



NJEIS SSIP Evaluation Plan-Revised

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>Short-term Outcome #1 A comprehensive Learning Management System is developed and implemented system-wide to support all aspects of training and professional development</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • 95% of all LMS users have accessed the system. • 85% of all PD Champions report using LMS analytics to track staff professional development. • Synchronous and asynchronous learning opportunities are available through the LMS. • Registration, tracking, and all professional development records are maintained via a single source. • LMS reporting tools are utilized by DOH-NJEIS and Agency Administrators to manage workforce development, on-boarding, track retention. • Dedicated LMS Administrator is hired by DOH to maintain and grow all LMS processes
<p>Short-term Outcome #2 Organizational capacity is measurably increasing across all segments of the NJEIS.</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • Four (4) Regional TTAs and four (4) FSCs are trained to deliver key PD programs to practitioners and families (PIWI, PSF, Pyramid Model). • Four (4) Regional TTAs provide Reflective Supervision and Consultation (RSC) to IFSP Service Providers, Service Coordinators, and Agency Administrators. • Four (4) regional FSCs are trained in RSC to support all family interactions and build system capacity. • An evaluation team of 6-10 are trained to use EIPFFI to measure progress towards implementation of EBPs.

	<ul style="list-style-type: none"> • 75% of PD Champions report increased ability to support the professional development of practitioners.
<p>Long-term Outcome NJEIS has built a Comprehensive System of Personnel Development infrastructure that supports a modern, efficient, and sustainable system for workforce development.</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • LMS houses multiple asynchronous learning opportunities for all segments of workforce. • LMS tracks and reports training progress. • DOH has State-level CSPD team of 3 and external CSDP team of 8. • PD Champions are an integral external component of the CSPD Team providing support, guidance and growth opportunities to their agency workforce as measured by Quality Indicator 3 under Personnel/Workforce Standards in the NJEIS Competency Standards.

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>Short-term Outcome #1 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>Evaluation Measures</p> <ul style="list-style-type: none"> • ERH definition is adopted by NJEIS. • Materials are identified and updated with ERH language and focus. • Communication channels are updated with ERH language and focus. • Messaging of routines as core of ERH is integrated and communicated throughout all levels of the NJEIS. • 2025 NJEIS Conference theme highlights routines and connection to ERH.
<p>Short-term Outcome #2 The concept of ERH is introduced and communicated to families at all relevant points throughout the EI process.</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • 75% of IFSP Service Providers and Service Coordinators have completed initial training on ERH concepts. • Family Matters websites is updated with ERH messaging, including videos. • Partnerships with Family Support organizations such as SPAN, Parent Training and Information Center will be developed to extend ERH messaging to families.
<p>Long-term Outcome The meaning and significance of early relational health and its connection to social emotional development is understood and supported across all platforms, materials, and stakeholder groups.</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • NJEIS Family Outcomes Survey shows 70% of families have received information on ERH. • Practitioner survey shows 85% of workforce understands how ERH is a foundational concept for improved social emotional development. • Family Matters website, Facebook, LMS and Twitter feeds have dedicated space for ERH resources and/or conversations. • Relevant system documentation (FDA, Progress Summary Form, IFSP) reflects and captures system focus on ERH and routines.

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>Short-term Outcome #1 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>Evaluation Measures</p> <ul style="list-style-type: none"> • 3000 purchased spaces for Pyramid Model training, with implicit bias content, have been completed by NJEIS practitioners. • 1000 purchased spaces in Brazelton Touchpoint training have been completed by NJEIS practitioners. • 75% of Cohort IFSP Service Providers have completed PIWI 1.0 training. • PIWI 2.0 is created, launched, and offered by MSU and NJEIS TTAs. • NJEIS TTAs are trained and certified to deliver Pyramid Model and PIWI 1.0 and 2.0. • 95% of SCs have completed RBI training. • 20 SCs have completed RBI Endorsement training. • EBP implementation fidelity data is captured from 25% of Cohort practitioners using EIPFFI.
<p>Short-term Outcome #2 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>Evaluation Measures</p> <ul style="list-style-type: none"> • Reflective Consultation groups are offered statewide by regional TTAs. • TTA CIPs include ongoing implementation of Community of Practice and RSC groups to gauge increase in knowledge and skills related to EBPs. • 90% of NJEIS Provider Agencies/SCUs have at least one administrator certified in RSC. • Four (4) Regional TTAs have received continuous coaching/reflective consultation support from MSU.
<p>Short-term Outcome #3 NJEIS practitioners have knowledge of ERH, skills to use the identified evidence-based practices, and access to relevant resources.</p>	<p>Evaluation Measures</p> <ul style="list-style-type: none"> • Data from EIPFFI show 80% of Cohort practitioners demonstrate fidelity in using EBPs compared to initial baseline. • 85% of FDAs reflect focus on routines and ERH and the use of EBPs to improve child and family outcomes.

	<ul style="list-style-type: none"> • Survey data shows 90% of Service Coordinators know the role of their regional FSCs in identifying resources for families.
<p>Long-term Outcome Social emotional development outcomes for children exiting EI have improved.</p>	<ul style="list-style-type: none"> • Indicator 3 data meets identified target for the social emotional development of children exiting the program (SiMR).

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>Short-term Outcome #1 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>Evaluation Measures</p> <ul style="list-style-type: none"> • Six (6) PSF trainings are delivered to families Statewide on an annual basis. • PSF training is updated with ERH-focus and routines-based language. • FSCs increase community partnerships across the State, including co-training PSF with SPAN. • Family-facing materials and websites are updated with ERH definition and messaging. • Four (4) FSCs are attending monthly SC meetings. • Four (4) FSCs are meeting monthly with DOH Service Coordinator Liaison.
<p>Long-term Outcome 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>Evaluation Measure</p> <ul style="list-style-type: none"> • A DOH survey of families demonstrates an increase in families’ feelings of confidence and competence related to ERH. • PSF program evaluation shows that 85% of families who participated in the training increased their knowledge of ERH and the use of routines in supporting parent/child connection.