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Early Childhood Comprehensive Systems: Health Integration Prenatal to Age Three Project

System Asset and Gap Analysis

Report Overview

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Early Childhood Comprehensive Systems (ECCS) Project Leads

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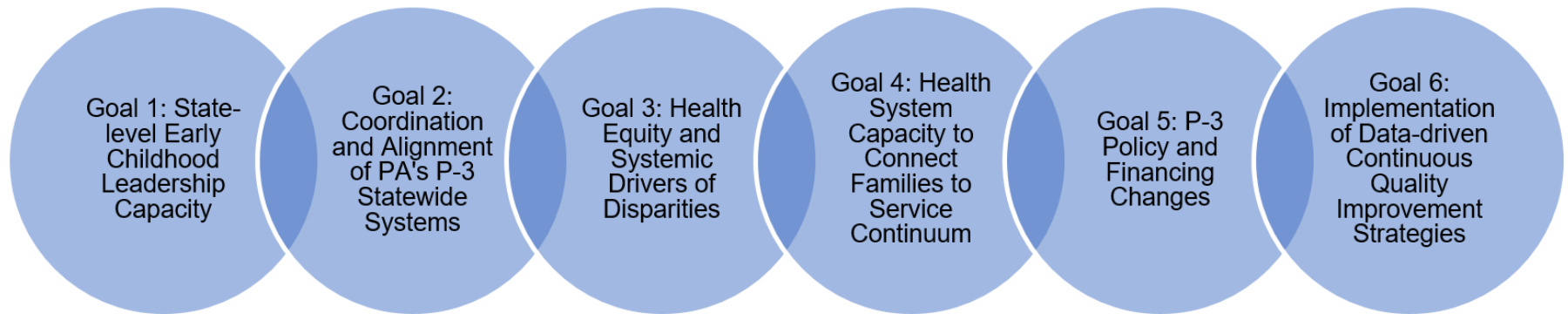# Early Childhood Comprehensive Systems (ECCS) Project

The purpose of Pennsylvania's ECCS Project is to coordinate, implement and sustain an equitable, comprehensive, system that promotes early developmental health and family well-being in order to increase access to a robust health care system that is able to meet the complex needs of the prenatal to 3 population.
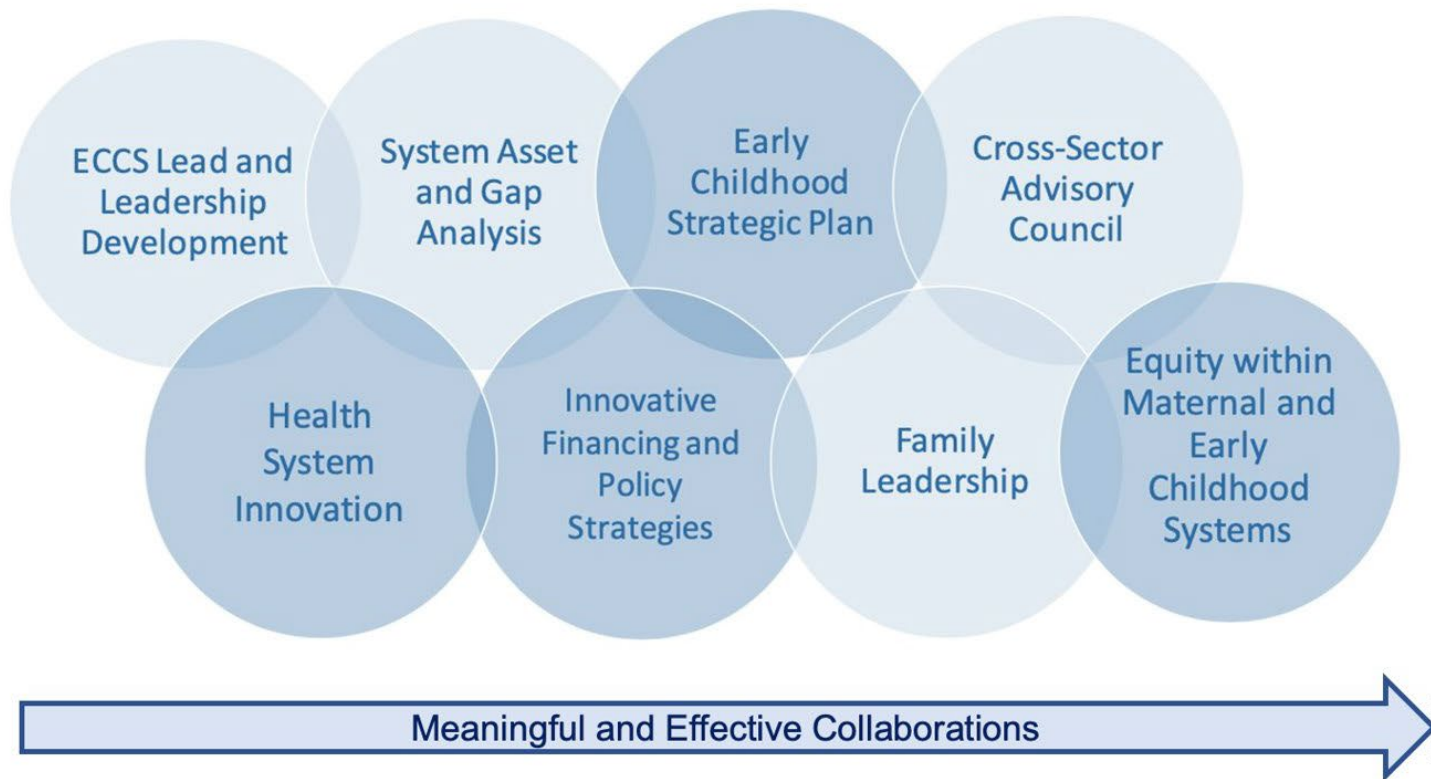
How Can We Think of the ECCS Project?

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Early Childhood Comprehensive Systems (ECCS) Project Goals

Goal 1: State-level Early Childhood Leadership Capacity

Goal 2: Coordination and Alignment of PA's P-3 Statewide Systems

Goal 3: Health Equity and Systemic Drivers of Disparities

Goal 4: Health System Capacity to Connect Families to Service Continuum

Goal 5: P-3 Policy and Financing Changes

Goal 6: Implementation of Data-driven Continuous Quality Improvement Strategies

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Early Childhood Comprehensive Systems (ECCS) Project Activities

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ECCS System Asset and Gap Analysis

- Unique opportunity to identify the specific priorities of Pennsylvania's ECCS project, while also building upon and coordinating with existing state-level needs assessments.

- Examine needs, barriers, gaps, and opportunities for integration within the early childhood and maternal and child health systems.

- Identify best practices to ensure a responsive system that addresses access and equity across our Pennsylvania systems.

PENNSYLVANIA EARLY CHILDHOOD COMPREHENSIVE SYSTEMS HEALTH INTEGRATION PRENANTAL TO THREE PROGRAM

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OCTOBER 2022

System Asset and Gap Analysis

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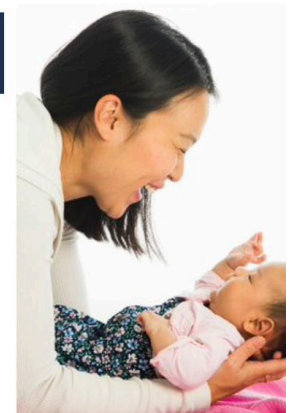
ECCS System Asset and Gap Analysis Themes

- Strategic Planning

- Capacity of Prenatal-to-Age Three Staff

- Partnerships and Collaboration

- Capacity of Data Systems

- Family Engagement and Leadership

- Equity

- Health Integration

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Strategic Planning

Gaps

- Multiple goals of multiple funders goals required ECCS stakeholders to , "…be a little more creative and figure out how we can meet the needs of all our programs…"
- Similarly, legislation and policies do not necessarily design integrated service solutions that support parents well.
- Strategic planning requires a broad set of stakeholders; "…the state can't do it alone" (Subject 12:88).
- Strategic planning faces structural hurdles, such as 67 county agencies, a broad set of advocates, regulations, policy, they are intended to guide.

Assets

- Seen as a collaborative activity to align shared goals.
- Successful strategic planning approaches evident in the transcripts were having clearly defined outcomes (particularly from evidence-based sources), regional meetings that expand engagement in the planning process, using a theory of action, ensuring there is a cross sector support within program designs, and ensuring that coordinated meetings are explicitly included in strategic plans.

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Capacity of Prenatal-to-Age Three (P-3) Staff

Findings: Areas for Improvement

- Staff turnover reduces the ability of service providers.

- Knowledge loss that results from staff attrition.
  - Newly hired staff must be continually trained while the knowledge held by departing staff is lost if these individuals do not return to the field.

- Low wages in the Early Childhood field.

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Partnerships & Collaboration

Gaps

- Changes in leadership, whether gubernatorial or at lower levels, can be roadblocks to sustained partnerships.

- If leadership does not inculcate a collaborative culture, new leaders arrive at siloed bureaus or offices. The way forward is to develop new patterns of exchange, and "…culture is definitely a part of it, because we are dealing with folks who have worked in their own silo." (Subject 21:73).

- Effective partnerships also rely on complex inter- or intra-agency coordination.

- Collaboration between multiple local and state providers is a salient feature of effective partnerships, yet some systems do not even know about one another.

Assets

- Large number of motivated professionals in and out of government who want positive outcomes for children and their families
- Formal data sharing agreements, with eagerness to establish more of them and clear awareness of why data sharing is an important aspect of partnerships
- Strong roots in communities that receive services to inform the development of partnerships.
  - Informing the development of partnerships also requires strong roots in communities that receive services, "I don't think it's possible to overstate the value of having service providers in the community that can really wrap their hands and arms around [service recipients] …" (Subject 27:38).

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Capacity of Data Systems

Gaps

- Variability in data literacy among Early Childhood Education (ECE) staff.

- Insufficiently linked data systems.

- Limited analysis capacity.

- Barriers to data integration e.g., Health Insurance Portability and Accountability Act (HIPAA).

Assets

- Pennsylvania's Enterprise to Link Information for Children Across Networks (PELICAN).

- Better data linkage in health systems.

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Family Engagement and Leadership

Gaps

- Invisibility of programs and opportunities.

- Barriers to access e.g., transportation, language, technology.

- Lack of family-friendly leadership opportunities.

- Lack of standardized supports for families.

- Lack of a dedicated staff for family engagement and leadership.

"...A lot of programs are invisible for us as parents, I know the state programs don't always give a budget for advertising. So that's why I think a lot of programs remain invisible." (Subject 13:55)

Assets

- Increase in Family Leadership training initiatives.

- Increased participation of families due to virtual and hybrid options.

- Financial supports for families.

- Local vs State Family Leadership.

I think that's what helps build families' competency more than the ...sharing of the information. And feeling less isolated and being part of the leadership journey together with other families [grows competency]" (Subject 3:31).

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Equity

Findings: Areas for Improvement

- Implicit biases.

- Barriers to accessing services:
  - Language and translation services in service delivery,
  - Technology related barriers,
  - Transportation challenges, and
  - Systemic Racism.

- Limited leadership opportunities for linguistically diverse families.

Health Integration

Findings: Areas for Improvement

- Lack of providers covered by Medicaid.

- Limitations due to reimbursement policies by private insurances.

- P-3 staffing crises in health, education and human services.
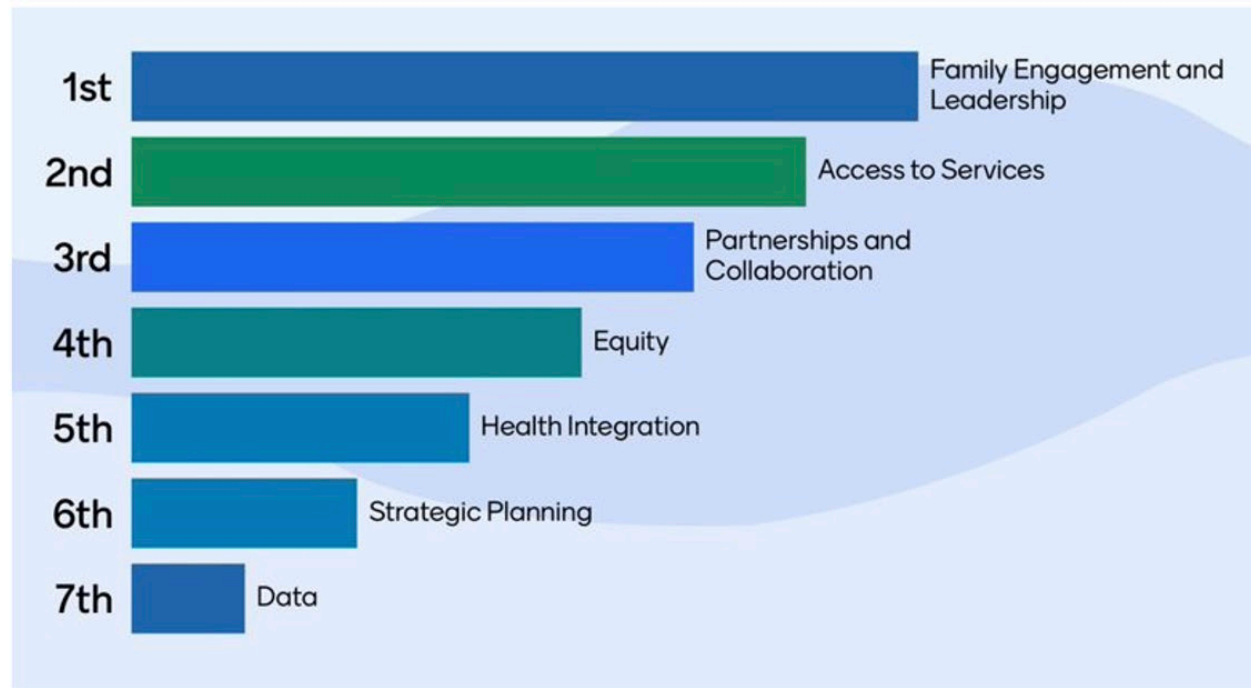
- Interagency communication gap.

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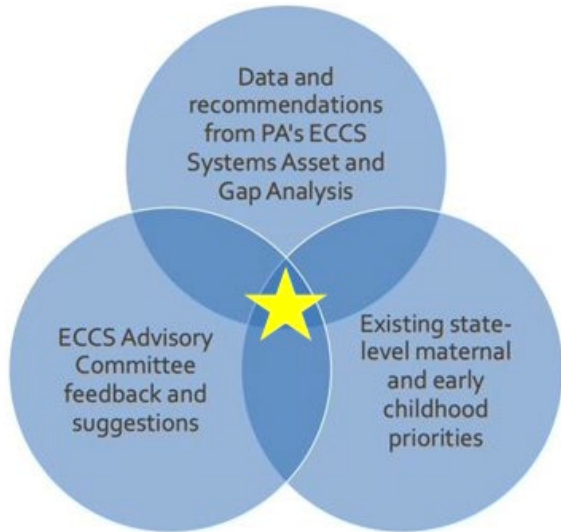OFFICE OF CHILD DEVELOPMENT
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Thank you!

The ECCS Maternal and Early Childhood Strategic Plan

Health Resources and Services Administration (HRSA) Expectations: the purpose of the ECCS strategic plan is to advance each of the five ECCS goals to build integrated maternal and early childhood systems that are equitable, sustainable, comprehensive, and inclusive of the health system, promote early developmental health and family well-being, and increase family-centered access to care and engagement of the prenatal-to-age 3 (P–3) population.

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Next Steps...

*107 total partners voted

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ECCS Maternal and Early Childhood Strategic Plan Elements

MISSION

VISION
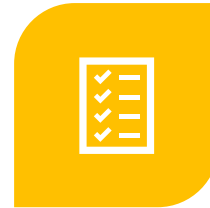
GOALS
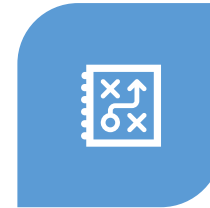
STRATEGIES (ACTIVITIES/TASKS)

IMPLICATIONS

PARTNER COMMITMENTS TO ACTION

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THANK YOU!

Do you have any **questions**? Please contact us at:

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Pennsylvania Early Childhood
Comprehensive Systems Health Integration Prenatal-to-
Three Project