

Alabama’s Early Intervention System SPP/APR Evaluation Plan

SiMR: To increase the number of infants-toddlers served through Alabama’s Early Intervention System who make substantial progress in positive social-emotional skills.

Strand 1: Leadership

Strand 2: Children, Families and Stakeholders

Strand 3: Professional Development and Technical Assistance

Strand 4: Fiscal

Strand 5: Data Collection

(The Theory of Action may be found on the AEIS website at www.rehab.alabama.gov/services/ei under Information for Families and other Stakeholders.)

Strand 1: Leadership						
Outcome Type and Outputs	Outcome	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Long Term <u>Outputs:</u> <input type="checkbox"/> Select annual priorities to be addressed. <input type="checkbox"/> Develop strategic activities to address annual priorities. <input type="checkbox"/> Develop an AEIS Handbook on required practices and procedures.	AEIS will use updated written priorities, procedures, and strategic plan(s) to drive the system.	Were priorities, procedures and strategic plans used to drive system operation?	Monitoring activities will demonstrate program adherence to new procedures as per the strategic plan.	Program monitoring reports and findings.	FFY 2023 and ongoing	7/11/23 update: The revised AEIS monitoring manual, which includes all identified priorities, is nearing completion and will be operational for SFY 2024. The AEIS Handbook, which outlines statewide procedures, is in the final stage of approval before dissemination. It will be in operation in FY 2024. 9/1/2023 update: The AEIS Handbook was completed and was disseminated statewide. 9/13/2023 update: The updated monitoring manual, which identifies state priorities, was completed and utilized beginning 10/1/2023. Program action plans

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						for addressing annual priorities are developed as needed.
Short Term <u>Output:</u> <input type="checkbox"/> Redesign the monitoring system to include indicators related to evidence-based practices, fidelity, child progress and program self-assessment	AEIS will have an updated system for effectively monitoring program performance related to use of evidence-based practices with fidelity.	Do program monitoring findings indicate adherence to EBP with fidelity?	Program monitoring will indicate 80% of programs monitored are using EBP with fidelity.	Monitoring reports/findings.	FFY 2023	10/1/2023 update: The updated monitoring manual, which includes a more detailed review of the use of EBP (the RBM), was initiated on 10/1/2023. Results will be compiled throughout the FFY.
Long Term <u>Output:</u> <input type="checkbox"/> Participate in the WestEd Collective Impact Model (CIMC) grant. <input type="checkbox"/> Develop a renewed statewide child find system incorporating community partners and ensuring consistent	AEIS will have an increased number of appropriate referrals based on consistent screening.	Did the percentage of eligible children compared to referrals increase?	Child Find data compared to previous years will show an increase in appropriate referrals leading to eligibility.	Child Find Data from the GIFTS database system.	FFY 2022 and ongoing	Eligibility compared to referrals: FFY 2021 = 42% FFY 2022 = 43%
	AEIS will have a re-branded, comprehensive public awareness campaign.	Did the re-branding of the AEIS public awareness campaign result in more referrals?	Child Find data compared to previous years will show an increase in appropriate referrals leading to eligibility.	Child Find Data from the GIFTS database system.	FFY 2022	6/30/2023 update: AEIS continues to participate in the CIM-C Project, developing a model for impacting referrals to AEIS. The model is being field tested in 4 counties with the goal of scaling up statewide. 6/30/23 update:

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screenings and referrals.						The rebranding has been completed and new public awareness initiatives implemented. Data on effectiveness is routinely being collected.
Long Term <u>Output:</u> <input type="checkbox"/> Rebrand all AEIS public awareness materials and dissemination strategies statewide. <input type="checkbox"/> Conduct targeted awareness activities withing counties with low referrals and underserved populations.	AEIS will serve more children/families in underserved regions of the state.	Did the number of children/families from underserved areas of the state increase as compared to previous years?	Child find numbers will have increased over previous years (trend data) in underserved locations.	Child Find data from GIFTS database	FFY 2023	6/30/2023 update: The rebranding of AEIS has been completed and materials are being disseminated to communities and referral sources, including billboards. 10/1/2023 update: Data are being collected to identify counties with low referral rates.
Short Term <u>Output:</u> <input type="checkbox"/> Participate in and support the Autism	AEIS will have children with autism receiving services utilizing the NDBI Model.	Did the number of children with autism receiving NDBI services increase?	There will be an increase in the number of children with autism receiving targeted intervention.	Data from the Autism initiative of the number of children receiving services using the NDBI Model.	FFY 2023	10/1/2023 update: The NDBI Model for children with autism has been launched.

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Initiative statewide.						
Long Term <u>Output:</u> <input type="checkbox"/> Continue to solicit partnerships for participation on the ICC, Subcommittees, and task groups; to provide TA, consultation, and training.	AEIS will have partnerships with outside entities that support system development and implementation	Did the number of participants from outside entities increase?	Documentation of participation in various AEIS activities will show an increase over previous years.	Trend data on numbers participating in AEIS activities through attendance rosters.	FFY 2022 and ongoing	7/11/23 update: Collaboration with the Alabama PTI was enhanced with the PTI director presenting at the AEIS District Councils about services and supports that are available. Follow-up is continuing. In addition, new partnerships have been established with Auburn University for assistance in implementing the autism NDBI Project initiative.
Short Term <u>Output:</u> <input type="checkbox"/> Provide ICC orientation training to existing and new members.	AEIS will have knowledgeable ICC members related to the scope of early intervention and their role.	Was there increased participation by ICC members in providing input and making decisions?	Increased number of ICC members participating in stakeholder opportunities compared to previous year.	Attendance of ICC members in ICC, subcommittee, and task group meetings.	FFY 2021 and ongoing	AEIS provided comprehensive training for new and returning ICC members on 2/22/22.
Short Term <u>Output:</u> <input type="checkbox"/> Partner with the Alabama Department of Mental Health	AEIS will have Infant/Early Childhood Mental Health Consultation for early intervention programs.	Was I/ECMH consultation provided for AEIS programs?	An increase of I/ECMH consultation services will occur statewide compared to previous years.	Documentation of I/ECMH consultation and training provided to programs statewide.	FFY 2023 and ongoing	7/11/23 update: The Alabama Department of Mental Health has launched the I/ECMH service system statewide.

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to provide I/ECMH consultation to AEIS programs.						Data on utilization will be forthcoming. 10/10/2023 update: There were 20 AEIS programs that received I/ECMH services during FFY 2022.
Short Term <u>Output:</u> <input type="checkbox"/> Finalize the rate study and implement strategies to assist in streamlining the AEIS financial structure	AEIS will have an equitable and efficient method for providing funding to programs for service delivery.	Was the rate study completed and a new system implemented?	A new system for dissemination of EI funds will have been established.	Documentation of new procedures for dissemination of EI funds.	FFY 2023	10/10/2023 update: The rate study is nearing completion with completion being targeted for November 2023.
Long Term <u>Output:</u> <input type="checkbox"/> Recruit more families of diversity to provide stakeholder input.	AEIS will have a cadre of stakeholders to provide input into system development.	Was there an increase of families participating as stakeholders?	There will be an increase in the number of families participating on subcommittees and the ICC.	Comparison of numbers of family participants.	FFY 2023	

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Outcome Type and Outputs	Outcome	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Short Term <u>Output:</u> <input type="checkbox"/> Update family survey process and feedback loop. <input type="checkbox"/> Update methodology for reporting survey and other input to families and the public	AEIS will have an expanded systematic method for collecting diverse stakeholder input and reporting results.	Was there an increase in the number of stakeholders surveyed to provide input into AEIS infrastructure? Was there an updated method of disseminating survey results?	Trend data on the number of survey respondents and other mechanisms for gathering input will show an increase. Survey results will have been disseminated to new stakeholder groups.	Summary report of survey responses and comparison of number of respondents. Comparison of number of recipients receiving survey reports.	FFY 2022 and ongoing	6/30/23 update: AEIS, in collaboration with external evaluators, is revising the family survey process to include a larger and more diverse group of stakeholders to begin in FY 2023. AEIS is currently developing an infographic depicting survey results in addition to overall AEIS data on accomplishments.
Long Term <u>Output:</u> <input type="checkbox"/> Implement the evidence-based practice of Routines-Based Interview and Routines-Based Home Visiting.	Children served in AEIS will have improvement in social-Emotional skills, knowledge/skill, and appropriate behavior to meet needs upon exit.	Were the APR targets for skill development met or exceeded?	Trend data on child outcomes shows an increase in percentage of children making substantial progress in the three OSEP outcome areas.	Comparison of APR percentages of children making progress over time based on Indicator 3 data.	FFY 2016 and ongoing	Trend data has shown steady improvement in the percentage of children making substantial progress in the three OSEP outcome areas. 7/11/23 update: AEIS has revised its baseline and targets for Indicator 3 Child Outcomes to be more aligned with historical and national data. These revisions were approved by OSEP in the FFY 2021 APR.

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						In FFY 2021, all child outcome targets were met.
Long Term <u>Output:</u> <input type="checkbox"/> Contract with an inclusion specialist to evaluate the AEIS infrastructure and develop a plan for ongoing initiatives.	All eligible children and families will receive equitable and inclusive services.	Were the number of children served from all demographic groups representative of the state population?	There will be an increase in typically underserved populations as compared to the state census data.	Data on children served and demographics from GIFTS database.	FFY 2023 and ongoing	9/30/2023 update: The inclusion consultant completed the project, having conducted surveys and interviews, providing training statewide to 85 providers, and developing an inclusion plan for implementation to ensure cultural awareness and competence.
Short Term <u>Output:</u> <input type="checkbox"/> Enhance family understanding of the process and strategies for identifying and sharing their child’s progress through direct training by service coordinators. <input type="checkbox"/> Provide training to service	Families will be trained and equipped to communicate their child’s needs and progress through the COS process.	Do families participate in the COS process?	Families indicate on the statewide survey that they understood and participated in the process of determining their child’s progress?	Family survey data from final report.	FFY 2022 and ongoing	7/11/23 update: A COS information sheet was developed for dissemination to families to help them understand the process and how they can participate in determining their child’s progress. The Family Survey was updated to gather information on family involvement in the COS process. These data will be available in FY 2024.

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<p>coordinators and families on the MEISR tool for determining progress.</p>						<p>10/10/2023 update: The use of the MEISR tool was tabled due to other initiatives providing support in the COS process. In particular, all service coordinators were required to take the COS-Knowledge Check assessment to determine the level of competence statewide. For those who did not pass the assessment, the ECTA modules were required to be taken with follow-up using the COS-KC to again determine their level of competence. The COS-KC will be embedded into required introductory training for new service coordinators with the same process for those who do not pass the assessment.</p>

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<p>Short Term</p> <p><u>Output:</u></p> <p><input type="checkbox"/> Require systematic training using the RBM Modules and RBM Bootcamps.</p> <p><input type="checkbox"/> Provide Community of Practice opportunities for service coordinators and providers.</p>	<p>AEIS will have all EI providers implement evidence-based practices with fidelity.</p>	<p>Did providers indicate on post training evaluations that they were able to implement the evidence-based practices?</p>	<p>Monitoring of programs in implementing the evidence-based model will show 90% compliance.</p>	<p>Results from post module assessment on knowledge of the Routines-based Model will show 80% competency.</p> <p>Percentage of trainees utilizing the RBM in practice based on post-training surveys will show 90% compliance.</p>	<p>FFY 2022 and ongoing</p>	<p>Insert RBM data here.</p>
<p>Short Term</p> <p><u>Output:</u></p> <p><input type="checkbox"/> Require the COS-KC assessment for all service coordinators and providers statewide.</p> <p><input type="checkbox"/> Require COS training using the ECTA module for service coordinators and providers who do not pass the COS-KC assessment.</p>	<p>AEIS will have <u>service coordinators</u> who are trained to effectively determine child progress.</p>	<p>Did service coordinators have an increase in passing scores on the COS-KC post training?</p>	<p>The percentage of service coordinators who pass the COS-KC will increase.</p> <p>Child outcomes will show an improvement over previous years.</p> <p>The percent of service coordinators and families utilizing the MEISR will increase.</p>	<p>Trend data on percent of providers passing the COS-KC.</p> <p>Monitoring data on the number of service coordinators utilizing the MEISR.</p>	<p>FFY 2023 and ongoing</p>	<p>7/11/23 update: All service coordinators were required to take the COS-KC assessment and to participate in the COS training modules if they did not pass the test. Training on the COS process is being enhanced within a standard required entry training for all new service coordinators and the COS-KC will be one of the requirements.</p> <p>In FFY 2022, 91% of services coordinators completed the COS-KC</p>

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						and earned their certificate.
	AEIS will have <u>providers</u> who are trained to effectively determine child progress.	Did providers participate in training on the COS?	COS training will be added to the Journey II training required of all EI providers.	Training rosters	FFY 2023 and ongoing	10/10/2023 update: The required training for service providers is currently under revision to include the COS information.
Short Term <u>Output:</u> <input type="checkbox"/> Conduct post training survey (3 months post training) to determine the use of the evidence-based practice.	AEIS will have a systematic process for determining effectiveness of training initiatives on knowledge and application.	Are 80% of providers who complete the training implementing the strategies?	At least 80% of providers will be utilizing the learned strategies in their practice.	Results of post training survey and/or interviews.	FFY 2024 and ongoing	September 2023: AEIS established a partnership with the AL Department of Education through the SPDG grant to provide coaching and follow-up evaluation regarding the RBHV training and implementation with fidelity. AEIS will contract with UAB external evaluators to implement the post-training evaluation process in FFY 2024.
Short Term <u>Outputs:</u> <input type="checkbox"/> Participate in the Autism Initiative to train ASD Specialists for consultation to programs and families.	Specialists will be trained to deliver evidence-based intervention strategies using the NDBI model.	Are there trained specialists utilizing the NDBI model?	There will be a cadre of NDBI specialists available to deliver services to programs and families.	Monitoring data Training data	FFY 2022 and ongoing	633 professionals participated in the NDBI training during FFY 2022.

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<p>Long Term</p> <p>Output:</p> <input type="checkbox"/> Utilize the University of Alabama EIEIO program to provide training and consultation on the Routines-Based Model.	<p>AEIS will have linkages with higher education for training and consultation on the Routines-Based Model.</p>	<p>Are providers implementing the Routines-Based Model?</p>	<p>There will be documentation of the trainings provided and evaluation results demonstrating their effectiveness.</p>	<p>Post-training evaluations will show at least 80% effectiveness in the application of learned practices.</p>	<p>FFY 2020 and ongoing</p>	<p>AEIS has ongoing involvement with IHEs on training, consulting, and assistance in implementing the Routines-Based Model.</p> <p>UAB post training data.</p>
<p>Short Term</p> <p>Output:</p> <input type="checkbox"/> Maintain and update the AEIS Personnel Standards. <input type="checkbox"/> Update CSPD plan annually. <input type="checkbox"/> Evaluate implementation and achievement of the CSPD activities.	<p>AEIS will have highly qualified providers.</p>	<p>Do AEIS service coordinators and providers meet the AEIS Personnel Standards?</p>	<p>Monitoring of programs and their providers will demonstrate compliance in qualifications of personnel and participation in the CSPD.</p>	<p>Monitoring data</p>	<p>Ongoing</p>	<p>Monitoring results have indicated adherence to AEIS Personnel Standards within programs and there is a system in place for determining appropriateness of qualifications for new applicants.</p> <p>The CSPD plan is updated annually and approved by the ICC. All activities are embedded in this evaluation plan to monitor effectiveness and completion.</p>
<p>Short Term</p> <p>Outputs:</p> <input type="checkbox"/> Conduct a review of other state practices and	<p>Comprehensive recruitment and retention strategies are developed based on multiple data/information sources.</p>	<p>Is there a statewide plan for recruitment and retention that is being implemented?</p>	<p>There will be a decrease in shortages of qualified providers.</p>	<p>Personnel data from the updated GIFTS data system.</p> <p>Monitoring data</p>	<p>FFY 2023 and ongoing</p>	<p>August 2023 update: Awareness materials and AEIS linkages were emailed to all colleges and universities statewide for sharing</p>

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recommendations from TA centers on strategies for recruitment and retention.						with students as potential career options. Responses have resulted in inquiries for internship placements within EI..

Strand 4: Fiscal

Outcome Type and Outputs	Outcome	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Long Term <u>Output:</u> <input type="checkbox"/> Conduct financial audits of all programs. <input type="checkbox"/> Insert assurances in the program contract language that programs will adhere to the fiscal requirements of the lead agency.	AEIS will be assured that state and federal dollars are utilized as required.	Are state and federal dollars used within the guidelines of state and federal regulations?	Audit results will indicate extent to which dollars were spent appropriately.	Audit findings and reports.	Ongoing	AEIS has had very few financial findings and, where they did occur, sanctions were imposed. 7/11/23 update: Fiscal audit findings are included in the criteria for EIS program determinations and, where indicated, sanctions are imposed.
Long Term <u>Output:</u>	AEIS will have financial support from the Alabama legislature for	How does the state allocation compare to previous years?	State allocation will be consistent and appropriate for the operation of AEIS.	Annual budget	FFY 2023 and ongoing	10/10/2023 update: The Alabama Legislature provided level funding for FY 2024.

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Strand 4: Fiscal						
Outcome Type and Outputs	Outcome	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
<input type="checkbox"/> Conduct an annual legislative initiative by the lead agency.	implementation of services to children and families.					
Short Term <u>Outputs:</u> <input type="checkbox"/> Hire an outside consultant to do a cost study of AEIS	AEIS will have an equitable system for allocating Part C funding to providers.	To what extent did AEIS change its funding system based on the consultant proposal?	A model funding system will be in place.	Documentation of changes in the funding allocation structure.	FFY 2023	10/10/2023 update: The rate study is nearing completion with recommendations expected in November 2023 and implementation targeted for the 2024 calendar year.

Strand 5: Data Collection						
Outcome Type and Outputs	Outcome	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Short Term <u>Output:</u> <input type="checkbox"/> Hire consultants to upgrade the GIFTS data system for more effective and efficient use.	AEIS will have a system in place to identify trends and areas of need in service delivery.	Is there an updated data system that is operational?	The data system will be rolled out for statewide use.	New data and reports	FFY 2023	10/10/2023 update: The updated data system continues to be under development.
Long Term <u>Output:</u> <input type="checkbox"/> Provide training on new data	AEIS providers will accurately and efficiently enter data into the system.	Do data checks confirm accuracy and timeliness of data?	Checks and balances will show appropriate and timely data entry with data errors decreasing over previous years.	Number of data errors	FFY 2023	10/10/2023 update: The updated data system continues to be under development.

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Strand 5: Data Collection						
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system and conduct data checks and balances.						