

HAWAII EARLY INTERVENTION COORDINATING COUNCIL
Quarterly Meeting
May 30, 2018

O‘ahu	1010 Richards Street, Honolulu, 96813, Basement Conference Room
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MINUTES

Members Present: Jason Maga (Chair), Bobbie-Jo Moniz-Tadeo (Vice-Chair), Michael Fahey, Lori Goetas, Adam Huillet, Christine Jackson (for Lauren Moriguchi), Sabrina Kehau Golis, Representative Bertrand Kobayashi, Keri Kobayashi, Bernadette Lane, Dayna Luka, Doug Mersberg, Sharon Thomas

Members Absent: Daniel Buehler, Ashley Anne Diaz, Senator Josh Green, Lisa Lemon, Mary Jo Noonan, Sandra Pak, Craig Perez, Toby Portner, Kerrie Urosevich, Danette Tomiyasu Wong

Ex-Officio: Charlene Robles, Patricia Hue

Guest: Sue Brown, Dayne Hironaka, Keiko Nitta (DOH), Ann Sasuga, Amy Tamashiro (HCCH, AAP), Christina Tydeman (DOE), Wayne Yoshioka (Hawaii Public Radio)

TOPIC	DISCUSSION	DECISION/ FOLLOW-UP
1. Call to Order	<p>Chair, Mr. Maga, called the meeting to order at 8:40 a.m.</p> <p><i>a. Introductions</i></p> <p><i>b. Review Agenda</i> Agenda reviewed. No additions or comments.</p> <p><i>c. Review Minutes from February 28, 2018 Quarterly Meeting</i> Minutes were reviewed. Edits were made on DOE indicators and approved.</p>	
2. Community Update	<p><i>a. Early Childhood State Strategic Plan Sharing and Feedback</i> – Chris Jackson and Keiko Nitta [Refer to Early Childhood State Strategic Plan handouts]</p> <p>Jackson requested HEICC members who have not had a chance to respond to member survey to provide online feedback as soon as possible. The strategic plan is intended to</p>	

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	<p>provide a framework for various public and private partners working on early childhood education and development, and to be utilized for advocacy and securing resources. The core document shared with the HEICC members identify key areas to be addressed in the five-year plan, but there are also other parts in this plan.</p> <p>Nitta explained the five building blocks of the Strategic Plan and its intention to cover early childhood holistically. She asked for members’ feedback on alignment between this draft document and HEICC priorities.</p> <p>Feedback:</p> <ul style="list-style-type: none"> • The document covers comprehensive areas of early childhood education and development and is heading in the right direction. • Request to make sure the priorities for the children with special needs, including those between 0-3 year-old, are reflected in the document. • Comprehensive data collection needs should not only be related to kindergarten but also include Early Intervention. • HEICC priorities of overcoming insufficient funding and comprehensive data collection and usage align with this draft plan. • The guiding principles are valuable and help bring together different partners serving young children and treat them equitably. Executive Office on Early Learning (EOEL) is a new overarching early childhood structure of the government and this initiative can help increase transparency, i.e. various agencies can achieve equitable access to information and resources. This would also help align various services provided by different organizations for the same child. • EOEL or this document would not be directive on various departments and organizations, rather, the strategic plan provides an umbrella framework for everyone to align and coordinate respective efforts. 	
<p>3. Early Intervention Section Update</p>	<p><i>Early Intervention Section Update – Charlene Robles</i> <i>[Refer to Early Intervention Section Update handout]</i></p> <p><i>a. Part C Update</i> Part C grant increased by 2.1% to \$2,295,163.</p> <p><i>b. Budget</i></p>	

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	<p>FY19 supplemental budget of \$2,716,006 is approved. EIS needs to provide continuous/renewed evidence for sustainable funding increase, with support from HEICC.</p> <p>Maga asked the question to Representative Kobayashi what factors (salary study, EI provider advocacy, community/parent advocacy) influenced the legislature’s decision to support an increased budget this year. Rep. Kobayashi speculated that probably multiple factors affected the decisions, though he emphasized the importance of providing hard evidence like the salary study. He explained that there was also more funding available this year than the last five years. He suggested to utilize indexes (such as index for collective bargaining increases, state inflation index) in the future, as it would not be possible to annually conduct a salary study. Maga suggested to conduct a further analysis on the salary study to find out the cost estimate to raise the salary level to a mid-level (out of 11 states compared), rather than just to raise it to the next level state (in many cases, 10th place state level, as Hawaii was the lowest at 11th).</p> <p>Robles explained that the supplemental budget is to be applied for EI services and the intention is that this increase would be recurrent, i.e. to increase the base-budget starting FY2019, though this information needs to be confirmed.</p> <p>Robles asked the question to Rep. Kobayashi for his advice on how to increase the awareness among the legislature that Early Intervention is a federally mandated service that the State must provide. Rep. Kobayashi recommended to repeat this information in DOH documents, and to explain what “federally mandated” means.</p> <p>c. Positions</p> <p>Robles explained that the resources are very tight to hire all direct service providers needed to provide EI services, including Occupational Therapists, Speech Language Pathologists, Physical Therapists and so on.</p> <p>d. State Systemic Improvement Plan (SSIP)</p> <p>Working towards sustainability (fidelity) with the Primary Service Provider and Coaching model. Workgroups are made up of various partners and stakeholders.</p> <p><i>[Refer to SSIP Staffing Workgroup Update handout]</i></p> <p>Robles shared the results of EI Staffing Surveys from the Staffing Workgroup. The surveys had three parts, Part I & II asked questions to program managers on their view on</p>	

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	<p>recruitment and retention challenges, and Part III asked EI program staff about important factors for choosing and remaining in EI jobs.</p> <p>The demography of the current EI staff: about 60% of staff have been in Hawaii EI for less than 5 years. A question was asked if there's a tendency for staff in particular discipline(s) stay longer in EI than others.</p> <p>Overall, surveys indicate that 73% of EI staff are either very or somewhat satisfied with their jobs. In terms of important factors for recruitment, program managers thought a lack of competitive salaries being the number one reason why EI cannot attract staff, while staff surveys indicate they chose EI jobs for its mission and work schedule, and salary was not the number one reason. In terms of important factors for retention, competitive salaries/salary incentives was the number one factor for both program managers' understanding and staff's feedback. On the reasons why some EI staff left their jobs, better salaries and workload/demand were the two highest factors identified. Staffing Workgroup is currently conducting further focus group discussions and analysis to find out more about workload issues.</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Lack of competitive salaries/salary incentives continue to be a major issue in recruitment and retention. • Continuous vacancies are putting workload demands on EI staff. Some positions have been vacant for months and years. • With a very low unemployment rate in Hawaii, the pool of available candidates for Hawaii EI is small to begin with and low salaries and no raises do not help. • EI staff is not choosing this job for money, but rather for its missions and principles. Yet, staff are leaving EI jobs for higher salaries. This shows the dire situation that the system is facing and needs to address, i.e. motivated staff cannot hold EI jobs due to economic pressures. • Importance of having recurrent budget increase, rather than single year to maintain necessary salary and other program cost raises. • Considering shortages of available professionals, look into job-sharing and other innovative measures. • Any difference in staff views between the state EI programs and POS programs? • Any details/reasons for staff's responses 'somewhat dissatisfied' or 'dissatisfied' with EI? 	

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	<p><i>e. Initiatives and Activities</i> RFP for Web-database is released. Funding still needs to be secured. Robles explained the two potential options: a) purchasing a database with approximately \$1.5 million initial development plus \$300,000 annual maintenance; or b) subscribing to a database service, which could potentially cost about \$350,000 initially plus \$150,000 annual maintenance. EIS provided components needed for such database in the RFP. In evaluating proposals, EIS needs to consider longevity of company, i.e. system and data availability to us in the long run.</p> <p><i>f. Program Measures Dashboard with Complaint Summary</i> [Refer to HEICC Program Measures at A Glance Dashboard handout]</p>	<p>Robles/Aoki to:</p> <ul style="list-style-type: none"> a) find out why Measure #8 Unable to contact has increased; b) correct Measures #8 and #10 asterisks and captions; c) analyze why the upward trend on declined referrals (family not interested in EI services); and d) look into what further information can be shared on complaint summary (for council to be able to discuss trends and strategies).
<p>4. Council Business</p>	<p><i>a. Legislative Update</i> Fahey reported on Early Childhood Day at the Capitol, promoting EI budget increase among other causes.</p> <p><i>b. HEICC Planning</i> Executive Committee has discussed the need for a new HEICC Chair and Vice-Chair in the last meeting. HEICC is having difficulty getting constant participation by parents, who could serve as a future Chair or Vice-Chair. Two new parents from Big Island just joined the Council. There will be one more parent vacancy starting July this year. If any Council member has recommendations, please let the Chairs know. Suggestion was made that potential parents can join the meeting as guests first to see how Council works.</p> <p>Council clarified that only Council members under categories 1 (parents), 2 (EI providers), and 14 (Other members of interest selected by Governor) can potentially serve as a Chair or Vice-Chair, not State representatives. If any members under those categories are interested in serving those positions, please let the Chairs know.</p> <p>Fahey shared that there is a need for an HEICC representative at the Early Learning Board</p>	

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	<p>(ELB), starting July 1, 2019, as his appointment ends on June 30, 2019. The position is appointed by the Governor and confirmed by the Senate for 3 years. Due to this process, the appointment is usually confirmed towards the end of legislative session around April/May. ELB is a governing board. State representatives cannot vote. People who may be interested in this position need to apply online in the spring of 2019. It involves substantial work, as the ELB meets monthly (second Thursdays from 1:30-4pm) and many ELB members are also asked to contribute to one of the Committees, which involves another set of in-person or phone meetings. In addition, this person needs to come to HEICC and know its priorities and updates. There is a state rule that a person cannot serve two Governor appointed councils at the same time. So this person would not be a voting member at HEICC, once appointed by ELB. Fahey has approached two potential candidates so far – one cannot serve, the other one needs more information.</p> <p>Maga thanked Keri Kobayashi’s contribution to the Executive Committee and reported she is stepping down as Kerrie Urosevich joins the Committee. He reminded that Executive Committee meetings are open to anyone interested.</p> <p><u>HEICC Priorities</u> Maga and Moniz-Tadeo reported that the Executive Committee has discussed that the revised HEICC priorities focus on the following areas.</p> <ol style="list-style-type: none"> 1. Sustainable Funding for EI Services, including salaries and contract rates for recruitment and retention of EI staff and costs of EI services provided 2. EI web-based data system 3. State Strategic Improvement Plan (SSIP) support <ul style="list-style-type: none"> • Professional Development • Data for Program Improvement • Tele-health • Fiscal/Staffing <p><u>Member Survey</u> Maga reminded members to respond to the online survey sent by Aoki on May 14.</p> <p style="text-align: center;"><i>c. HEICC/Exec Committee Appointment and Vacancies</i> Covered under b. HEICC planning section.</p>	

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5. Public Comment	No public comment.	
6. Announcements	Fahey shared about the Statewide Keiki Oral Health Action Steering Group planned on June 7, 1:30-3:30 at Kinau Hale Building, DOH, at 1250 Punchbowl Street.	
7. Future Meeting	The next Quarterly Meeting will be on August 29, 2018.	
8. Adjourn	Maga adjourned the meeting at 10:54 am.	