



NEW MEXICO

Early Childhood

Education & Care Department

Family Support and Early Intervention Division

FAMILY INFANT TODDLER (FIT) PROGRAM

ICC MISSION

To address the needs of families of infants and toddlers with or at risk for developmental delay, the New Mexico Interagency Coordinating Council (ICC) will advise and assist in the implementation of a coordinated and family-centered early childhood service system.

ICC VISION and CORE BELIEFS

All families of infants and toddlers with or at risk for a developmental delay receive quality early intervention supports and services that are:

- ***Accessible*** - to all groups and communities throughout New Mexico;
- ***Respectful*** – of individual and family choices, priorities and cultural diversity; and
- ***Family-centered*** – by working in partnership with families within their everyday routines, activities and places

ICC 2022-2025 STRATEGIC PLAN PRIORITY AREAS

- **Finance & Funding**
- **Native American Families & Other Underserved Populations**
- **Public Relations**
- **Quality**
- **Work Force Development & Professional Support**

| Committees | Committee Chairs | FIT Staff | ECLN Staff |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Finance and Funding | Angelique Tafoya 505-366-2117 atafoya@altamiranm.org Sarah Michaud 505-471-1001, ext. 108 smichaud@newvistas.org | Leah Davidson 505-470-2933 leahc.davidson@ececd.nm.gov | |
| Native American Families & Other Underserved Populations | Paula Seanez paulaseanez@nndode.org Joanne Corwin 505-918-7975 joanne.corwin@nmsd.k12.nm.us | Jennifer Hopper 505-660-7439 jennifer.hopper@ececd.nm.gov | Michelle Staley 505-272-1599 mstaley@salud.unm.edu |
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| Quality | Julie Maner (505) 859-0646 juliemaner@nmsbvi.k12.nm.us Carli Mortenson (505) 331-1993 carlimary@yahoo.com | Jeri "Jae" Mustain 505-660-8673 jeri.mustain@ececd.nm.gov | Jen Brown 505-272-9333 jenbrown@salud.unm.edu |
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2022-2025 ICC Committee Membership

(ICC Members in Bold, Turquoise Font)

| Finance & Funding | Native American Families & Other Underserved Populations | Public Relations | Quality | Work Force Development & Professional Support |
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| <p>Anelique Tafoya, Co-Chair Sarah Michaud, Co-Chair Carmen Armenta Cass Brulotte Autumn Bruton Cassandra DeCamp Janis Gonzales Christie Guinn April Spaulding Celina Waller</p> <p>Additional Members: Leah Davison, ECECD Jennifer Hopper, ECECD Johanna Kehoe, ECECD Mark Prizzi, ECECD Elaine Sanchez, NAPPR Mark Shinnerer, CARC Karen Lucero, Inspirations Vanessa Skrehot, HSD/MAD Katie Wylie, Alta Mira</p> | <p>Paula Seanez, Co-Chair Joanne Corwin, Co-Chair Carmen Armenta Dana Malone Julie Maner Allyson Rhatigan Delphine Trujillo</p> <p>Additional Members: Jovanna Archuleta, LANL Sarah Braaten, NAPPR Leah Davidson, FIT Natasha Gacinski, Cuidando Los Ninos Delores Harden, PRO Jennifer Hopper, FIT Michael Ives, Amplified Therapy Misty Pugmire, Amplified Therapy Melissa Wassana, EPICS</p> | <p>Autumn Bruton, Co-Chair Kristin Mora, Co-Chair Dominique DuPont Janis Gonzales Jennifer Donelli Sarah Michaud April Spaulding Judy Sweeney Angelique Tafoya Liz Thompson Celeste Thomas</p> <p>Additional Members: Sabrina Curry, ECECD Sky Jackson, ECECD Karen Lucero, Inspirations Mark Prizzi, ECECD</p> | <p>Julie Maner, Co-Chair Carli Mortensen, Co-Chair</p> <p>Additional Members: Sarah Braaten, NAPPR Shakalo Bradberry, Amplified Leah Davidson, FIT Delores Harden, PRO Karen Lucero, Inspirations Randi Malach, Abrazos Rosa Hammond, ENMRSH Alisia Johnson, MECA Katie Wylie, Alta Mira</p> | <p>Sophie Bertrand, Co-Chair Michelle Pruitt, Co-Chair Ilse Amaya Tsitsi Nyabando Shauna Runck April Spaulding</p> <p>Additional Members: Emily Bihn, Abrazos Kathy Bustos, New Vistas Leah Davidson, FIT Denette Mora, Amplified Ika Parrish, FIT Suzanne Pope, ICC Catherine Quick, PED Jessi Stockwell, ENMRSH</p> |

2024 FINANCE & FUNDING COMMITTEE ACTION PLAN

Critical Issue #1: Provide advice and assistance to the Early Childhood Education & Care Department (ECECD) in FIT Program decisions that might affect the FIT system.

Goal #1: Maintain the financial integrity of the FIT system.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------------|-------------------------|
| 1. Develop and continue a positive and supportive working relationship with FIT/ECECD, with the intent to assist FIT/ECECD when implementing new processes/alterations by analyzing potential impact for families/providers. | 1. Provide alternative financial insights to possible impacts regarding changes in standards. 2. Review (and request, as needed) data from the FIT Funding report. | FIT Staff Finance Committee ICC | FIT Staff ICC Quality Committee | 12/31/2024 |
| 2. During all fiscal year budget preparations, FFC will provide input regarding needed adjustments. | 1. Work with ECECD/FIT and the ICC on ICC recommendations for changes to allocation of funding and/or need for requests for additional funding to maintain solvency of the FIT Program. 2. Draft bill/Recommend a rule change to have inflation factor included in all ECECD funding. | Finance Committee ICC FIT Staff | FIT Staff Legislators | May 2024 Ongoing |

| Action | Measurable Outcome | Who | Resources/Partners | By When |
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| 3. Explore options to increase private insurance billing and revenue. | <ol style="list-style-type: none"> 1. Review and analyze data from OSI Data Call and provide feedback to OSI. 2. Discuss the feasibility and advisability for alternative private health insurance options. | Finance Committee ICC | FIT Staff NM Medicaid OSI – Office of the Superintendent of Insurance | 12/31/2024 |
| 4. Support the ICC Public Relations Committee (PRC) with the intent to educate legislator in FIT funding needs and recommendations. | <ol style="list-style-type: none"> 1. Work with the PRC on financial components of the Legislative Fact Sheet, for disbursement as needed. 2. Work alongside the PRC to monitor bills that might impact FIT funding. 3. Plan ahead for legislative watchdogging and advocacy, as it relates to FIT budgetary components. | Finance Committee ICC FIT Staff | ICC Public Relations Committee FIT Staff FIT Providers | Session: Dec 2023- Feb 2024 Fact Sheet Deadline: Nov 2023 Advocacy: Ongoing |
| 5. Monitor the use of additional funding opportunities for current and future FIT purposes (i.e., Land Grant, ARPA, Budget Surplus, Early Childhood Trust Fund, Cannabis Taxes, Tobacco/Jule bill, increased alcohol tax, opioid settlement, junior bill funding, etc.) | <ol style="list-style-type: none"> 1. Monitor and research additional funding as it becomes available to FIT and FIT providers. 2. Make proposals to the ICC regarding how best to utilize extra funds and to better advise the ECECD with the additional revenue and program needs. | Finance Committee FIT Staff ICC | ICC Public Relations Committee ICC Workforce Committee FIT Staff ADDCP Legislators | 12/31/2024 Ongoing |

2024 FINANCE & FUNDING COMMITTEE ACTION PLAN

Goal 2: Provide input and feedback for Cost Models/Cost Studies.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
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| Provide ECECD/FIT with input regarding the Cost Models/Cost Studies: | <ol style="list-style-type: none"> 1. Finance Committee will <ol style="list-style-type: none"> a. Plan for upcoming cost models/cost studies to be built into future FIT funding. b. Draft bill/Recommend a rule change with recurring funding for future Cost Models/Cost Studies to occur. c. Draft bill/Recommend a rule change to have the inflation factor included in all ECECD funding. d. Contribute to discussion on the planning for cost model/cost study. e. Contribute to the discussion regarding results of cost model/cost study. f. Address the need for adjustments to the billing structure (billing by provider type/certification). g. Provide ECECD/FIT with ongoing input and assistance in updating the current billing system (FITKids). 2. Work with ECECD/FIT and the ICC on ICC recommendations for data collection in the upcoming cost study/cost model. | Finance Committee ICC FIT Staff | FIT Staff FIT Providers ADDCP Legislators | Ongoing |

2024 FINANCE & FUNDING COMMITTEE ACTION PLAN

Goal #3: Address cost of FIT mandated training and fiscal impact on provider network.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
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| Provide input on the impact of unfunded training requirements for the FIT workforce. | 1. Collaborate with WFC once data is collected on all FIT training requirements and workforce turnover. | Finance Committee Workforce Committee Public Relations Committee | ICC Workforce Committee Public Relations Committee FIT Providers FIT Staff ECN Staff | 12/2024 |
| | 2. Analyze data for the fiscal impact of required FIT trainings on the provider network. | ICC | | Ongoing |
| | 3. Provide feedback to ICC and ECECD/FIT regarding needed funding to cover the cost of required training for FIT workforce. | FIT Staff | | |

2024 NATIVE AMERICAN FAMILIES AND OTHER UNDERSERVED POPULATIONS COMMITTEE ACTION PLAN

Critical Issue #1: Lower than expected percentage of eligible Native American Children and their Families are participating in FIT services.

Goal #1: Increase the Percentage of Eligible Native American Children and their Families Participating in FIT services.

| Action | Measurable Outcome | Who | Partners | By When |
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| <p>Continue to meet with Assistant Secretary for Native American Early Childhood Education & Care Department (ECECD) to align efforts and improve services.</p> <p>Representation on FIT strategic planning for the pillar of Awareness in Tribal Communities.</p> <p>Make proposals, such as tribal liaisons for smaller tribes.</p> | <p>Meet and share critical issues and goals and discuss opportunities for ongoing meetings with ECECD Assistant Secretary.</p> <ul style="list-style-type: none"> • Bring information from Tribal Leadership meetings back to NAFUP committee. • Advocate through ongoing meetings with ECECD to continue to address issues and identify barriers. • Receive guidance on priorities from ECECD and FIT. • Bring information from ICC to NAFUP Committee. • Advise ECECD (and specifically FIT) on the increased access to resources. | <p>Paula Seanez (Navajo Nation) EPICS ICC</p> | <p>FIT ECECD</p> | <p>August 2024</p> |

2024 NATIVE AMERICAN FAMILIES AND OTHER UNDERSERVED POPULATIONS COMMITTEE ACTION PLAN

Critical Issue #1: Lower than expected percentage of eligible Native American Children and their Families are participating in FIT services.

Goal #2: Increase the Percentage of FIT Service Providers Who Are Native American with a Focus on: Capacity Building, Communication, and Education.

| Action | Measurable Outcome | Who | Partners | By When |
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| Implement and strengthen <i>educational pathways</i> for Developmental Specialists, Family Service Coordinators, and additional entitled service providers (i.e., SLPs, PTs, OTs, CODAs, etc.) who are Native American. This may include cohort models since this has shown to be an effective approach. | Review ECECD’s Strategic Plan, local (county) Early Childhood Systems Building grants, needs assessments and Strategic Plan, and draft proposals for ICC review. <ul style="list-style-type: none"> • Bring forward proposals to the full ICC for FIT. • Review opportunities and barriers as they currently exist and develop proposals. | ICC ECECD EPICS Navajo Nation LANL ICC Workforce (ECLN Representative) | ECECD | January 2024 |
| Share <i>training opportunities</i> for FIT providers related to culturally sustaining services for Native American families by establishing and maintaining consistent communication. | <ul style="list-style-type: none"> • FIT Calendar/ECN Calendar –potential for professional trainings. • Include on websites such as EPICS and ECLN. | ICC Committee Members FIT ECLN EPICS ECECD | FIT ECLN EPICS ECECD | Ongoing |
| Increase availability of <i>resources</i> FIT providers related to culturally sustaining services for Native American families. | <ul style="list-style-type: none"> • Website as a “one stop shop” for resources for FIT agencies including all the resource mapping that has been done by various stakeholder groups including ECECD and the Children’s Cabinet. | ICC Committee Members FIT ECLN Navajo Nation EPICS | ECLN ECECD | June 2024 |
| Develop strategies related to ongoing advocacy. | <ul style="list-style-type: none"> • Sustainable advocacy strategies will be developed and brought forward to the entire ICC. | ICC Committee Members FIT, ECECD ECLN | FIT ECLN ECECD | April 2024 |

2024 NATIVE AMERICAN FAMILIES AND OTHER UNDERSERVED POPULATIONS COMMITTEE ACTION PLAN

Critical Issue #2: All eligible children should have access to FIT services regardless of impacting factors such as family dynamics, mobility, and geographic region. (Improving services to underserved populations is woven throughout the current ECECD Strategic Plan and will, therefore, likely be part of the FIT Strategic Plan. This committee would like to examine if there is a place or need for the ICC to advise and assist in this effort.)

Goal: Work with FIT in identifying and implementing strategies that will reduce barriers to services.

| Action | Measurable Outcome | Who | Partners | By When |
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| <ul style="list-style-type: none"> • Gather data from FIT related to underserved populations. • Support the inclusion of any identified equity gaps and how they will be addressed in the new FIT Strategic Plan. | <ul style="list-style-type: none"> • As FIT reviews their baseline data, policies, and practices related to equitable support and which populations are underserved at present, request reporting to the general ICC so that the ICC can better support FIT program efforts. • Collaborate at every level to address the barriers and equity gaps to further support the provision of wraparound services. • Support learning communities and partnerships to share knowledge and resources (especially for Family Service Coordinators) that connect families to the necessary services. • Support the use of data to identify and close equity gaps (such as those related to housing insecurity). | ICC FIT NMPED-State Coordinator/Education of Homeless Children and Youth | ECECD PED CYFD DOH | June 2024 |

2024 PUBLIC RELATIONS COMMITTEE ACTION PLAN

Critical Issue #1: Ineffective Communication between ICC and Stakeholders.

Goal #1: Inform ICC Community of relevant Legislative Bills, Policies and Appropriations.

Goal #2: Equip ICC Community with tools to engage with Stakeholders.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
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| Committee will <u>engage</u> Legislators following 2024 Legislative Session for inclusion at Interim Committees relevant to the ICC Community. | <ul style="list-style-type: none"> • Provide information to ICC of relevant interim committees that may impact the FIT Program. | PR Committee Parent/Family Members Advocates | PR Committee Legislators and their Staff Legislative Interim Committees/Committee Staff Parents Reaching Out ADDCP | End of 2024 |
| Committee will <u>monitor</u> FIT-relevant Legislative Bills and Appropriations, and <u>alert</u> stakeholders and advocates when FIT community could be impacted. | <ul style="list-style-type: none"> • Sharing of Legislative Analyses of Bills and Appropriations relevant to our ICC Community • Emergency meetings with PR Committee/ICC Executive Committee as needed • Notification to FIT and request for Bill Analysis of proposed Legislation or appropriations that could impact FIT | PR Committee ICC Executive Committee Parent/family members Other stakeholders ICC FIT | PR Committee Other ICC Committees Parents Advocates Legislators and Committees Watchdog groups Parents Reaching Out EPICS ADDCP ECECD/FIT | January – February 2024 |
| Committee will <u>prepare and disseminate</u> Legislative Fact Sheet to provide education about ICC and FIT Program. | <ul style="list-style-type: none"> • Collaboration with ICC Finance Committee and FIT Staff • Distribution to ICC Members • Distribution to NM Legislators | PR Committee ICC Finance Committee FIT Staff | PR Committee ICC Finance Committee FIT Staff FIT Providers Parent/ Family Members | December – 2023 - January 2024 |
| Committee will <u>share information</u> with stakeholders regarding trainings to support education and awareness to Legislators regarding benefits of Early Intervention. | <ul style="list-style-type: none"> • Training information disseminated • Number of people trained in Legislative Advocacy | PR Committee members Parent/Family Members Advocates | PR Committee Members Legislators Parents Reaching Out Disability Coalition | Ongoing Annually |

2024 PUBLIC RELATIONS COMMITTEE ACTION PLAN

Critical Issue #2: Lack of awareness and understanding about the benefits of the FIT Program.

Goal #1: Collaborate with ECECD Communications Staff to increase awareness of benefits of FIT Program across New Mexico.

Goal #2: Collaborate with ECECD Communications Staff and FIT Program to increase awareness of benefits of FIT Program among Medical Professionals across New Mexico.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| <p><u>Further develop</u> working relationship with ECECD Communications Staff to increase marketing of FIT Program to broad audience across state</p> | <ul style="list-style-type: none"> • ECECD Communication Staff participation in ICC PR Committee Meetings and ICC Meetings • Number of Social Media posts highlighting FIT • Included in ECECD Marketing Materials | <p>PR Committee Members</p> <p>ECECD Communications Staff</p> <p>Parent/Family Members</p> | <p>PR Committee Members</p> <p>Other ICC Committees</p> <p>ECECD Communications Staff</p> <p>Parents/Family Members</p> <p>Providers</p> | <p>Ongoing</p> |
| <p><u>Support</u> ECECD Communications Staff in strategic marketing campaign targeting medical professionals to provide education about FIT Program</p> | <ul style="list-style-type: none"> • ECECD Communication Staff participation in ICC PR Committee Meetings and ICC Meetings • Launch of campaign | <p>PR Committee Members</p> <p>ECECD Communications Staff</p> <p>Parents/ Family Members</p> <p>New Mexico Medical Professionals</p> | <p>PR Committee Members</p> <p>ECECD Communications Staff</p> <p>Parents/ Family Members</p> <p>New Mexico Medical Professionals</p> | <p>June 2024</p> |
| <p><u>Collaborate</u> with FIT Staff to further develop Pediatricians as Community Partners Initiative to provide education about FIT Program to medical professionals</p> | <ul style="list-style-type: none"> • Meetings with FIT Staff to identify educational opportunities from 2023 ICC survey data • Number of education opportunities provided to target audiences | <p>PR Committee Members</p> <p>FIT Staff</p> <p>New Mexico Medical Professionals</p> <p>New Mexico Medical Professional Organizations</p> | <p>PR Committee Members</p> <p>ICC Members</p> <p>FIT Staff</p> <p>New Mexico Medical Professionals</p> <p>New Mexico Medical Professional Organizations</p> | <p>June 2024 and ongoing</p> |

2024 QUALITY COMMITTEE ACTION PLAN

Critical Issue #1: Ensure quality review of any initiatives that may affect FIT services for families.

Goal: Work in collaboration with FIT to improve quality of services for families and FIT provider agencies.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------|---------------------------|----------------|
| Provide input into the design and implementation of ECECD changes, initiatives, policies, and procedures that affect services for children and families. | Make proposals to the full ICC regarding ICC Quality recommendations. | Quality Committee ICC | FIT, ECN | Ongoing |

Critical Issue #2: Alignment of FIT Service Definitions and Standards, Regulations, and Processes (trainings, forms, resources, TA documents communication etc.).

Goal: Provide input to support FIT in providing all agencies with current and accurate information regarding FIT Service Definitions and Standards, Regulations and Processes.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------------------------------------------------------------|----------------|
| Review FIT Service Definitions and Standards and FIT Regulations (NMAC) for alignment and consistency prior to review by the full ICC. | Quality Committee gives proposals to the full ICC. | Quality Committee ICC | FIT, EI providers | April 2024 |
| Review the Evaluation and Assessment Technical Assistance Document to identify any areas needing alignment or changes. | Propose to the full ICC that FIT make recommended updates to the E&A Technical Assistance Document. | Quality Committee ICC | FIT, NMSD, NMSBVI, ECN | June 2024 |
| Review the Transition Technical Assistance Document to identify any areas needing alignment or changes. | Work in collaboration with resources and partners to update the document. Propose to the full ICC that FIT make recommended updates to the Transition Technical Assistance Document. | Quality Committee ICC | FIT, NMSD, NMSBVI, ECN, Part B-PED, Transition Steering Committee | June 2024 |
| Ad Hoc committee will continue to work with ICC Quality to update the ICD-10 code list. | Propose to the full ICC the updated ICD-10 list to be adopted by FIT. | Quality Committee ICC | FIT, NMSD, NMSBVI, ECN, Medicaid Rep, ECECD Chief Medical Officer | June 2024 |

2024 QUALITY COMMITTEE ACTION PLAN

Critical Issue #3: Improve the effectiveness and efficiency of comprehensive diagnostic evaluations for children enrolled in the FIT program.

Goal: Identify resources available and determine ways diagnostic evaluations and screenings can be more accessible for families and FIT providers.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| In collaboration with partners, identify resources for providers to support a family in making an appropriate choice for diagnostic evaluations. | Resources have been identified and are available to agencies and families. | Quality Committee ICC | ECEP, FIT Regional Coordinators, NMSBVI, NMSD, ECN, PRO, EPICS CDD/AODD (Autism & Other Developmental Disabilities Division), Psychologist | June 2024 |
| Gather and review input from partners regarding effectiveness and efficiency of diagnostic evaluations and screenings. | Identify ways the diagnostic evaluations and screening processes can be improved. Make proposals to the ICC regarding improvements to the process. | Quality Committee ICC | ECEP, FIT Regional Coordinators, NMSBVI, NMSD, ECN, PRO, EPICS CDD/AODD (Autism & Other Developmental Disabilities Division), Psychologist | June 2024 |

Critical Issue #4: There is not an evidence-based tool currently utilized in the NM FIT program for identifying children who are eligible based on environmental risk.

Goal: Identify an evidence-based tool.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------|-------------------------|
| Collaborate with FIT to identify an evidence-based tool for identifying children who are eligible based on environmental risk. | Propose to ICC to recommend that FIT establish a committee of experts (including EI providers). Quality Committee will provide input. | Quality Committee ICC | FIT, EI providers | Jan 2024 Ongoing |

2024 WORK FORCE DEVELOPMENT & PROFESSIONAL SUPPORT COMMITTEE ACTION PLAN

Critical Issue #1: Clarification and consistency of roles and responsibilities of the workforce in early intervention systems and services.

Goal: To have a realistic and effective Professional Development System.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------------------|
| Provide feedback and input on the ECECD Professional Development Information System (PDIS) | Proposal(s) made to the ICC in order for the ICC to make recommendations to FIT and ECECD on PDIS | Work Force Committee ICC FIT Bureau Chief FIT Comprehensive System of Personnel Development (CSPD) Lead | FIT ECN ECECD | July 2024 |
| Work with FIT to identify data points on the PDIS | Proposal(s) made to the ICC in order for the ICC to make recommendations to FIT and ECECD on PDIS | Work Force Committee ICC FIT Bureau Chief FIT Comprehensive System of Personnel Development (CSPD) Lead | FIT ECN ECECD | July 2024 |
| Review and provide input on how to better include FIT Early Intervention Birth - 3 on the Early Childhood Career Pathways Guide | Proposal(s) made to the ICC in order for the ICC to make recommendations to FIT and the Early Childhood Higher Education Committee | Work Force Committee ICC FIT Bureau Chief FIT Comprehensive System of Personnel Development (CSPD) Lead | FIT ECN ENMU Higher Ed ECECD | July 2024 |
| Provide feedback and input into a sequential and phased system for Early Intervention Providers' pathways to competency that includes the follow-up needed at the agency level, beginning with Developmental Specialists but to eventually include Family Service Coordinators and Therapists | Proposal(s) made to ICC in order for the ICC to make recommendations to FIT | Work Force Committee ICC FIT Program Manager FIT Comprehensive System of Personnel Development (CSPD) Lead | FIT ECN | Developmental Specialists, July 2024 Family Service Coordinators and Therapists, July 2025 |

2023-24 WORK FORCE DEVELOPMENT & PROFESSIONAL SUPPORT COMMITTEE ACTION PLAN

Critical Issue #2: Recruitment and retention of all staff.

Goal: Increased recruitment and retention of all staff statewide.

| Action | Measurable Outcome | Who | Resources/Partners | By When |
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| Partner with the ICC Underserved Committee on identifying gaps and potential strategies for recruiting providers representing the families served. | Proposal(s) made to ICC in order for the ICC to make recommendations to FIT | Work Force Committee Underserved Committee ICC | FIT ECN | July 2024 |
| Survey early intervention providers to gather information on the recruitment and retention of staff | Survey results presented to the ICC in order for the ICC to make recommendations to FIT | Work Force Committee ICC | FIT ECN EI Providers | July 24 |