

# Home Visiting Rate Setting

Home Visiting PC+ Kick off  
August 31<sup>st</sup>, 2023

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[www.dcyf.wa.gov](http://www.dcyf.wa.gov)



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

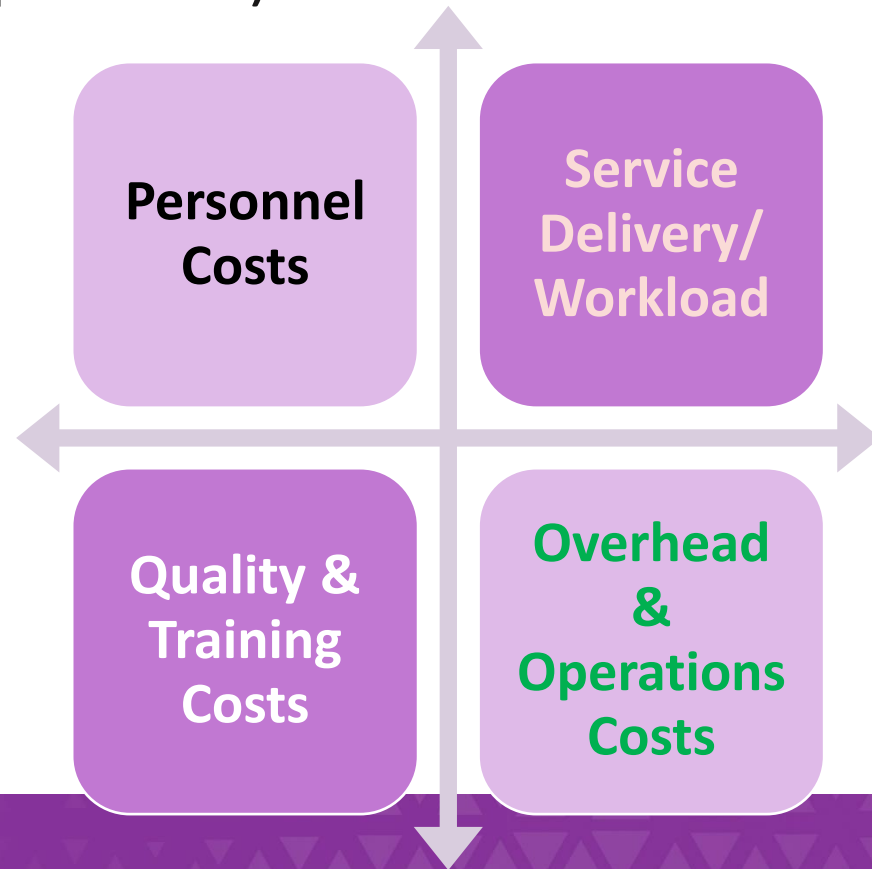
# Session Objectives

- 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



# Rate Setting Framework

- DCYF uses this model to understand the costs involved in having one FTE (Full Time Equivalent) of the main service delivery person
- Cost Factors



# 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

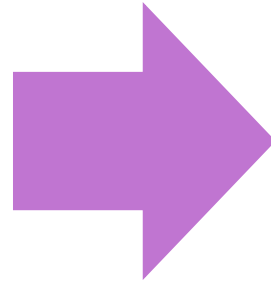
Area	Occupation title	SOC code	Estimated ..	Average wa..	25th perce..	Median	75th perce..	Annual wage
Washington	Entertainment and Recreation Wor...	39-1014	1,054	\$28.27	\$19.05	\$25.52	\$37.73	\$58,810
	Accountants and Auditors	13-2011	31,367	\$42.01	\$30.42	\$38.31	\$48.60	\$87,370
	Actors	27-2011	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 Standards

What does it take to implement ParentChild+ in a Quality Way?

What impacts workload?

- Family Stressors?
- Travel Time
- Model requirements
- Contract requirements



ELS – Caseload

Coordinator to ELS Ratio

Opportunity for provider to ask question and provide feedback



# Service Delivery Standards

## Service Elements for ParentChild+

*...more to come after discussion*

### Draft Service Elements

Avg Caseload per ELS

ELS Caseload per Coordinator

Avg required # visits per month

Avg visit length (30 minutes)

TOTAL Program LENGTH (2 years)

Session per Family (46)





# 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, like....

- Quarterly Supervisor Meetings
- ParentChild+ Trainings
- Other trainings
- CQI
- Other activities

Contract Number	Contract Items	Home Visitor	Supervisor	Manager	Rate Notes/context of work
<b>10</b>	Continuous Quality Improvement				
<b>10a</b>	framework				
<b>10b</b>	CQI training			x	
<b>10c</b>	CQI Provider structure				
<b>10d</b>	CQI activities				
<b>10d1</b>	Monthly calls			x	
<b>10d2</b>	Monthly PDSA test and ramps			x	
<b>10d3</b>	Record data			x	
<b>10d4</b>	Report CQI data				
<b>10d5</b>	Include CQI efforts in quarterly reports			x	

# Overhead and 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 ParentChild+ Program Specific Costs, *such as*

- Books and programs supplies
- Cell phones

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



# 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



# Next Meetings

- Sept. 20<sup>th</sup> 10-11:30 am  
Personnel Standards
- Oct. 9<sup>th</sup> 9-10:30 am  
Service Delivery Standards/ Workload Standards
- Nov. 2<sup>nd</sup> 2-3:30 pm  
*Quality Standards/Operations & Overhead*
- December Meetings?



# Question and Discussion



# Check-In/Reflections

*Please chat in*

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



THANK YOU!!

