



July 15, 2020

**RE: Early Impact Virginia 2020 Annual Report**

Early Impact Virginia is pleased to submit the following Annual Report for activities completed in state fiscal year 2019 as required by:

**Budget Bill - HB5002 (Chapter 2)**

Bill Order » Office of Health and Human Resources » Item 346

Department of Social Services

Authority: Title 2.2, Chapter 54; Title 63.2, Code of Virginia; Title VI, Subtitle B, P.L. 97-35, as amended; P.L. 103-252, as amended; P.L. 104-193, as amended, Federal Code.

**Item 346**

N. Out of this appropriation, \$250,000 the first year and \$600,000 the second year from the federal Temporary Assistance to Needy Families block grant shall be provided to contract with Early Impact Virginia to continue its work in support of Virginia's voluntary home visiting programs. These funds may be used to hire three full-time staff, including a director and an evaluator, and to continue Early Impact Virginia's training partnerships. Early Impact Virginia shall have the authority and responsibility to determine, systematically track, and report annually on the key activities and outcomes of Virginia's home visiting programs; conduct systematic and statewide needs assessments for Virginia's home visiting programs at least once every three years; and to support continuous quality improvement, training, and coordination across Virginia's home visiting programs on an ongoing basis. Early Impact Virginia shall report on its findings to the Chairmen of the House Appropriations and Senate Finance Committees by July 1, 2019 and annually thereafter.

Please do not hesitate to contact me if you need any additional information.

Sincerely,

A handwritten signature in blue ink, appearing to read "Laurel Aparicio", with a long, sweeping flourish extending to the right.

Laurel Aparicio  
Executive Director

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[laparicio@earlyimpactva.org](mailto:laparicio@earlyimpactva.org)

## **Early Childhood Home Visiting in Virginia**

The foundation for lifelong health and well-being is built in pregnancy and early childhood. The evidence is conclusive and grows daily. The absolute best opportunity to build healthy, safe communities begins with families. Supporting families from the start creates multi-generational change and the pathway to true population health.

For more than 25 years, Virginia Early Childhood Home Visiting programs have partnered with local communities throughout the Commonwealth to strengthen families and improve child health and well-being. Virginia has a proud history of strong support for evidence-based home visiting. Leaders consistently demonstrate an unyielding commitment to achieving the absolute best outcomes for young children. This commitment has never been more evident than over the past several years as the investment in early childhood home visiting has increased significantly. Today, nearly 10,000 families partner with local providers in 123 communities all across the Commonwealth to build parenting skills, enhance family functioning and support healthy child development. Supporting families from the start through effective two-generation approaches like home visiting builds a healthier, more productive future for parents and their young children.

Virginia's home visiting system serves as an example of the important role that public-private collaboration can play in building effective, innovative approaches to service delivery. Sustaining and expanding home visiting services to achieve the promise of prevention requires a higher level of coordination across early childhood systems. While evidence-based programming is essential to strong outcomes, so too is the need for comprehensive, integrated early childhood systems. Optimizing the Commonwealth's investment in early childhood home visiting and building a strong foundation for the future can only be achieved through deliberate planning and strong, committed leadership.

## **History of Early Impact Virginia**

Early Impact Virginia (EIV), the Alliance for Early Childhood Home Visiting, has been leading this effort for more than 13 years. Formerly known as the Home Visiting Consortium, EIV began as an informal coalition bringing together state home visiting and early childhood leaders to enhance collaboration and facilitate system building at the state and local level. In 2014, as part of a comprehensive strategic planning process, early childhood leaders identified the need for Early Impact Virginia to become a formal intermediary organization.

State leaders quickly coalesced around an aspirational vision and mission for the organization. Recognizing that a strong foundational framework is essential to long term growth and sustainability, the EIV mission is to advance the delivery of high quality, efficient services that improve health, social and educational outcomes for new and expecting parents, young children, and their families within safe homes and connected communities so that children grow up healthy and ready to learn. EIV effectively leverages resources through public-private partnership and collaboration to create a more comprehensive, coordinated system while driving innovation to continuously improve program efficiency, service quality and reach.

The first step to fostering the development of this new organization was identifying a host agency. It quickly became apparent that the best fit to support long-term growth and sustainability goals would be to partner with an organization within the field itself.

However, none of the existing organizations had the capacity to adequately support the development needs of the new entity. Ultimately, Virginia’s two largest private home visiting providers, Prevent Child Abuse Virginia (PCAV) and CHIP of Virginia merged to provide a home for Early Impact Virginia. The new organization, Families Forward Virginia houses and serves as the fiscal sponsor for Early Impact Virginia. This structure provides the infrastructure needed to support EIV growth while also allowing the autonomy necessary for the organization to represent the entire field of home visiting as Families Forward VA administers three of Virginia’s seven home visiting models; CHIP of Virginia, Healthy Families, and Parents as Teachers. This highly collaborative approach is designed to support the development of a comprehensive system of support for families, not to advance any particular program model. A true example of mission, not organization, in action.

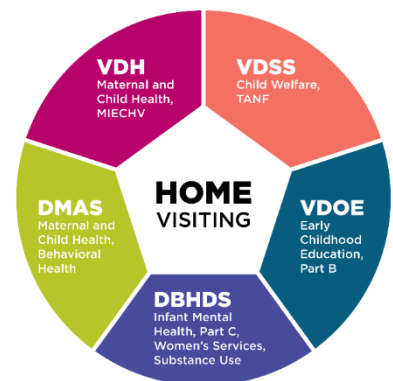
### Early Impact Virginia Summary of Activities and Achievements

Between July 1, 2019 and June 30, 2020, Early Impact Virginia continued to maximize the impact of home visiting in Virginia by providing leadership at the state level, embracing collaboration with multiple partners, fostering innovation, and supporting excellence in service delivery.

**LEADERSHIP**

- EIV Leadership Council advances comprehensive Medicaid funding strategies to address maternal and child health priorities (August 2019)
- Healthy Birthdays Virginia home visiting Medicaid benefit proposal included in Governor’s budget (December 2019)
- Home Visiting Medicaid benefit included in final biennial budget at \$11.7M (March 2020)

In Virginia, home visiting lives at the intersection of five child serving agencies, with each agency playing a significant role in all or some part of the administration, funding, and delivery of home visiting services. While this offers certain advantages for collaboration, it also creates inherent fragmentation and adds to the complexity of an already disparate system. The opportunity to strengthen the statewide home visiting system has been clearly identified by our state and local leaders.



To address this need, in 2019, the Virginia General Assembly passed legislation granting Early Impact Virginia *the authority and responsibility to determine, systematically track and report annually on the key activities and outcomes of Virginia’s home visiting programs; conduct systematic and statewide needs assessments for Virginia’s home visiting programs at least once every three years; and to*

*support continuous quality improvement, training, and coordination across Virginia's home visiting programs on an ongoing basis.*

In response to this legislation, Early Impact Virginia partnered with the Governor's office to convene a Leadership Council charged with developing the plan to guide the state's investment in home visiting that is driven by a clearly articulated vision for the Commonwealth's young families. Through public-private partnership, the Leadership Council not only guides the development of the statewide plan for home visiting, but also determines how success will be measured while working together to address barriers to success.

The role of the Leadership Council is to:

- design the Virginia plan to drive all current and future investments in early childhood home visiting,
- define how home visiting will contribute to achieving the Commonwealth's goals for the health and wellness of young children and stronger families,
- facilitate cross-system strategies to advance the work, and
- make policy recommendations to Virginia's Children's Cabinet for statewide adoption.

Current Leadership Council composition is primarily state policy makers. This is intentional. As a primary prevention service, home visiting is not a revenue generating enterprise. Ninety percent (90%) of funding for home visiting is public funding that is administered across multiple state agencies. It is imperative that state leaders affirm a vision to direct this work.

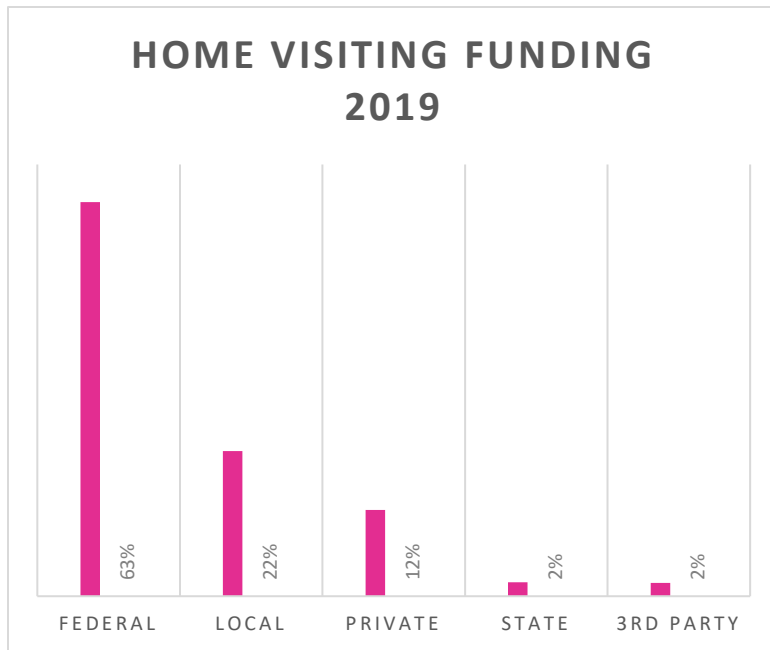
**EIV Leadership Council Membership  
(FY'2020)**

- First Lady of Virginia
- Governor's Office (HHR and DOE)
- Families Forward Virginia Board Member
- Virginia Community College System
- Virginia Department of Behavioral Health & Developmental Services
- Virginia Department of Health
- Virginia Department of Medical Assistance Services
- Virginia Department of Social Services

[Virginia's Plan for Home Visiting](#) was endorsed by the Children's Cabinet in May 2019, and is intended to guide the development of a comprehensive framework for coordination of home visiting program services within the early childhood system to ensure quality service delivery and sustainable growth. On June 5, 2019, Governor Northam referenced the plan and instructed state agencies to work to scale home visiting as part of his strategy to eliminate racial disparity in Virginia's maternal mortality rate by 2025. See the Governor's policy announcement [here](#).

Virginia's Plan for Home Visiting is designed to capitalize on the system that is already in place, and build out a sustainable approach for the future that will yield the greatest return on investment and the best possible outcomes for Virginia's most vulnerable young children. To do that, our state needs to cultivate an agile and effective workforce, stabilize unpredictable, but essential, public funding streams and streamline administrative data collection and reporting so that programs can focus on putting families first.

Again, our Virginia leaders acted swiftly to address both the Governor’s and legislative maternal and child health policy priorities through the development of a home visiting benefit for



Medicaid eligible women and young children, *Healthy Birthdays Virginia*. DMAS worked together with the Leadership Council to develop the home visiting benefit that was ultimately included in the Governor’s budget proposal and the final legislatively approved biennial budget. (FY’21 \$0; FY’22 \$11.7M GF)

As with much of the new funding included in the FY’ 21-22 budget, the funding for this program has been ‘unallotted’ due to the COVID-19 pandemic. Early Impact Virginia continues to work together

with DMAS to complete the requisite policy activities necessary to develop this benefit in anticipation of future funding reallocation.

### COLLABORATION

- Co-lead administration of the federal MIECHV program with the Virginia Department of Health
- Continuous Quality Improvement Learning Community on Child Development Screening and Referrals completed
- Strengthened partnerships across the state by redesigning the structure and work groups that make up the Alliance for Early Childhood Home Visiting (September 2019)
- Developed statewide, community-based needs assessment to drive the development of a sustainable growth plan based on need, capacity and fit.
- Coordinated state-level collaborative response and supports for home visiting programs during the COVID-19 pandemic.

**MIECHV Program:** The Virginia Department of Health (VDH) works in partnership with Early Impact Virginia to co-lead the implementation of the Maternal, Infant, Early Childhood Home Visiting (MIECHV) program. Since 2012, the EIV Alliance has served as the Advisory Board for MIECHV and in 2018, the two organizations deepened the commitment to collaborative leadership by redesigning Virginia’s approach to MIECHV administration to fully align with the EIV legislative mandate. This approach creates the opportunity for full statewide alignment of legislative priorities for home visiting, including standardized workforce development, continuous quality improvement, accountability, needs assessment and strategic planning.

In 2019, EIV and VDH co-led MIECHV efforts, and specifically, EIV staff convened the MIECHV Team's monthly meetings, completed an analysis of two Centralized Intake projects funded by MIECHV, led a CQI Learning Community for MIECHV-funded programs, and represented Virginia in a national Data Exchange Standards Community of Practice, funded by HRSA.

Early Impact Virginia has a statewide and national email list of more than 2,000 subscribers, including home visitors, supervisors, and other stakeholders. EIV began including quarterly MIECHV updates in the monthly newsletter in December 2019 and again in April 2020.

Monthly newsletters are available online here: [October 2019](#), [November 2019](#), [December 2019](#), [January 2020](#), [February 2020](#), [March 2020](#), and [April 2020](#).

**Continuous Quality Improvement:** Virginia's home visiting system has a long history of using data to drive improvement. Local programs have embraced a culture of quality and EIV is leading statewide quality improvement efforts. Working together with state program model TA/QA staff, EIV implemented a *Child Development Screening* Learning Community over the last calendar year. This Learning Community was specifically designed to support the 18 MIECHV funded programs. On average, 92% of the participating programs attended the monthly webinars (March 2019-January 2020). Local programs began implementing their first CQI plans in July. From July-January 2020, CQI teams completed approximately five PDSA cycles. Across those PDSA cycles, **78% (14/18) of participating programs made improvements towards their defined goals.** The remaining programs did not make progress for various reasons, such as challenges with staff retention.

Learning Community participants were asked to identify their most pressing issues for the FY'20 CQI project. The group selected **Family Engagement** for this year's learning community and work began on this topic at the start of the calendar year. Within "family engagement," 16 of the 18 programs selected one of the following subtopics to focus on for their CQI efforts: Referrals into the program, Enrollment, Home visiting frequency, Retention. Two of the 18 programs decided to choose a different topic. One program is continuing with their ASQ referral focus, and the second program is focused on timely completion of assessments.

COVID-19 and social distancing requirements have created unique challenges for most programs as they enroll new families and work to build and maintain meaningful connection virtually. Existing referral processes and systems have been disrupted and connections with families are made in very different ways. This learning community is offering a critical opportunity for support and shared learning as programs throughout the state grapple with the issues presented for both families and service delivery during the pandemic.

**Alliance for Early Childhood Home Visiting:**

As a collaborative, EIV works with partners across the early childhood system. This graphic illustrates the breadth and depth of the organizational structure and demonstrates the extent to which EIV not only embraces an inside/outside government approach, but truly lives it.



As both a convener and partner in implementation, EIV has well established relationships at the local and state level. Member organizations represent an early childhood workforce of more than 750 providers serving 10,000 families in 123 of Virginia’s 133 localities. In addition to this reach, as the Alliance for Early Childhood Home Visiting, EIV partners closely with early childhood providers across the system, including early intervention, preschool special education, infant/early childhood mental health, substance use services, early care and learning, child welfare, food/income security, health care providers, insurers and academic institutions.

Key to any EIV led project or activity is the engagement of those in the field. To be effective, EIV must represent the entire field in meaningful, relevant ways. EIV relies on the expertise of local providers and stakeholders as well as state leaders in all of its work. Action Teams provide the vehicle for including the provider voice in decision making. The Leadership Council sets the course, but it is the Alliance that will advance the work through collaboration with both existing and new partners.

**Virginia Home Visiting Needs Assessment:** Early Impact Virginia is wrapping up a statewide needs assessment in compliance with the 2018 Virginia General Assembly mandate and to simultaneously fulfill the requirements of the Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program Needs Assessment. This needs assessment will be instrumental in Virginia’s implementation of The Plan for Home Visiting (adopted May 2019) by providing context, resources, and information on home visiting. The purpose of the Virginia Home Visiting Needs Assessment is to inform capacity and system building efforts, provide qualitative and quantitative data to foster data-informed decision making, and aid programs working towards the most effective service delivery.

Qualitative data collection with home visiting programs took place via focus groups – both in person and virtual – between January and May 2020. Surveys were developed for Home

Visiting Directors, Community Leaders, Community Service Providers, and Other Stakeholders in June 2020. Stakeholder interviews for executive directors, administrators and other stakeholders will take place in August 2020.

**COVID-19 Coordinated Response:** With the first COVID-19 Executive Order issued in March, home visiting providers very quickly pivoted to alternate means of connecting with families. EIV has been supporting local programs and home visiting service providers to effectively navigate this transition. On March 13, 2020, EIV called an emergency Alliance meeting to address workforce and family safety given social distancing guidelines. The Alliance agreed to recommend that all home visiting programs in Virginia suspend in-person service delivery, including face-to-face home visits, for at least two weeks (Monday, March 16 – Friday, March 27), and rely upon their model guidance for adjusted service delivery via phone calls, virtual visits, teleworking, etc.

In addition to shifting to virtual home visiting service delivery in March, the vast majority of the home visiting workforce – close to 800 individuals – were also required to begin working remotely/from home at the same time. The physical disconnection from coworkers, as well as the immediate need to implement new and different approaches to providing supervision and operational supports, created a need to dedicate time and space to those serving in home visiting leadership roles. Early Impact hosted seven (7) Connection Sessions in May, [one for each region of Virginia](#). A total of 43 supervisors and directors participated in the Connection Sessions.

The average rating for the Connection Sessions was 4.7 out of 5. Some examples of specific feedback from attendees answering the question, “What is one thing that you found especially helpful?” are listed below:

- To hear others are feeling similar to the way I was
- Opportunities for reflection with those who understand
- The personal feel I got from someone caring about me
- Knowing I am not alone. Finding others have the same struggles.

Based on the satisfaction rating and individual feedback from participants, Early Impact and the Alliance agreed to continue hosting these Connection Sessions on a bi-monthly basis.

EIV also began sending weekly communication out to their 2,000 member email list with specific content about COVID-19 specific messages are as follow: March 12 – [Operations Update Concerning Coronavirus](#), March 17 – [It’s Time for Spring Training](#) (online training resource for teleworking HV), March 25 – [Take Action: Ask Congress to Prioritize MIECHV](#), April 7 – [Announcing a New Webinar Series to Support Virtual Visits](#), April 14 – [Screening Families Virtually](#), April 21 – [Live Q&A with Brookes Publishing](#), April 27 – [New Mothers & Babies Training Series Coming in May](#), April 29 – [Announcing Connection Sessions with Early Impact](#).



## INNOVATION

- Annual data collection completed and 2019 Home Visiting in Virginia Infographic published (January 2020)
- Led collaborative development and adoption of Virginia’s Uniform Indicators for Home Visiting
- Began development of Virginia Home Visiting Data Warehouse for statewide data collection, reporting and integration
- Developed and provided *Rapid Response Virtual Home Visiting* training through weekly webinars and resource materials reaching more than **11,000** home visiting professionals nationally (March 2020)

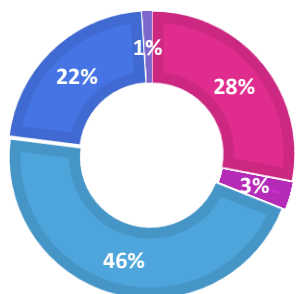
From the start, home visiting program models have been built on evidence and have used data to drive improvement. Collecting reliable data is essential to accountability, quality assurance and improvement. Early Impact Virginia recognizes the value of defining and collecting common data across all programs and worked together with service providers and funding partners to develop unified data measures and reporting structures to share the impact of our work.

**Annual Data Collection and Reporting:** For the past three years, EIV has partnered with local providers to collect program level data to demonstrate the scope and impact of service delivery. Annually, 45 local organizations representing **83 local programs** voluntarily report data to EIV for shared reporting. Our focus has been to conduct this work in a way that is manageable for local program providers while also informing broader goals to streamline reporting, ensure accountability, demonstrate impact and frame our story.

This year, EIV worked with all Early Head Start/Head Start home-based programs to capture accurate data in the Annual Data Collection process. Significant progress was made in building relationships with Head Start/Early Head Start Directors who manage home-based

### WORKFORCE DIVERSITY

■ African American ■ Asian  
■ Caucasian ■ Latinx  
■ Other



programs. Ultimately, approximately half of the necessary data was collected directly from programs. Unfortunately, these programs are not required to report data broken out by classroom-based versus home-based programs. And, while some programs did have the capacity to disaggregate this data within their existing data systems, many did not. Throughout the data collection process, EIV worked closely with the Virginia Head Start Association on this effort and will continue this work to ensure statewide reports reflect accurate service data.

In addition to streamlining data collection this year, Early Impact Virginia collected additional qualitative and workforce data to begin identifying emerging

trends and issues. Early Impact Virginia is committed to transparency and accountability. Coordination of statewide data collection and reporting remains a top priority. [The Home Visiting in Virginia 2019 infographic can be found online here.](#)

**Virginia’s Uniform Indicators for Home Visiting:** Over the last year, EIV worked with key stakeholders to develop a set of uniform indicators that will yield actionable information for maximizing the positive impact of Virginia’s home visiting system. EIV facilitated this by bringing together state and local program model evaluators, administrators and providers.

EIV began by developing an exhaustive list of potential domains, indicators, and outcome measures to choose from. This list was informed by data elements currently being collected and tracked by each Virginia home visiting model, other states’ uniform indicators (those deemed to be similar in complexity and size to VA), and other national metrics (i.e. MIECHV, Pew, HomVEE).

EIV’s Data Action Team, with representation from each program model, worked to narrow down data elements across several meetings. Once the Data Action Team reached consensus, the uniform indicators were presented to the EIV Alliance for approval. The EIV recommended indicators were subsequently presented to the Leadership Council and approved in October 2019. To fully operationalize the uniform indicators, EIV hosted a full-day meeting where the Data Action Team and several local program representatives from each of the seven models met to operationalize each outcome measure.

This effort aligns with the Plan for Home Visiting, which requires the adoption of a shared set of uniform indicators to assure the quality of services delivered regardless of provider and/or model.

[Virginia’s Uniform Indicators for Home Visiting](#) fully details the five domains selected for home visiting outcome measurement and reporting:

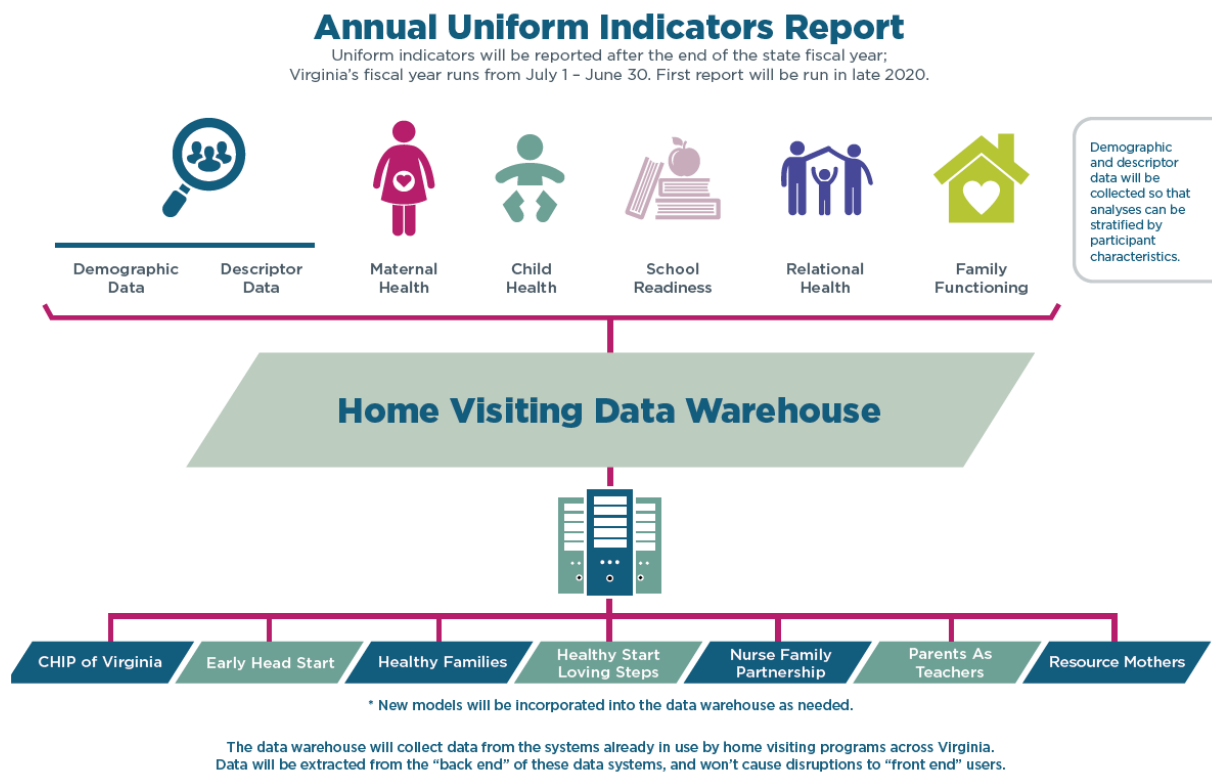
- **Maternal Health** - Improve maternal health & pregnancy/birth outcomes
- **Child Health** - Improve child health and safety
- **School Readiness** - Ensure optimal child development and foster the capabilities of children and their families to best promote success in school
- **Relational Health** - Support secure and healthy family relationships
- **Family Functioning** - Support families in addressing their needs and achieving their goals

The uniform indicators provide a mechanism for telling the story of how children and families – and Virginia as a whole – benefit from the delivery of the right supports provided by the right professionals at the right time along a family’s journey to wellness and self-sufficiency. These uniform indicators, when analyzed with demographic and other descriptive variables, will enable Virginia to:

- Identify emergent service delivery needs to increase the precision of services and upskill the home visiting workforce;

- strategically target resources to families and communities with the greatest need;
- ensure accountability;
- advance quality improvements across programs; and
- drive innovation and sustainability.

The uniform indicators will also create an important home visiting data set for integration with other state early childhood data sets within the Virginia Longitudinal Data System (VLDS) or an Early Childhood Integrated Data System (ECIDS).



**Home Visiting Data Warehouse:** To achieve the extensive reporting and evaluation activities, EIV is developing a data warehouse to automate shared reporting and allow for full integration of data from each of Virginia’s seven home visiting models with relevant statewide data systems. Rather than create new data collection systems that require provider input, EIV will import data into the data warehouse from each of the state model legacy data systems, analyze the data and report in aggregate across all program models. As seen in the data schema above, which is also included in [Virginia’s Home Visiting Uniform Indicator document](#), this complex, but efficient strategy was designed to specifically reduce the reporting burden on local home visiting providers while building capacity to fully illustrate impact of home visiting across a number of key indicators.

In the past year, EIV developed a comprehensive Scope of Work for the design and development of the home visiting data solution. A request for bids was sent to vendors with identified expertise in this work, including Athena Software, Mosaic Network, University of

Kansas (Daisy Data Solution) and Social Solutions/ETO. EIV received two proposals and selected the lowest bid submitted by Athena Software. Families Forward as the EIV fiscal sponsor entered into a contractual agreement with Athena Software in September 2019.

Data system design work began immediately following contract execution. EIV worked with Athena to build the infrastructure for the Data Warehouse and started work to map the data queries for uniform indicator reporting.

The data warehouse will be complete in Fall 2020 and annual data reporting will begin at that time. The data warehouse solution will also be implemented for future MIECHV Benchmark and Service reporting. The infrastructure for this reporting will be tested during 2020 and will be live for full MIECHV reporting in 2021.

### **Rapid Response-Virtual Home Visiting Collaboration**

In March, the Institute was asked to lead a rapid response training effort to support home visitors transitioning to virtual/telehealth service delivery. As the lead content developer for the Institute, Early Impact Virginia and our partners at JMU quickly stepped into this role together with the National Alliance of Home Visiting Models and the Parents as Teachers National Service Office.



EIV has led the development of national [Rapid Response Virtual Home Visiting](#) weekly webinars and resource materials. This field facing effort is designed to support local providers in the transition to and on-going implementation of virtual service delivery. Topics specifically focused on virtual service delivery addressed between April—June 2020, include:

- Assessing Virtual Visit Readiness: Programs and Families
- Family Engagement and Protective Factors
- Screening in Virtual Visits
- ASQ Q&A with Brookes Publishing
- Enrollment and Consent
- Reflective Supervision
- Self-Care: Strategies to Regulate & Recharge in Times of Stress
- Supporting Rural, Frontier and Tribal Home Visiting
- Observing, Listening and Understanding in a Virtual Environment
- Parent-Child Interaction: Observing & Listening in the Virtual Environment
- Parent-Child Interaction: Supporting Interactions & Learning in the Virtual Environment

Initial funding to support this effort was provided through the Heising-Simons Foundation for the coordination and development of weekly content webinars to support the transition to virtual service delivery. This content will be adapted to develop durable, asynchronous e-learning modules that will be available on-going through the Institute. Subsequently, HRSA identified the Rapid Response Virtual Home Visiting project to receive CARES funding to support the home visiting transition to telehealth service delivery. This funding and work plan will be fully developed in July 2020.

In addition to developing the content and managing the weekly webinars averaging 2,700 views/week, the EIV led RR-VHV team developed corresponding resource materials to support home visitors in their work.

### EXCELLENCE

- Continued leading strategy and development of The Institute for the Advancement of Family Support Professionals at the national level
- Developed 5 new e-learning modules in partnership with the James Madison University Health Education Design Group and updated 4 e-learning modules to reflect new best practice standards
- Developed and launched a new classroom training, *Mothers & Babies*, a perinatal depression prevention and intervention curriculum for statewide implementation
- Launched new Reflective Supervision Learning Community with a Kick-off event for home visiting program teams

**The Institute:** One of the most fundamental roles that EIV plays in supporting the home visiting system is through professional development. A national leader in this work, EIV continues to partner with the Iowa Department of Public Health to offer a comprehensive, competency based professional development system for home visitors and supervisors, the [Institute for the Advancement of Family Support Professionals](#) (The Institute).



The Institute is an innovative effort to advance workforce development nationwide and streamline the home visitor experience. With the development of new modules and the updates to outdated modules, EIV now offers 66 e-learning foundational training modules. In addition to supporting core competency development through on-line training, EIV also offers seven (7) advanced classroom training for Virginia home visiting professionals in all parts of the state. All EIV trainings are specially designed for home visitors and are developed together with early childhood partners, experts and local providers. All trainings are free and accessible regardless of provider location.

The Institute is continuing to build features to support workforce development through a robust system of support, including

- Individualized digital learning maps,
- National Certification,
- Digital Badging for Specialized Skill building,
- Undergraduate degree credit at greatly reduced cost (University of Kansas),
- CEU credits (James Madison University), and
- Reciprocal agreements with certifying organizations like the CDA for Home Visitors.

The low-cost college degree credit launched in June 2020 and CEUs are scheduled to launch this summer.

<b>Early Impact Virginia Workforce Development: Numbers to Know (SFY'20)</b>	
<b>66</b>	On-line training modules on The Institute
<b>7</b>	Classroom based trainings
<b>1615</b>	Virginia Home Visitors and Early Childhood Professionals participated in EIV trainings
<b>197</b>	Hours of classroom training provided*
<b>23</b>	Classroom trainings provided
<b>4138</b>	On-line trainings completed by Virginia professionals
<b>28</b>	Supervisors participating in Early Impact Virginia 2-year Reflective Practice Learning Community
<b>10</b>	Scholarships for Virginia Infant Mental Health Endorsement
<b>146</b>	Home Visiting professionals join their program supervisors to Kick-off their reflective supervision learning journey
<b>28</b>	Local Home Visiting programs trained to implement <i>Mothers &amp; Babies</i> curriculum

\* 6 hours delivered virtually in May 2020

Additionally, the National Certification Exam’s development is well underway. A bank of 300 exam questions have been developed in partnership with the University of Kansas, Iowa Department of Public Health, and Early Impact Virginia. The validation process for the exam began in March 2020 and is still in process. 45 Virginia home visitors and home visiting supervisors participated in the National Certification Exam Pilot through The Institute. Official pilot exam results are still pending as the validation process is underway and expected to be completed in August 2020.

**Reflective Supervision:** In September 2019, EIV kicked-off the third cohort of the *Reflective Supervision 2.0 Learning Community*. The Early Impact Virginia Bi-annual Reflective Supervision Institute took place on September 26, 2019. This event brought together 146 home visitors, supervisors, and administrators as part of the systemic approach to full integration and support of reflective supervision within programs. Each participating supervisor attends the Kick-off event

alongside their program team to build a common understanding of the approach and demonstrate the support necessary for successful implementation. A long-term collaboration with Early Childhood Mental Health Virginia, this intensive training provides cross-model professional development for home visiting supervisors. Twenty-eight supervisors are participating in this cohort, representing a variety of home visiting models. Four participants from the previous cohort have been selected as "Lead Supervisors", providing reflective consultation and mentorship with new participants. These Lead Supervisors receive additional professional development and support from the trainers in order to further develop their skills and build capacity and leadership across Virginia.

EIV continued support for Reflective Supervision Learning Community participants during COVID-19 through *Calm and Connect* sessions offered every other week. These 1-hour sessions provide an opportunity to practice mindfulness, to connect with each other, and to slow down and take a breath.

**Mothers & Babies:** In November 2019, EIV offered the first Training of Trainers in this new evidence-based curriculum designed specifically for home visitors to use as a prevention and/or intervention strategy to address mild to moderate perinatal depression. *Mothers & Babies* has been highlighted as one of the most effective interventions for the prevention of postpartum depression and EIV is working together with partnering programs to provide this training to every home visiting program in Virginia.

The first *Mothers & Babies* Train the Trainer event for home visiting supervisors and program managers was held in Richmond on *November 14-15, 2019*. This prevention and intervention curriculum for home visiting is guided by cognitive behavioral therapy and attachment theory, and is designed to be provided by home visitors as an enhancement to the home visiting services already provided in the home. *Mothers & Babies* can be offered one-on-one in the home or as a group. Trainers from Northwestern University led a two-day course for 49 attendees. Those that attended then returned to their programs to train their home visiting staff and begin to implement this intervention with their clients. Following the training, Northwestern is providing 12 months of Technical Assistance Support via monthly video calls with all implementing programs.

In May, EIV offered a virtual *Mothers & Babies* train the trainer event. This was offered in three, 2-hour sessions via Zoom, with 22 participants, including 7 new programs. EIV is currently working together with trainers to develop the on-going Technical Assistance support required for successful implementation of this curriculum. EIV will transition into this role as the Northwestern contract ends in October.

**What's Next?** The upcoming year promises to be just busy as the last as EIV continues to work in partnership to fulfill its mission and support sustainable growth to reach more Virginia families. While much of the foundation is in place, it will be particularly important for Virginia leaders to think and act strategically to build systemic approaches that support effective growth. Aligning new funding opportunities with existing structures will be critical for ensuring the most efficient and sustainable growth for local programs.

In FY'21, Early Impact Virginia will continue to lead this work by doing the following:

- Convene and facilitate the EIV Leadership Council to identify and advance the state's strategic priorities
- Maintain a competency based professional development system for home visitors and implement a Home Visitor Certification System.
- Complete a statewide Needs Assessment to identify local needs, home visiting capacity, and community resources.
- Together with the EIV Leadership Council, apply the Needs Assessment findings to develop a strategic growth and investment strategy to ensure strongest return on investment and facilitate effective, sustainable growth.
- Complete development of statewide HV Data Warehouse, design reporting protocols and complete statewide service and uniform indicators reporting
- Together with the EIV Leadership Council, prioritize and fully implement State Plan activities, including:

- 1. Qualified service providers**
    - a. Adopt Core set of competencies and required training for all home visiting staff;
    - b. Adopt and implement professional certification based on competencies and DMAS provider criteria;
  - 2. Quality Service Delivery/Model Fidelity**
    - a. Adopt Core set of standards and outcome indicators for programs,
    - b. Adopt requirements for a monitoring framework;
  - 3. Quality Assurance**
    - a. Adopt uniform reporting format for all state administered funding,
    - b. Develop strategies to facilitate shared data collection and reporting capacity,
    - c. Report demographic data and outcomes by and across program models,
    - d. Conduct statewide needs assessments at least once every three years to identify gaps in home visiting service network;
  - 4. Sustainability**
    - a. Funding strategies that promote quality, model fidelity, efficiency and accountability, including a **common contract** for home visiting programs (per plan definitions), consistent funding practices and support for the development and maintenance of the home visiting system including training, quality assurance, quality improvement and evaluation.
    - b. Funding strategies that support sustainability through stream-lined financing strategies, diversification, braiding and promotion of cross-agency opportunities.
    - c. Funding strategies that create stable, predictable revenue streams and leverage relevant statewide programs, including Medicaid, Family First Prevention Services Act, TANF, and so forth.
  - 5. System Building**
    - a. All relevant child serving public agencies participate in statewide home visiting planning and evaluation activities through EIV membership,
    - b. Develop strategies to increase awareness and identify eligible families at the earliest possible point.
    - c. Promote cross-sector collaboration among relevant state organizations to reduce duplication and advance common goals
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**For more information, please contact:**

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