

Alabama’s Early Intervention System SPP/APR Evaluation Plan FFY 2024 (Final)

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 and System Development

Strand 2: Children, Families and Evidence-Based Practices

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 Stakeholders.)

Strand One: Leadership and System Development							
Outcome Type and Outputs	Current Issues or Needs	Desired Outcome	Strategies	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Results
Short term <u>Outputs:</u> <input type="checkbox"/> Select annual priorities to be addressed. <input type="checkbox"/> Develop strategic activities to address annual priorities.	AEIS Child Outcomes had slippage in FFY 2023 resulting in a “Needs Assistance” determination.	Child Outcomes will show improvement over FFY 2023 without slippage.	<ol style="list-style-type: none"> 1. Require program to conduct a root cause analysis when child outcomes don’t meet targets. 2. Provide additional training on using the COS to fidelity. 3. Require programs to conduct COS fidelity checks. 	Child Outcomes will show improvement over previous year.	Child outcome data and program monitoring reports and findings.	FFY 2024-2025	<ol style="list-style-type: none"> 1. The initiation of root cause analysis requirement will begin in January, 2026. 2. Additional training on the COS was added to existing required training. Stand-alone COS training will be provided in FFY 2025. 3. The Fidelity Check Tool by ECTA is still under development.
Long Term <u>Output:</u> Continue to solicit parent participation on the ICC, Subcommittees, and task groups.	There needs to be more parents participating in AEIS implementation.	An increased number of parents will be involved to suggest system enhancements (i.e., attending meetings, giving feedback, taking surveys, etc.)	Work with the Alabama PTI to disseminate information about AEIS to additional families who are or are not currently in Part C.	Data collected on the number of parent participants on committees and task groups will indicate an increase over the previous FFY; the number of surveys returned will have increased over the previous FFY.	Data from the PTI re: numbers of parents who were sent information on AEIS. Data from the family survey analysis.	FFY 2025	Collaboration with the Alabama PTI was enhanced with discussions at the AEIS District Councils about services and supports that are available. A family survey was conducted through the Alabama PTI for input into AEIS APR initiatives.

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Strand One: Leadership and System Development

Outcome Type and Outputs	Current Issues or Needs	Desired Outcome	Strategies	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Results
							An AEIS presentation was made at the APEC 2025 annual conference on system structure, referral process, evidence-based model, services, and supports. In addition, the PTI offered regular workshops for families, including EI families

Strand 2: Children, Families and Evidence-Based Practices

Outcome Type and Outputs	Current Issues or Needs	Desired Outcome	Strategies	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	The FFY 2023 survey response rate was lower than the previous year. Families need a concise and understandable summary of survey results.	AEIS will have a larger pool of family respondents representing a diversity of demographics. Families and other stakeholders will be given an understandable infographic on the survey results.	1. Increase family awareness of the survey, its importance and offer supports as needed. 2. Compile survey data for ADRS Office of Communications and Information to create an infographic for dissemination.	Data on the number of survey respondents will show an increase over the previous year. Survey results will have been disseminated to families and other stakeholder groups.	Summary report of survey responses and comparison of number of respondents. Comparison of number of recipients receiving survey reports.	FFY 2024-2025	1. In order to increase the number of respondents, the data pool was increased to include all families who were in the EI system for 3 months or longer. The number of responses was almost doubled from the previous year.
Short Term <u>Output:</u>	Parents have expressed difficulty in grasping the COS	Families will be trained and equipped	Develop an info-sheet for families that explains the	Families indicate on the statewide	Family survey data from final report.	FFY 2024-2025	In FFY 2024, a COS information sheet was developed for

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Strand 2: Children, Families and Evidence-Based Practices

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<input type="checkbox"/> Enhance family understanding of the COS process and strategies for identifying and sharing their child’s progress through direct training by service coordinators. <input type="checkbox"/> Provide support to service coordinators on the MEISR tool for determining progress in the 3 child outcome areas.	<p>process and their role in it.</p> <p>Parents have indicated difficulty in participating in the COS process due to insufficient knowledge of typical child development.</p>	to participate in the COS process.	entire process and a sample of child development milestones.	survey that they understood and participated in the process of determining their child’s progress?			<p>dissemination to families to help them understand the process and how they can participate in determining their child’s progress.</p> <p>The FFY 2024 Family Survey was updated to gather family perspective on the COS process and their participation.</p> <p>The use of the MEISR tool was included in the required Service Coordinator training and monitors provide TA as needed.</p>

Strand 3: Professional Development and Technical Assistance

Outcome Type and Outputs	Current issues or needs	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Long Term <u>Output:</u>	AEIS needs to have more rigorous fidelity checks on the	Did programs utilize the ECTA Fidelity tool	Monitoring results will show	Program monitoring by state monitors.	FFY 2024-2025	During FFY 2024, a new coaching initiative for RBHV was provided through collaboration with the

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AEIS providers will implement the evidence-based practice (RBM) with fidelity.	implementation of AEIS’ evidence-based practice.	and submit results to their state monitor?	utilization of the tool with results.			SPDG grant to provide technical assistance in implementing the model with fidelity. During FFY 2025, AEIS participated in a review of the draft ECTA Fidelity tool. Once completed, AEIS will adopt the tool with edits to make it applicable to AEIS.
Short Term <u>Output:</u> Provide COS training for all EI providers through the Journey through Early Intervention II training process and the ECTA modules as necessary	AEIS service coordinators and service providers have differing levels of knowledge and skill in implementing the COS process to fidelity.	Have service coordinators and providers demonstrated fidelity in COS implementation?	Fidelity checks will show an increase in proper administration of the COS process.	Results from fidelity assessments.	FFY 2025 and ongoing	
Short Term <u>Output:</u> 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	During FFY 2024, AEIS contracted with the University of Alabama at Birmingham external evaluators to implement the post-training evaluation process to determine the ability of providers to imbed the evidence-based practices into intervention. Post training evaluations indicated a high percentage of providers being able to implement learned strategies 3 months post training. For RBHV training, at least 94% of respondents reported full understanding and ability to

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						<p>apply each of the five skills and knowledge assessed. For the COS training 69% to 88% of respondents reporting full understanding and ability to apply depending on the skill or knowledge assessed. For Journey I, 91% of respondents reported full understanding and ability to apply the information learned. For Journey II, results were particularly positive. For seven out of the eight areas of knowledge and skills assessed, at least 93% of respondents reported understanding and ability to apply.</p>
<p>Long Term</p> <p>Output: Higher education will provide assistance to AEIS in training and recruitment.</p>	<p>AEIS needs additional linkages with higher education for provider training, consultation and recruitment of professional to work in AEIS</p>	<p>Has AEIS developed new linkages with higher education?</p>	<p>Linkages with higher education will have increased from FFY 2023-2024.</p>	<p>Personnel Subcommittee reports.</p>	<p>FFY 2024-2025</p>	<p>AEIS has ongoing involvement with the University of Alabama for training, consulting, and assistance in implementing the Routines-Based Model.</p> <p>AEIS has initiated an agreement with Auburn University to provide ongoing training for developmental specialists and therapists on AEIS, use of evidence-based practice and other topics related to Part C service delivery.</p>
<p>Long Term</p> <p>Output: <input type="checkbox"/> Maintain and update the AEIS</p>	<p>AEIS will continue to 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</p>	<p>Monitoring data CSPD plan evaluation results.</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</p>

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Personnel Standards. <input type="checkbox"/> Update CSPD plan annually. <input type="checkbox"/> Evaluate implementation and achievement of the CSPD activities.			qualifications of personnel and participation in the CSPD. Evaluation of CSPD planned activities will demonstrate achievement.			appropriateness of qualifications for new applicants. The CSPD plan is updated annually and approved by the ICC. All activities are embedded in this evaluation plan to monitor effectiveness and completion as well as in the CSPD document for more specific activities.
Long Term <u>Outputs:</u> Conduct a review of other state practices and recommendations from TA centers on strategies for recruitment and retention.	Comprehensive recruitment and retention strategies need to be further developed based on multiple data and information sources.	Is there a statewide plan for recruitment and retention that is being implemented?	There will be a decrease in shortages of qualified providers.	Personnel data from the updated GIFTS data system. Monitoring data	FFY 2025	

Strand 4: Fiscal

Outcome Type and Outputs	Current issues or needs	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	With the redesign of the AEIS has determined that an equitable and efficient method for providing funding to programs for service delivery is needed.	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.	FFY 2024 and ongoing	AEIS has had very few financial findings and, where they did occur, sanctions were imposed. Fiscal audit findings are included in the criteria for EIS program

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<p>audits of all programs.</p> <p><input type="checkbox"/> Insert assurances in the program contract language that programs will adhere to the fiscal requirements of the lead agency.</p> <p>Short Term</p> <p><u>Output:</u> Implement strategies to assist in streamlining the AEIS financial structure</p>	<p>Part C payment system (moving to a rate/service model), providers need comprehensive training on using the new system.</p>		<p>A new system for dissemination of EI funds will have been established.</p>			<p>determinations and, where indicated, sanctions are imposed.</p> <p>The rate study was completed in FFY 2023. Implementation of recommendations are targeted for SFY 2024-2025.</p> <p>Ongoing training and Office Hours are provided for all AEIS personnel on the new rate system and its operation.</p>

Strand 5: Data Collection						
Outcome Type and Outputs	Current issues or needs	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
<p>Short Term</p> <p><u>Output:</u></p>	<p>AEIS service coordinators and providers need assistance in implementing the new</p>	<p>Do data checks confirm accuracy and timeliness of data?</p>	<p>Checks and balances will show appropriate and timely data entry with data errors</p>	<p>The number of errors will decrease.</p>	<p>FFY 2025</p>	

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Strand 5: Data Collection						
Outcome Type and Outputs	Current issues or needs	Evaluation Question(s)	How will we know? (Performance Indicator)	Measurement/ Data Collection Method	Timeline/ Measurement Intervals	Analysis Description
Provide training on the new data system and conduct data checks and balances.	data system whereby all data will be electronic.		decreasing over previous years.			