



Action Plan Workgroups Summary

Action & Family Council Members

November 1st, 9th, and 14th

Attendees

Workforce Workgroup present: Gennifer Humphries, Natalie Doyle, Jamie Richardson, Cindy Mahr, Marcia Seabolt, and Jamie Nordling.

Affordability and Access Workgroup present: Danen Busch, Riley Gerst, Melissa Gravert, Katy Henderson.

Streamline Service Coordination Workgroup present: Jenni Swanson, Mitchell Walker, Angela Herrington, Jess Lovera-Matter, Antoine "Rabbit" Smith, Sr.

Agenda

1. Group agreements.
2. Review recommendation .
3. SMART Goals.
 - a. **Workforce Workgroup:** Narrowed our focus to recruitment, retainment, and a collaborative systems approach.
 - i. SMART goal focuses on celebrating "the workforce behind the workforce" through the creation of teacher recognition program like the teacher Golden Apple Awards.
 - ii. Highlight 12 Early Childhood Education Professionals per year publicly through the development of a local award.
 1. Each month the goal would be to highlight different professionals and why their contribution is beneficial to children and families (males in ECEC, a teacher with 15+ years in the field, parents who became teachers, folks who transitioned from another career field, etc..).
 - a. Concerns about this being an additional burden for leadership and how we would prefer parent nominations.
 - b. Discussed partnering with local entities to assist (news stations or colleges) and getting sponsors who would assist in providing a gift for the recipient.
 - b. **Affordability and Access Workgroup:** Narrowed our focus to expanding access and implementation of IRIS system across medical provider sites through the use of a universal screening to service protocol.



- i. SMART goal focuses on enhancing access of existing early childhood developmental screeners, such as the Ages & Stages Questionnaire ASQ.
 - ii. Assist in a creation of a universal screener based on the Social Determinants of Health (SDOH) for use in conjunction with IRIS.
 - iii. Development of partnerships with medical service providers to utilize screening to service protocols to reach more parents, families, and caretakers.
 - c. **Streamline Service Coordination Workgroup:** Narrowed our focus to initiating a “re-launch” of IRIS, a coordinated referral platform, that already exists in our community.
 - i. Reviewed and brainstormed service providers that reach children birth through five years old.
 - ii. Discussed limited data showing percentages of children eligible for services versus children accessing services.
 - iii. Identified and prioritized most crucial service providers that may receive referrals from other IRIS points-of-entry.
 - iv. Built a SMART goal: Streamline service coordination by re-engaging at least 15 organizations in IRIS coordinated referral platform by the end of 2024.
- 4. What are the anticipated risks/barriers to meeting goals?
 - a. **Workforce Workgroup:**
 - i. Possible risks/barriers include:
 1. Securing sponsorships.
 2. Feelings of duplication.
 3. Keeping momentum.
 4. Equitable access/ bias.
 5. Difficulty obtaining media coverage.
 - b. **Affordability & Access Workgroup:**
 - i. Possible risks/barriers include:
 1. Implementation of IRIS could be viewed as “Extra work” vs. increasing efficiency and increasing access.
 2. Citizenship documentation concerns.
 3. Language accessibility.
 4. Sustainability, follow through, following up.
 5. Staffing/training support concerns.
 6. Accountability.
 7. Liability concerns (legal).
 - c. **Streamline Services Workgroup:**



- i. Possible risks/barriers include:
 - 1. Privacy concerns.
 - 2. Overloaded service providers.
 - 3. Lack of organization's leadership enforcement.
 - 4. Service providers (recipients) without language supports.
- 5. What are some proposed solutions to the anticipated risks/barriers to meeting goals?
 - a. **Workforce Workgroup:**
 - i. Possible proposed solutions include:
 - 1. In-kind asks.
 - 2. Education around what ECEC is.
 - 3. Procedures in place to prevent bias.
 - 4. Utilizing key partnerships.
 - 5. Creating tiers of media coverage.
 - b. **Affordability & Access Workgroup:**
 - i. Possible proposed solutions include:
 - 1. Staffing/training support.
 - 2. Consulting with other county approaches regarding citizenship documentation.
 - 3. Ensuring availability of information and screening tool in additional languages.
 - 4. Screening to Service protocol addresses procedures, best practices, etc.
 - 5. Building transparency- Sharing information with families, organizations, community members and IRIS partners.
 - c. **Streamline Services Workgroup:**
 - i. Possible proposed solutions include:
 - 1. IRIS is HIPAA-compliant.
 - 2. Data Manager only has full access.
 - 3. Measurable data to show growth, progress, referrals, etc.
 - 4. Minimal time spent = client success.
 - 5. Service providers may choose to only receive referrals.
 - 6. Regular support and troubleshooting meetings for IRIS users.





Action Plan Workgroups Summary

Action & Family Council Members

November 15th, 28th

Attendees

Workforce Workgroup present: Gennifer Humphries, Lisa Williams, Natalie Doyle, Jamie Richardson, Cindy Mahr, Marcia Seabolt, Jamie Nordling.

Affordability and Access Workgroup present: Melanie Herrera-Ortiz, Katy Henderson, Melissa Gravert, Georgia Stear, Lindsay Meeker.

Workgroup 3 present: CANCELLED

Agenda

1. Group agreements.
2. Review recommendations.
3. What organizations/agencies are needed at the table to meet goals and implement the recommendation?
 - a. **Workforce Workgroup**
 - i. WQPT.
 - ii. United Way.
 - iii. ECC.
 - iv. CCR&R/ Director's Group.
 - v. Radio Stations like B100.
 - vi. News like Paula Sands and Living Local.
 - b. **Affordability & Access Workgroup:**
 - i. Existing IRIS partners currently listed as "active."
 - ii. RI Public Health, WIC, Community Healthcare.
 - iii. Riverbend Foodbank.
 - iv. Organizations that work with multilinguals, such as World Relief, QCAIR.
 - v. ECEC Early Intervention.
 - vi. Project Now.
 - vii. School Health Link.
 - viii. Local School Districts.
 - ix. Local EL classes (private, nonprofit, volunteer, higher ed programs).
 - x. Higher education.
4. What funding would it take to implement the goals, steps, and/or recommendation?
 - a. **Workforce Workgroup**



- i. Funding to provide a gift card and then trophy or plaque per award winner.
- b. **Affordability & Access Workgroup:**
 - i. Incentives that would reward organizations that are regularly utilizing the tool/ IRIS.
 - ii. Explored the creation of a position for this work.