



Eric Holcomb, Governor
State of Indiana

Division of Disability and Rehabilitative Services

First Steps

402 W. WASHINGTON STREET, P.O. BOX 7083
INDIANAPOLIS, IN 46207-7083
1-800-545-7763

Interagency Coordinated Council Meeting Minutes

May 10, 2023

10am-12:30pm EST

ICC Members in attendance:

Mark Guyer – Chair, Cory Best – Co-Chair, Laura Burklew, Representative Ed Clere, Robyn Duffy, Rachael Foster, Mariann Frigo, Charie Gibson, Alexandra Hall, Lindsay Holley, Jennifer Owens, Tonia Carriger (Proxy for Courtney Penn), Megan Purcell, Sarah Sailors, Angie Vaughn, Stacy Williams, Deanna Woodruff

ICC Members not in attendance:

Jason Berty, Erica Deathe, DJ Glander, Kristi Linson, Tanya Merritt-Mulamba, Erica Miller

First Steps State Staff in attendance:

David Brandon-Friedman, Katie Goodwell, Maggie McCall, Barbara Sanders, Marie-Therese Smith, Amy Torres, Connie Young

Welcome and Introductions

Mark Guyer, ICC Chair, called the meeting to order at 10:07am and welcomed everyone. Family Story-Amy Yorkman, past First Steps parent shared her family story. She had two kids go through the program. The program was very helpful in getting the needed services for her two kids.

Approval of March 2023 minutes (Vote on Approval)

Mark Guyer, ICC Chair, asked for a motion to approve the March meeting minutes. Alexandra Hall made a motion to approve the minutes as written. Cory Best seconded the motion and a vote was taken:

12 members approved and 4 members abstained. The motion carried.

Infancy Onward Presentation:

Sarah Bailey, Director of Outreach and Training from Infancy Onward, gave a presentation around Infant Mental Health and the endorsement available through Infancy Onward. She left materials for ICC members and the audience to take with them.

First Steps State Update

David Brandon-Friedman, First Steps Director of Policy and Strategic Initiatives shared the First Steps State Update.

- Amy Torres is the new First Steps Training Manager.



- The legislature passed the two-year, State of Indiana budget. First Steps will receive an additional \$7.5M in annual state appropriation funding, bringing the state appropriation from \$18M to \$25.5M for each of the next two fiscal years.
- Five new agencies have been approved to provide First Steps services. One agency did disenroll.
- New SPOE contracts will go into effect in July and may last up to 6 years.
- Key components of the federal, Part C Grant Application were presented.
- Information about preparations for upcoming federal monitoring by the Office of Special Education Programs was shared.
- Maggie McCall, Director of Quality Assurance, presented referral and service delivery data related to statewide provider capacity discussions.

(See attached Power Point)

Personnel Shortage Discussion:

- Mark Guyer, ICC Chair, opened the floor for provider agencies and System Points of Entry (SPOE) to talk about the current personnel shortage happening through the state and how their entities forecast the need for providers.
- Jennifer Owens gave her perspective as a SPOE Director for Clusters F and I. She stated that SPOEs cannot refuse any referrals like some of the other children’s programs she supervises. She noted that the referral data trends that were shared during the State Update are consistent each year. She stated that 50-60% of referrals go to IFSP. Jennifer also spoke about the good working relationship between the SPOE and agency directors in the area she serves to collaborate around the need for services and provider availability.
- Becky Haymond, SPOE Director for Clusters H and J agreed with Jennifer. She stated it is hard to serve the rural counties that may only have 5 kids in the county receiving First Steps services.
- Nancy Moore, agency owner of Possibilities Northeast, talked about the challenge of predicting the need to hire while balancing the need to keep provider caseloads full. She also noted the fluctuating nature of referrals to the agency. She shared that hiring needs are based upon current referrals to the agency. Aside from immediate needs for specific providers, she noted that hiring needs are based upon conjecture of the providers she thinks her agency will need to serve the children in their area of the cluster. She also noted the administrative challenges associated with many providers serving part-time only.
- Barb Blain, agency owner of PediPlay, spoke about changing workforce noting the differences between new providers and veteran providers who have been in the system a long time. Veteran providers are often full-time whereas new providers tend to be part-time and/or leave the First Steps system within a few years. She is worried about what will happen when veteran providers retire.
- Representative Clere suggested exploration of technology available to use as a predictor of what is coming in terms of referrals and provider availability (Predictive Modeling).

Sub-Committee Summary

No sub-committee work was completed.

Legislative Updates

Representative Ed Clere shared he was happy with the additional funding that was allocated for First Steps, noting that it was due in part to the hard work of the ICC through advocacy. The work must continue through continued advocacy of this council as he noted that the increase was based upon recommendations from a rate study completed in 2018. He also shared that the bills that passed during this legislative session, may be found on the [Indiana General Assembly](#) website.

Public Comment

Mark Guyer, ICC Chair, asked if there was any comments from the public. Tonia Carriger, proxy for Courtney Penn shared some information about what was happening in Office of Early Childhood and Out of School Learning (OECOSL).

Adjourn

Mark Guyer, ICC Chair, asked for a motion to adjourn the meeting. Cory Best made a motion to adjourn the meeting and Megan Purcell seconded the motion. The motion carried and the meeting was adjourned at 12:22pm. The next meeting is July 12, 2023.

Minutes were respectfully submitted by Janet Ballard, ICC Staff Support