



WASHINGTON STATE PART C STATE SYSTEMIC IMPROVEMENT PLAN (SSIP) PHASE III, YEAR 8



Washington State Department of
CHILDREN, YOUTH & FAMILIES

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Family Support Programs | Approved for Distribution by DeEtte Snyder, Workforce Development Manager



Washington State Department of
CHILDREN, YOUTH & FAMILIES

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Indicator Data

Section A: Data Analysis

What is the State-identified Measurable Result (SiMR)?

There will be an increase in the percentage of infants and toddlers exiting early intervention services who demonstrate an increased rate of growth in positive social-emotional development.

Has the SiMR changed since the last SSIP submission? (yes/no)

No.

Is the State using a subset of the population from the indicator (e.g., a sample, cohort model)? (yes/no)

No.

Is the State's theory of action new or revised since the previous submission? (yes/no)

No.

Please provide a link to the current theory of action.

<https://www.dcyf.wa.gov/sites/default/files/pdf/reports/ESIT-SSIP2022-Theory-of-Action.pdf>

Progress toward the SiMR

Please provide the data for the specific FFY listed below (expressed as actual number and percentages).

Select yes if the State uses two targets for measurement. (yes/no)

No.

Historical Data

Baseline Year	Baseline Data
2013	56.21%

Targets

FFY	Current Relationship	2022	2023	2024	2025
Target	Data must be greater than or equal to the target	59.00%	59.25%	59.50%	59.75%

FFY 2021 SPP/APR Data

Sum of children who improved functioning to a level nearer to same-aged peers but did not reach it (c) and those who improved function to reach a level comparable to same-aged peers (d).	All children except those who started at a level comparable to same-aged peers and maintained that function (e)	FFY 2021 Data	FFY 2022 Target	FFY 2022 Data	Status	Slippage
2,854	4,948	55.27%	59.00%	57.68%	Did not meet target	No Slippage

Provide the data source for the FFY 2022 data.

Team ratings from the Child Outcome Summary (COS) Process are collected from the WA Data Management System (DMS) for dates appropriate to the federal fiscal year. COS ratings are converted to progress categories for computation.

Please describe how data are collected and analyzed for the SiMR.

SiMR data is collected within ESIT's Data Management System. Providers in the field conduct the COS Process as a team and input ratings at entry and exit directly into the DMS. Data are pulled from ESIT's DMS for the current Federal Fiscal Year and contain data elements, such as, Service Area, Entry and Exit ratings, COS Type and rating metrics. The data are then collected via Data Management System reporting as an Excel spreadsheet for data cleaning. Entry and exit pairs of data for each child are identified and children with less than six months of service are excluded from analysis. These data are cleaned and placed into pivot tables to allow for customization and further analysis. Entry and exit data are analyzed to examine the % at an age-expected (AE) level as demonstrated by COS ratings of 6 or 7 and N for those at an AE level (with COS ratings of 6 or 7) at each time point. The pivot table also includes the N and % in each of the five Progress Categories; and the % on Summary Statement 1 (SS1) for each child. Analysis involved looking at the particular FFY by itself and across multiple years and looking at trending data of entry/exit ratings and then comparing those percentages to the specific SS1% for each year. This analysis shows the trending data per outcomes and years and compares it to SS1% to give a view of how the SiMR is progressing, where there are trending patterns of note, and how the SiMR is being impacted. Important to note is that the data included for the SiMR is statewide data and most of the implemented SSIP activities, strategies, and practices have been with a smaller group of implementation sites. The SiMR only includes outcome A from indicator three and more details about data analysis are included in the narrative above for indicator three.

Optional: Has the State collected additional data (i.e., benchmark, CQI, survey) that demonstrates progress toward the SiMR? (yes/no)

No.

Describe any additional data collected by the State to assess progress toward the SiMR.

NA.

Did the State identify any general data quality concerns, unrelated to COVID-19, that affected progress toward the SiMR during the reporting period? (yes/no)

No.

Describe any data quality issues, unrelated to COVID-19, specific to the SiMR data and include actions taken to address data quality concerns.

NA.

Did the State identify any data quality concerns directly related to the COVID-19 pandemic during the reporting period? (yes/no)

Yes.

If data for this reporting period were impacted specifically by COVID-19, the State must include in the narrative for the indicator: (1) the impact on data completeness, validity and reliability for the indicator; (2) an explanation of how COVID-19 specifically impacted the State's ability to collect the data for the indicator;

and (3) any steps the State took to mitigate the impact of COVID-19 on the data collection.

Data quality continues to be addressed due to the impact of COVID-19 on SSIP activities. The DCYF ESIT Technical Assistance (TA) and Accountability, Quality, and Improvement (AQI) teams provided qualitative data on the impact of the pandemic on services. Per this data, agencies continue to report a general shortage of qualified professionals, including difficulties filling open positions, limited availability of staff, and losing qualified staff. However, some agencies are reporting they have been able to fill open positions. Staffing shortages may impact data quality for a variety of possible reasons, such as difficulties with meeting required timelines, less availability to attend trainings, or potential challenges with being able to fully meet the needs of families. To mitigate these known impacts, DCYF ESIT is focusing on recruitment and retention strategies as one aspect of the Comprehensive System of Personnel Development (CSPD) to assist with addressing these challenges and supporting agencies during this time. Through the ESIT credentialing process, the SLA is exploring other avenues to support ESIT providers and to increase ESIT staff entering the workforce. The SLA continues to review and approve training exemptions in order to support ESIT agencies experiencing staffing issues during this time. Per the qualitative data gathered, some agencies reported they gained knowledge in areas related to recruitment and retention. Furthermore, some agencies reported an increase in the complexity of referrals and an increase in the number of referrals. This might be impacting staffing issues as well, which could lead to impacts on data quality.

In general, agencies continue to report challenges with being able to attend SSIP trainings due to staffing issues and difficulties with the time commitment to complete trainings. This may impact the SiMR due to less staff being trained in areas related to social-emotional development. Additional feedback received was that it can be challenging to implement new skills into practice without additional training, which can be difficult to maintain due to the time commitment to learn new skills and attend additional trainings. Due to staffing issues and increased referrals, many providers are unable to participate in additional trainings at this time, making it challenging to see progress toward certain outcomes centered around trainings and may impact the SiMR.

In 2022, the SLA gathered feedback from agencies regarding the impact of COVID-19 on SSIP activities. In January 2023, the SLA also gathered information from the State Interagency Coordinating Council (SICC) meeting where attendees participated in a discussion on the impact of COVID-19 on services and the impact of SSIP activities on SS1. Information from both activities were included in last year's report. However, some of the information previously gathered is likely still impacting the SiMR. Staffing issues reported last year continue to be a reported challenge since the pandemic, as mentioned above. As previously reported, staffing issues may impact data quality in various ways, such as not having enough staff to complete necessary services or agencies not having adequately trained staff due to staff turnover. It's unclear at this time the impact SSIP may have on the SiMR, due to less staff being trained and staff turnover and burnout. Additionally, newer staff who are not yet trained might not fully understand social-emotional functioning and development to the same level as providers who have participated in SSIP training activities related to Infant Family Relational Health (IFRH) and Infant and Early Childhood Mental Health (IECMH) practices. Some providers have been able to increase participation in training activities due to the increase in virtual opportunities and availability of trainings, while other providers have not been able to participate in additional training activities due to high caseloads, other priorities, and time constraints.

Across the state, agencies have implemented virtual home visiting strategies, which may also impact the accuracy of social-emotional scores and the ability to build strong rapport with families. Additionally, due to staffing issues, providers may be less familiar with completing the COS process consistent with best practices, potentially impacting the SiMR. During this time, due to staffing issues and higher caseloads, some providers

might not have utilized social-emotional tools to assist with the COS process, which may impact the accuracy of COS scores. The SLA will continue to address training challenges (as discussed in sections below) and will examine trends and potential concerns that may be impacting SiMR data. By moving SSIP activities statewide, the SLA intends to have more staff adequately trained across the state to increase data quality accuracy and continuity of services, which will hopefully lead to more staff trained in IFRH/IECMH practices, increased accuracy of COS ratings, and achievement of the SiMR.

The impact of COVID-19 on peer socialization and development may continue to impact the SiMR due to the potential impacts of decreased socialization for children and families receiving ESIT services. Families that are experiencing increases in family stress and decreases with access to resources, may also be impacting services and thus, impacting the SiMR. Furthermore, as mentioned in last year's report, increased isolation and development regressions may have impacted the SiMR and may still be impacting it. Information provided by DCYF ESIT internal teams indicates there is an increase in the use of natural environments. However, it is likely that families may still have different preferences for visits, such as, preferring visits outside the home, which may pose challenges to ensure ESIT services are provided within natural environments. Overall, feedback continues to vary regarding the impact of COVID-19 on data quality, SSIP activities, and overall EST services. The SLA expects that by moving toward statewide sustainability and expanding training activities, including implementing PFR with fidelity, the child outcomes data for indicator C3A SS1 will begin to show improvement in future years.

In the pandemic years between 2020-2023, compared to 2019 years, there was a 7-11% increase in children receiving a COS entry rating of 6 or 7 in the positive social-emotional skills and social relationships outcome area. This increase in potential inflation of COS entry scores was observed statewide. It's unclear why this trend occurred at this time, although the state experienced significant staff turnover, fewer providers participating in training, and service provision in a virtual format may have been factors. Although it's clear the SiMR continues to be impacted by the pandemic and other unknown factors at this time, data is beginning to trend in a positive direction and the SLA anticipates this trend to continue.

Section B: Implementation, Analysis and Evaluation

Please provide a link to the State's current evaluation plan

<https://www.dcyf.wa.gov/sites/default/files/pdf/reports/ESIT-ActionPlan.pdf>

Is the State's evaluation plan new or revised since the previous submission? (yes/no)

No.

Provide a summary of each infrastructure improvement strategy implemented in the reporting period.

SSIP implementation sites were historically organized within three cohorts and comprised of 15 implementation sites. SSIP activities and improvement strategies were initially selected to create positive and sustainable progress for children's social-emotional development. Washington's work to improve its infrastructure has focused on a comprehensive system for training and technical assistance (PD & TA), a quality data system (Data System), clarifying roles and responsibilities of the SLA and contractors (Governance), and improving the statewide child outcomes measurement system (Accountability). This year, Washington continued to focus on sustainability of SSIP activities with a shift in moving SSIP training, activities, and data collection statewide to increase equitable opportunities for all ESIT providers and to ensure that children have opportunities to receive services from providers trained in evidenced-based practices that support increases in social-emotional outcomes. During 2023, the SLA focused on reviewing

and updating the SSIP evaluation plan to assist with evaluating the effectiveness of activities to better support statewide implementation, sustainability and achievement of outcomes. The SLA continues to implement an internal SSIP Collaboration workgroup, which provides input on SSIP, supports statewide implementation and sustainability, and incorporates stakeholder feedback in decision making. By moving SSIP towards statewide sustainability and increasing training opportunities for ESIT providers, the SLA hopes to have a more widespread impact and a stronger influence on the SiMR.

Strategy (Professional Development): Enhance the statewide system of personnel development to support the creation of high-quality, functional IFSP outcomes and strategies related to social-emotional skills and social relationships, and the implementation of evidence-based practices that address social-emotional needs.

Work toward a more Comprehensive System of Personnel Development (CSPD) continued in 2023. The SLA continued supporting Promoting First Relationships (PFR) statewide. In 2023, training was provided to 189 providers at Level 1, nine at Level 2 with 23 currently in training, zero at Level 3 with three currently in training, and 144 attended booster sessions. The SLA offered agency-wide (team-based) PFR Level 1, booster, and consultation opportunities via ARPA funds and 13 agencies participated. The SLA supported monthly statewide PFR consultation groups. The SLA developed a training survey to gather input from participants on their self-assessment on their increased capacity and implementation of concepts. The results of the training survey will be utilized to impact future training decisions, in addition to improvement of training strategies.

The SLA continued to support Washington Association for Infant Mental Health (WA-AIMH) trainings. In 2023, 12 providers attended Reflective Supervision for Supervisors, 27 attended Foundations of Reflective Practice, 36 attended Foundations of Infant and Early Childhood Mental Health trainings, and 14 attended training focused on multicultural reflective supervision and practice. DCYF ESIT partnered with DCYF Home Visiting (HV) to provide domestic violence and safety planning trainings. The SLA utilized ARPA funds to support CHERISH (127 providers) and Hospital-to-Home (192 providers) trainings. These trainings support the SiMR by providing opportunities for providers to increase knowledge and skills related to supporting the social-emotional needs of children and families.

Strategy (Qualified Personnel): Strengthen the expertise of current personnel and join with partner agencies engaged in social-emotional related statewide initiatives to increase the availability of early intervention personnel who have infant mental health expertise and able to provide culturally appropriate services.

The SLA continued activities to grow sustainability at the local level for reflective supervision and consultation. Providers statewide had access to reflective consultation groups, hosted by qualified professionals through the University of Washington (UW). WA-AIMH supports reflective consultation groups for participants in the Reflective Supervision for Supervisors training. In 2023, there were 101 participants in reflective consultation groups with six more groups added. These groups provide reflective discussions and support for providers as they work with families to address social-emotional developmental needs of children.

NeuroRelational Framework (NRF) training was offered again for 2023-2024. For cohort one, 20 participants were selected across four agencies, which concluded in Spring 2023. Participants from cohort one were offered opportunities to participate in Community of Practice groups. In Fall 2023, 31 participants across six agencies were selected to participate in cohort 2. This training supports the SiMR by providing advanced training opportunities related to IECMH knowledge and skills.

The SLA is continuing to develop an ESIT credential, which supports Washington with growing a high-quality workforce to support children and families through multiple pathways into the workforce and upward mobility through levels of credentials within some disciplines. Internal and external collaboration is now occurring to explore how to embed the WA-AIHM endorsement into credential pathways. In 2023, 24 providers accessed endorsement scholarship funds. The ESIT credential structure is being developed as a part of the state's CSPD and is expected to be implemented in 2024.

Strategy (Assessment): Enhance statewide implementation of high-quality functional assessment and COS rating processes.

The SLA continued implementation of the COS decision tree, described within previous APR reports. As part of the initial training requirements, ESIT providers are expected to complete the COS modules to increase understanding of COS practices with a required 100% passing score. In 2022, SSIP implementation sites submitted COS-TC data and in 2023, the SLA explored strategies for statewide implementation and is planning for statewide COS-TC support and training opportunities. The DCYF ESIT TA team gathered information from agencies related to their COS process and utilized this data to identify challenges, training needs, and ways to support infrastructure improvement and supports related to outcomes data collection.

Strategy (Accountability): Expand the general supervision and accountability system to support increasing data quality, assessing progress toward improving children's social-emotional skills and social relationships, and improving results for children and families.

FY23-24 contracts are in place between DCYF and twenty-three (23) ESIT Provider Agencies, two (2) Tribal ESIT Provider Agencies, and four (4) County Lead Agencies. Contract requirements include Performance Based Contracting (PBC), with the exception of the services delivered requirement, which continues to be on hold until the new data system is in place. The ESIT Accountability and Quality Improvement (AQI) team, in coordination and collaboration with parents, services providers, County Lead Agencies, and advocates, have spent the last year developing and testing a Child and Family Record Review (CFRR) Tool that includes compliance, results, and fiscal indicators and an Evidenced-Based Practices (EBP) tool that looks at coaching, teaming and family-centered practices. During the inter-rater reliability testing phase of the CFRR tool, an overall reliability rating of 91% was achieved. These two tools are the cornerstone for the ESIT–Statewide Integrated Monitoring System (E-SIMS) System Analysis Program Review Visit. To date, the AQI team has completed one (1) Mock System Analysis Program Review training event and has scheduled an additional five (5) events for the coming year to continue practicing the two tools, E-SIMS components, and make revisions as needed.

Describe the short-term or intermediate outcomes achieved for each infrastructure improvement strategy during the reporting period including the measures or rationale used by the State and stakeholders to assess and communicate achievement. Please relate short-term outcomes to one or more areas of a systems framework (e.g., governance, data, finance, accountability/monitoring, quality standards, professional development and/or technical assistance) and explain how these strategies support system change and are necessary for: (a) achievement of the SiMR; (b) sustainability of systems improvement efforts; and/or (c) scale-up.

This year, with the addition of the DCYF ESIT Evaluator in December 2022, the SLA focused on reviewing and updating the SSIP evaluation plan. The SLA is in the process of analyzing data, reviewing outcomes and activities, and collaborating with the SSIP Collaboration group and external critical partners to update the evaluation plan. This year's focus on updating the SSIP evaluation plan is intended to support Washington's

efforts at statewide expansion and sustainability and to focus on providing equitable opportunities for ESIT Professionals statewide. Due to the focus on updating the evaluation plan and seeking input about the most effective ways to measure improvements statewide rather than only in SSIP sites, less outcome data was collected in 2023. The proposed plan, including outcomes and activities, will be discussed further in the summary and anticipated outcomes section below. The SLA is gathering additional input from stakeholders on the outcomes and activities within each improvement strategy in 2024. The SSIP evaluation plan is expected to be finalized and implemented in 2024, with more data to be collected and reported on in 2024.

Strategy (Professional Development): Enhance the statewide system of personnel development to support the creation of high-quality, functional IFSP outcomes and strategies related to social-emotional skills and social relationships, and the implementation of evidence-based practices that address social-emotional needs.

The short-term outcome (PD) previously measured for this strategy relates to providers understanding of PFR practices and is measured by evaluating provider responses to one question on a survey completed after PFR Level 1 training. The performance indicator for this outcome is 90% of participating providers report having adequate knowledge of PFR practices by rating themselves either “Agree” or “Strongly Agree” on the post-training survey question. This outcome has been achieved in previous years and was maintained during 2023 with 99% of providers who completed the survey rated themselves as either “Agree” or “Strongly Agree.” 96% of providers that completed survey data for the PFR booster trainings indicated “Agree” or “Strongly Agree” that the training provided them with useful knowledge and skills. By continuing to offer PFR and other ongoing training opportunities for learning and support, this helps to strengthen the personnel development system, assists with implementing high-quality services, and increases overall sustainability.

Survey data collected indicated that 91% of respondents for the WA-AIMH Foundations of Infant and Early Childhood Mental Health training series and 86% of respondents for the WA-AIMH Foundations of Reflective Practice training indicated either “Agree” or “Strongly Agree” that the training provided them with useful knowledge and skills. These training opportunities support our SiMR and are focused on enhancing providers knowledge around IFRH/IECMH practices.

Strategy (Qualified Personnel): Strengthen the expertise of current personnel and join with partner agencies engaged in social-emotional related statewide initiatives to increase the availability of early intervention personnel who have infant mental health expertise and able to provide culturally appropriate services.

New PFR fidelity data was collected this year and will be included in the updated evaluation plan. PFR Level 2 fidelity data was collected on 32 providers. 94% were certified or re-certified, and 6% were indicated as PFR informed. Fidelity data collected by the NRF training team, which will also be included in the updated evaluation plan, indicated that providers exhibited increased confidence of clinical skills and scores significantly increased over time. Survey data was also collected for providers that participated in the NRF training. Surveys were administered three times over the course of the training. On average, 93% of providers indicated “Agree” or “Strongly Agree” that the training provided them with useful knowledge and skills. Most providers indicated the training(s) provided them with useful knowledge and skills, which supports progress toward to the SiMR.

The SLA continued efforts around supporting reflective supervision and reflective practice activities. Survey data collected indicated that 91% of respondents for the WA-AIMH Reflective Supervision for Supervisors

training indicated either “Agree” or “Strongly Agree” that the training provided them with useful knowledge and skills. These opportunities will continue to support infrastructure improvement as providers receive additional training and support with improved relationship building, more knowledge around infant mental health, and enhanced reflective practice skills, which all help support improved social-emotional functioning of families.

Strategy (Assessment): Enhance statewide implementation of high-quality functional assessment and COS rating processes.

The short-term outcome (Accountability) measured for this strategy was previously that providers have improved understanding of COS quality practices. This is measured by the percentage of providers who pass a quiz after viewing training modules of the COS process. Previously, this outcome was achieved, and the performance indicator was that 90% of providers receive a passing score of 80% on the quiz. The performance indicator was updated to 100% of providers will receive 100% on the quiz. In 2023, 107 providers completed this quiz. This outcome has been achieved. The intermediate outcome (Accountability) measured for this strategy was reported last year and focused on teams completing the COS process consistent with best practices. This was measured by examining COS-TC scores. The COS-TC promotes the use of team collaboration practices for those that participate in the COS process. The SLA intends to continue to support the use of the COS-TC and is exploring statewide training opportunities. This strategy supports the SiMR by improving the quality of the COS rating process and improving teaming practices, which leads to more accurate COS ratings. Having accurate COS ratings allows IFSP teams to better plan and support the child and family’s needs. It also supports sustainability by leading to training and materials to be used by IFSP teams for ongoing COS ratings. This strategy supports scale up by building an infrastructure for quality COS rating practices to be used at all ESIT Provider Agencies.

Strategy (Accountability): Expand the general supervision and accountability system to support increasing data quality, assessing progress toward improving children’s social-emotional skills and social relationships, and improving results for children and families.

The SLA did not collect updated data for the outcomes related to this strategy. The SLA met with stakeholders in 2019 and 2021 to measure progress on the State Child Outcomes Measurement System (S-COMS) Self-Assessment tool. The use of the S-COMS relates to the outcome (Accountability) pertaining to having a high-quality COMS. The SLA is exploring the use of the S-COMS in the SSIP evaluation plan review and is proposing to continue to utilize this tool to support a high-quality COMS.

The new ESIT Evaluator started at DCYF as part of the Office of Innovation, Alignment, and Accountability (OIAA) team as of December 2022. The ESIT Evaluator is assisting with providing knowledge and recommendations on SSIP data analysis, outcomes, and overall implementation and monitoring of SSIP activities. The ESIT Evaluator has partnered with the DCYF internal Workforce Development (WD) team and the SSIP Collaboration group to support the update of the SSIP evaluation plan.

Did the State implement any new (newly identified) infrastructure improvement strategies during the reporting period? (yes/no)

No.

Provide a summary of the next steps for each infrastructure improvement strategy and the anticipated

outcomes to be attained during the next reporting period.

The SLA is currently completing a thorough review of the SSIP evaluation plan and in early spring will discuss these possible changes with stakeholder groups. Throughout the review process, new activities and outcomes are being identified to support statewide expansion of Washington's SSIP.

Strategy (Professional Development): Enhance the statewide system of personnel development to support the creation of high-quality, functional IFSP outcomes and strategies related to social-emotional skills and social relationships, and the implementation of evidence-based practices that address social-emotional needs.

Work toward the CSPD will continue this year. The SLA expanded training opportunities statewide. Five more PFR Level 1 trainings are scheduled for Spring 2024. Two more PFR boosters are being offered in Spring 2024. Monthly PFR drop-in consultation groups are scheduled until June 2024. PFR Level 1, 2, and 3 training opportunities will continue to be offered. The outcome pertaining to PFR is expected to continue to be maintained and additional outcomes focused on advanced PFR opportunities are being explored.

The SLA is continuing to partner with both WA-AIMH and DCYF HV to support IECMH trainings for ESIT providers. Four WA-AIMH Foundations of Reflective Practice, three WA-AIMH Foundations of Infant and Early Childhood Mental Health, and four DCYF HV domestic violence and safety planning trainings are scheduled to be offered by June 2024. These training opportunities support statewide sustainability, more equitable access to professional development opportunities, and support the SiMR. The proposed evaluation plan includes continued IFRH/IECMH training opportunities available to ESIT Professionals statewide and intends to include these trainings in the evaluation plan revisions. The SLA is proposing to measure both knowledge and implementation of skills.

The SLA is proposing to explore the use of social-emotional assessments at entry, explore how this may impact the SiMR, and intends to update the associated practice guide. The SLA is continuing to focus on aligning training to ESIT Core Competencies and will develop a survey to assist with ensuring trainings are aligned. The SLA is continuing to support providers with writing functional outcomes in the context of a relationship to continue to support social-emotional skills for children and families.

Strategy (Qualified Personnel): Strengthen the expertise of current personnel and join with partner agencies engaged in social-emotional related statewide initiatives to increase the availability of early intervention personnel who have infant mental health expertise and able to provide culturally appropriate services.

The SLA is continuing to support reflective practice opportunities by partnering with UW and WA-AIMH to support providers in receiving consultation and reflective supervision training. WA-AIMH is offering two more Reflective Supervision for Supervisors trainings in Spring 2024. UW is continuing to offer Reflective Consultation groups. In order to support statewide expansion and current waitlists, DCYF ESIT in partnership with UW has increased the number of available groups statewide and added a new qualified reflective consultation group facilitator. The SLA partnered with UW to administer a survey to reflective consultation participants in 2024 to assess practice change. This infrastructure improvement activity supports providers statewide to have the capacity for personal and group reflection as they work with families. The sustainability of the local infrastructure for reflective supervision supports all aspects of service delivery for families, likely contributing to the achievement of IFSP outcomes and progress in outcomes.

The SLA will continue to support WA-AIMH endorsement through scholarship opportunities at all levels, which supports the SiMR by having a high-quality workforce able to better support the needs of children and families. The SLA is proposing an updated outcome around measuring endorsement and is exploring ways to embed the endorsement within the ESIT credential process to continue to support having a high-quality workforce. Continued work centered around creating an ESIT credential will continue this year. DCYF ESIT will create a Workforce Registry during the ESIT credentialing process and through a new training portal. This would help with gathering data on the current workforce, increase knowledge around current qualified personnel qualifications, and assist with identifying infrastructure needs. This activity would support the SiMR by supporting a high-quality workforce. Proposed in the updated evaluation plan is for providers to increase IFRH and IECMH training by embedding it into the ESIT credential. The SLA is also exploring the use of the ESIT Competency Review Tool and is in the process of including it as part of the ESIT credentialing system.

The SLA intends to continue to focus on supporting advanced PFR opportunities and will utilize PFR Level 2 and 3 fidelity data provided by UW to measure enhanced PFR skills and fidelity. The SLA is focusing on supporting NRF training opportunities and will utilize NRF fidelity data to demonstrate enhanced NRF skills and fidelity. The SSIP evaluation plan will include a focus on increasing ESIT Provider Agency access to Mental Health Professionals. The SLA intends to include activities around increasing access to further support social-emotional and mental health needs for children and families receiving ESIT services.

Strategy (Assessment): Enhance statewide implementation of high-quality functional assessment and COS rating processes.

The SLA will continue to focus on training and supporting a high-quality COS process across the state. These activities will be statewide and include training, TA materials, and support for agencies to implement the COS consistent with best practices as measured by the COS-TC and the use of the Decision Tree. In the upcoming reporting year, the SLA is focusing on statewide training and implementation of the COS-TC and intends to have an updated outcome of the SSIP evaluation plan around completing the COS process consistent with best practices. The SLA is updating the outcome pertaining to the COS-TC to expand to more COS-TC sections in order to support the use of the full checklist to improve COS teaming practices.

The SLA continues to support the implementation of more in-depth social-emotional assessments and plans to update the related practice guide to better align with best practices and to support continuity across the state. Utilizing social-emotional evaluation and assessment tools that align with best practices will help with creating more accurate IFSP goals and is expected to support more accurate COS ratings.

Strategy (Accountability): Expand the general supervision and accountability system to support increasing data quality, assessing progress toward improving children's social-emotional skills and social relationships, and improving results for children and families.

The SLA will continue to measure the State Child Outcomes Measurement System and the SLA is exploring the use of the full S-COMS Self-Assessment tool for ongoing improvement of Washington's COMS and intends to include this in the updated SSIP evaluation plan.

To date, the AQI team has completed one (1) Mock System Analysis Program Review training event and has scheduled an additional five (5) events for the coming year to continue practicing the two tools, E-SIMS components, and make revisions as needed. Components of the E-SIMS framework include Annual Fiscal

Integrity Reviews of every ESIT Provider Agency, Annual SPP Compliance Period for every Provider agency, and CFRR, and Systems Analysis Program Reviews to include completion of the EBP tool, data review, fiscal accountability, and dispute resolution will be every two-years. The target statewide implementation date is July 1, 2024.

List the selected evidence-based practices implemented in the reporting period:

Promoting First Relationships.

Provide a summary of each evidence-based practice.

Promoting First Relationships (PFR) is an evidence-based curriculum for service providers to help parents and other caregivers meet the social and emotional needs of young children. PFR is a video feedback approach grounded in attachment theory and reflective practice principles. PFR gives professionals who work with caregivers and young children (0–5) the knowledge, tools, and strategies to guide and support caregivers in building nurturing and responsive relationships with children. Participants who attend PFR Level 1 training learn unique consultation and intervention strategies they can integrate into their work with families and young children. PFR can be used one-on-one with parents, in the clinic or in home, and with childcare providers and early childhood teachers responsible for group care. Because PFR is a positive, strengths-based model, caregivers are typically open to the approach and gain competence, and thus investment in their caregiving. Participants that attend the training receive curriculum, parent handouts, and training in the following areas: elements of a healthy relationship, attachment theory and secure relationships, reflective capacity building, development of self for infants through preschoolers, PFR consultation strategies, challenging behaviors, and intervention planning and development.

Provide a summary of how each evidence-based practices and activities or strategies that support its use, is intended to impact the SiMR by changing program/district policies, procedures, and/or practices, teacher/provider practices (e.g. behaviors), parent/caregiver outcomes, and/or child/outcomes.

ESIT previously funded training and ongoing support through UW at each implementation site for the provision of culturally appropriate evidence-based practices with PFR. The SLA selected PFR in Phase II after reviewing a number of evidence-based practices for alignment with the Division of Early Childhood (DEC) recommended practices. The SLA has expanded PFR training opportunities to ESIT Provider Agencies statewide. Additional agency-wide (team based) PFR training opportunities were offered this year. Through PFR, providers gain knowledge and skills in areas including elements of a healthy relationship, attachment theory and secure relationships, and reflective capacity building. These skills are key for supporting parents and caregivers to better understand their child’s social-emotional development and to meet their needs. ESIT Professionals statewide continued to participate in these training opportunities, growing Washington’s capacity to achieve a common foundational understanding of how to support the parent-child relationship and a growing provider base qualified to provide these evidence-based practices, which is expanding statewide.

The SLA supports providers at different training levels and supports several different opportunities to enhance providers knowledge in Infant Family Relational Health (IFRH)/Infant and Early Childhood Mental Health (IECMH) practices, as well as reflective supervision and reflective consultation opportunities. The SLA also provides scholarship opportunities for the WA-AIMH endorsement. 24 ESIT providers utilized scholarship funds in 2023 to support receiving an initial endorsement or maintain their renewal. Many ESIT Provider Agencies have restructured their staff to allow for increased capacity of PFR agency trainers. Continuing to support advanced PFR training is part of the updated SSIP evaluation plan, with the intent to utilize PFR fidelity

data provided by UW to measure adherence to fidelity. These infrastructure changes, along with others regarding professional development, mentoring, and new staff onboarding practices are intended to impact the SiMR through implementation of practices supporting positive social-emotional development.

As Washington's SSIP continues to move towards statewide implementation and sustainability, more providers will have training opportunities focused on IFRH/IECMH practices. These training opportunities will support progress toward the SiMR by supporting a high-quality workforce and increase knowledge on how to better support the unique social-emotional needs of children and families. These changes are expected to lead to improved program planning to address the social-emotional needs of enrolled children. Providers will be more equipped to identify needs and provide more effective services to support social-emotional development, ultimately leading to the SiMR. These training opportunities support providers in building stronger and improved relationship skills and increased knowledge of practices regarding how to better support parents and caregivers with improving young children's social-emotional functioning.

Describe the data collected to monitor fidelity of implementation and to assess practice change.

PFR training has three levels. Level 1 training is a foundational, knowledge-building workshop provided by UW. Level 2 provides the opportunity for individuals to reach fidelity to PFR provided by UW or an agency trainer. Level 3 provides the opportunity for those who reached Level 2 fidelity to become agency trainers.

Fidelity to PFR occurs over the course of 16 weeks and includes video review and consultation with a PFR trainer, then completing the PFR curriculum with a family for 10 weeks. Sessions are recorded and reviewed with the trainer for feedback. The trainee submits a final video that the PFR trainer scores for fidelity. Fidelity is scored on a scale from 1-40, and to reach fidelity the provider must score 36 or above. Examples of provider behaviors coded for fidelity include:

1. Encourage positive, social-emotional connection between the caregiver and child,
2. Encourage positive, social-emotional connection between the caregiver and provider,
3. Encourage feelings of trust and security (secure base/safe haven) between the caregiver and child,
4. Encourage feelings of trust and security (secure base/safe haven) between the caregiver and provider, and
5. Encourage feelings of competence and confidence in the caregiver.

Achieving Level 3 fidelity as an agency trainer requires an additional 16-hour process which includes reaching fidelity with a second family and learning how to begin training learners at their agency. Level 3 agency trainers are able to train additional providers to fidelity at Level 2.

As mentioned above, the SLA continued to support PFR at all levels in 2023, with 189 providers attending PFR Level 1 training and 9 providers attending Level 2 training. There are currently 23 providers in Level 2 training and three providers in Level 3 training. The SLA continues to support additional PFR training opportunities, such as partnering with UW to offer PFR booster Sessions and monthly drop-in consultation groups. The PFR booster sessions are offered to providers who have completed PFR Levels 1, 2, or 3. 144 providers attended PFR booster sessions in 2023. These sessions are focused on supporting providers confidence in using the PFR consultation strategies and understanding how PFR can enhance ESIT services. An ESIT multi-disciplinary peer panel shares their experiences of using PFR within their practice. Providers who attend are expected to learn how PFR can be embedded into their everyday practice, understand how supporting the parent-child relationship is key to all other areas of development, and to gain confidence in using PFR consultation strategies to navigate challenging visits.

Monthly PFR drop-in consultation groups are offered to ESIT Professionals statewide in order to embed the PFR consultation strategies into coaching practices. Nine monthly groups have been offered and six more are scheduled to be offered by June 2024. New this year was the opportunity for agencies to apply for agency specific (team based) PFR training (PFR Level 1, PFR booster, or PFR consultation). 13 agencies participated in these opportunities. This year, the SLA utilized ARPA funds to support UW with translating PFR handouts into 40 languages. This helps build a stronger infrastructure in order to increase access to materials for families. The SLA is reviewing and updating the current SSIP evaluation plan and intends to include updated outcomes focused on expanding and supporting advanced PFR training opportunities. The SLA intends to collect PFR fidelity data as provided by UW. The SLA intends to continue to measure providers knowledge and implementation of IFRH/IECMH skills. The SLA will implement a newly updated PFR 6-month follow-up survey to measure use of skills and perceived practice change.

Describe any additional data (e.g. progress monitoring) that was collected that supports the decision to continue the ongoing use of each evidence-based practice.

The SLA provided professional development activities and provided continued support for the knowledge, practice, and use of PFR. Professional development activities for PFR are described above. Training is currently underway to continue growing statewide capacity to support PFR and offering advanced PFR opportunities will be included in the updated evaluation plan. Offering ongoing support and advanced training opportunities for providers will increase the ability to sustain implementation of evidenced-based practices. Ongoing training and supports for providers who have been previously trained is essential in order to ensure they are able to sustain implementation of evidenced-based practices over time. Furthermore, considering the current staffing challenges, such as high turnover within the ESIT system, these activities are especially important in order to support new ESIT Professionals with becoming familiar with early intervention and quality practices related to IFRH/IECMH. Qualitative data gathered during previous stakeholder engagement meetings and quantitative survey data collected this year suggests that the SLA should continue supporting the use of PFR with ESIT Provider Agencies. Trainings offered have readily filled to capacity, suggesting that many providers are interested enough to sign up quickly as sessions are offered.

As previously mentioned, the SLA developed a more in-depth SSIP Training Evaluation Survey that will be used to collect additional data on PFR and other IFRH/IECMH SSIP trainings. The PFR fidelity data collected continues to support the use of PFR as many providers are choosing to seek more advanced training by going through Level 2 and Level 3 PFR training. The SLA is partnering with UW to gather PFR fidelity data. Additionally, providers attended PFR booster trainings, with more trainings planning to be offered. The SLA offered monthly consultation groups this year to support a need for ongoing PFR support. The SLA also offered additional agency wide PFR training opportunities in order for teams to attend training together and to focus on impacting systemic change. More in-depth analysis will be conducted with stakeholder feedback as the SLA finalizes the updated outcomes and activities to examine the impact that PFR and other SSIP activities may have on the SiMR.

Provide a summary of the next steps for each evidence-based practices and the anticipated outcomes to be attained during the next reporting period.

The SLA will continue to support the use of PFR with five additional PFR Level 1 trainings scheduled for Spring 2024. Post-training survey data will continue to be collected after Level 1 trainings and outcomes related to PFR are currently being reviewed. The SLA is offering PFR training statewide for 2024, including PFR booster training sessions, monthly PFR consultation groups, and opportunities for PFR Level 1, 2, and 3 training. The SLA will explore the possibility of continuing to offer agency wide (team based) PFR training. Data analysis will

continue to be conducted as the updated outcomes and activities are finalized. Additional training outcomes are being explored for this evidenced-based practice.

The DCYF ESIT Evaluator is assisting with developing the evaluation plan. In the upcoming year, more data will be collected on all the SSIP specific trainings in order to continue to support high-quality training that supports the SiMR. The SLA is reviewing data and proposing updates to the SSIP evaluation plan as SSIP continues to expand statewide. The SLA in partnership with the OIAA team will determine any new data collection measures needed in order to support the implementation of the evidenced-based practices. The SLA will continue to collect qualitative data regarding reflective supervision and reflective consultation and is proposing to add an outcome related to these areas. These activities support the SLA's efforts to implement the evidence-based practice and improve outcomes for children and families by creating an infrastructure of support for ESIT Providers to reflect with each other and strengthen their skills. The sustainability of the local infrastructure for reflective supervision will support all aspects of service delivery for families, likely contributing to the achievement of IFSP outcomes and progress in all outcome areas. The reflective consultation groups, Foundations of Reflective Practice training, as well as the Foundations of Infant and Early Childhood Mental Health training series will continue to be offered in order to support strengthening the experience of current personnel. The SLA will also focus on supporting providers obtaining an Infant Mental Health endorsement through WA-AIMH, which will support a high-quality workforce.

Does the State intend to continue implementing the SSIP without modifications? (yes/no)

No.

If no, describe any changes to the activities, strategies, or timelines described in the previous submission and include a rationale or justification for the changes.

This year, the SLA focused on updating the evaluation plan to reflect the current progress and areas of growth in Washington state related to SSIP, especially as SSIP moves toward statewide expansion and sustainability. The SLA will continue to focus on finalizing the SSIP evaluation plan in 2024. Many of the outcomes originally developed have been met and activities have been implemented. As the SLA shifts towards statewide implementation and sustainability, the SLA with support from national Technical Assistance partners, has determined that updating SSIP evaluation plan are relevant at this time. The SLA has partnered with national Technical Assistance to receive feedback on the process of updating the evaluation plan. The SLA intends to review the proposed outcomes and activities with critical partners in 2024. The new ESIT Evaluator that started in December 2022 has participated in these discussions to provide recommendations and to ensure we collect accurate data in order to properly measure our outcomes and support our evaluation plan.

As the SLA moves toward statewide implementation, the updated plan will continue to focus on improving social-emotional functioning for children and families with an emphasis on providing high-quality training on Infant Family Relational Health (IFRH), or Infant and Early Childhood Mental Health (IECMH) practices to providers. The SLA intends to increase awareness of these training opportunities by collaborating with areas that have had historically low enrollment in trainings, creating a professional development monthly newsletter, utilizing the new professional development informational video created with UW and WA-AIMH, partnering with identified agency trainer leads, and exploring other potential scheduling opportunities.

The SLA also intends to increase the use of fidelity measures in the updated evaluation plan. The SLA has developed a six-month follow-up survey, in collaboration with the ESIT Evaluator, to gather information from ESIT

providers on a variety of areas related to PFR, such as, utilizing PFR consultation strategies, the impact PFR has had on providers work with families, and participation in reflective supervision or consultation. The SLA has collaborated with UW to obtain fidelity data related to PFR Level 2 and 3. The SLA is also utilizing fidelity data provided by the NRF team. The SLA also intends to utilize the ESIT Core Competency Review tool, with embedded WA-AIMH competencies in order to support measuring fidelity. The SLA intends to utilize this data to continue to assess the impact of SSIP activities.

The SLA intends to explore activities to support increasing access to Mental Health providers. The SLA intends to survey agency leadership on current practices related to supporting infant mental health needs of children receiving ESIT services. The SLA intends to gather more information on how providers are embedding IFRH/IECMH skills into their practice, as well as exploring barriers to practice change. The SLA intends to analyze data related to social-emotional IFSP outcomes. The SLA intends to update the qualified personnel guidelines to better identify Infant Mental Health specialists.

The updated plan will also continue to support in-depth COS training, such as providing more training on the COS-TC and will explore the use of both the COS-TC and the COS-KC. Internal DCYF ESIT teams will continue to collaborate on identifying and addressing COS training needs. The SLA will continue to incorporate stakeholder feedback throughout the update of the SSIP plan.

Section C: Stakeholder Engagement

Description of Stakeholder Input

In FFY22, the Washington Early Supports for Infants and Toddlers program has hired a Community Collaboration Coordinator. This new position is assigned to the Partnership, Collaboration and Family Engagement Team, and coordinates and manages complex and multi-dimensional communication, advisory, and collaborative partnership structures necessary to support statewide early support service delivery systems that provide equitable access to services for all eligible children and their families. Most importantly, this position supports and helps to enhance parent involvement in this SPP/APR process in collaboration with the Family Engagement Coordinator.

The SLA engaged stakeholders on numerous occasions throughout 2023. The SLA focused on engaging and involving more providers in recruitment efforts to participate in stakeholder meetings. In the Fall of 2023, the SLA met with Family Resources Coordinators (FRCs) as a focus group to gather feedback on various topics, including participation in current SSIP trainings, knowledge of the WA-AIMH endorsement, and ideas for additional training topics to better support FRCs statewide. The SLA engaged FRC's in discussions around other training opportunities that would be beneficial to their role with supporting children and families. Qualitative feedback suggested that FRC's believe PFR has been helpful in their role and there is an interest in additional topics related to IFRH/IECMH to better support the unique needs of children and families.

During the Fall 2023 meeting, FRC's provided feedback on the need for additional COS training opportunities. FRC's shared experiences on challenges with completing the COS and a desire to learn more about engaging in the COS process in a culturally appropriate way. Some FRC's shared that completing the COS process is different for Entry and Exit, with more comfortability during Exit due to the collaborative relationship that has been built with families and being able to discuss growth over the time receiving ESIT services.

In Fall 2023, the SLA met with the Director of PFR from UW and the Training and Data Manager from WA-AIMH to collaborate on creating an informational video to share with ESIT Professionals. The video is intended to increase knowledge and awareness of different IFRH/IECMH training opportunities available to ESIT Professionals at no cost to them. The purpose of this video is to support ESIT Professionals with gaining a deeper understanding of the IFRH/IECMH professional development opportunities available to support a high-quality workforce.

In the Fall of 2023, the SLA met with the SICC Personnel and Training Committee to review SSIP and to gather feedback on ideas to increase recruitment and awareness of IFRH/IECMH opportunities. The SLA provided information on current SSIP training opportunities and recruitment efforts. The SLA gathered input on potential reasons for low enrollment in some trainings and collaborated on ways to increase awareness of these opportunities. Committee members shared ideas for potential reasons for low enrollment, such as, being unaware of opportunities, scheduling challenges, other requirements and priorities around supporting families, high caseloads, and funding considerations. One member shared their agency currently supports an “agency lead” position that is focused on training at their agency, which has been transformational for their agency. Suggestions for how to increase enrollment and awareness included focusing on how information is communicated, offering more agency-wide training, and to consider sharing information via multiple methods.

In the Fall of 2023, the SLA also met with County Lead Agencies (CLA) to gather similar feedback on suggestions for increasing training enrollment and awareness of professional development opportunities to support a high-quality workforce trained in IFRH/IECMH. CLA members shared that challenges may be due to staffing shortages, high caseloads, other high training needs and requirements, an overwhelmed system, potential training saturation, and a need for increased outreach. Members shared that providers are often interested in additional training opportunities but may not be able to attend due to other competing priorities. Suggestions from CLA members centered on increasing communication around training needs and exploring ways to better the support the system.

The SLA gathered data from SSIP agency leadership members on the use of the Devereux Early Childhood Assessment (DECA). The SSIP Collaboration group in partnership with the ESIT Evaluator reviewed data related to the use of the e-DECA specifically and its impact on the SSIP. Previously, DCYF ESIT funded e-DECA usage for SSIP implementation sites only. However, with SSIP moving towards statewide implementation and sustainability, ESIT is unable to continue supporting the cost of the electronic scoring version of this specific tool and communicated this to SSIP agencies. During this process, the SLA connected with the organization that supports the e-DECA and shared information with SSIP implementation sites about how to continue receiving e-DECA access and support if interested. ESIT supports the use of more in-depth social emotional assessment tools and will continue to explore their use in the SSIP plan statewide.

In winter of 2023, the SLA met with the Parent Institute for Engagement (PIE) members to provide knowledge and information about SSIP. The SLA gathered feedback around other training needs that would be beneficial in supporting children and families receiving ESIT services. Attendees at this meeting expressed how important social-emotional training is. Other training ideas discussed were around the transition from Part C to Part B services and exploring ways for information to be more accessible to families.

In January 2024, the SLA met with stakeholders to review the proposed activities for the updated evaluation plan. Attendees included ESIT Providers of various disciplines, FRCs, agency administrators and leadership members, PIE members, DCYF ESIT staff, and previous SSIP implementation site members. Participants completed a poll gathering information about their knowledge of SSIP and overall, results indicated that participants increased knowledge during this strategic planning session. Participants were asked to provide feedback on two key questions; how does each activity enhance their practice and support our goal of improving children’s social-emotional functioning, and what are some challenges that make the activities harder to complete and ideas for addressing the challenges. Participants were encouraged to ask questions and provide any other feedback on the activities. The SLA intends to complete a more in-depth analysis of the information gathered to incorporate feedback into the evaluation plan and address potential challenges. The SLA will review the data, identify themes, incorporate feedback into the evaluation plan, determine next steps, and continue to include stakeholders in this process. Furthermore, the SLA will be sending out additional opportunities to provide feedback for those that attended the SSIP Strategic Planning session. This is intended to be completed by February 2024. The SLA will provide more detailed information regarding the data gathered at this meeting in next years report.

In October 2023, the TA team gathered data during quarterly call check-ins on the COS process. The TA team explored how the COS process was implemented at agencies and what resources are available to providers. The TA team reported that providers are using the COS Decision Tree and expressed more comfortability with completing the Exit COS due to having an established relationship with families. Agencies reported difficulties with time constraints related to teaming around the COS process and with writing the COS summary. DCYF ESIT internal teams will collaborate to address and support training needs.

Describe the specific strategies implemented to engage stakeholders in key improvement efforts.

Stakeholders met with the SLA on multiple occasions to discuss the SSIP, training recruitment strategies, and the SSIP evaluation plan. Some of these opportunities included discussions around statewide training opportunities, such as, PFR, NRF, WA-AIMH endorsement, and reflective consultation and supervision opportunities. Strategic feedback was gathered on specific parts of the SSIP, such as, activities on the proposed updated evaluation plan, training recruitment, and how to increase awareness of SSIP training opportunities. The SLA engaged stakeholders in a variety of ways. The SLA sent out written communication about SSIP and training opportunities via multiple ways; such as the ESIT weekly, direct agency leadership communication, and GovDelivery’s. DCYF ESIT internal teams collaborated to provide information to ESIT Agencies. The SLA also partnered with WA-AIMH and UW to develop an informational video regarding IFRH/IECMH opportunities.

During stakeholder meetings, the SLA welcomed verbal and written feedback and supported small and large group discussions. The SLA had targeted questions for stakeholders and gathered feedback on specific topics when appropriate. The SLA also included national TA partners in the planning of stakeholder meetings when applicable. The SLA provided opportunities for different engagement activities during meetings, such as, using online collaboration tools and using various virtual meeting tools to participate in providing feedback (e.g., stamping feature, polls, breakout rooms, surveys).

The SLA also met with the Director of PFR at UW on multiple occasions to explore ways to continue to support the use of PFR, expand support around implementing this evidenced based practice as activities move statewide, and ways to support providers with advanced opportunities to support reflective consultation groups. The SLA met with the Training and Data Manager at WA-AIMH to explore ways to better support scholarship opportunities for WA-AIMH endorsement, ideas on increasing training enrollment, and to gather

information on reflective supervision and consultation requirements in order to improve statewide efforts with supporting these opportunities.

Were there any concerns expressed by stakeholders during engagement activities? (yes/no)

Yes.

Describe how the State addressed the concerns expressed by stakeholders.

Providers and agencies continued to express interest in the statewide training opportunities regarding IFRH/IECMH practices. However, concerns were expressed regarding difficulties attending training due to other priorities and a desire for improved and increased communication around training opportunities. The SLA utilized feedback to improve communication by re-structuring announcements, sending out a separate monthly training GovDelivery highlighting training opportunities for the next three months, and consolidating training information in the ESIT weekly so information is more manageable to process.

The SLA developed an informational video with UW and WA-AIMH to increase awareness of training opportunities. The SLA plans to create a separate professional development newsletter highlighting upcoming training opportunities. The SLA will continue to explore ways to increase enrollment, awareness, and participation in SSIP training activities to support a high-quality workforce trained in IFRH/IECMH. To assist with recruitment efforts, members of the DCYF ESIT TA and WD teams attended the ASHA conference to provide resources around ESIT career options, network with other states and higher education institutions, and to share a job dashboard to recruit for open positions within the ESIT system. The state intends to expand the job dashboard to other disciplines to support ESIT Provider Agencies with recruitment efforts.

In 2022, stakeholders shared a desire for SSIP outcomes to be updated to better reflect current SSIP activities and expectations. The SLA supported a stakeholder meeting in January 2024 focusing on reviewing and gathering feedback on SSIP activities. Participants were specifically asked to provide feedback around challenges with implementing SSIP activities, and thus, many potential challenges were identified. The SLA intends to collect additional feedback from participants that attended the meeting by February 2024 before completing a thorough review of all the feedback collected. Once participants have received additional opportunities to provide feedback, the SSIP Collaboration group will review the data, identify themes, incorporate feedback into the evaluation plan, determine next steps, and will continue to include stakeholders in the process.

A brief review of the data gathered at this meeting showed that participants support and value the activities related to IFRH/IECMH training opportunities and many agencies continue to encourage embedding these skills into practice. However, some potential barriers related to training were identified, such as staff availability, cost, balancing priorities, and staff turnover. Barriers around implementing the COS process consistent with best practices were also expressed, such as, the need for increased support around COS scoring, concerns with utilizing the COS on certain populations, challenges with facilitating COS discussions, increased need for COS teaming practices, differences related to use of the COS Decision Tree, lack of familiarity with the COS-TC, and preference for more overall guidance.

Participants also explored potential barriers related to assessing and increasing access to Mental Health Professionals, such as, challenges with recruitment and retention, cost, waitlists for Mental Health Professionals, and concerns around assessing and prioritizing this need. The SLA will continue to review and analyze data related to this meeting. The SLA will consider and address barriers as part of the SSIP evaluation

plan and will continue to identify and explore training needs. The DCYF ESIT internal teams will collaborate as needed to further support ESIT Agencies in Washington. Details around the data gathered at this meeting will be included in next years report.

The SLA will continue to explore ways to support ESIT providers with completing the COS process consistent with best practices, such as providing more training opportunities on the COS-TC and COS-KC. DCYF ESIT internal teams will collaborate with national TA consultants around ways to increase support with completing the COS process consistent with best practices; such as providing additional training around writing the Summary of Functional Performance and reviewing and updating access to resources.

Additional Implementation Activities

List any activities not already described that the State intends to implement in the next fiscal year that are related to the SiMR.

The SLA is currently in the process of reviewing and updating the SSIP evaluation plan. Through this rigorous process, the SLA is reviewing data analysis, quantitative and qualitative feedback, and current activities and outcomes that support the SiMR. As mentioned in sections above, the SLA is continuing to focus on activities centered around supporting providers with enhancing IFRH/IECMH training to better support children and families, leading to improvements with the SiMR. The SLA is also focusing on utilizing various fidelity measures to assess the implementation of SSIP activities, such as, follow-up surveys, PFR Level 2 and 3 fidelity measures, and NRF fidelity measures. The SLA is focusing on updating activities to support statewide implementation. The SLA is structuring some training opportunities to be team based, instead of individuals, to facilitate capacities within team competencies to align with previous SSIP implementation site procedures.

The SLA held a statewide SSIP Strategic Planning session in January 2024, which included an opportunity for stakeholders to provide feedback on the proposed SSIP activities for the evaluation plan update. The SLA will be sending out additional information about ways that stakeholders can participate in upcoming SSIP feedback sessions. The activities are intended to be finalized by Spring 2024 and data collection measure to begin by December 2024. Many of the activities the state intends to implement are described in detail in the “summary of next steps” section.

Provide a timeline, anticipated data collection and measures, and expected outcomes for these activities that are related to the SiMR.

This information is still in progress of being determined. The SLA is currently updating the SSIP evaluation plan, which includes updates to timelines, data collection and measures, and activities and outcomes related to the SiMR. The SLA is expecting to have the SSIP evaluation plan finalized with activities by Spring 2024 and data collection measures to begin by December 2024. The timelines and expected outcomes are intended to be reviewed and determined in 2024.

Describe any newly identified barriers and include steps to address these barriers.

Agency leadership members and ESIT providers have reported challenges with attending trainings due to time constraints, being unaware of trainings, and being understaffed. The SLA has developed several strategies to increase awareness of training opportunities, as discussed above, such as, targeted communication strategies, offering team based training opportunities, developing a professional development informational video, and offering advanced notice to register for trainings.

One way to address barriers related to COS training is for the SLA to explore other avenues to support increased

knowledge around COS best practices, such as, presenting at the Infant and Early Childhood Conference (IECC), revising current COS training opportunities, and potentially offer more follow-up COS trainings. The SLA will explore other potential scheduling options to address concerns around time constraints.

The SLA is also focusing on recruitment and retention strategies as part of the CSPD to address the ESIT staffing crisis across Washington state. As previously mentioned, members of the SLA attended the American-Speech-Language-Hearing-Association (ASHA) conference to connect with other organizations and recruit for certain open positions. The SLA created a job dashboard to assist with advertising open positions and intends to expand this to various disciplines.

Participants at the SSIP Strategic Planning meeting in January 2024 were asked to identify challenges with implementing the proposed activities for the updated evaluation plan, as well as strategies for addressing challenges. The SLA intends to analyze this data by Spring 2024 to identify potential barriers and strategies to address them. The SSIP Collaboration group will consult with National TA partners on this work.

Due to the staffing crises, the SLA intends to be strategic with the expectations of SSIP activities, timelines, and opportunities to better support providers. The SLA will explore different ways to gather data and implement activities. The SLA is aware and cognizant of the ongoing barriers for service providers to balance supporting families and professional development opportunities or other data collection requirements. The SLA wants to prioritize and embed SSIP activities into existing practices to ease the perceived burden given limited time and resources.

Provide additional information about this indicator (optional).

NA.

Prior FFY Required Actions

None

OSEP Response

Required Actions