

Home Visiting Rate Setting

Home Visiting PAT Rate Setting Meeting #2
August 22nd, 2023

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Note: We will be recording today's meeting for posting and notetaking.

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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Today's Session Objectives

- Discussion and reflection on proposed personnel standards
- DCYF reviews options for workload elements and proposed service delivery standards
 - Interpreting Model Expectations as the primary driver
Where do PAT Quality Standards fit in?
 - Understanding contract requirements beyond the fidelity that impact workload
- Participants reflect on content and provide input
- Next Steps



Issues for More Discussion (Parking Lot)

To be addressed within the most relevant of the 4 cost buckets

- How to financially acknowledge **language-cultural alignment** of PE to family?
- How to integrate **lived experience** into personnel standards?
- How to integrate staff who currently do not meet or who exceed the selected personnel standards?
- How to address parent educator and supervisor turnover in the rates (impacting # families served/# home visits delivered)



Rates Planning Framework

Cost Factors/Buckets to Build the Rate

- Personnel Standards
- Service Delivery Standards/ Workload Standards
- Quality and Training
- Overhead and Operational Costs



Reflecting on Personnel Standards

Values: Equitable pay, *experience includes lived experience and other types of experience important to the work, cultural and linguistic alignment with the families served*

Parent Educator

ROLE	Level of Training – HS	Level of Training – AA	Level of Training – BA	Level of Training – MA/MS	Notes
Option 2	High school degree +4 years of experience	Associate's Degree +2 years experience	Bachelor's degree		<i>Model Quality Standards</i>

Supervisor

ROLE	Level of Training – HS	Level of Training – AA	Level of Training – BA	Level of Training – MA/MS	Notes
Option 2	High school degree +9 years experience	Associate's Degree +7 years experience	Bachelor's degree +5 years experience		<i>Model Quality Standards</i>

Discussion and Reflections

What reflections have you had over the past 3 weeks about Option 2?

Next Steps : Move forward using Option 2 for Personnel Standards in the Rates Modeling



Rates Planning Framework

Cost Factors/Buckets to Build the Rate

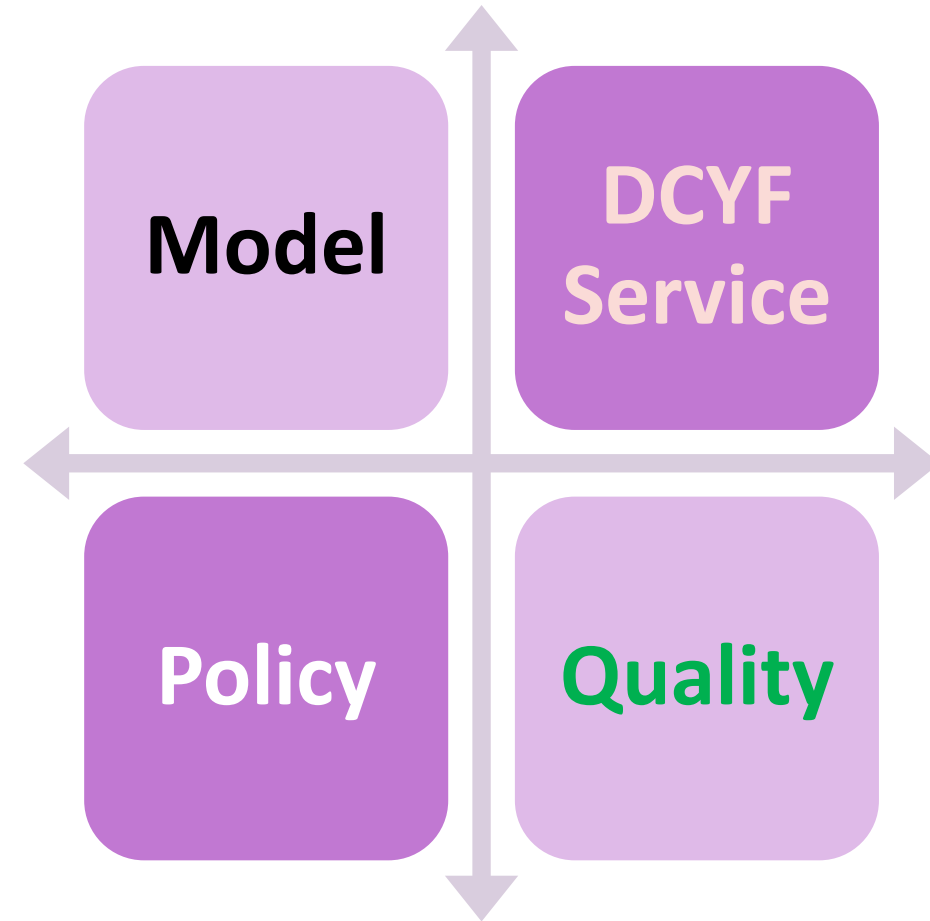
- Personnel Standards
- Service Delivery Standards/ Workload Standards
- Quality and Training
- Overhead and Operational Costs



Service Delivery/Workload Standards

Objective: identify the people time and resources needed to meet contract requirements

- We see organizing this discussion into 4 discussion areas
- Between these 4 sections, all the contract standards will be evaluated for cost implications
- This first round is focused on defining the standard PAT service intervention and the Quality levels.



Service Delivery Standards - *What Impacts Workload?*



Service Delivery Standards - *What Impacts Workload?*

PAT Essential Requirements

- Supervision, Observations, and Supervisor to Parent Educator Ratio
- Training
- Visits, Establishing family goals, Service planning, Connection to resources → Maximum # Home Visits

How to translate to caseload per 1.0 FTE Parent Educator?

- Assessments (family, health, child development)
- Data collection and reporting on 2 outcomes
- Advisory Committee and Group Connections



Service Delivery Standards - *What Impacts Workload?*

81 PAT Quality Standards

- Policies and Procedures
- Connections to community, establish strong referring networks and procedures
- Management of Implementation (funding, staffing, records, documentation)
- Staffing, Supervision, Training and Staff Supports
- Quality Assurance (evaluation, data review, service utilization, CQI)
- Visits strengths-based, family-centered, address family culture/language, build parenting skills and parent-child interactions
- Additional Screenings/Assessments (hearing, vision, depression, intimate partner violence)
- Parent engagement in service planning, group connections planning, etc.
- Others



Service Delivery Standards - *What Impacts Workload?*

DCYF Contract Requirements

- Makes some QEIP elements required
 - Assessments
 - Data Collection, TANF, MIECHV, PBC
 - CQI
 - Systems (Community) Connections
- Additional data collection (TANF, MIECHV, PBC)
- Technical Assistance Participation
- All-HVSA Meetings, contract meetings, site visits, webinars
- Monthly and Quarterly Reporting
- Others



Service Delivery Standards - *What Impacts Workload?*



Moving from PAT Standards → DCYF Contract Standards

How to translate these maximums to 1 statewide set of basic standards?

PAT Essential Requirements

- First Year: No more than 48 visits per month
- Second Year: No more than 60 visits per month
- Families with 2+ stressors receive at least 24 2 visits per year
- Ratio – 1 Supervisor to no more than 12 Parent Educators

Model

PAT QEIP Quality Standards (because of higher workload standards)

- First Year: No more than 40 visits per month
- Second year: No more than 50 visits per month
- 1 Supervisor to no more than 6 Parent Educators

Quality

Where to land as the base – PAT Essential Requirements? QEIP Quality Standards?

Discussion

Context:

- *DCYF contract standards already include a lot of QEIP expectations*
- *Programs are expected to pursue the QEIP process every 5 years*

If we model on QEIP Quality Standards,

- *Are all programs prepared to meet these standards?*
- *What supports are needed by programs?*
- *Is frequency/# home visits an indicator or workload to start from in modeling the rate?*



Other Influences on Parent Educator Workload

- # Children in family who are enrolled in PAT – *additional screenings, data collection, etc.*
- # Family stressors (*more stressors impact family engagement, home visitor supports, # home visits...*)
 - Contract prioritizes 2+ stressors (priority populations)*
 - TANF families*
- Travel **time** to conduct visits
- Others?



Influences on Supervisor Workload

PAT Model

- # Parent Educators/# New Parent Educators (training, supervising, monitoring)

QEIP

- Additional assessment (training, tracking & monitoring, data entry)
- Data collection (training, reporting, cleaning, other?) – *MIECHV, TANF requirements*

DCYF

- Contract reporting – monthly, quarterly
- HVSA Meetings (Quarterly Supervisor and Semi-Annual All HVSA, Office Hours)
- Organization Expectations outside of Home Visiting Program

Other?



Discussion

What stands out as additional things to consider for workload influences?

Can we arrive at a standardized visit frequency for families (# expected visits/month)? What are the impacts?

Can we arrive at a standardized caseload? What are the impacts?



Potential Survey Topics

In Fidelity/Blue Ribbon

- # programs not meeting PAT Essential Requirements
- # programs meeting QEIP Endorsement

Parent Educators

- # Parent educators /programs where the PE does not meet the Option 2 Standard,
- # Parent educators /programs where they exceed the Option 2 Standard

Supervisors

- # Supervisors /programs where the Supervisors does not meet the Option 2 Standard
- # Supervisors /programs where they exceed the Option 2 Standard

Visit Frequency

- How many home visits do full time PE with full caseloads complete in an average month?
- How many visits do families receive in an average month/year?

Next Steps

September 11th 9:30 am:

- Continue discussion on Service Delivery/Workload Standards
- Review contract standards that are “policy” (not workload)
- Move from workload impacts to factors for rates modeling

Future Meetings

- Quality and Training Expectations
- Overhead and Operational Costs



Check-In/Reflections

Please chat in

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



THANK YOU!!

