

Mississippi Part C State Systemic Improvement Plan (SSIP)

**INDICATOR 11:
STATE SYSTEMIC IMPROVEMENT PLAN (SSIP)
EVALUATION PLAN**

Mississippi Part C

***Mississippi First Steps Early Intervention Program
(MSFSEIP)***

VISION STATEMENT: Mississippi's children with special needs, under three years of age, and their families will grow, develop, learn, and actively participate in their homes and communities throughout their lives



MISSISSIPPI STATE DEPARTMENT OF HEALTH

Mississippi Part C State Systemic Improvement Plan (SSIP)

State-Identified Measurable Result

The Mississippi Part C SSIP Stakeholders selected to continue to focus on improving the *percentage of infants and toddlers who exit the MSFSEIP at or near age expectations on the acquisition and use of knowledge and skills, including early language/communication* (i.e., Indicator 3: Outcome B - Summary Statement 2) from 50.5% in FFY2020 to 53% in FFY 2025. This SiMR will be reported statewide, including all nine Local Early Intervention Programs (LEIP) across the three Regions.

SiMR	FFY 2020	FFY 2021	FFY 2022	FFY 2023	FFY 2024	FFY 2025
Indicator 3: Child Outcome B, Summary Statement 2	50.5%	51.0%	51.5%	52.0%	52.5%	53.0%

Improvement Activities

SSIP improvement activities will include implementation of infrastructure improvements and scale-up of evidence-based practices.

Infrastructure Improvements

- Accountability: As a result of initial infrastructure improvements to develop quality program standards, infant and toddler standards, personnel standards, quality preservice/in-service evaluation tools, and a new data system, the MSFSEIP will revise the general supervision process to enhance systems of accountability to ensure all of these new standards are being embedded in procedures to assure the standards are met and maintained.
- Personnel: The MSFSEIP will continue to ensure cohorts of existing and new personnel enroll in and obtain the Early Intervention Credential aligned to the new personnel standards.
- Data: The MSFSEIP will continue infrastructure enhancement efforts to address data use (including analyses of financial data) for program improvement, accountability/monitoring to achieve quality standards, and implementation and refinement of enhancements to the professional development system.

Evidence-Based Practices

- Family-Centered Early Intervention: The MSFSEIP will continue implementation and scale-up of the *Routines-Based Early Intervention Model for Early Intervention* statewide. Using a cohort strategy, all early intervention personnel will have access to training on the principles and practices for implementing the model and receive ongoing coaching from local peer EBP Coaches. Fidelity to the model will be measured through observation checklists and impact will be measured through assessment of family engagement.
- Early Language Development: The MSFSEIP will implement evidence-based interventions to promote early language development. The MSFSEIP will continue to monitor the fidelity of implementation of the Individual Growth and Development Indicator - Early Communication Indicator (IGDI-ECI) to monitor language development and to measure the ongoing impact of interventions used.

Mississippi Part C State Systemic Improvement Plan (SSIP)

Evaluation Plan

Accountability: Revise the MSFSEIP general supervision process to ensure newly developed and adopted quality program standards, infant and toddler standards, early intervention personnel standards, quality preservice/in-service evaluation tools, and reports from the new data system are being embedded in procedures to assure the standards are met and maintained.

Evaluation of Implementation

Performance Indicator and Criteria	Data Collection Methods	Timeline
<p>Standards, tools, and reports are incorporated into ongoing program improvement activities, including monitoring and training/technical assistance</p> <ul style="list-style-type: none"> ▪ Revise the State General Supervision Manual to incorporate the standards, tools, and reports. ▪ Revise the LEIP Self-Assessment Tool and Improvement Plan template incorporating/aligning with standards, tools, and reports ▪ Develop a new guidance document on using the standards, tools, and reports for self-assessment and program improvement ▪ Develop and use training and technical assistance materials to support implementation of the new General Supervision procedures 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Manual: <i>MSFSEIP General Supervision Manual</i> ▫ Tool: <i>LEIP Self-Assessment Tool and Improvement Plan template</i> ▫ Guidance Document: <i>Completing the LEIP Self-Assessment and Developing an Improvement Plan</i> ▫ Training materials ▫ Training records (e.g., participants, agenda, presentation, activities) ▪ Assessment Results: <ul style="list-style-type: none"> ▫ LEIP Self-Assessments scores 	<ul style="list-style-type: none"> ▪ Permanent Products: Sept. 2022 ▪ Training: Oct. 2022 ▪ Assessment Results: Feb. 2023
<p>Guidance on what constitutes a high-quality LEIP and LEIP performance reports are developed and shared with LEIPs staff, providers, and families</p> <ul style="list-style-type: none"> ▪ Develop a new LEIP Performance Report Card ▪ Develop and use training and technical assistance materials to support knowledge of interpreting the new LEIP Performance Report Card 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Tool: <i>LEIP Performance Report Card</i> ▫ Training materials ▫ Training records (e.g., participants, agenda, presentation, activities) 	<p>May 2024</p>

Evaluation of Intended Outcomes

Type	Description	Evaluation Questions	Performance Indicator and Criteria	Measurement	Timeline
Short term	LEIP staff have knowledge and understanding of General Supervision components and criteria.	<i>Do the LEIP staff have knowledge of and demonstrate an understanding of the General Supervision components and criteria?</i>	<ul style="list-style-type: none"> ▪ LEIP staff achieve a minimum of 80% on post-test results 	<ul style="list-style-type: none"> ▪ Assessment: Training Module post-test results 	Oct. 2022 <i>(annually)</i>
Intermediate	LEIP staff use the LEIP Self-Assessment Tool and Improvement Plan template to evaluate their programs to develop a plan for ongoing program improvement.	<i>Do the LEIPs conduct self-assessments using the provided tool consistent with the General Supervision requirements?</i>	<ul style="list-style-type: none"> ▪ 100% of LEIPs use the Self-Assessment Tool correctly to determine to what extent they meet criteria 	<ul style="list-style-type: none"> ▪ Assessment: LEIP Self-Assessment results 	Nov. 2022
		<i>Do the LEIPs develop improvement</i>	<ul style="list-style-type: none"> ▪ 100% of LEIPs use the template to 	<ul style="list-style-type: none"> ▪ Assessment: LEIP 	Feb. 2022

Mississippi Part C State Systemic Improvement Plan (SSIP)

		<i>plans consistent with the template and General Supervision requirements?</i>	develop their Improvement Plans using the Self-Assessment results	Improvement Plans	
Long term	LEIPs staff, providers, and families have a shared understanding of what constitutes a high-quality LEIP and to what extent their LEIP meets those criteria and use this information to improve their LEIP.	<i>Do families understand what constitutes a high-quality LEIP and to what extent their LEIP meets those criteria?</i>	<ul style="list-style-type: none"> ▪ At least 75% of families surveyed self-report knowledge of what constitutes a high-quality LEIP and to what extent their LEIP meets these criteria 	<ul style="list-style-type: none"> ▪ Assessment: Survey results from families 	June 2025
		<i>Do LEIP staff and providers understand what constitutes a high-quality LEIP and to what extent their LEIP meets these criteria?</i>	<ul style="list-style-type: none"> ▪ At least 80% of LEIP Service Coordinators and Providers surveyed self-report knowledge of what constitutes a high-quality LEIP and to what extent their LEIP meets these criteria 	<ul style="list-style-type: none"> ▪ Assessment: Survey results from Service Coordinators and Service Providers 	June 2025
		<i>Do LEIP staff, providers, and families use the LEIP performance results to improve their LEIP?</i>	<ul style="list-style-type: none"> ▪ 50% of LEIPs demonstrate some improvement on areas identified through self-assessment and implementation of Improvement Plans 	<ul style="list-style-type: none"> ▪ Assessment: Verification of implementation of LEIP Improvement Plans 	June 2025

Personnel: The MSFSEIP will continue to participate with the Comprehensive System of Development Leadership Team on the State CSPD Plan and ensure cohorts of existing and new EI personnel (including both LEIP staff and participating providers) enroll in and obtain the Early Intervention Credential aligned to the new personnel standards.

Evaluation of Implementation

Performance Indicator and Criteria	Data Collection Methods	Timeline
A CSPD strategic plan is implemented, evaluated, and updated as needed <ul style="list-style-type: none"> ▪ The CSPD Leadership Team meets quarterly to update the State Plan. ▪ The CSPD Leadership Team provides an updated plan annually to the SICC. 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Document: <i>CSPD State Plan</i> ▫ CSPD Meeting records (e.g., participants, agenda, presentation, activities) ▫ CSPD Annual update to the SICC 	Oct. 2022 (ongoing)
EI personnel use the MSFSEIP Personnel Standards to evaluate their knowledge and skills and to guide professional development <ul style="list-style-type: none"> ▪ Develop a guidance document for EI personnel on using the personnel standards for self-assessment and developing a professional development plan 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Guidance Document: <i>Completing the Personnel Standards Self-Assessment and Developing a Professional Development Plan</i> ▫ Training materials 	Oct. 2022 (annually)

Mississippi Part C State Systemic Improvement Plan (SSIP)

<ul style="list-style-type: none"> ▪ Develop and use training and technical assistance materials to support understanding of the MSFSEIP Personnel Standards, self-assessment process, and Individual Professional Development Plan 	<ul style="list-style-type: none"> ▫ Training records (e.g., participants, agenda, presentation, activities) ▫ Individual Professional Development Plans of EI personnel 	
Cohorts of existing and new EI personnel enroll in and earn the state Early Intervention Credential	<ul style="list-style-type: none"> ▪ Number of EI personnel who have enrolled in and successfully completed the state EI Credential 	Oct. 2022 <i>(ongoing)</i>
<p>EI personnel have access to high-quality in-service to meet the MSFSEIP Personnel Standards</p> <ul style="list-style-type: none"> ▪ Revise the application for approving external in-service training to ensure linkage to MSFSEIP Personnel Standards and criteria for high-quality adult learning ▪ Revise and/or develop MSFSEIP in-service training materials to ensure linkage to MSFSEIP Personnel Standards and criteria for high-quality adult learning ▪ Develop and publicize a training calendar/resource guide to ensure EI personnel are aware of and have access to inservice training opportunities to meet their IPD Plans 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Document: <i>Application for Early Intervention Units (EIU) Approval</i> ▫ Training materials ▫ Training calendar/resource guide ▫ Training records (e.g., participants, agenda, presentation, activities) 	July 2023 <i>(ongoing)</i>

Evaluation of Intended Outcomes

Type	Description	Evaluation Questions	Performance Indicator and Criteria	Measurement	Timeline
Short term	EI personnel have knowledge and understanding of MSFSEIP Personnel Standards.	<i>Do the EI personnel have knowledge of and demonstrate an understanding of the MSFSEIP Personnel Standards?</i>	<ul style="list-style-type: none"> ▪ EI staff achieve a minimum of 80% on post-test results 	<ul style="list-style-type: none"> ▪ Assessment: Training Module post-test results 	Oct. 2022 <i>(annually)</i>
Intermediate	EI personnel use the <i>Personnel Standards Self-Assessment and Individual Professional Development Plan</i> to improve their knowledge and skills.	<i>Do the EI personnel use the Personnel Standards Self-Assessment and IPD Plan to improve their knowledge and skills?</i>	<ul style="list-style-type: none"> ▪ 80% of EI personnel who use the Self-Assessment Tool and IPD Plan annually show improvements on their knowledge and skills ratings 	<ul style="list-style-type: none"> ▪ Assessment: EI personnel Self-Assessment results 	Oct. 2024 <i>(annually)</i>
Intermediate	EI Supervisors use the <i>MSFSEIP Personnel Standards</i> to assess the knowledge and skills of EI personnel they supervise.	<i>Do the EI supervisors use the Personnel Standards to assess the knowledge and skills of the personnel they supervise?</i>	<ul style="list-style-type: none"> ▪ 80% of EI supervisors use <i>MSFSEIP Personnel Standards</i> annually to evaluate EI personnel 	<ul style="list-style-type: none"> ▪ Assessment: EI personnel performance reviews 	Oct. 2024 <i>(annually)</i>
Long term	EI personnel have the knowledge and skills to provide high-quality, evidence-based early intervention services.	<i>Do EI personnel have the knowledge and skills to provide high-quality, evidence-based EI services?</i>	<ul style="list-style-type: none"> ▪ 80% of EI personnel meet the level 1 on the <i>Personnel Standards (Self-) Assessment</i> ▪ 50% of EI personnel have earned the state EI Credential 	<ul style="list-style-type: none"> ▪ Self-assessment and personnel performance review results ▪ Percentage of EI personnel who earned the EI Credential 	June 2025

Mississippi Part C State Systemic Improvement Plan (SSIP)

Data: The MSFSEIP will continue infrastructure enhancement efforts to address data use (including analyses of financial data) for program improvement, accountability/monitoring to achieve quality standards, and implementation and refinement of enhancements to the professional development system.

Evaluation of Implementation

Performance Indicator and Criteria	Data Collection Methods	Timeline
<p><i>Mississippi Infant and Toddler Intervention (MITI)</i> data system reports are used by LEIP and EI Region personnel for ongoing program management, monitoring, and program improvement</p> <ul style="list-style-type: none"> ▪ Develop a new guidance document on using the MITI reports for making data-driven decisions about program management and improvement ▪ Develop and use training and technical assistance materials to support use of the MITI reports 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Guidance Document: <i>Using the MITI Data System Reports for LEIP Management and Improvement</i> ▫ Training materials ▫ Training records (e.g., participants, agenda, presentation, activities) 	<ul style="list-style-type: none"> ▪ Permanent Products: Feb. 2023 ▪ Training: May 2023

Family-Centered Early Intervention: The MSFSEIP will continue implementation and scale-up of the *Routines-Based Model (RBM) for Early Intervention* statewide. Using a cohort strategy, all EI personnel (including both LEIP staff and participating providers) will complete training on the principles and practices for implementing the RBM and receive ongoing support from local peer Evidence-Based Practice (EBP) Coaches. Fidelity to the model will be measured through observation and the impact will be measured through assessment of family engagement.

Evaluation of Implementation

Performance Indicator and Criteria	Data Collection Methods	Timeline
<p>EI personnel complete the RBM training series</p> <ul style="list-style-type: none"> ▪ Local EBP Coaches complete the RBM training series and receive ongoing support to train others. ▪ EI personnel enroll in and complete the RBM training series led by Local EBP Coaches and receive ongoing coaching to implement RBM practices. <ul style="list-style-type: none"> ▫ Local EBP Coaches lead cohorts of EI personnel 	<ul style="list-style-type: none"> ▪ Number of Local EBP Coaches who completed the RBM series and attained certification as a trainer ▪ Number of EI personnel who have started and completed the RBM series and attained certification in RBM 	<p>June 2022 <i>(ongoing)</i></p>

Evaluation of Intended Outcomes

Type	Description	Evaluation Questions	Performance Indicator and Criteria	Measurement	Timeline
Short term	EI personnel have the knowledge and skills to attain certification on the RBM.	<i>Do the EI personnel demonstrate the required knowledge and skills to implement the RBM?</i>	<ul style="list-style-type: none"> ▪ Local EBP Coaches achieve a minimum of 90% on the RBM training series tests and assignments. ▪ Other EI personnel achieve a minimum of 80% on the RBM training series tests and assignments 	<ul style="list-style-type: none"> ▪ Training module scores 	<p>June 2022 <i>(ongoing)</i></p>
Inter-mediate	EI personnel implement the RBM with fidelity.	<i>Do the EI personnel implement the RBM with fidelity?</i>	<ul style="list-style-type: none"> ▪ 100% of trained EI personnel maintain fidelity (i.e., score 80% or better on a fidelity observation) 	<ul style="list-style-type: none"> ▪ RBM Fidelity Observation Checklists 	<p>July 2023 <i>(ongoing, annually)</i></p>

Mississippi Part C State Systemic Improvement Plan (SSIP)

			or successfully retake the RBM training series	<ul style="list-style-type: none"> ▪ RBM training series recertification 	
	Families receive high-quality, evidence-based, family-centered early intervention services.	<i>Do families receive high-quality, evidence-based, family-centered EI services?</i>	<ul style="list-style-type: none"> ▪ 25% of enrolled EI families have EI providers who are certified and meet fidelity with the RBM 	<ul style="list-style-type: none"> ▪ Families with certified providers who demonstrate fidelity to RBM 	July 2024 <i>(ongoing)</i>
Long term	Families demonstrate improved parent-child interactions, which support language development, due to receiving high-quality, evidence-based, family-centered early intervention services.	<i>Do families who receive high-quality, evidence-based, family-centered EI services have improved parent-child interactions?</i>	<ul style="list-style-type: none"> ▪ 50% of EI families who have received 6 months or more of high-quality, evidence-based, family-centered EI services have improved parent-child interactions 	<ul style="list-style-type: none"> ▪ Ratings on a measure of the quality of parent-child interactions 	June 2025

Early Language Development: The MSFSEIP will implement evidence-based interventions to promote early language development. The MSFSEIP will continue to monitor the fidelity of implementation of the Individual Growth and Development Indicator–Early Communication Indicator (IGDI-ECI) to monitor language development and to measure the ongoing impact of interventions used.

Evaluation of Implementation

Performance Indicator and Criteria	Data Collection Methods	Timeline
EI personnel are trained on using the IGDI-ECI to monitor language development and to measure the ongoing impact of interventions	<ul style="list-style-type: none"> ▪ Training records (e.g., participants, agenda, presentation, activities) ▪ Number of EI personnel who attain and maintain certification of the IGDI-ECI 	<ul style="list-style-type: none"> ▪ May 2022 <i>(ongoing)</i>
Resources from the <i>Center for Early Literacy Learning</i> (CELL) are used by EI personnel to promote early language development <ul style="list-style-type: none"> ▪ Develop a new guidance document on using the CELL materials in early intervention services ▪ Develop and use training and technical assistance materials to support use of the CELL materials 	<ul style="list-style-type: none"> ▪ Permanent Products: <ul style="list-style-type: none"> ▫ Guidance Document: <i>Using CELL Practice Guides to Promote Language and Literacy Development</i> ▫ Training materials ▪ Training records (e.g., participants, agenda, presentation, activities) ▪ Number of EI personnel who have completed the CELL training 	<ul style="list-style-type: none"> ▪ Permanent Products: Feb. 2023 ▪ Training: May 2023 <i>(ongoing)</i>

Evaluation of Intended Outcomes

Type	Description	Evaluation Questions	Performance Indicator and Criteria	Measurement	Timeline
Short term	EI Service Coordinators and other personnel have knowledge and skills to measure language development in infants and toddlers.	<i>Do the EI personnel have the knowledge and skills to measure language development in infants and toddlers?</i>	<ul style="list-style-type: none"> ▪ 100% EI Service Coordinators attain certification and recertification on the IGDI-ECI 	<ul style="list-style-type: none"> ▪ Training Module post-test results 	Dec. 2022 <i>(ongoing, annually)</i>

Mississippi Part C State Systemic Improvement Plan (SSIP)

	EI personnel have knowledge and understanding of evidence-based practices to support language development.	<i>Do the EI personnel have knowledge of and demonstrate an understanding of evidence-based practices to support language development?</i>	<ul style="list-style-type: none"> ▪ 80% EI personnel achieve a minimum of 80% on post-test results 	<ul style="list-style-type: none"> ▪ Training Module post-test results 	Oct. 2023 <i>(annually)</i>
Intermediate	EI personnel and families use the <i>CELL Practice Guides</i> to support the child's language development	<i>Do the EI personnel and families use the CELL materials to support language development?</i>	<ul style="list-style-type: none"> ▪ 80% of trained EI personnel report using the CELL materials with families during early intervention service delivery. 	<ul style="list-style-type: none"> ▪ Service provision notes 	Oct. 2024 <i>(annually)</i>
Long term	Infants and toddlers of families who received services incorporating the <i>CELL</i> materials having improved language development	<i>Do the infants and toddlers who received services which incorporated the CELL materials have improved language development?</i>	<ul style="list-style-type: none"> ▪ 50% of infants and toddlers who received services which incorporated the <i>CELL</i> materials have improved language development. 	<ul style="list-style-type: none"> ▪ IGDI-ECI results 	June 2025 <i>(annually)</i>