

Early Start SSIP Evaluation Plan (draft)

Evaluation Plan to Measure Progress Towards Intended Improvements

The Early Start Planning team identified the following improvement strategies to support and help more families in California receive early intervention services to help their children develop and learn:

1. Uniformly conduct family-directed assessment (FDA)
2. Develop High quality IFSPs

Improvement Strategy #1:

Early Start will build its infrastructure to support the implementation of high-quality family-directed assessments to help more families receiving early intervention help their children develop and learn.

Outcome (short or long term)	Evaluation Questions	Performance Measure	Data Collection Method
<i>Short term:</i> Professional development content is developed and released	<ul style="list-style-type: none">• Have policies, procedures, and content been developed to support participation and provision of training (for new staff in particular)?	Modules, guidance documents, etc., are created and disseminated to all staff by mid-2027	Documentation
<i>Short term:</i> All practitioners at the pilot site(s) are trained	<ul style="list-style-type: none">• Did all practitioners complete the initial training?	Local team to track practitioners' participation; 100% participation by end of 2027	Participation logs
<i>Short term:</i> All new staff at the pilot site(s) are trained	<ul style="list-style-type: none">• Did new practitioners complete the initial training?	Local team to track practitioners' participation; each new staff member will be trained within three months of employment	Participation logs
<i>Short term:</i> Trained practitioners demonstrate sufficient knowledge and skills as a result of the training	<ul style="list-style-type: none">• Did participants learn the content intended?• Was the content sufficient for staff needs?• Did practitioners acquire the knowledge and skills needed?	Respondents answer 80% of questions correctly on a quiz given one month after training,	Survey to providers

	<ul style="list-style-type: none"> Was the content defined correctly? Was the module/training effective? 		
<i>Intermediate:</i> Practitioners regularly complete FDA checklists to document their use of the FDA	<ul style="list-style-type: none"> Have participants applied what they learned? 	Local team tracks completion of an FDA with each evaluation; 80% completion in year one of implementation*, 90% completion in years two and three	Evaluation records Per guidance, practitioners complete the FDA checklist during each evaluation for the first year of implementation and monthly thereafter
<i>Intermediate:</i> Trained practitioners demonstrate fidelity to guidance	<ul style="list-style-type: none"> Can practitioners implement family-directed assessment with fidelity? 	Local team tracks checklists for the use of recommended practices for completing an FDA; 80% of practices are achieved in year one of implementation*	Evaluation records and checklists
<i>Intermediate:</i> Every child evaluation in the pilot site includes a family-directed assessment	<ul style="list-style-type: none"> Have staff implemented a family-directed assessment with each child during their assessment? 	Local team tracks evaluation records quarterly; 80% of children have an FDA in year one of implementation*, 100% of children have an FDA in years two and three	Evaluation records
<i>Long term:</i> The evaluation process produces more information about family concerns and needs pertaining to the child	<ul style="list-style-type: none"> Are the practices implemented over time? 	Local team conducts a random sample of evaluation records quarterly to determine if family concerns and needs of the child have been addressed; 80% of records meet the target in year one of implementation*; 90% in years two and three	Evaluation records
<i>Long term:</i> Fidelity to process is maintained across the state	<ul style="list-style-type: none"> Are staff consistently implementing the process with fidelity with all families? Are the practices implemented over time? Has there been drift from the EBP? 	Local team tracks checklists for the use of recommended practices for completing an FDA; 90% of practices are achieved	Evaluation records and checklists
<i>Long term:</i> IFSPs improve to include more family-specific content and context	<ul style="list-style-type: none"> Are family concerns incorporated into the IFSP more consistently? Do IFSPs have a family-oriented goal that reflects the needs identified in the FDA? 	Local team conducts a random sample of new IFSPs quarterly to determine if at least one family-oriented goal is included; 50% of IFSPs meet the target in year one of implementation*; 90% in year two; 100% in year three	IFSP records
<i>Long term:</i> Improved family satisfaction with the evaluation process	<ul style="list-style-type: none"> Are families more satisfied? 	At least 80% of parents responding to a survey indicate they are satisfied with the FDA implementation outcome	Survey to parents

*Note: Year one of implementation will begin when training and PD are first available to staff

Improvement Strategy Two: Early Start will build its infrastructure to support the development of high-quality IFSPs to help more families receiving early intervention help their children develop and learn.

Outcome (short or long term)	Evaluation Questions	Performance Measure	Data Collection Method
<i>Short term:</i> Professional development content is developed and released	<ul style="list-style-type: none"> Have policies, procedures, and content been developed to support participation and provision of training (for new staff in particular)? 	Modules, guidance documents, etc., are created and disseminated to all staff by mid-2028	Documentation
<i>Short term:</i> All practitioners at the pilot site(s) are trained	<ul style="list-style-type: none"> Did all practitioners complete the initial training? 	Local team to track practitioners' participation; 100% participation by end of 2028	Participation logs
<i>Short term:</i> All new staff at the pilot site(s) are trained	<ul style="list-style-type: none"> Did new practitioners complete the initial training? 	Local team to track practitioners' participation; each new staff member will be trained within three months of employment	Participation logs
<i>Short term:</i> Trained practitioners demonstrate sufficient knowledge and skills as a result of the training	<ul style="list-style-type: none"> Did participants learn the content intended? Was the content sufficient for staff needs? Did practitioners acquire the knowledge and skills needed? Was the content defined correctly? Was the module/training effective? • 	In a quiz given one month after training, respondents answer 80% of questions correctly	Survey to providers
<i>Intermediate:</i> Practitioners regularly complete IFSP checklists to document their use of best practices	<ul style="list-style-type: none"> Have participants applied what they learned? 	Local team tracks completion of checklists for high quality IFSPs; 80% completion in year one of implementation,* 90% completion in years two and three	Checklists and child records Per guidance, practitioners complete the IFSP checklist during each IFSP for the first year of implementation and monthly thereafter
<i>Intermediate:</i> Trained practitioners demonstrate fidelity to guidance	<ul style="list-style-type: none"> Can IFSP teams incorporate best practices in the IFSP with fidelity? 	Local team tracks checklists for the use of best practices for completing an IFSP; 80% of practices are achieved in year one of implementation*	Child records and checklists

<i>Intermediate:</i> Every IFSP incorporates family-oriented best practices	<ul style="list-style-type: none"> Have staff incorporated best practices for family-oriented IFSPs in the first IFSP? 	Local team tracks IFSP records quarterly; 80% of IFSPs demonstrate best practices were incorporated in year one of implementation*; 100% in years two and three	IFSP records
<i>Long term:</i> Fidelity to process is maintained across the state	<ul style="list-style-type: none"> Are staff consistently implementing the process with fidelity with all families? Are the practices implemented over time? Has there been drift from the EBP? 	Local team tracks checklists for the use of best practices for completing an IFSP; 90% of practices are achieved	IFSP records and checklists
<i>Long term:</i> IFSPs are improved to include more family-specific content and context	<ul style="list-style-type: none"> Are family concerns incorporated into the IFSP more consistently? Do IFSPs have a family-oriented goal that reflects the needs identified in the FDA? 	Local team conducts a random sample of new IFSPs quarterly to determine if at least one family-oriented goal is included; 50% of IFSPs meet the target in year one of implementation*; 90% in year two; 100% in year three	IFSP records
<i>Long term:</i> Improved family satisfaction with the evaluation process	Are families more satisfied?	At least 80% of parents responding to a survey indicate they are satisfied with the FDA implementation outcome	Survey to parents

*Note: Year one of implementation will begin when training and PD are first available to staff