# Thanks for joining the PAT Performance Based Contracting (PBC) Work Group

September 10, 2020

#### Please make sure your first and last name show on your video

(click on the upper right corner 3 dots of your picture and rename yourself).

Please chat in your name and organization and your favorite season (summer, fall, winter, spring) while we wait for all to connect.









### Today's Agenda

- 1. Introduction and Check-in
- 2. Purpose and Parameters
- 3. Update on Stakeholder Engagement
- 4. Measurement
- 5. Check-in/Reflection



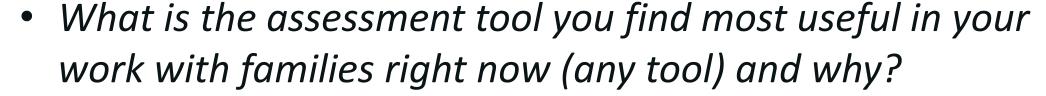






# 1. Introduction and Check-in please chat in...

- Name
- Program Name/Organization













### 2. Today's Purpose

- Update on parent and home visitor engagement work
- Gain familiarity with the PICCOLO and HFPI
- Set the stage for deep discussion on measurement in October









### Work Group Schedule/Topics

| Month             | Anticipated Agenda Topics   |
|-------------------|---|
| August            | Orientation & Caregiver/Home Visitor Engagement Planning                                |
| September         | Engagement Planning & Study Measurement Tools   |
| October           | Reflect on Input from Caregivers/Home Visitors & Continue to Study<br>Measurement Tools |
| November          | Possible Decision: PAT Precise Outcome & Finalize Plan To Pilot Measurement Tool(s)     |
| December/ January | Learning: PAT Specific Elements Using the Precision Home Visiting Lens                  |
| February/ March   | Plan for Communication of Outcome & Update on Measurement Piloting                      |
| April             | Possible Decision: Select Measurement Tool/Methods & Plan for Contract Targets          |
| May               | Reflection on FY21 Performance & Plan for FY22 Contract Milestones                      |
| June              | Communicate/Integrate Pbc Elements Of SFY22 Contract                                    |









#### **Parameters**

- Today is information heavy to learn about the tools
- Use the chat for questions and discussion so we can keep tabs on your thinking
- We will hold for later discussion any parking lot topics that are important but not essential for today's learning session
- October's meeting will be discussion heavy focusing on alignment, implementation, other considerations









### 3. Update on Engagement

- Home Visitor Engagement
  - Team meetings
  - Focus groups
  - Surveys
- Caregiver Engagement
  - Incentives
  - Surveys
  - Focus Groups?











### Home Visitor Focus Groups

#### **Tuesday October 6 1-3 pm**

https://dcyf.zoom.us/j/94361069879?pwd=QngxVCtGWIVINzJtdTZCU3NXT2JPUT09

Meeting ID: 943 6106 9879 Passcode: 8BRXS2

#### October 8th 10am - noon

https://dcyf.zoom.us/j/99494016070?pwd=MWpwd0JHT1EvOVNXUmVRTFl0QzNSUT09

Meeting ID: 994 9401 6070 Passcode: 4x^4.h

#### Friday Oct 16 10am – noon

https://dcyf.zoom.us/j/99594755790?pwd=eHdESE Q0d1dQUm1DSFZyemM1K09ldz09

Meeting ID: 995 9475 5790 Passcode: \$?R4bx

#### Wednesday October 21 1:30-3:30 pm

https://dcyf.zoom.us/j/98957697310?pwd=WkVmN DEvN3NQRytybldRRk9Yb1pxUT09

Meeting ID: 989 5769 7310 Passcode: 5A%Tkf

#### Thursday October 29 2:30-4:40 pm

https://dcyf.zoom.us/j/94591339037?pwd=OGU2Sl FBbFFTMjNIUEpUM1AyWCtMUT09

Meeting ID: 945 9133 9037 Passcode: 1U0V4s









### 4. Measurement

- Context and Background
- Parenting Interactions with Children: Checklist of Observations Linked to Outcomes (PICCOLO)
- Healthy Families Parenting Inventory (HFPI)
- Next Steps/Preparation for October Discussion









### Measurement: Background & Context

- PAT Approved Tools
- Precision Home Visiting Paradigm
- Active Ingredients Mapping to PICCOLO
- Active Ingredients Mapping to HFPI

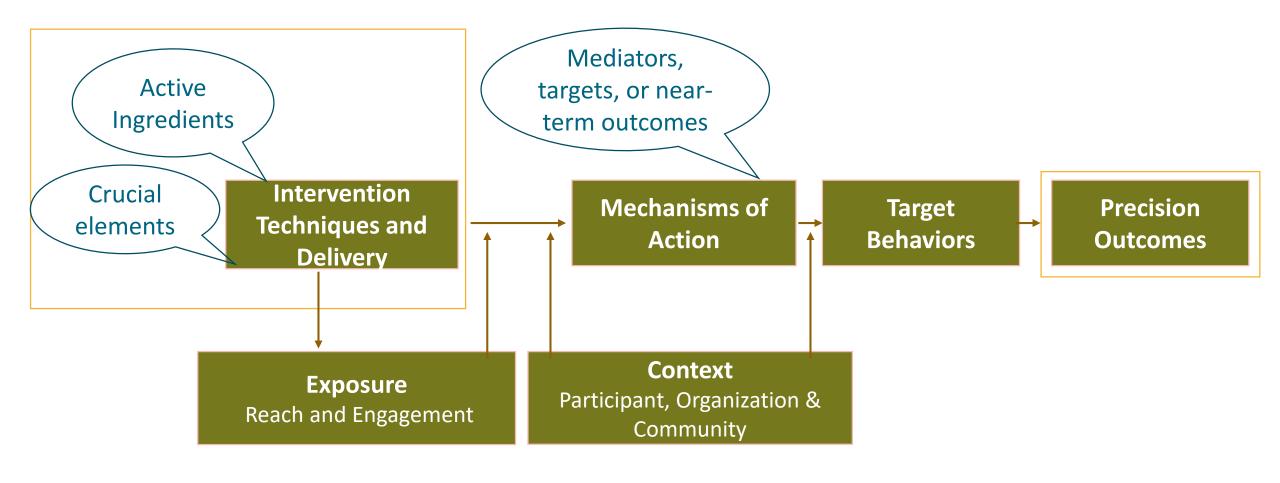








### Precision Home Visiting Paradigm











### **Active Ingredients Driving Outcomes**

### Development centered parenting

- PAT Milestones
- Understanding child development
- Understanding how parenting behaviors impact child development
- Information sharing on child development and parent activities (PAT curriculum and materials)

### Normalizing that parenting is challenging

- Affirming experience of parenting dyad and dynamic nature of challenges
- General knowledge of typical child behaviors and child development (PAT curriculum)
- Use of self or examples of other families experiencing similar challenges (Group Connections)
- Family centered-Understanding/tailoring to the family's experience

### Working alliance between home visitor and caregiver

- Partners in facilitating and reflecting
- Come alongside
- Family centered-Understanding/tailoring to the family's experience

### Communicating/Reflective communication (FAN)

- Mindful self-regulation
- Collaborative exploration
- Capacity building









### **Other Crucial Elements**

- Well-trained Home Visitors
  - Retained (no turnover)
  - Initial and ongoing training and professional development
- Home visitors receive regular Reflective Supervision

- Meaningful Connection between Home Visitor and Caregiver
  - Trustworthy
  - Reliable and Predictable

Effective Messaging

- Consistent engagement between family and Home Visitor
  - Multiple encounters

- Group Connections
  - Regular and reliable









### **PICCOLO**

- What is the PICCOLO? The PICCOLO is a 29-item Observation based Parent Child Interaction measure that was designed to examine change in 4 PCI-related subdomains.
- What the purpose of the PICCOLO? The PICCOLO was developed to address the need for a parent child interaction observation scale that could be used by home visitors easily, was relevant to their work in promoting responsive parenting, and was both valid and reliable.
- How long does it take to administer? The PICCOLO utilizes 10 minute observations. Multiple activities and multiple observations can be made.
- How often should it be administered? There is no set requirement, but to observe and track change in parent child interaction, it is suggested that the PICCOLO is administered 2-3 times a year at an interval of 4-6 months apart.
- Currently the PICCOLO is recognized as a MIECHV tool for measuring parent-child interaction.









### PICCOLO Utility

- Can be used to plan and implement parent child interaction activities
  - Focus on achieving highest score during interaction of planned activity
  - Use observation to review with parents the strengths of the interaction and areas where further improvement is possible
- A standard set of interactions need to be used to make coding feasible, but this provides teaching opportunities to help parents learn valuable information around what children are capable of at different developmental ages
- PICCOLO can be used for goal setting with parents around responsive parenting











### **PICCOLO** Scoring

- Absent-no behavior observed,
   score = 0
- Barely-brief, minor, or emerging behavior,
   score = 1
- Clearly-definite, strong, or frequent behavior, score = 2











### The PICCOLO has 4 Subscales

Affection

Responsiveness

**Encouragement** 

Teaching









### PICCOLO: Affection

#### Subscale Statements:

- Speaks in a warm tone of voice
- Smiles at child
- Praises Child
- Is physically close to child
- Uses positive expressions with child
- Is engaged in interacting with child
- Shows emotional warmth

- Understanding how parenting behaviors impact child development
- Information sharing on child development and parent activities (PAT curriculum and materials)
- Affirming experience of parenting dyad and dynamic nature of challenges
- Come alongside
- Capacity building
- General knowledge of typical child behaviors and child development (PAT curriculum)
- Curriculum focused on importance of attachment
- Importance of Smiling, Praising, knowledge of importance of healthy attachment
- Home Visitor Modeling (But with a coaching-first priority)
- Home Visitor affirmation of mother behavior









### PICCOLO: Responsiveness

#### Subscale Statements:

- Pays attention to what child is doing
- Changes pace or activity to meet child's interests or needs
- Is flexible about child's change of activities or interests
- Follows what child is trying to do
- Responds to child's emotions
- Looks at child when child talks or makes sounds
- Replies to child's words or sounds

- Understanding how parenting behaviors impact child development (Weighed heavily toward this AI)\*
- Information sharing on child development and parent activities (PAT curriculum and materials) (Weighed heavily toward this AI)\*
- Affirming experience of parenting dyad and dynamic nature of challenges\*
- Come alongside\* (e.g. Recognize and respond to baby cue)
- Capacity building
- General knowledge of typical child behaviors and child development (PAT curriculum)
- Curriculum focused on importance of attachment & observing your child's development\*
- Importance of Smiling, Praising, knowledge of importance of healthy attachment
- Home Visitor Modeling (But with a coaching-first priority)
- Home Visitor affirmation of mother behavior









### PICCOLO: Encouragement

#### Subscale Statements:

- Waits for child's response after making a suggestion
- Encourages child to handle toy
- Supports child in making choices
- Supports child in doing things on his or her own
- Verbally encourages child's efforts
- Offers suggestions to held child
- Shows enthusiasm about what child is doing

- Understanding child development
- Understanding how parenting behaviors impact child development
- Importance of Child led and Parent led activities
- Information sharing on child development and parent activities (PAT curriculum and materials)
- Affirming experience of parenting dyad and dynamic nature of challenges
- Come alongside
- Capacity building
- Family centered- Understanding/tailoring to the family's experience









### PICCOLO: Teaching

#### Subscale Statements:

- Explains reasons for something to child
- Suggests activities to extend what child is doing (Scaffolding)
- Repeats or expands words or sounds (Also scaffolding)
- Labels objects or actions for child
- Engages in pretend play with child
- Does Activities in a sequence of steps
- Talks to child about characteristics of objects
- Asks child for information

- Understanding child development
- Understanding how parenting behaviors impact child development
- Importance of Child led and Parent led activities
- Information sharing on child development and parent activities (PAT curriculum and materials)
- Affirming experience of parenting dyad and dynamic nature of challenges
- Come alongside
- Capacity building
- Family centered- Understanding/tailoring to the family's experience
- Home Visitor Modeling (But with a coaching-first priority)
- Affirming parent behavior
- Calling attention to both parent behavior and child's reaction or response
- Communication styles building partnership...asking permission, seeking feedback, etc. (Visit structure from PAT and FAN approach)









### PICCOLO Subscales

Affection

Responsiveness

**Encouragement** 

**Teaching** 









### Healthy Families Parenting Inventory (HFPI)

- What is the HFPI? The HFPI is 63-item outcome measure that was designed to examine change in nine parenting-related domains.
- What the purpose of the HFPI? The HFPI was developed to respond to the need for an outcome measure for home visitation programs that is relevant to the intervention, sensitive to change, and appropriate with a diverse participant base, and would produce data that are immediately useful in practice.
- How long does it take to administer? The HFPI takes about 20 minutes to complete.
- How often should it be administered? The HFPI should be administered for the first time as close to program entry as possible and can be administered every 6 months after that until program exit.



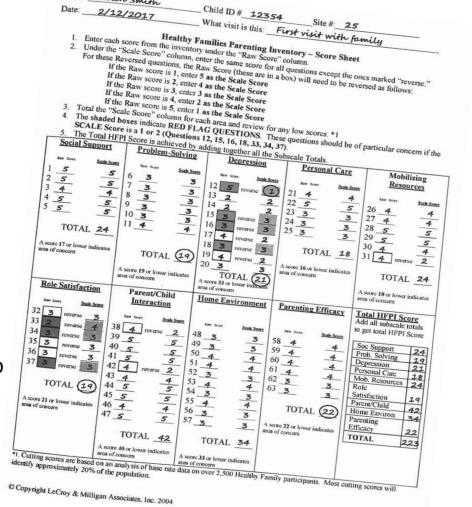






### **HFPI Scoring**

- The statement is true:
  - Rarely or never 2 score = 1
  - A little of the time 2 score = 2
  - Some of the time 2 score = 3
  - A good part of the time 2 score = 4
  - Always or most of the time 2 score = 5
- Negative questions are scored in reverse
- Each subscale has a cutoff score which indicates an area of concern
- Scores of 1 or 2 on any Red Flag items (in the shaded boxes) also indicate an area of concern
- Subscale scores that are high indicate areas of strength that can be examined with the parent and built upon.
- The HFPI Total score can be used to assess overall change











### The HFPI has 9 Subscales

**Social Support** 



**Problem Solving** 

**Depression** 

**Personal Care** 



**Mobilizing Resources** 

**Role Satisfaction** 



**Home Environment** 



**Parenting Efficacy** 











### **HFPI: Social Support**

#### Subscale Statements:

- I feel supported by others.
- I feel that others care about me.
- I discuss my feelings with someone.
- If I have trouble, I feel there is always someone I can turn to for help.
- I have family or friends who I can turn to for help.

#### Program Elements/Active Ingredients:

- Working alliance between home visitor and caregiver
- Normalizing that parenting is challenging
  - Use of self or examples of other families experiencing similar challenges

#### Activities/Examples:

 Activity: Circles of support and subsequent conversations that tie back to the understanding of the social supports for the family, encourage connection to people who are a positive relationship, and encourage building other relationships











### **HFPI: Problem Solving**

#### Subscale Statements:

- I learn new ways of doing things from solving problems.
- I deal with setbacks without getting discouraged.
- When I have a problem, I take steps to solve it.
- When I am faced with a problem, I can think of several solutions.
- I am good at dealing with unexpected problems.
- I remain calm when new problems come up.

#### *Program Elements/Active Ingredients:*

- Development centered parenting
  - Understanding how parenting behaviors impact child development
- Normalizing that parenting is challenging
  - Affirming experience of parenting dyad and dynamic nature of challenges
  - Use of self or examples of other families experiencing similar challenges
- Working alliance between home visitor and caregiver
  - Partners in facilitating and reflecting
- Communicating/Reflective communication
  - Collaborative exploration
  - Capacity Building

#### Activities/Examples:

Example: Problem solving framework from the PAT curriculum









### **HFPI: Depression**

#### Subscale Statements:

- I feel sad.
- I feel positive about myself.
- The future looks positive for me.
- I feel unhappy about everything.
- I feel hopeless about the future.
- There isn't much happiness in my life.
- I have so many problems I feel overwhelmed by them.
- It is hard for me to get in a good mood.
- My life is fulfilling and meaningful.

#### Program Elements/Active Ingredients:

Acknowledging that these active ingredients are likely distal because PAT program does not specifically involve mental health interventions

- Development centered parenting
  - Understanding how parenting behaviors impact child development
- Normalizing that parenting is challenging

- Example: Home visitors are connecting families to the resources they need as a way of addressing existing depression or increasing mental health to avoid depression
- Working to improve a parent's feelings of efficacy (linked to normalizing that parenting is challenging and development centered parenting)









### **HFPI Personal Care**

#### Subscale Statements:

- I find ways to care for myself.
- I take care of my appearance.
- I get enough sleep.
- I am a better parent because I take care of myself.
- I take time for myself.

#### Program Elements/Active Ingredients:

- Development centered parenting
  - Understanding how parenting behaviors impact child development

- The things you do to take care of yourself matter to your parenting and to your child's well-being
- Group Connections













### **HFPI: Mobilizing Resources**

#### Subscale Statements:

- I know where to find resources for my family.
- I know where to find important medical information.
- I can get help from the community if I need it.
- I am comfortable in finding the help I need.
- I know community agencies I can go to for help.
- It is hard for me to ask for help from others.

#### *Program Elements/Active Ingredients:*

- Working alliance between home visitor and caregiver
  - Family centered- understanding/tailoring to the family's experience

- Resource connections is one of 4 components in PAT model
- Conversations about goals









### **HFPI: Role Satisfaction**

#### Subscale Statements:

- Because I'm a parent, I've had to give up much of my life.
- I feel trapped by all the things I have to do for my child.
- I feel drained dealing with my child.
- There are times my child gets on my nerves.
- I feel controlled by all the things I have to do as a parent.
- I feel frustrated because my whole life seems to revolve around my child.

#### Program Elements/Active Ingredients:

- Development centered parenting
  - Understanding child development
  - Information sharing on child development and parent activities (PAT curriculum and materials)

- Information sharing on child development including what the future looks like/what the next milestone is that frees up some capacity and how parenting impacts empathy, cooperation, ability to self-regulate. The more parents have children who can do those things the more satisfied they are.
- Developmental Screening (related to parent's expectation of themselves)
- Group Connections









### HFPI: Parent/Child Interaction

#### Subscale Statements:

- I have a hard time managing my child.
- I can be patient with my child.
- I respond quickly to my child's needs.
- I do activities that help my child grow and develop.
- When my child is upset, I'm not sure what to do.
- I use positive words to encourage my child.
- I can tell what my child wants.
- I am able to increase my child's good behavior.
- I remain calm when my child is upset.
- I praise my child everyday.

#### Program Elements/Active Ingredients:

- Development centered parenting
  - Understanding child development
- Normalizing that parenting is challenging
  - Affirming experience of parenting dyad and dynamic nature of challenges
- Working alliance between home visitor and caregiver
  - Partners in facilitating and reflecting
- Communicating/Reflective communication (FAN)

- Reinforced by all aspects of the home visit and the fact that home visitors facilitate a parentchild activity every visit.
- Group Connections









### **HFPI: Home Environment**

#### Subscale Statements:

- My child has favorite things to comfort him/her.
- I read to my child.
- I plan and do a variety of activities with my child every day.
- I have made my home exciting and fun for my child.
- I have organized my home for raising a child.
- I check my home for safety.
- My child has a schedule for eating and sleeping in my home.
- I set limits for my child consistently.
- I make plans for our family to do things together.
- I set rules for behavior in my home.

#### Program Elements/Active Ingredients:

- Development centered parenting
  - Understanding child development
- Normalizing that parenting is challenging
  - Family centered- understanding/tailoring to the family's experience
- Working alliance between home visitor and caregiver
  - Partners in facilitating and reflecting

- Information sharing on child development and parent activities (PAT curriculum and materials) including rules and safety (checklists at different milestones), screen time, and how the home environment sets you/your child up for success (or doesn't)
- How do you do things that are fun (at the age your child is)?









### **HFPI: Parenting Efficacy**

#### Subscale Statements:

- I feel I'm doing an excellent job as a parent.
- I am proud of myself as a parent.
- I am more effective than most parents.
- I have set goals about how I want to raise my child.
- I am a good example to other parents.
- I learn new parenting skills and use them with my child.

#### Program Elements/Active Ingredients:

- Development centered parenting ALL
- Normalizing that parenting is challenging
  - Family centered- Understanding/tailoring to the family's experience
- Working alliance between home visitor and caregiver
  - Partners in facilitating and reflecting
- Communicating/Reflective Communication (using FAN language) - ALL

- Tailoring parenting to child development
- Home visitor improves confidence in executing on DCP









### **HFPI Subscales**

**Social Support** 



**Problem Solving** 

**Depression** 

**Personal Care** 



**★** Mobilizing Resources

**Role Satisfaction** 



**Home Environment** 



**Parenting Efficacy** 









### **Equity**

- Like all tools of this nature, the Piccolo and HFPI are susceptible to bias
  - Scoring is subjective through the eyes of the observer, even with training What implicit bias do they bring to the table?
  - Tools were developed by individuals who themselves may have an implicit bias Should be monitored for potential inequitable situations due to nature of observation
  - Observed and planned activities may not be equitable, should be planned with input from community
  - Goal setting may be inequitable, should be driven by community and family ideals









### Measurement: Next Steps & Prep for Oct 8

- 1. Key Questions to Ponder
- 2. Team Discussions
- 3. Share Insights











### Questions to Ponder

When considering the HFPI and the PICCOLO...

- When thinking about your work associated with parent child interaction OR caregiver well-being, are there any PAT elements/active ingredients missing in the discussion/mapping of each tool domain (slides 18-21 and 26-34)?
- Which domains of each tool align most closely with your work with families? (domains listed on slides 17 and 25)
- Based on the information presented, what do you like and dislike about each tool?
- Based on the information presented, what equity or other considerations arise for you?









### Reflection and Program Team Discussions

- Reflect on this questions before October 8
- If possible, share this information with your parent educators
- Bring your and their insights and feedback to the discussion questions to our October 8 meeting











### October 8 Work Group

- Review Considerations for Measurement
  - Reflections and Team Insights
  - Tool Domain Alignment with PAT Active Ingredients
  - Training, Costs and Other Implementation Issues
  - MIECHV and HVSA Aligned Measures Requirements
  - Additional Considerations (and relevant parking lot items)
- Update on Engagement and Summary of Input to date









# 5. Check-In/Reflections Please chat or voice in

• 1-2 takeaways from today's meeting?

Unanswered questions?

How can our meetings be improved?











### THANK YOU!!!

For more information

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