

STATE SYSTEMIC IMPROVEMENT PLAN (SSIP) FFY2021 EVALUATION PLAN



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Evaluation Overview

Baby Watch Early Intervention Program (Baby Watch) was able to obtain and analyze quantitative and qualitative data during FFY2021. The Baby & Toddler Online Tracking System (BTOTS) was evaluated and revised to ensure that correct and accurate data was being pulled from the database. There was an emphasis to further educate early intervention providers and data entry staff about the value and importance of accurate and reliable documentation. In the following report, Baby Watch demonstrates reliable results measures for the state’s 2021 SSIP work, in addition to the successful completion of Improvement Strategies and Activities.

A. Assessment Evaluation

Progress towards Achieving Intended Improvements

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Providers had access to and used guidance developed by Baby Watch to support understanding of social-emotional (SE) development and IFSP outcomes with cultural sensitivity.	Did providers have access to and gain knowledge of SE Development, writing IFSP outcomes with a SE component in a culturally sensitive way?	SE Development & Outcomes course enrollment. SE Development & Outcomes post-training survey.	Course helped participant understand culturally sensitive practices in relation to providing services in the area of SE development. Course helped participants gain skill to implement information into their job.	Course enrollment. Post-training survey results.	Social-Emotional Development & Outcomes course gained participants in FFY2021 and course content was useful in increasing knowledge of culturally sensitive practices, SE development, writing IFSP outcomes.

Findings: Post-survey results of the SE Development & Outcomes online training suggest positive impact to the SiMR by increasing knowledge and changing provider practices to improve SE relationships among all children and those from culturally diverse background. A majority of course participants agreed that:

- The course helped me understand infant mental health (n=65, 95.6%)
- This course helped me understand culturally sensitive practices in relation to providing services in the area of social-emotional development (n=63, 92.7%)
- This course helped me better understand how to write IFSP outcomes that address social-emotional concerns (n=65, 95.6%)
- This course helped me understand trauma and its impact on child development for children ages birth to three (n=66, 97.1%)
- I gained skills to implement this information into my job (n=65, 95.6%)

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
EI providers and families develop functional social-emotional IFSP outcomes for culturally diverse families?	Do EI providers and families develop social-emotional outcomes on IFSPs for culturally diverse families?	BTOTS IFSP reports for all children and those of culturally diverse backgrounds	Percentage of IFSPs that contain at least one Social-Emotional IFSP outcome for all children in comparison to those from culturally diverse backgrounds	IFSP Outcomes by Domain report IFSP Outcomes by Domain report for other than White Non-Hispanic	A majority of IFSPs contain at least one IFSP outcome with a SE component. A majority of IFSPs from culturally diverse families contain at least one IFSP outcome with a SE component.
Findings: <ul style="list-style-type: none"> The majority of providers and families develop IFSP outcomes with a SE component (n=6466, 85.6%). Children from culturally diverse backgrounds are receiving IFSP outcomes with a SE component (n=2176, 86.5%); an increasing rate in comparison to the previous reporting year (n=1680, 81.3%). 					
Long Term: (SiMR)	By FFY2022, Utah Early Intervention will increase child social relationships (Child Outcome A) by substantially increasing rate of growth (SS1) for children of culturally diverse backgrounds as measured by the Child Outcomes Summary (COS).				

B. Professional Development Evaluation

Progress towards Achieving Intended Improvements

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Early intervention providers access credential renewal training and learning experiences based on the new standards by participating in a self-assessment.	<p>Did Baby Watch develop and establish a self-assessment linked to Utah standards based on DEC/CEC standards?</p> <p>Were the self-assessments/guidance shared with providers to renew credentials?</p> <p>Do EI providers understand expectations for use of the self-assessments in renewal process?</p>	EI providers renewing credentials participate in areas of training and learning experiences based on the standards as informed by participation in a self-assessment.	EI provider self-assessed level of competency	Online survey	Analyze self-assessment responses submitted by credential candidates

Findings: The online Self-Assessment launched in August 2020 to service providers statewide. Accessible 24/7 on the Canvas online learning platform, the Self-Assessment asks learners to identify their skill level in each of the [DEC 2020 Initial Practice-Based Professional Standards for Early Interventionists/Early Childhood Special Educators](#) as Inexperienced, Developing, Confident, or Experienced. Since the initial rollout:

- Over 280 service providers have completed the online Self-Assessment as part of their initial or renewal credential training.
- Most service providers responded that they were Confident or Experienced in their skills for each standard.
- Across all standards, less than 10% of service providers rated their skills as Inexperienced.

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
EI providers implement evidence-based practices (EBP) to support families with their child's development.	Are functional, routines-based outcomes being written in IFSPs?	Providers implement EBPs when working with families	Home Visit (HV) monitoring tools for self-assessment	On-site observations HV Observations Quality Assurance Plans (QAP)	Analysis of documented credentials Provider observations QAP objectives include progress in writing functional routine-based outcomes

Findings:

- Employees who renew credentials must provide detailed documentation of ongoing professional development (at least 75 hours every 5 years)
- Baby Watch email blasts inform providers about professional development opportunities.
- Data sources of on-site/HV observations did not occur due to triennial cycle.
- All programs who needed to improve functional routines-based outcomes showed improvement through QAP activities.

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Families will be empowered, motivated, and have many opportunities to feel successful in supporting their child's development.	Are families empowered and motivated and have opportunities to be successful in their child's development?	Families report improved outcomes on the family survey, specific items (to be determined).	Family perceptions of EI services collected through an online survey	NCSEAM family survey results	Family response as to their level of agreement

Findings: FFY 2021 NCSEAM family survey respondents indicated that EI services help them feel:

- Part of the team when meeting to discuss their child (n=1378, 96.7%).
- More confident in their skills as a parent (n=1284, 93.8%).
- That their efforts are helping their child (n=1313, 95.3%).

Long Term: SiMR	By FFY2022, Utah Early Intervention will increase child social relationships (Child Outcome A) by substantially increasing rate of growth (SS1) for children of culturally diverse backgrounds as measured by the Child Outcomes Summary (COS).
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C. Family Engagement Evaluation

Progress towards Achieving Intended Improvements

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Baby Watch has cultural resources and guidance available to support providers with assessment and intervention practices.	Did Baby Watch identify or develop family engagement and cultural resources/guidance available to support providers and families? Were resources shared with programs? Do EI providers understand expectations for use of the resources and guidance?	Anecdotal evidence and participant testimonials	Unpacking Diversity Professional Learning Community/Community of Practice (PLC/CoP) participant feedback	Family engagement cultural resources/guidance shared during the Unpacking Diversity PLC/CoP	Provider awareness of resources, and perceptions of PLC/CoP facilitated by Baby Watch

Findings: Unpacking Diversity PLC/CoP testimonials:

- “I will intentionally highlight parents’ strengths and the things they are doing well. I will assume ability.”
- “This discussion was a good reminder of the importance of having dads involved in our EI visits because they play differently with their child, and to make sure that I address both mom and dad when dad is at home during an EI visit. I appreciated learning that dads experience different fears when hearing that their child has a disability or is behind in their development and how I can better support dads because they don’t always know what to do or what their role is.”

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
EI providers access and use cultural diversity resources.	Are EI providers accessing and using the family engagement and cultural diversity resources and guidance?	Provider surveys	Provider survey response rates and favorable responses	Provider survey responses	Ongoing EI provider use of and desire for resources
<p>Findings: In July 2022, Baby Watch conducted a survey to assess the value of resources shared. Data findings suggest that a majority of early intervention providers and administrators statewide:</p> <ul style="list-style-type: none"> • Value the monthly Baby Watch resource email (n=62, 82.7%) • Feel the shared resources have increased their knowledge (n=59, 78.7%) • Feel the shared resources have changed how they deliver services (n=47, 62.7%) • Feel the shared resources have helped them better support families (n=61, 81.3%) • Feel the shared resources have provided additional knowledge about cultural awareness and diversity (n=62, 82.7%) 					

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
EI providers who use the cultural diversity resources are more competent and confident in working with diverse families.	Is there an increase in the number of providers who are confident working with diverse families?	Anecdotal evidence, participant testimonials, survey responses	Unpacking Diversity PLC/CoP participant feedback and provider survey responses	Cultural resources and guidance dissemination during the PLC/CoP series Provider survey responses	Provider awareness of resources; perceptions of Baby Watch PLCs/CoPs Ongoing program use of, desire for resources
<p>Findings: Unpacking Diversity PLC/CoP testimonials:</p> <ul style="list-style-type: none"> • “I will intentionally highlight parents’ strengths and the things they are doing well. I will assume ability.” • “This discussion was a good reminder of the importance of having dads involved in our EI visits because they play differently with their child, and to make sure that I address both mom and dad when dad is at home during an EI visit. I appreciated learning that dads experience different fears when hearing that their child has a disability or is behind in their development and how I can better support dads because they don’t always know what to do or what their role is.” <p>In July 2022, Baby Watch conducted a survey to assess the value of resources shared. Data findings suggest that a majority of early intervention providers and administrators statewide value Baby Watch resource emails and feel that the shared resources have helped contributed to better services to families.</p>					

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
There is increased trust and acceptance between providers and families.	Do families report they have increased trust and acceptance with their child's providers?	Parent surveys	Families report increased trust and acceptance	NCSEAM survey analytics	NCSEAM survey responses

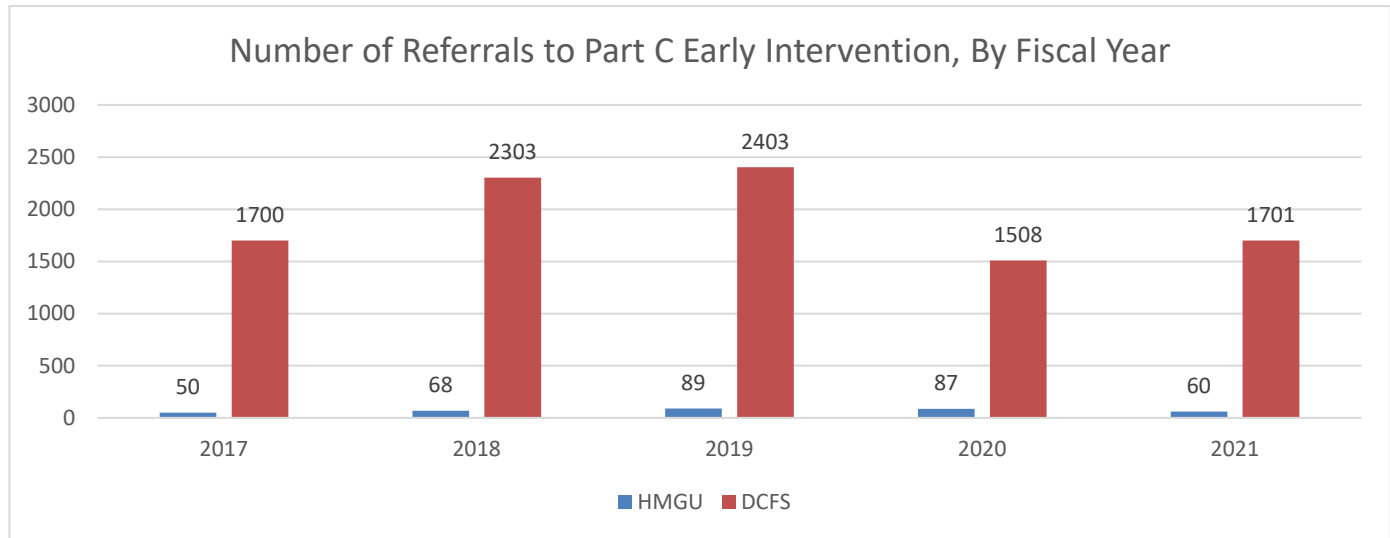
Findings: Baby Watch embedded various data collection methods reflective of Utah populations into monitoring and training. A majority of all families responding to Baby Watch's FFY 2021 family surveys, including specifically those with Spanish as their primary language, agreed that their:

- Efforts are helping their child (All n=1313, 95.3%) (Spanish n=95, 99.0%)
- Needs were considered (All n=1302, 95.4%) (Spanish n=98, 98.9%)
- Providers are easy to talk to (All n=1376, 96.0%) (Spanish n=98, 99.1%)

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
There is increased collaboration with community partners who serve culturally and linguistically diverse families.	Is there increased collaboration with community partners who serve culturally and linguistically diverse families?	Referral sources identified in the BTOTS data base.	Referral trends for CAPTA and Help Me Grow Utah (HMGU)	BTOTS referral reports and community partner tracking documentation	Referral trends and community partnership effectiveness

Findings:

Baby Watch evaluated referral data as one measure to determine the effectiveness of enhancements made to the agreement between Baby Watch and Help Me Grow Utah, as well as the contract with the Division of Child and Family Services (DCFS). As seen below, EI referrals increased steadily 2017-2019, declined in 2020, then increased in 2021.



Long Term: (SiMR)	By FFY2022, Utah Early Intervention will increase child social relationships (Child Outcome A) by substantially increasing rate of growth (SS1) for children of culturally diverse backgrounds as measured by the Child Outcomes Summary (COS).
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D. Collaboration Evaluation

Progress towards Achieving Intended Improvements

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Baby Watch will develop a compendium of resources to inform local programs about how to access existing info and supports for families from diverse cultures.	<p>Did Baby Watch develop a compendium of resources to inform local programs about how to support families from diverse cultures?</p> <p>Were resources shared with programs?</p> <p>Do EI programs understand how to use the resources?</p>	Provider surveys regarding cultural resources disseminated	Provider survey response rates and favorable responses	Provider email survey	Provider survey responses regarding perceptions of usefulness of resources and the frequency, type, and numbers of resources disbursed.

Findings: In July 2022, Baby Watch conducted a follow-up survey to assess the value of the resources shared. Data findings suggest that a majority of early intervention providers and administrators statewide:

- Value the monthly Baby Watch resource email (n=62, 82.7%)
- Feel the shared resources have increased their knowledge (n=59, 78.7%)
- Feel the shared resources have changed how they deliver services (n=47, 62.7%)
- Feel the shared resources have helped them better support families (n=61, 81.3%)
- Feel the shared resources have provided additional knowledge about cultural awareness and diversity (n=62, 82.7%)

FFY2021 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
<p>EI providers will have community resources to support children and families from diverse cultural backgrounds.</p> <p>EI providers will access professional development opportunities to build their capacity to support the social and emotional development of children and their families.</p>	Are providers accessing and using community resources with families?	<p>Provider surveys regarding cultural resources shared.</p> <p>Provider participation in community sponsored professional development opportunities, including coaching and consultation.</p>	<p>Provider survey response rates and favorable responses</p> <p>Provider registration and/or PD attendance records.</p>	<p>Provider survey</p> <p>Registration and/or attendance records provided by community partners</p>	<p>Provider survey responses re: perceptions of resource usefulness, frequency, type, and quantity</p> <p>Numbers of registrants and/or attendees at various Baby Watch promoted and supported PD opportunities.</p>

Findings:

Pyramid Model PD provided the following opportunities for participants:

- 18 hours of Infant/Toddler modules (n=12)
- 18 hours of coaching in Infant/Toddler training cohorts (n=18)
- 12 hours of EI modules (n=28)
- 12 hours of training on the PIWI model (n=22)
- 6 hours of PIWI model training of trainers (n=15)

The Children’s Center of Utah provided the following resources for participants:

- Webinars each month (n=57)
- Individual consultation (n=3)

Utah Association of Infant Mental Health (UAIMH) provided a two-day conference for participants (n=100) and (n=86).

FFY2020 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Community resources will be utilized to address family needs, resulting in decreased family stressors.	<p>Are families using community resources to assist with their family's needs?</p> <p>Do families have the resources and supports they need to improve the SE well-being of each member of their family?</p>	NCSEAM survey	Parent and family report regarding use of community resources to promote SE well-being	NCSEAM survey responses	NCSEAM survey counts of level of agreement with statement

Findings: In 2022, Baby Watch, with assistance from the ICC, selected questions from the NCSEAM survey that might inform the degree to which parents believe that information received decreased stressors, thereby improving their quality of life. Findings below identifies parent perceptions about the impact of community services and supports. A majority of families identified that EI services help them in multiple ways as noted below:

- To help them feel more confident in skills as a parent (n=1284, 93.8%)
- To improve the family's quality of life (n=1281, 94.0%)
- To feel possible to receive the services and supports that my child and family need (n=1265, 93.6%)
- To provide social and networking opportunities (n=998, 76.2%)

Long Term: SiMR	By FFY2021, Utah early intervention will increase child social relationships (Child Outcome A) by substantially increasing rate of growth (SS1) for children of culturally diverse backgrounds as measured by the Child Outcomes Summary (COS).
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E. Compliance and Quality Assurance Evaluation

Progress Toward Achieving Intended Improvements

FFY2020 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Programs and Baby Watch adopt an attitude of continuous quality improvement through ongoing T/TA and QAPs.	Did programs and Baby Watch adopt an attitude of continuous quality improvement through ongoing T/TA and QAPs?	Provider QAPs	Program QAPs analysis inform systems/practice improvements.	Provider QAPs	Improvement
<p>Findings: All local EI programs have made progress towards, or completed objectives to improve quality and performance within their QAPs to improve results. All local EI programs have ongoing activities to help ensure continued progress or to help with practice slippage. QAPs will be updated during FFY2022 to address Baby Watch monitoring audits.</p>					

FFY2020 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
<p>EI providers and Baby Watch improve infrastructure for continuous improvement for results and compliance.</p> <p>EI providers and Baby Watch implement evidence-based practices.</p>	<p>Did EI programs improve infrastructure for continuous improvement for results and compliance?</p> <p>Did Baby Watch improve infrastructure for continuous improvement and compliance?</p> <p>Did EI providers and Baby Watch implement EBPs?</p>	<p>Audit reports/ results</p> <p>QAP submissions</p>	<p>EI programs submit QAPs to Baby Watch.</p> <p>Baby Watch provides well-defined, operationalized practices with enhanced, practice assessment tools to measure the application of EBPs.</p> <p>Baby Watch and providers prioritize and implement EBPs.</p>	<p>Provider QAPs</p> <p>C&M tools</p> <p>Audit reports</p>	<p>Compare program performance. Identify patterns of strengths/findings across monitoring reports and QAPs. T/TA evaluations for webinars, on-site, and statewide PD.</p> <p>Percentage of programs that meet performance indicator for practitioner fidelity. EI program score improvements over time vs. fidelity threshold.</p>

Findings: Baby Watch T/TA online courses continue to be accessed; Family-Directed Assessments and developing High-Quality IFSPs. Courses contain information on EBP including relationship-based practices, family-centered practices, social-emotional development and cultural understanding which will support understanding and practices. Survey results from the FDA and High-Quality IFSP courses include:

- Introduce the purpose of the family-directed assessment and how the information gathered will be used to determine services and achieve goals important to the family (n=37, 68.5%).
- Converse with families about existing or needed informal social connections and community resources that can be leveraged to improve family quality of life. (n=36, 66.7%).
- Gather information from families about their child’s abilities, interests, challenges, and needs across daily routines and activities (n=43, 79.6%).
- This course helped me to better understand the Family-Directed Assessment (n=105, 96.3%).
- This course helped me feel more confident in my ability to use information gathered from a Family-Directed Assessment to write IFSP outcomes (n=103, 96.3%).
- I gained skills to implement this training into my job (n=104, 96.3%- FDA course; n=55, 100.0%- IFSP course).
- This course helped me better understand culturally sensitive practices used to develop IFSPs (n=54, 98.2%).
- Additionally, Baby Watch has implemented monthly course discussions to help extend learning of online courses. Discussions are attended by direct service providers across the state and contain a brief review of course content, Q & A portion and role playing of skills.

FFY2020 Short or Intermediate Outcome	Evaluation Question(s)	Data Collection	Measures	Data Sources	Analysis
Providers and Baby Watch improve relationships, increase collaboration, and renew trust between the state and local programs and families.	<p>Did EI providers and Baby Watch improve relationships, increase collaboration, and renew trust?</p> <p>Did EI providers and families improve relationships, increase collaboration, and renew trust?</p>	<p>C&M parent survey</p> <p>Admin survey</p> <p>Provider coaching/ feedback survey</p>	<p>Administrator/ provider reports about Baby Watch:</p> <ul style="list-style-type: none"> • Improvement in communication methods • Clarify regarding audit processes and activities • Relationship building in coaching/ feedback sessions 	<p>Parent, admin, and provider surveys</p>	<p>Parent survey feedback re: relationships with providers</p> <p>Administrator survey feedback re: Baby Watch communication methods during audits</p> <p>Provider survey feedback re: relationship building opportunity and quality of coaching/feedback with Baby Watch</p>

Findings: In 2022, Baby Watch, with assistance from the ICC, selected questions from the NCSEAM survey that might inform the degree to which parents believe that providers improve relationships, collaboration, and trust among families. Findings below identifies parent perceptions about the impact of provider supports. A majority of families identified that EI services helped them in multiple ways as noted below:

- The early intervention service provider(s) are good at working with their child (n=1364, 95.6%)
- The early intervention service provider(s) are dependable (n=1341, 94.8%)
- Family needs were considered when planning for my child’s services (n=1302, 95.3%)
- Over the past year, early intervention services have helped get the services that my child and family need (n=1264,

Baby Watch Early Intervention Program

93.1%)

- Over the past year, early intervention services have helped communicate more effectively with the people who work with my child and family (n=1253, 93.6%)
- Over the past year, early intervention services have helped do things with and for my child that are good for my child’s development (n=1328, 97.0%)

<p>Long Term: SiMR</p>	<p>By FFY2021, Utah Early Intervention will increase child social relationships (Child Outcome A) by substantially increasing rate of growth (SS1) for children of culturally diverse backgrounds as measured by the Child Outcomes Summary (COS).</p>
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