**Awardee team:** Complete the table below as it relates to your work at the awardee level.

|  |  |  |  |
| --- | --- | --- | --- |
| **Month:** | **Awardee Team members, roles:** | **Will/Enthusiasm:** | **Awardee Self-Reflections** |
| **Awardee:** | **Topic:** | Z, State MIECHV DirectorTricia, CQI LeadOlivia, Professional Development Coordinator | **This month, my enthusiasm for the HV CoIIN work is:** Moderate**Comments:**Annual performance data is due next month so team is being pulled in several directions. | *What challenges are you experiencing this month?*Completing priorities for awardee team has our team stretched. Supporting teams in coaching calls last month was challenging and will be again this month. *What bright spots are you seeing in your work?*Other team members are stepping up to support LIAs as performance data is due. We’re optimizing our process of sharing information about LIA progress across our awardee team as we have 2 coaches splitting the teams. *How can we improve our support to you?*Nothing at this time. *Are there specific topics that you would like us to address in the CQI Lead CoP (i.e., family leadership, CQI, topic content)?*Need support in helping teams look at the data disaggregated. Would be good to understand decisions you made as you analyzed data so we can replicate in future. Hearing from peers how they are supporting coaching would be helpful.  |
| **HV CoIIN Team** | Health Equity  |

**LIA Engagement:** Complete the rows below for each participating LIA. This table is meant to help you keep a pulse on each LIA and should inform your coaching and support of teams, as well as any follow-up that is needed.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **LIA** | **Team Will/Enthusiasm This Month** | **# of Family Leaders on CQI Team** | **Attended AP call (Y/N)** | **Drivers of Focus** | **Monthly Report Submission** | **Families on Respect Index (FORi) Reflections, Barriers, Progress** (refer to team’s summary reports for scores) |
| **PD1** | **PD2** | **PD3** | **PD4** | **PD5** |
| **1.** Happy Homes | High**Comments:**Team is really excited about engagement of parent leaders. Had great response rate on FORI | **2** | **Yes** | **x** |  |  | **x** |  | [x]  **Report submitted**[x]  **Awardee reviewed** **Awardee notes (bright spots, areas of concerns, plans for coaching):** Program leadership very engaged about focus on health equity and parent leadership. Have team share FORi strategies with other 2 LIAs on next coaching call.Work with team to complete setting a SMARTIE aim worksheet around their FORi data and review change ideas to test. Team requested model resources specific to Spanish speaking clients. | Had much higher response rate this quarter. Team worked with parent leaders to work on messaging and bill of rights to share with families. Team noted difference in % of families reporting a score 67 or higher between English and Spanish speaking families. Shifting focus to PD4 to support team in closing this gap. |
| **2.** East County | Low**Comments:**2 home visitors left last month and position still vacant | **1** | **Yes** |  |  |  |  | **x** | [ ]  **Report submitted**[ ]  **Awardee reviewed** **Awardee notes (bright spots, areas of concerns, plans for coaching):** Report still not submitted. Will follow-up again with team lead and offer 1:1 coaching call**.** Team lead taking on a lot -talk about distribution of work with smaller team in order to advance work. Plan to complete monthly report with the team on the coaching call. With vacancies is there an opportunity to start testing with hiring and recruitment practices in PD2? |  |
| **3.** Kids First | High**Comments:**Team is very energized after equity training last month. | **0** | **Yes** | **x** |  | **x** |  |  | [x]  **Report submitted**[x]  **Awardee reviewed** **Awardee notes (bright spots, areas of concerns, plans for coaching):** Team has identified breastfeeding as areas of focus for CQI work.We looked at their data disaggregated and team is set a SMARTIE aim specific to black infants**.** On next call complete root cause analysis worksheet to determine potential change ideas. | Strong process in place for FORi data collection but still very low response rate. Team will try to engage with parents for ideas on increasing response rate. Very high levels of respect overall, but team is curious about the wide variation in scores.  |

**LIA Bright Spots and Needs Across the Drivers:** After reviewing the monthly reports and data (quarterly),answer the questions below for each of the primary drivers your teams are testing in.

**Primary Driver 1: Will and capacity to advance health equity**

1. *After reviewing the monthly reports and meeting with teams, here is a great change idea or resource that a team is working on to highlight on our next AP call:*

Link to Happy Homes September report on Box. See work on creating racial affinity groups and starting to test prompts in reflective supervision

1. *Teams are feeling stuck and need more support in these areas specific to PD1:*

Nothing yet.

1. *Changes that we need to make at the awardee/broader state level specific to PD1 are:*

Our awardee team is exploring professional development opportunities that we can host at a state level for all LIAs. Also working to create onboarding modules specific to health equity that will be required for all new staff.

**Primary Driver 2: Antiracist infrastructure**

1. *After reviewing the monthly reports and meeting with teams, here is a great change idea or resource that a team is working on to highlight on our next AP call:*

No teams testing here

1. *Teams are feeling stuck and need more support in these areas specific to PD2:*

No teams testing here

1. *Changes that we need to make at the awardee level:*

No teams testing here. We are thinking about how to support teams with disaggregated data moving forward.

**Primary Driver 3: Continuous quality improvement that explicitly promotes health equity**

1. *After reviewing the monthly reports and meeting with teams, here is a great change idea or resource that a team is working on to highlight on our next AP call:*

Kids first has good example of SMARTIE aim

1. *Teams are feeling stuck and need more support in these areas specific to PD3:*

How to monitor disaggregated data over time.

1. *Changes that we need to make at the awardee level:*

Ability to give teams more real time access to disaggregated data and support in interpretation.

**Primary Driver 4: Antiracist service delivery**

1. *After reviewing the monthly reports and meeting with teams, here is a great change idea or resource that a team is working on to highlight on our next AP call:*
2. *Teams are feeling stuck and need more support in these areas specific to PD4:*

Curriculum updates that may be needed to better serve Spanish speaking clients.

1. *Changes that we need to make at the awardee level:*

**Primary Driver 5: Community relationships and linkages that center families’ strengths and needs**

1. *After reviewing the monthly reports and meeting with teams, here is a great change idea or resource that a team is working on to highlight on our next AP call:*
2. *Teams are feeling stuck and need more support in these areas specific to PD5:*
3. *Changes that we need to make at the awardee level:*

**Progress on Data:** Every quarter use the table below to summarize each team’s progress on the Health Equity Assessment.

Complete the columns for Q1 for your submission on May 31st

Complete the columns for Q2 for your submission on August 31st

Complete the columns for Q3 for your submission on December 31st

Complete the columns for Q4 for your submission on April 30th

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **LIA** | **PD1** | **PD2** | **PD3** | **PD4** | **PD5** | **Bright Spots** | **Barriers** |
| Q1Due 5/31 | Q2Due 8/31 | Q3Due 12/31 | Q4Due 4/30 | Q1Due 5/31 | Q2Due 8/31 | Q3Due 12/31 | Q4Due 4/30 | Q1Due 5/31 | Q2Due 8/31 | Q3Due 12/31 | Q4Due 4/30 | Q1Due 5/31 | Q2Due 8/31 | Q3Due 12/31 | Q4Due 4/30 | Q1Due 5/31 | Q2Due 8/31 | Q3Due 12/31 | Q4Due 4/30 |
| **Happy Homes** | 1.8 | 3.39 |  |  | 2.33 | 2.83 |  |  | 2.5 | 2.5 |  |  | 2 | 2.33 |  |  | 2.33 | 2.75 |  |  | Improvement in PD1 based on changes to training and leadership support.  | Need support in new materials/curriculum |
| **East County** | 1.64 | 1.33 |  |  | 1.6 | 1.36 |  |  | 2.17 | 2.16 |  |  | 2.16 | 2.5 |  |  | 1.33 | 1.83 |  |  |  |  |
| **3. Kids First**  | 2.23 | 3.15 |  |  | 2 | 3.1 |  |  | 1.67 | 2.83 |  |  | 2 | 3.3 |  |  | 2.5 | 2.8 |  |  | Although focus is on PD1 and 3, team is seeing improvement across all drivers.  |  |

What are the key changes that need to be made at the structural level to facilitate further improvement? Who are the primary decisionmakers needed to advance those changes (program, policy, budget, or systemic changes)? What are your next steps?

Data support and time to provide and analyze disaggregated data. Work with models on curriculum updates

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number UF4MC26525, Home Visiting Collaborative Improvement and Innovation Network (HV CoIIN). This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.