



## NJEIS SSIP Evaluation Plan

### Evaluation Question #1

As a result of the steps taken in the implementation of the SSIP is there a Comprehensive System of Personnel Development infrastructure in place that supports a modern, efficient, and sustainable system for workforce development?

<p><b>Short-term Outcome #1</b> A comprehensive Learning Management System is developed and implemented system-wide to support all aspects of training and professional development</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• LMS is procured, implemented, and all users are transferred from legacy system</li> <li>• Synchronous and asynchronous learning opportunities are available through the LMS</li> <li>• Registration, tracking, and all professional development records are maintained via a single source.</li> <li>• LMS reporting tools are utilized by DOH-NJEIS and Agency Administrators to manage workforce development, on-boarding, track retention</li> </ul>
<p><b>Short-term Outcome #2</b> Organizational capacity is measurably increasing across all segments of the NJEIS that results in the development of a professional, competent, and committed workforce.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• Four (4) Regional TAs, four (4) FSS, and four (4) Cohort Administrators are trained to deliver key PD programs to practitioners and families (PIWI 1.0, PSF, Touch Points).</li> <li>• Four (4) Regional TAs are certified to provide Reflective Consultation Services to IFSP Service Providers, Service Coordinators, and Agency Administrators.</li> <li>• Two additional DOH-CSPD staff are hired to develop asynchronous training programs, collect EBP evaluation data via NCPMI Fidelity Instrument and provide administrative oversight to LMS.</li> <li>• An evaluation team of 6-10 are trained to use NCPMI Fidelity tool to measure progress towards implementation of EBPs.</li> </ul>
<p><b>Long-term Outcome</b> NJEIS has built a Comprehensive System of Personnel Development infrastructure that supports a modern, efficient, and sustainable system for workforce development.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• LMS houses multiple asynchronous learning opportunities for all segments of workforce</li> <li>• LMS tracks and reports training progress</li> <li>• DOH has State-level CSPD team of 5 and eternal CSPD team of 8</li> </ul>

**Evaluation Question #2**

As a result of the steps taken in the implementation of the SSIP is the meaning and significance of early relational health clearly and consistently articulated, communicated, and supported across all stakeholder groups as the foundation of healthy social emotional development?

<p><b>Short-term Outcome #1</b> A working definition of ERH in the NJEIS is developed and consistently woven in and through all relevant system materials, documents, and modes of communication used to reach internal and external stakeholder groups.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• ERH definition is adopted by NJEIS.</li> <li>• Materials are identified and updated with ERH language and focus.</li> <li>• Communication channels are updated with ERH language and focus.</li> </ul>
<p><b>Short-term Outcome #2</b> The concept of ERH is introduced and communicated to families at all relevant points throughout the EI process.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• 75% of IFSP Service Providers and Service Coordinators have completed initial training in ERH concepts.</li> <li>• Family Matters website is updated.</li> <li>• Relevant system touch points are identified and updated to include appropriate messaging.</li> </ul>
<p><b>Long-term Outcome</b> The meaning and significance of early relational health is understood and supported across all platforms, materials, and stakeholder groups.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• NJEIS Family Outcome Survey shows 70% of families have received information on ERH.</li> <li>• Practitioner survey shows 85% of workforce understands how ERH is a foundational concept for EI.</li> <li>• Family Matters website, Facebook and Twitter feeds have dedicated space for ERH resources and/or conversations.</li> </ul>

**Evaluation Question #3**

As a result of the steps taken in the implementation of the SSIP do practitioners have knowledge of the early relational health needs of families, skills to use the identified evidence-based practices, and access to relevant resources, to improve children’s social emotional development?

<p><b>Short-term Outcome #1</b>                  NJEIS practitioners in all roles attend appropriate, meaningful, and relevant training and professional development (IFSP Service Providers, On-going Service Coordinators, SPOE Service Coordinators, TETs).</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• 75% of practitioners have completed initial training on ERH.</li> <li>• 75% of practitioners have completed initial DEI training.</li> <li>• 50% of practitioners have completed training on at least two EBPs.</li> <li>• 50% of Cohort practitioners have completed Touch Points training.</li> <li>• 75% of Cohort practitioners have completed KBCM training.</li> <li>• 75% of Cohort IFSP Service Providers have completed PIWI 1.0 training.</li> <li>• 95% of SCs have completed RBI training</li> <li>• 20 SCs have completed RBI Endorsement training.</li> <li>• EBP implementation fidelity data is captured from 25% of Cohort practitioners using NCPMI Fidelity Instrument.</li> </ul>
<p><b>Short-term Outcome #2</b>                  Coaching and reflective supervision and consultation practices are used to encourage transfer of learning and to provide emotional and professional support to practitioners.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• Reflective Consultation calendar is created.</li> <li>• Registration link for Reflective Consultation services is established on LMS.</li> <li>• 50% of Cohort practitioners have participated in an RC group.</li> <li>• Rescue Plan Funds have provided a stipend system for RC group attendance.</li> <li>• Four (4) Regional TAs have received continuous coaching/reflective consultation support from MSU.</li> </ul>
<p><b>Short-term Outcome #3</b>                  NJEIS practitioners have knowledge of ERH, skills to use the identified evidence-based practices, and access to relevant resources.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• Data from NCPMI Fidelity Instrument show 80% of practitioners demonstrate competence in using EBPs compared to initial baseline.</li> <li>• 85% of FDAs reflect ERH focus and the use of EBPs to develop child and family outcomes.</li> <li>• Survey data shows 90% of Service Coordinators know the role of their regional Family Support Specialist in identifying resources for families.</li> </ul>

<p><b>Long-term Outcome</b> Social emotional development outcomes for children exiting EI have improved.</p>	<ul style="list-style-type: none"><li>Indicator 3 data meets identified target for the social emotional development of children exiting the program (SiMR)</li></ul>
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**Evaluation Question #4**

As a result of the steps taken in the implementation of the SSIP do families have the knowledge, skills, and resources to support the early relational health needs of their children to achieve appropriate levels of social emotional development?

<p><b>Short-term Outcome #1</b> Families are provided opportunities to acquire knowledge and to build relevant skills that will support their child’s early relational health through robust partnerships with IFSP Service Providers, Service Coordination, and Family Support.</p>	<p><b>Evaluation Measures</b></p> <ul style="list-style-type: none"> <li>• Six (6) PSF trainings are delivered to families Statewide.</li> <li>• PSF training is updated with ERH-focus and language.</li> <li>• Family-facing materials and websites are updated with ERH definition and messaging.</li> <li>• Four (4) FSS are attending monthly SC meetings.</li> <li>• Four (4) FSS are meeting monthly with DOH Service Coordinator Liaison.</li> </ul>
<p><b>Long-term Outcome</b> Families have the knowledge, skills, and resources to support the early relational health needs of their children to achieve appropriate levels of social emotional development.</p>	<p><b>Evaluation Measure</b></p> <ul style="list-style-type: none"> <li>• An updated and revised NJEIS Family Survey that measures Indicator 4 demonstrates an increase in families’ feelings of confidence and competence.</li> <li>• PSF program evaluation shows that 85% of families who participated in the training increased their knowledge of ERH</li> </ul>