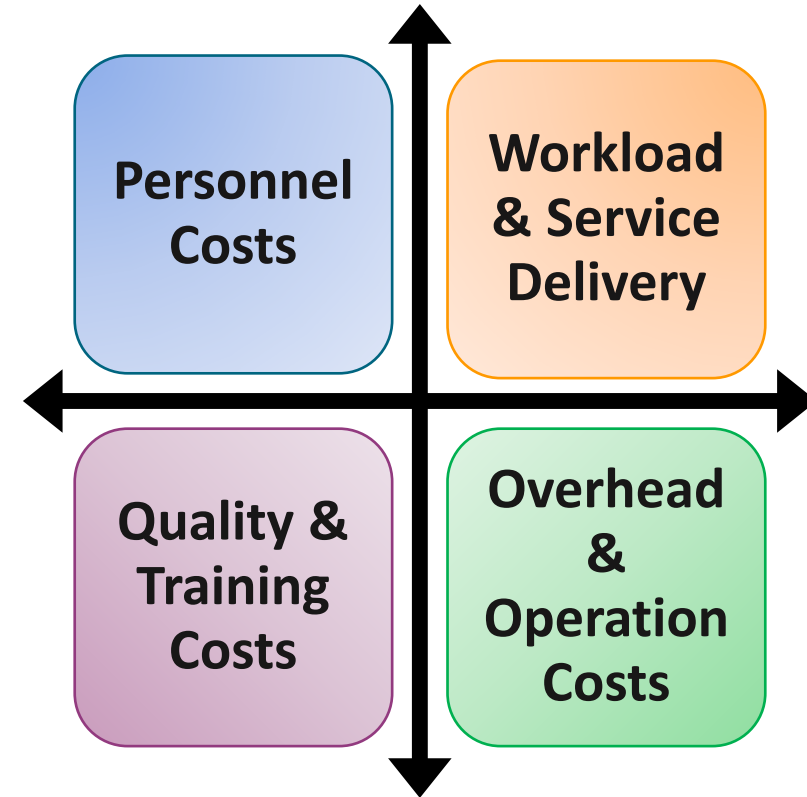
Future Meetings

October 31 | 11:00am

November 15 | 2:00pm

December 14 | 2:00pm

- Updates for Personnel Standards
- Continue discussion on Workload & Service Delivery
- Quality and Training Expectations
- Overhead and Operational Costs



Check-In/Reflections

- I am leaving more confident in my understanding of the NFP rate setting process.
- I am walking away with an understanding of how Personnel Costs are being calculated during the rate setting process.
- I am equipped with a high-level understanding of the Service Delivery aspects being considered while building the rate.
- I was given the opportunity to contribute to the rate setting process by expressing my thoughts and concerns.
- Next steps in the rate setting process are clearer to me.



Thank you!!!

