

# Systems Change from the Inside Out

**Enhanced EHDI and Part C Collaboration**

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# Contributors

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# Key Words Guiding our Work



Collaboration



System refresh



System enhancement



Sustainability

# Words of wisdom from our co-principal investigators

**Cliff Moers**, Director Colorado Commission for the Deaf, Hard of Hearing & Deafblind

*“Building, maintaining, and refreshing an essential statewide EHDI program is like putting together a 1,000-piece puzzle again and again. It is inevitable that the stakeholders work together time and time again to refresh the state’s EHDI system. It has been a true pleasure to be a part of and witness this evolution of key stakeholder involvement as we all embrace it as a family.”*

**Christy Scott**, Director Early Intervention Colorado (Part C)

*“It has been exciting to be part of such a collaborative and innovative undertaking. By providing multiple options for stakeholders to participate in the refresh of the EHDI system, we have a large and diverse cadre of thought partners truly dedicated to this work.”*

# Defining our Strategy

Year 1



# Review all components of our existing system

## 1-3-6

- ▶ Screening
- ▶ Identification
- ▶ Early Intervention
- ▶ Family-to-Family Support
- ▶ DHHDB Adult-to-Family Support

## Part C's Involvement

- ▶ Database definitions
- ▶ Data sharing among agencies (CDPHE & Part C)
- ▶ Defining entry into early intervention
- ▶ Aware of F2F support opportunities specific to DHHDB

# Identify Stakeholders

Assure diversity in background, beliefs, priorities & experiences



# Programs and agencies representing parents, professionals & DHHDB adults

## 1. Screening & Transition to Identification

- ▶ CDPHE
- ▶ CIHAC

## 2. Identification & Transition to Early Intervention

- ▶ Audiologists, pediatric audiologists
- ▶ CSDB (Specialty Service Coordinators)

## 3. Early Intervention

- ▶ Early Intervention Colorado (Part C)
- ▶ Local Early Intervention programs (20)

## 4. Family-to-Family Supports

- ▶ Parent-led FBO: CO Hands & Voices
- ▶ Professionally-led: CO AG Bell, Listen Foundation, RMDS, CSDB, CHCO

## 5. DHHDB Adult-to-Family Support

- ▶ CCDHHDB
- ▶ CSDB



# Collaboration with Part C

## Transition from identification to early intervention: capacity and sustainability

- Single point of entry: Inter-agency collaboration between specialty service coordinators and Part C Service Coordinators
- Review current virtual contact with families; prepare for potential shift to in-person or hybrid
- Roles for children with established conditions (e.g., bilateral hearing differences) and children with UHL

## Early Intervention

- Integrate best practices for transition from Part C to Part B into EI Colorado's system
- Professional development
- Aligning assessment of child outcomes among CU-Boulder/CSDB and CCBs

# Develop a Structure



## Colorado EHDI Alliance

- 18 *invited* members from State agencies and community
- Serves as the advisory body
- Reviews and proposes changes for all system components

## Five Task Forces

- Voluntary participation *open to all* stakeholders
- Agency and/or individual representation

# Collaboration with Part C

- ▶ Regular meetings with Christy Scott and COEHDI staff
- ▶ Participation of EI Colorado staff in COEHDI Task Forces
  - ▶ State
  - ▶ Local Early Intervention programs
- ▶ EI Colorado staff are expert resource on federal and state laws that influence the scope of COEHDI initiatives
  - ▶ Office of Early Childhood
  - ▶ Part C Child Find activities
- ▶ Defining EI categories in CDPHE database

# Gather Input



# Develop trust and confidence through

## Direct lines of communication

- COEHDI Alliance
- Five task forces

## Indirect lines of communication

- e-mail
- Facebook presence
- Website
- Monthly newsletter



**Build Consensus**

# Steps in the Consensus Process

- ▶ Thorough dialogue & subsequent analysis of issues until all members feel sufficiently informed
- ▶ Decision making undertaken when the group identifies they are ready

- ▶ Acknowledge each person's perspective:



- ▶ If there is even one “thumbs down”, the group continues to dialogue about the issue and attempts to resolve it
- ▶ A decision is made when all participants can provide a thumbs-up or thumbs-sideways



# Outcomes of Consensus for COEHDI

## Products

- ▶ NBHS Brochure
- ▶ UHL published in CO-AAP and CAFP newsletters
- ▶ UHL Infographic
- ▶ The Ascent Program
- ▶ Subgrants
  - ▶ Professional Development
  - ▶ EDI (Spanish-speaking and rural)
  - ▶ F2F Support

## Initiatives

- ▶ Adopting NCHAM's Virtual Site Visit Curriculum
- ▶ Providing technical assistance to birthing facility screeners
- ▶ Providing OAE equipment to midwives
- ▶ Investigating tele-audiology
- ▶ Engaging educational audiologists for screening/rescreening

# Ideas, Tips & Resources

These have helped us;  
maybe they will help you  
too



Establish "buy-in" from diverse state-level stakeholders; then generalize initiatives/products to be used regionally &/or by programs

Be objective: use data to assure decisions are evidence-based

Avoid ideological battles; work toward consensus

Rely on State law(s) and best practices

Share: data, ideas, communique

Be sensitive to the reader/listener/signer

Develop systems for transition points

Remember our audience: This is for the kids and their parents

Everyone has biases. acknowledge them; be aware of which voices are not yet being heard



# COLORADO

## Department of Human Services

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