



Goals Today

- Five Year Goal for the work
- Review Recommendations for Years 3-5 which build on Years 1&2 in most cases
- Review Recommended Edits, add or accept
- Do we have conflict?
- Anything is a lesser priority?
- Implementation Plan

FIVE YEAR GOALS

Implementation of the Home Visiting Investment Plan will strengthen family capacity and maximize children's developmental potential across Colorado. Through the scaling of a continuum of culturally and linguistically appropriate evidence-based Home Visiting (EBHV) services and other family-strengthening supports, Colorado families will have access to the Home Visiting services that most benefit them and their communities. When fully implemented and funded, a minimum of 1,700 additional families will receive Home Visiting services each year (a 20% increase).

The plan calls for additional funding, innovation, workforce development, outreach, marketing efforts, and deep partnerships through coalition building in order to build this expanded capacity. This work will be done in coordination with the local, state, and federal government; legislators; local communities; families; advocates; funders; and with all other interested partners.



AVAILABILITY & COLLABORATION 1 - Increase Capacity of HV by 20%

- **Year 1:** Establish baselines, identify key populations, Develop the plan
- **Year 2:** Begin expanding access to meet the increase of 20%
- **Year 3:** Monitor service expansion & refine the plan, re-asses if 20% is the correct goal
- **Years 4 - 5:** Continue monitoring and reassessing if expansion beyond 20% is possible



AVAILABILITY & COLLABORATION 2 - Expand Access to Culturally-Appropriate Services

- **Year 1:** Identify a pool of options to draw from to recruit more diverse staff,
 - ▷ Establish baseline measurements
 - ▷ Share pool information with existing sites
 - ▷ Develop and distribute a marketing plan around linguistic support
- **Year 2 - 5:** Document the previous year's progress and refine the strategies used



AVAILABILITY & COLLABORATION 3 - Social Capital & Parent Support

- **Year 1:** Commission a Planning Team to identify social capital in CO communities
 - ▶ Develop a pilot to test community-based interventions
- **Year 2:** Implement the initiative in at least 5 pilot sites
- **Year 3:** Complete pilot site implementation and document outcomes
 - ▶ Issue a report on outcomes
- **Years 4 - 5:** If supported by the pilot, expand the approach to more communities



ADVOCACY & COALITION 1 - Coalition and Partnership Building

- **Years 1 - 5:** Support a broader coalition for HV to promote positive outcomes
 - ▷ Partner with relevant stakeholders and advocacy groups
 - ▷ Cultivate a network of HV speakers
 - ▷ Develop HV champions to educate stakeholders
- **Year 2:** Convene outcome/funding specific workgroups to improve HV services in CO



ADVOCACY & COALITION 2 - Funding for Coalition and Advocacy Work

- **Years 1 - 2:** Advocate for MIECHV expansion during reauthorization
 - ▶ Coordinate with national MIECHV advocates
 - ▶ Connect with CO Congressional Delegation to ensure MIECHV is reauthorized
- **Year 3:** Advocate for funding priorities determined by the Coalition (Advocacy & Coalition rec 1)



ADVOCACY & COALITION 3 - Consistent Messaging for HV

- **Year 1:** Develop a consistent shared messaging strategy across stakeholders
- **Year 2:** Coordinate advocacy and messaging strategies to support community-desired funding strategies
- **Years 3 - 5:** Educate aligned stakeholders around shared messaging
 - Refine messaging as needed



FINANCE 1 - Grow and Diversify Investment in HV

- **Year 1:** Work with the HV TF to secure resources to explore tax and fee structures
 - ▶ Establish a formal funding baseline off of FY19
 - ▶ Work with ECLC to pursue state/federal pathways to gain resources
- **Year 2:** ECLC/HV TF implement the initial recommendations of the TF
 - ▶ Determine shorter-term investments to support sustainable funding
- **Year 3:** Continue to advance the funding plan, report on outcomes from the first two years
- **Year 4:** Implement the first bi-annual review process for new funding



FINANCE 2 - Exploration of Tax and Fee Structures

- **Year 1:** ECLC/HV TF ensures there is a point of contact with the State for coordination of cross-government funding, data sharing facilitated
 - ▶ Explore top 5 funding area priorities
 - ▶ Create a multi-sectoral exploratory sub-committee to explore tax and fee structures
- **Year 2:** Further define a multi-year plan for state action on funding, report out on findings, and build out recommendation on tax/fee structures
- **Year 3:** Create a bi-annual process for comprehensive review of any new opportunities for funding



FINANCE 3 - Maximally Align Stimulus Funds With Plan Implementation

- **Year 1:** Convene the HV Task Force for the purpose of stimulus funds planning



FINANCE 4 - Continuation of the Home Visiting Task Force

- **Year 1:** Re-authorize or Authorize the HV TF to collaborate with ECLC on tax/fee structures
 - ▶ Monitor the implementation of the HV Investment Plan



INNOVATIONS 1- Expand Virtual Service Delivery and Improve Access for Families

- **Year 1:** Establish an Innovations Community of Practice (CoP) to identify priorities for virtual and hybrid HV
- **Year 2:** Continue Innovations in CoP - develop a roadmap for tele-home and hybrid HV
- **Year 3:** Develop and invest in infrastructure necessary to scale virtual HV to reach underserved areas
- **Year 4:** Monitor implementation of virtual and hybrid HV, refine the program
- **Year 5:** Share lessons and strengthen the program as needed



INNOVATIONS 2 - Link Existing Efforts and Identify Strategies for Data Integration and Sharing

- **Year 1:** Convene existing groups focused on data sharing to identify strategies
- **Year 2:** Host community-driven conversations around data sharing strategies
- **Year 3:** Develop and invest in infrastructure necessary to implement data sharing
- **Year 4:** Champion and monitor uptake of data sharing strategies
- **Year 5:** Share lessons learned from data sharing and make recommendations to guide scaling future strategies



INNOVATIONS 3 - Bring Together Existing Evidence-Based Models and Emergent Practices to Better Meet Multiple Family Needs

- **Year 1:** Define core elements of evidence-based models and emergent practices and the outcomes they want to achieve
- **Year 2:** Launch planning year 1 of pilots and evaluation for capacity-building
- **Year 3:** Conduct year one of implementation and evaluation for pilots
- **Year 4:** Conduct year two of implementation and evaluation for pilots
- **Year 5:** Share results and lessons learned from the pilots and recommend future practices and policy investments



OUTREACH, MARKETING, & AWARENESS 1- Create a Matrix of HV Programs in CO

- **Year 1:** Create a matrix of HV in CO to provide the following:
 - ▷ Current resources/efforts around outreach, marketing, and awareness
 - ▷ Gaps in resources
 - ▷ Strong referral sources
 - ▷ Gaps in referral sources
- **Year 2:** Hire a HV Outreach and Engagement Coordinator
- **Year 3:** Develop a training toolkit to strengthen and increase referrals
- **Year 4:** Create a plan/calendar to increase HV referral partners across CO



OUTREACH, MARKETING, & AWARENESS 2 - Build the Capacity of Parents to Engage Their Peers, Inform Ongoing Efforts, and Advocate for HV Programs

- **Year 1:** Create a regional/local HV Family Advocate pilot program(s), engage with communities that already have this to model a larger pilot off of
- **Year 3:** Build off of lessons learned to determine a plan to scale the program
- **Year 5:** Fully execute the regional/local HV Family Advocate program(s)



OUTREACH, MARKETING, & AWARENESS 3 - Align With Advocacy and Coalition 3 to Create Shared Messaging Around HV

- **Year 1:** Align the matrix creation with the shared messaging building process
- **Year 2:** Collaborate with the Advocacy and Coalition subcommittee on shared messaging
- **Year 3:** Collaborate with the Advocacy and Coalition Subcommittee on shared messaging education, and refinement of messaging (2023 - 2025)



QUALIFIED WORKFORCE 1 - Recognize HVs as Essential Professionals Contributing to Health and Wellbeing With Access to Adequate Compensation and Benefits

- **Year 1:** Identify existing audiences, forums, and opportunities for recognizing HV in the broader EC system, align with coalition building efforts
 - Conduct a compensation study
- **Year 2:** Begin planning a HV awareness day at the State Capitol
 - Develop recommendations and share the compensation study with HV partners/the EC community
- **Year 3:** Organize inaugural HV awareness day at State Capitol
 - Encourage orgs to implement compensation and benefits packages
- **Year 4:** Organize annual HV awareness day (ongoing)



QUALIFIED WORKFORCE 2 - Support Efforts to Recruit and Train Diverse HV Workforce

- **Year 1:** Compile HV qualifications and competencies across the various models
 - ▷ Identify opportunities for shared professional development and training
- **Year 2:** Develop recommendations for new PDIS or CoTrain modules
 - ▷ Identify and share career advancement opportunities
 - ▷ Identify opportunities to onboard, recruit, and retain HV staff
- **Year 3:** Support development of training modules on HV competencies
 - ▷ Raise awareness of HV career path in HS and Colleges
- **Year 4:** Continue outreach and implementation of previous strategies (2024 - 2025)



QUALIFIED WORKFORCE 3 - Increase Workforce retention by elevating HV voices and promoting wellbeing and mental health awareness

- **Year 1:** Develop Community of Practice (CoP) workgroup opportunities for HV stakeholders to gain information on retention and wellbeing strategies
 - ▷ Identify opportunities to expand and share retention strategies
 - ▷ Explore mental health and wellness activities currently happening, support expansion of current efforts
- **Year 2:** Organize/add to existing EC conferences to support Home Visitors
 - ▷ Conduct a HV staff survey to hear challenges, successes, etc.
 - ▷ Engage funders on mental health efforts and expand supports



QUALIFIED WORKFORCE 3 - Increase Workforce retention by elevating HV voices and promoting wellbeing and mental health awareness

- **Year 3:** Identify learning opportunities across HV models (compassion fatigue, cultural competency, etc.)
- **Year 4:** Develop training and resources based on identified needs, continue outreach and implementation of previous strategies



Implementation Plan - Overarching not just from Finance

- **ECLC will conduct oversight and review annual reports** of progress on implementation for the HV Task Force
- ECLC will be asked to **annually reauthorize a working group named the HV Task Force**
 - ▷ **Revise the Charter** for oversight of implementation and include submission of annual progress report and recommendations
 - ▷ Consider **expansion of TF membership**

UPON REAUTHORIZATION:

Anticipate **two hours once per month** with HV Task Force. The HV Working Group may choose to have work done in committees to continue the ongoing work.

- ▷ New Chairs will be selected to best achieve implementation
- **A CDHS employee will support implementation**
- CDHS will work to identify a consultant to support the work



Discussion - Anything Not Essential?



Next Steps

- **Rough Draft Posted on 3/23**
 - ▷ Focus on content revisions
- **Formatted Plan Posted on 4/30**
- **Final Plan Review at TF Meeting on 4/1**
 - ▷ Vote to endorse and move forward to ECLC for approval
 - ▷ CDHS will also review for final clearance (branding, legal review, compliance)
- **Legislative Presentation** after ECLC approval