

PROCEEDINGS OF THE BROWN COUNTY HUMAN SERVICES BOARD

Pursuant to Section 19.84 Wis. Stats, a regular meeting of the **Brown County Human Services Board** was held on Thursday, December 13, 2013 in Board Room A of the Sophie Beaumont Building – 111 North Jefferson Street, Green Bay, WI

Present: Chairman Tom Lund
Carole Andrews, Bill Clancy, Susan Hyland, Craig Huxford, Helen Smits,
Paula Laundrie

Excused: JoAnn Graschberger, John Van Dyck

Also

Present: Jeremy Kral, Executive Director
Tim Schmitt, Finance Manager
Lori Weaver, Long Term Care Manager
Vicki Mulvey, Birth to Three Coordinator

1. Call Meeting to Order:

The meeting was called to order by Chair Tom Lund at 5:15 pm.

2. Approve/Modify Agenda:

ANDREWS/SMITS moved to approve the agenda.
The motion was passed unanimously.

3. Approve Minutes of November 14, 2013 Human Services Board Meeting:

Citizen Board member Andrews asked for a spelling error to be corrected under the financial report – for the word “budge” to be fixed to “budget”.

CLANCY/HYLAND moved to approve the minutes dated November 14, 2013.
The motion was passed unanimously.

4. Executive Director’s Report

Executive Director Jeremy Kral presented and handed a written report to the board (attached).

Q: Chairman Lund asked how close we are to getting another APNP (Advanced Practice Nurse Prescriber).

A: Kral stated there are no current prospects but we are working to recruit. The flexibility of wages did help get one of the two available positions filled.

HUXFORD/LAUNDRIE moved to receive and place on file.
Motion was carried unanimously.

5. Birth to Three Update

Lori Weaver introduced herself and Vicki Mulvey, Birth to Three Coordinator. They presented a PowerPoint presentation (attached) on the Birth to Three program.

- Weaver noted that referrals are high in the months of August & September due to children going back to school and seeing other family members at holidays who may notice signs of delays.
- There has been a significant increase in 2013 in children found eligible based on the number of referrals

Q: Citizen Board Member Laundrie asked if physicians are the primary source of referrals.

A: Weaver stated that was accurate and another considerable referral source is daycares.

- We are rolling out PCATT (Primary Coach Approach to Teaming) in 2014. This approach will mirror the principles set forth from OSHA & the state.
- Mulvey stated that coaching is an adult learning style. This is not an expert model but more about joining and partnering with the family. The more parent responsiveness we can support, the more likely the behavior will continue when we are gone. The home visitor will develop a joint plan with the parent based on something real that the parents want to see changed or look different.
- In the past we used to evaluate where the child's shortfalls were and assign different professionals for each issue. This would open the door for several different messages. This new approach is a team effort with one primary contact for the family. All professionals will practice within their own domains but still work together.
- Weaver stated the primary coach approach includes geographic teams that connect with the same schools. Teams can share resources within and across teams.

Q: County Board Member Clancy asked if there is high evidence of multiple cases in a single family.

A: Weaver stated you could have an older sibling who went through the program and now the baby in the family is being evaluated. You could also have twins or triplets that need evaluation (due to premature birth).

Q: County Board Member Clancy asked in the situation with the older sibling, can you see changes in the child as a result of the program.

A: Mulvey said yes and coaching with the parents is the best approach since the coordinator assistance is short-lived. When a child gets closer to age 3, we help with the transition. Federally, we are part of the school system. Chairman Lund added that special education aides do know what children will be coming into their program so they are prepared. Weaver stated that the majority of the time, the Birth to Three Coordinator has been talking with the school months ahead of time. Mulvey added they have great relationships with the school districts and have worked hard to maintain that. Transition planning takes place 9 months before the child turns age 3.

Q: Citizen Board Member Laundrie asked how this relates to the Wisconsin Early Autism Project.

A: Mulvey stated that they tailored this approach to also work with autistic infants and toddlers as it has been evidence based for that age range. She added that the parents are required as we cannot be successful without them. It is important to engage with them.

Q: Citizen Board Member Smits asked if most of the parents are welcoming of the concept and having the coordinators come in for evaluation.

A: Mulvey stated that the Birth to Three program is voluntary and federally mandated. There can be a cost share based on family income but all different types of families are seen. Coaching is about engaging with the family and we need to work harder if we are not engaging with the parents.

CLANCY/SMITS moved to receive and place on file.
Motion was carried unanimously.

6. Financial Report

Schmitt had submitted a written report with the board packet agenda.

LAUNDRIE/HYLAND moved to receive and place on file.
Motion was carried unanimously.

7. Statistical Reports:

Please refer to the packet which includes this information.

8. Approval for New Non-Continuous Vendor:

Please refer to the packet which includes this information.

9. Request for New Vendor Contract:

Please refer to the packet which includes this information.

10. Other Matters:

Next Meeting: Thursday, January 9, 2014
5:15 p.m. – Sophie Beaumont Building, Board Room A

11. Adjourn Business Meeting:

ANDREWS/HUXFORD moved to adjourn; motion passed unanimously. Chairman Lund adjourned the meeting at 5:50 p.m.

Respectfully Submitted,

Kara Navin
Recording Secretary

Brown County Human Services

Executive Director's Report to the Human Services Board

December 12, 2013

Members of the Board:

The CTC hospital redesign project is all but complete. The staff of the hospital have been trained on how to work in the Community Based Residential Facility (CBRF), the physical structure work is finished and the licenses should be secured by the end of the week. It is anticipated that clients will be accessing the facility next week. We will start out with limited capacity at first, a "soft opening" to allow us to test our programming and staffing models while ensuring quality of service and safety for all involved.

We have some exciting news on some key positions within the department. As you recall, Mary Johnson will be retiring in early January. This board saw fit to award her the inaugural Barbara Bauer Award. The person with the big shoes to fill will be Roberta Morchauser. Roberta comes to us with very relevant nursing experience and a very ambitious track record. She will begin January 6, 2014.

The Director of Community Programs position which was vacated in May when this writer changed roles will also be filled on January 6, 2014. Nancy Fennema comes to us with a wealth of administrative and direct practice experience. Her career has seen her in the role of Deputy Director of Rock County, CEO at Aspiro here in Green Bay, leading a case management agency serving people with developmental disabilities, and as a direct care therapist in Green Bay. We welcome her to our leadership team.

We have also filled one of our vacant APNP positions to provide diagnosis and pharmacological services to consumers with mental illness at the CTC. I am very pleased to announce that Pam Page will start with us on January 6, 2014 in that vital role.

Finally, Lori Weaver has accepted promotion to the position of Long Term Care manager, filling the position vacated due to internal transfer and we welcome Lori to the senior management team.

Respectfully Submitted By:



Jeremy Kral
Executive Director

Brown County's

Birth
to 3

Early Intervention Program

Program for families of children under
3 years of age with developmental
delays or disabilities.



Eligibility for Birth to Three in Wisconsin

- Diagnosed condition which likely results in developmental delays
- Delay of 25% or more in at least one area of development
- Atypical development

2014 Proposed Addition for
Federal Funding:

- “Birth to 3 waiver” program



Oversight

- **Federal:** Individuals with Disabilities Education Act (IDEA) Part C – Office of Special Education Programming (OSEP) created in 1986
- **State:** Department of Health Services (DHS 90)



Birth to 3 Program Guiding Principles

- Children's optimal development depends on their being viewed first as children and second as children with a problem or disability.
- Children's greatest resource is their family.
- Parents are partners in any activity that serves their children.
- Just as children are best supported within the context of family, the family is best supported within the context of the community.
- Professionals are most effective when they can work as a team member with parents and others.
- Collaboration is the best way to provide comprehensive services.
- Early intervention enhances the development of children.

- adopted by the Governor's appointed Interagency Coordinating Council in December, 1988

Services to Support a Family

Most commonly utilized services in B-3:

- Service Coordination
- Case Management
- Speech Therapy
- Occupational Therapy
- Special Instruction
- Physical Therapy
- Interpretation

Other services available:

- Assistive technology
- Audiology
- Family Education and counseling
- Health services
- Nursing
- Nutrition
- Psychological services
- Social work
- Transportation
- Vision

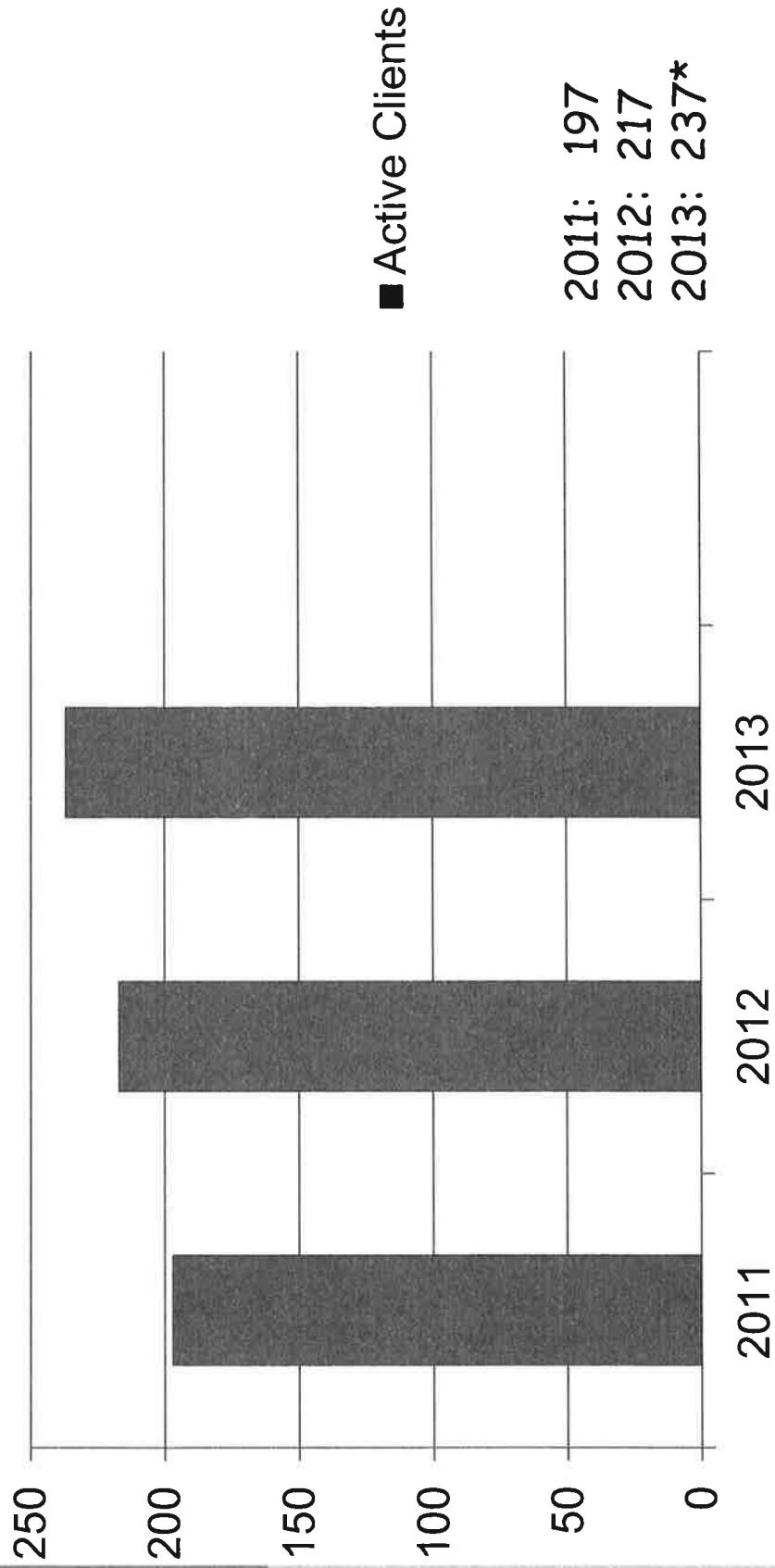
Referrals

Month	2011	2012	2013	Monthly Total	Monthly Avg
January	61	67	89	217	72.33
February	49	57	78	184	62.33
March	71	60	63	194	64.66
April	52	58	82	192	64
May	62	49	58	169	56.33
June	87	65	45	197	65.66
July	57	59	58	174	58
August	79	55	72	206	68.66
September	66	70	76	212	70.66
October	66	99	62	227	75.66
November	54	62	48	164	54.66
December	40	44	*29	*113	*37.66
Year Total	744	745	*760		
Year Avg	62	62.083	*63.3		

* Partial Month Data - as of 12/12/2013

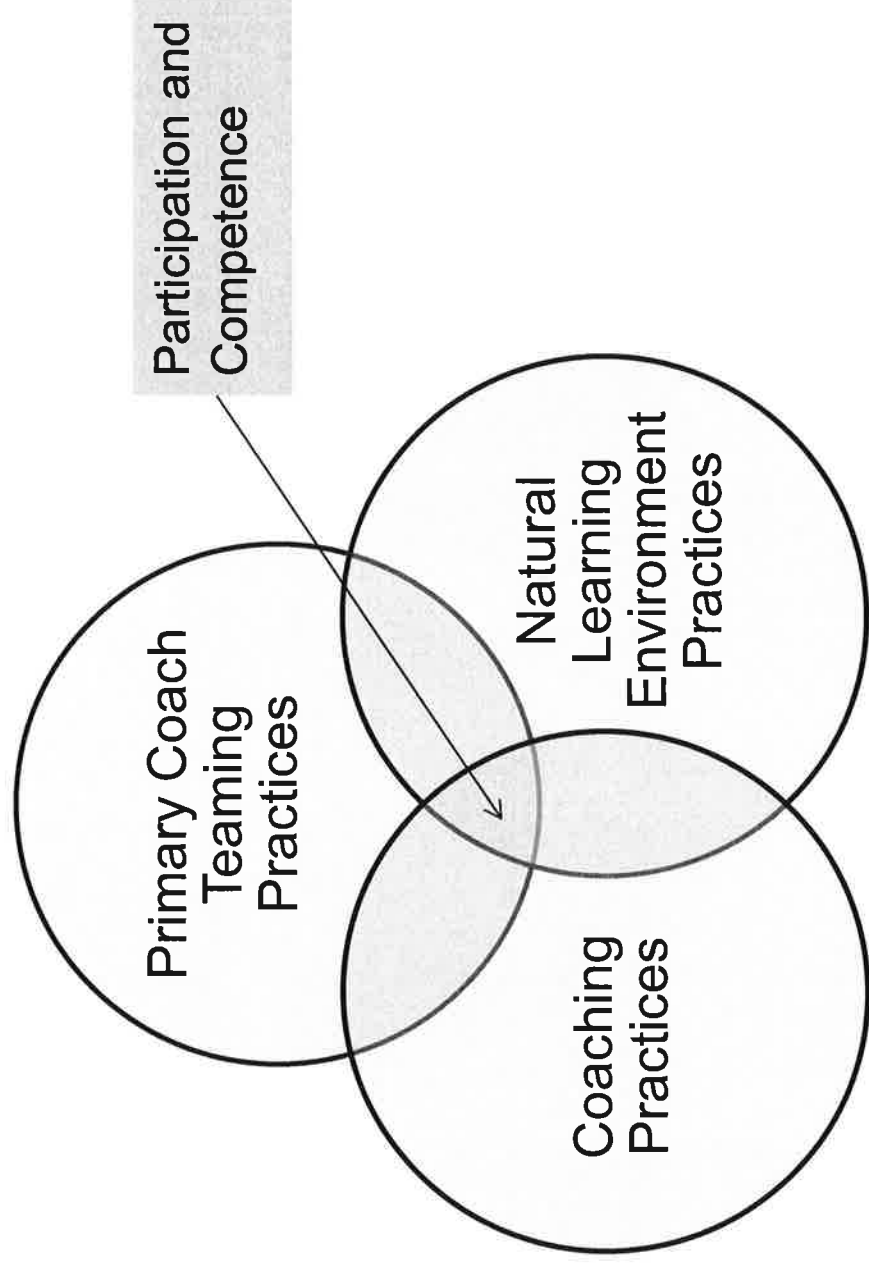
Average Number of Children on Service

Active Clients



Primary Coach Approach To Teaming (PCATT)

Evidence Based Paradigm



PCATT – Evidence Based Paradigm

– Coaching Practices

- Joint plan
- Action/Practice
- Observation
- Feedback
- Reflective Questioning

– Natural Learning Environments Practices

- Child interests and activities
- Parent/caregiver responsiveness
- Opportunities

– Primary Coach Teaming Practices

- Primary coach to directly support the family/caregivers
- Designated team of professionals to support the primary coach

Coaching

- Coaching is an evidence-based adult learning strategy used for interacting with parents and other care providers to recognize what they are already doing that works to support child learning and development as well as building upon existing or new ideas.
- Rather than telling the other person what he or she needs to do or doing something only to/with the child, individuals using coaching start with what the other person knows and is doing in order to develop and implement a joint plan that meets the needs and priorities of the person being supported through coaching.
- Coaching involves asking questions; jointly thinking about what works, does not work, and why; trying ideas with the child; modeling with the child for the parent; sharing information; and jointly planning next steps.
- A coaching interaction style is as “hands-on” as necessary, and also ensures that what the practitioner is doing and discussing with the parent is meaningful and functional within the context of everyday life and builds parent capacity to support child learning and development during all of the times when the practitioner is not present.

Natural Learning Environment Practices

- Natural learning environment practices include use of everyday activity settings, child interests, and parent/adult responsiveness to the child.
- Everyday activity settings are used as the sources of early learning because they provide frequent opportunities for child use of existing abilities and development of new skills.
- Child interests are used because children are more likely to focus on a person or activity longer if they are motivated and engaged, which in turn, provides more practice and learning opportunities.
- Parent responsiveness involves ensuring that parents know and understand what they do that supports their child's learning within and across activity settings.



- Dathan Rush and M'Lisa Shelden

Primary Coach Teaming Practices

- A primary coach approach to teaming ensures that parents receive consistent, unduplicated, timely, evidence-based, individualized, and comprehensive information and support.
- A primary coach approach to teaming also ensures that every family has access to a full team of practitioners that minimally includes an early childhood educator or special educator, occupational therapist, physical therapist, speech-language pathologist, and a designee responsible for service coordination.
- The primary coach is the team liaison who supports the parent in promoting the child's participation in everyday life routines and activities, which for all children naturally serves to foster skill acquisition across multiple developmental domains.
- As a primary coach needs the expertise of another team member, then that team member and the primary coach participate in a joint visit.
- Team communication and support occur through regular team meetings in which all team members participate.

Steps in Implementation of PCATT

2010

- ❖ April 1st – Institute Team (2 day training, 6 months practice)
- ❖ March – Multi-County/Tribal Consortium (training)
- ❖ August & November – All staff trainings
- ❖ November – All staff using coaching as the interaction style with families/caregivers

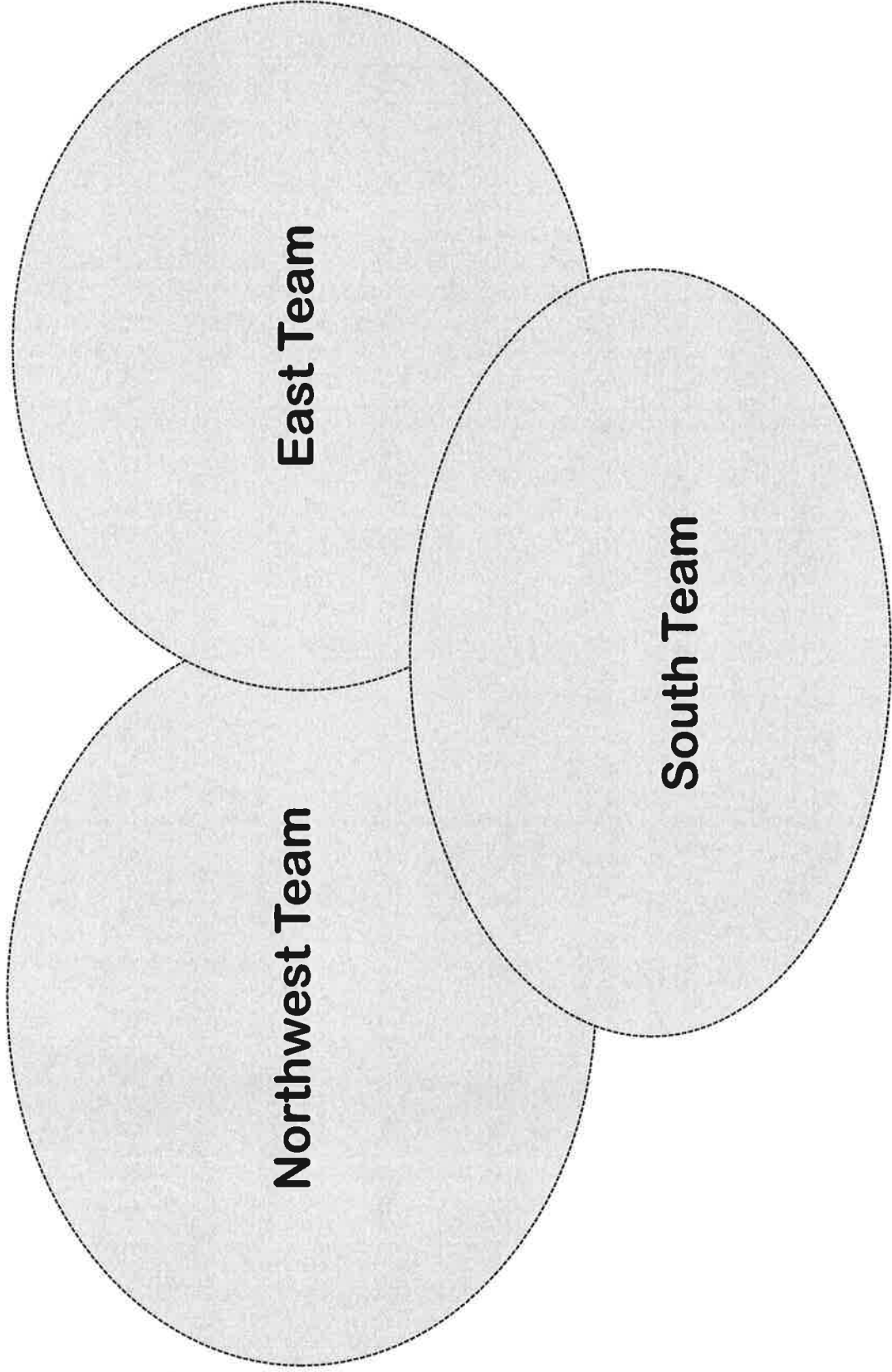
2011

- ❖ January 2nd – Institute Team (2 day training, 6 months practice)
- ❖ January & March – All staff trainings

2013

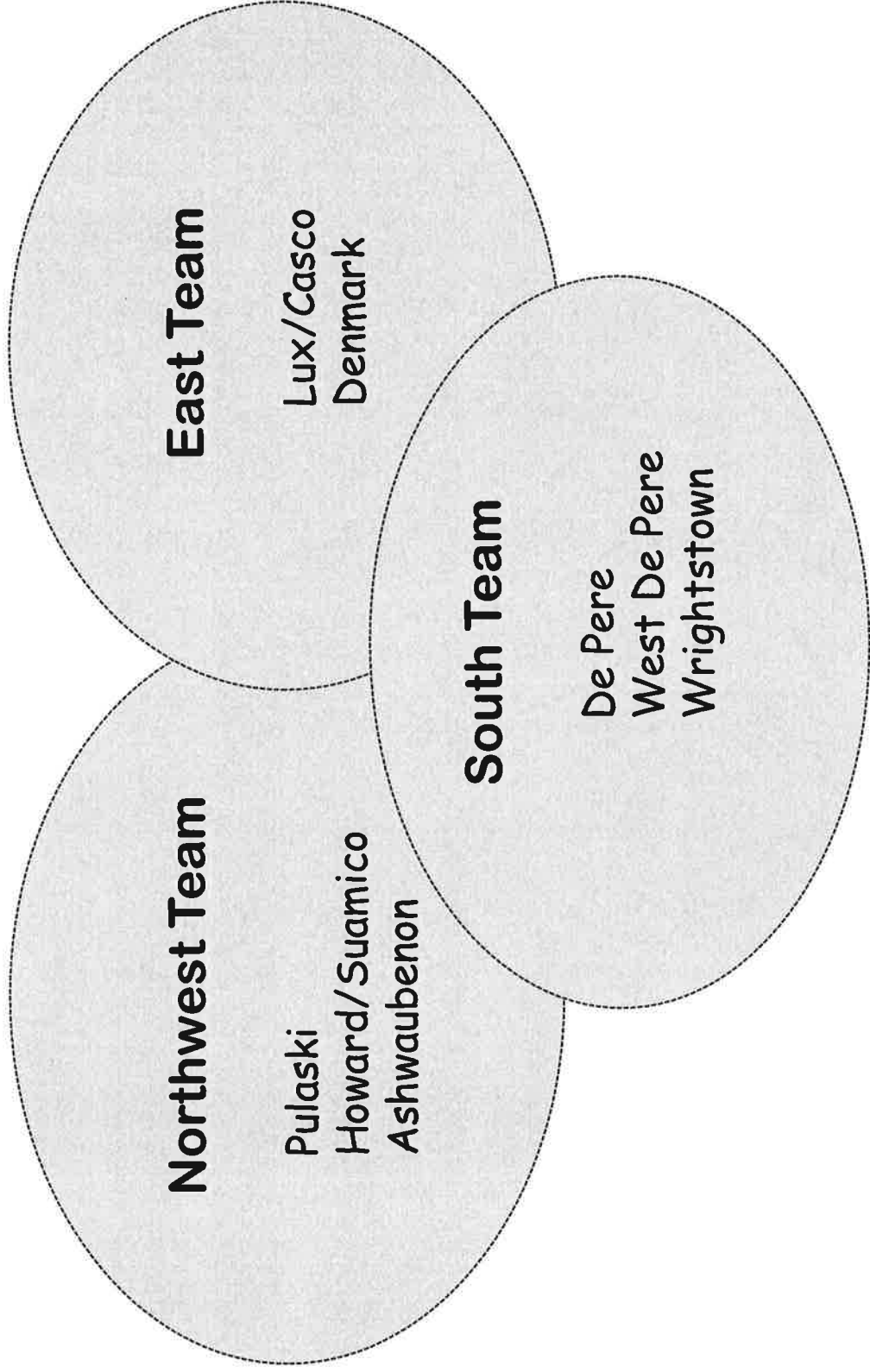
- ❖ January – State identified moving to PCATT as a priority
- ❖ April – Brown County Birth to Three began intentional planning
- ❖ December – Two-day intensive PCATT training (all providers)

Geographical Teams



Geographical Teams by School District

All Teams Share Green Bay Schools Region



Steps in Implementation of PCATT

2014

- ❖ January 1 – Full Implementation of PCATT
 - ❖ Geographically Designated Teams
 - ❖ Primary Coach Identified for Every Family
 - ❖ Teams Sharing Their Expertise and Using Activities and Interests of the Family to Support and Expand the Child's Development and Participation
 - ❖ Primary Coach Accessing Their Team for Joint Visits with the Family
 - ❖ Weekly Team Meetings to Build the Capacity of All Team Members
 - ❖ Teams Sharing Expertise and Experience to Support Other Teams