**Massachusetts Early Intervention ICC General Session**

**June 9th 2022, 11:30am – 2:00pm**

**Zoom**

**Meeting Notes**

**9:00 – 11:00 Subcommittee Meetings**

**11:00 – 11:30 Lunch**

**11:30 – 11:40 Opening, Land Acknowledgement and ICC Orientation**

* The ICC Co-Chairs welcomed all in attendance to the last meeting of the year and invited members to participate in a [land acknowledgment](https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/) to reflect on what native land they are currently residing.
* The ICC and the EI Division offered thanks and recognition to Johan deBesche for his leadership and service to the ICC as Co-Chair and Co-Chair of the Racial Equity Subcommittee. In these roles, Johan has made important contributions to the EI System in service of infants, toddlers and their families.

**11:40 – 11:50: Early Intervention Division Director’s Update - Dr. Emily White (DPH)**

* Dr. White provided an update on American Rescue Plan (ARP) funding
* Massachusetts received a total allocation of $3,632,484, with the purpose of creating sustainable enhancements to the Part C system
* The Division engaged a range of stakeholders, including EIS Directors, ICC Fiscal/Re-Engagement subcommittees, and a parent rep, to identify opportunities to address current gaps and system barriers
* Key learnings from stakeholders: priorities include – recruitment and retention of qualified staff; increase outreach to communities of color; EICS enhancements to support user needs, and; EI Division infrastructure to administer high quality Part C system
* Informed by stakeholder engagement, the Division developed several implementation funding areas: family engagement, racial equity, data system upgrade, workforce development and infrastructure
* Within these implementation areas, projects include: pilot project to embed the Culturally and Linguistically Appropriate Services (CLAS) standards across EI service delivery [racial equity]; make revisions to strengthen NCSEAM family survey analysis [family engagement]; critical enhancements to EICS [data system upgrade], and; conduct a needs assessment of the Comprehensive System of Professional Development [workforce development]

**11:50– 12:15: Subcommittee Report Out & Year End Summary**

* Racial Equity – Committee shared results of a focus group held to inform development of Parent Liaison position. Results included questions about position qualifications, including whether the position should be held by a parent whose child has aged out of EI, as well as the importance of developing guidelines to provide comprehensive support to the Liaison. Discussion included the importance of identifying a mechanism to sustain the positions beyond ARP funding. A new title was proposed– Family Engagement Coordinator - in order to differentiate from the existing EI Parent Contact position.
* Family Engagement – Committee’s activities focused on developing a parent-parent resource connection hub, with a focus on tips and tricks for navigating/accessing services. The goal is to create a portal for parents to share resources, information and best practices. Questions were raised about ability to host a site independent of mass.gov related to the ICC. Additionally, all materials and resources need to be vetted to ensure they provide accurate and reliable information from trusted sources. The EI Division will follow up with the subcommittee to determine next steps.
* Fiscal – This was a year of re-organizing for the committee, including a shift in the data/reports available for analysis. The group reviewed the role and goals of committee and discussed how best to collaborate with the EI Division. Activities included feedback to the Division on funding mechanisms for interpreter and translation services as well as suggestions on interview questions for EI Division Finance Manager position.
* Staffing Recruitment and Retention – This was a new subcommittee intended to address the staffing crisis within the EI system, with a particular focus on key barriers to hiring qualified staff. Items the group discussed included waivers for staff qualifications, informing an EI Division digital media campaign to boost recruitment to the EI workforce, and a stipend program for approved higher education programs to receive and support student interns. The group recommended that this topic be maintained for a task group in the coming year.

**12:15 – 12:45: ICC Membership Business**

* It was determined a quorum of appointed members was present to proceed with voting on the two membership items on the agenda
* Vote: Proposed amendment to ICC by-laws to streamline member appointment process. Kate Ginnis moved to hold a roll call vote and Emily White seconded the motion. Member votes are recorded below on the motion to adopt the proposed amendment:
  + Michelle Grewal – yes
  + Lori Book – yes
  + Juin Liu – yes
  + Kate Ginnis – yes
  + Pam Wildnauer – not present
  + Kevan Began – yes
  + Andrea Goncalves-Oliveira – yes
  + Roula Choueri– yes
  + Colleen O’Brien – yes
  + Cambria Russell – yes
  + Lindsey Rosenfeld – yes
  + Mallorie Brown – yes
  + Alexandra Nano – yes
  + Jennifer Clark – not present
  + Tonia Zarrella – yes
  + Dina Tedeschi – yes
  + Rose Kaufman – yes
  + Elizabeth Small- yes
  + Bob Gagnon - yes
  + Maura Murphy – yes
  + Nicole Constantino – yes
  + Johan deBesche – yes
  + Emily White – yes
  + Colleen Wellman – yes
  + Melissa Adams – yes
  + Cassandra Greeno – yes
  + **Motion to amend the by-laws is passed**
* Vote on ICC Co-Chair Nomination:
  + The ICC Membership Committee received one nomination for the position, Chris Hunt. Chris introduced himself as a father of two daughters and the Executive Director of the Professional Center for Child Development, which has delivered EI services since 1978. He has a 20 year career providing high quality services for young children, across several arenas including Head Start, child care and education services for children and adolescents with autism. Emily White moved for a roll call vote to approve Chris Hunt’s nomination. Nicole Constantino Nicole seconded the motion. Member votes on the nomination are recorded below:
    - Lori Book – yes
    - Juin Liu - yes
    - Kate Ginnis- yes
    - Pam Wildnauere – yes
    - Kevin Began – yes
    - Bethanie Glass – yes
    - Andrea Goncalves-Oliveira – yes
    - Roula Choueri – yes
    - Melissa Adams – yes
    - Asha Abdullahi – yes
    - Colleen O’Brien – yes
    - Cambria Russell– yes
    - Lindsey Rosenfeld – yes
    - Mallorie Brown – yes
    - Tonia Zarrella – yes
    - Alexandra Nano – yes
    - Jennifer Clark – not present
    - Dina Tedeschi – yes
    - Cassandra Greeno – yes
    - Colleen Wellman – yes
    - Rose Kaufman – yes
    - Elizabeth Small – yes
    - Bob Gaganon – yes
    - Maura Murphy – yes
    - Nicole Constantino– yes
    - Emily White – yes
    - Johan deBesche– yes
    - Michelle Grewal – yes
    - **Motion to nominate Chris Hunt is passed**

**12:45 – 12:55: Break**

**12:55 – 1:15: March ICC Follow Up – NCSEAM Family Survey**

* Shari Robinson, EI Division’s Director of Research and Analysis presented Family Outcomes/APR Indicator 4 data distributed by race/ethnicity for FFY18 & FFY20
* APR Indicator 4: “Percent of families who report that Early Intervention services have helped the family: a) know their rights, b) effectively communicate their child's needs, c) help their child develop and learn”
* Analysis assessed representation within survey response rate across family race/ethnicity reporting
* FFY2018: 19% of NCSEAM respondents identified as Hispanic/Latino; 13% identified as Multiracial; 7% identified as Black or African American; 6% identified as Asian or Pacific Islander; and 55% identified as White
* FFY20:16% of NCSEAM respondents identified as Hispanic/Latino; 11% identified as Multiracial; 6% identified as Black or African American; 6% identified as Asian or Pacific Islander; and 61% identified as White
* Findings identified a 6% decrease in response rate of families who identify as a race other than White from FFY2018-2020
* Two regions (Northeast & West/NW) had an increase in the response rate of families who identify as a race other than White from FFY2018-2020; other 8 regions experienced a decrease
* Important to consider the disproportionate impact of the pandemic on communities of color and how this could impact the findings
* EI Division is considering strategies to increase representativeness in Family Outcomes responses, including adjusting the survey sampling methodology and distribution methods
* In FY23 the survey will include a new question about families’ perceptions of whether their race, skin color, ethnicity or preferred language affect their EI services

**1:15 – 1:50: Presentation & Discussion – Impact of COVID-19 on EI System**

* Dr. Ozonoff presented findings from research to understand the impact of COVID-19 on Massachusetts EI service provision by looking at timing and extent of referrals, enrollment and services provided (4/1/20 – 6/30/21)
* Analyzed service data from EICS to identify geographic, racial and ethnic inequities on provision of these services
* Findings showed clear evidence of system-wide decreases:
  + At start of pandemic (April 2020) enrollments in EI dropped 43%
  + During first year of pandemic ~7000 fewer children enrolled to IFSP
* For infants and toddlers referred into EI, there was no evidence of demographic shift during pandemic
* Found a statistically significant decrease in service delivery (active IFSP) in two regions (NE & West) during period of study (4/1/20 – 6/30/21)
* Research also found a statistically significant decrease in service delivery (active IFSP) for children identified as Black or Latinx and an increase in service delivery for children identified as White during period of study (4/1/20 – 6/30/21)
* Conclusions – there is little evidence that the pandemic created new disparities that didn’t exist before, but rather may have magnified existing disparities
* Considerations for interpreting the data include:
  + Importance of considering technological or other social and economic disparities that could affect the geographic shift in the NE and West. Consider examining shifts in service delivery at the program level.
  + This research did not capture referrals that did not lead to intakes

**1:50 - 2:00: Closing & Adjourn**