

NEVADA INTERAGENCY COORDINATING COUNCIL (ICC)

STRATEGIC PLANNING





Goals for Today



Goal 1

Reorient members to the strategic planning process

Goal 2

Review information gathered

Goal 3

Receive guidance on data collection

I. PROJECT OVERVIEW



Project Objectives

Objective 1

Identify the most pressing issues surrounding services and support for infants and toddlers with disabilities and developmental delays and their families.



What are the most pressing issues surrounding services for families with infants and toddlers with disabilities and developmental delays ***and those that are most actionable by the ICC?***

Objective 2

Explore opportunities for the ICC to assist and advise the early intervention system in Nevada in addressing such issues.



Objective 3

Establish a Strategic Plan for the ICC, developing SMARTIE goals and objectives that will guide what and how the Council will support a stronger early intervention system within Nevada.



Project Deliverables and Timeline



Phase 1

Project Kick-off and Organization
(January 2025)

- ✓ Establish Project Coordination Team (PCT)
- ✓ Gather and Inventory Existing Data/Reports



Phase 2

Data Collection, Review, and Analysis
(January – July 2025)

- ✓ Summarize Existing Data/Reports
- ✓ Gather Contact Information for Key Partners and Invite them to Participate
- ✓ PCT Kick-off Meeting Prep and Facilitation
- ✓ **Present Summary of Existing Data/Reports to ICC**
- ✓ **Present State Summary**
- ~~Research and Literature Review~~
- Develop Data Collection and Community Engagement Plan
- **Present Data Collection and Community Engagement Plan** (August)
- Data Collection Efforts
- Data Documentation and Analysis
- Identification of Priorities (June)



Phase 3

Strategic Plan Completion
(August – November 2025)

- Prepare for ICC Retreat
- Draft ICC Strategic Plan Template (*Complete*)
- **Facilitate ICC Retreat**
- Documentation of Retreat into Strategic Plan
- **Prepare and Facilitate a Meeting to review Draft Strategic Plan and Conduct an Equity Assessment**
- Finalize Draft Strategic Plan
- **Provide Virtual Presentation of Plan, Requesting Public Feedback**
- Allowance for Public Review
- Summarize Public Comments
- Present Final Plan to ICC for adoption

Phase 4 includes Project Management and Quality Assurance tasks

II. REVIEW SUMMARY OF THEMES





INFRASTRUCTURE:

- What are the essential practices and components of a high-functioning ICC?

ROLE OF THE ICC:

- How can the ICC most effectively meet and balance its statutory requirements? What aspects of Nevada's Early Intervention System should be prioritized for ICC's advise-and-assist roles?

Areas of Exploration



STAGE 1:

- ☑ Exploring what we can learn from other ICCs across the country and from national best practices

STAGE 2:

- Engaging with experts in Nevada's Early Intervention System, especially parents and caregivers with young children with disabilities

Methods



STAGE 1 FINDINGS

Exploring what we can learn
from other ICCs across the
country





PURPOSE:

- Inform the development of the strategic plan
- Use the summary of existing data and reports to identify knowledge gaps
- Guide subsequent data collection and community engagement efforts

METHOD:

- Structured interview tool based on key themes used to conduct interviews and gather responses from ICCs in Georgia, Minnesota, Nebraska, and Pennsylvania

Stage 1: Exploration of other ICCs



Theme 1: Engaging and Centering Families

How has your ICC engaged and recruited parents of young children with disabilities to participate on the ICC? What are best practices or lessons learned? What strategies have you used to bolster recruitment and retention?

Georgia

- Parent as ICC chair
- Parent Advisory Workgroup developed to prepare members
- Engage key partners and ask for suggestions for members

Minnesota

- Parent as ICC chair for the past 5 years
- Scheduling around families, paid stipends, covering child care costs

Nebraska

- Word of mouth from other parents/providers
- Provide comprehensive orientation for members

Pennsylvania

- Virtual, facilitated, hour-long Family Meet & Greet prior to each ICC meeting
- Meetings always start with a family story
- Dedicated consultant to support family engagement



Theme 1: Engaging and Centering Families

What strategies have you used to achieve a membership that reflects the diversity of your state?

Georgia

- Sent out a rubric to key partners and health districts asking for representatives from specific demographic groups

Nebraska

- Intentional about trying to get tribal voices to the table

Minnesota

- Relies on relationships and connections through community orgs, past family members, and service providers

Pennsylvania

- Distributes applications “equitably” across all channels in order to receive responses from an equal number of parents and professionals



Theme 1: Engaging and Centering Families

Are your meetings virtual only, hybrid, or in-person?

Georgia

- Prior to COVID, meetings were always in-person and held in different locations throughout the state (i.e., North, Central, Metro, South). During COVID, meetings occurred virtually and the ICC experienced an increase in the number of participants joining, but not in participation of members. The ICC currently meets in a hybrid format with the lead agency and required members traveling to attend meetings in different locations. In-person meetings are usually scheduled from 9 a.m. until 2 p.m. with the public session ending at noon and the ICC going into an “executive session” until 2 p.m.

Minnesota

- The ICC has voted to have all meetings held virtually to support involvement from members across the state and tribal nations. The state will hold an in-person retreat this year.

Nebraska

- COVID changed open meeting laws so the ICC can hold up to 50% of its meetings virtually now. Four meetings are held throughout the year: two are in person and two are virtual.

Pennsylvania

- This question was not asked directly, but the representative described a mix of virtual and in-person meetings.



Theme 2: ICC's Operations and Infrastructure

What are some best practices or lessons learned in terms of, for example, establishing and adhering to bylaws, utilizing subcommittees, coordinating and communicating with state agencies, and coordinating and communicating with community-based organizations?

Georgia

- Dedicates one ICC meeting a year to strategic planning, orientating, and reviewing bylaws
- Selects 3-4 annual ICC priorities and creates an Action Plan for each using a template
- Subcommittees contribute to the priorities set by the ICC
 - Don't have to include people from the Council
 - One subcommittee per person to avoid burnout

Nebraska

- Regional planning teams engage partners locally

Minnesota

- Built a “collaborative and relationship-based model of functioning”
- Changes to systems are done collaboratively with early intervention and community partners

Pennsylvania

- Subcommittees have defined structure, function, roles/responsibilities
- ICC has an overarching goal and each subcommittee develops two goals, aligned with the overarching goal with action plans/deliverables



Theme 3: ICC's Advise and Assist Role

How can the ICC meet and balance its federal and state requirements most effectively?

Georgia

- Initially, the ICC's strategic goal was to find families, provide them with education about the ICC, and get them involved as members. Without first attending to parent membership, the state wouldn't have been able to address other priorities within the role of advising and assisting

Minnesota

- Transitioning to a co-lead model while maintaining focus on core components, e.g., SPP, APR, and budget discussions
- Focused on ChildFind for three consecutive years to strengthen outreach to families

Nebraska

- The "ICC does not direct" the work of any one entity. As a 0-5 state, there is less focus on transitions, as the process is seamless with a transition rate of 100%

Pennsylvania

- "State ICC acknowledges that we are not the provider of services"
- There are opportunities for the Council to provide feedback on things like performance plans and the family survey
- The ICC wanted to ensure meetings weren't just used to "push information out" but to make sure the ICC was accomplishing specific tasks and this has been done through the formation of subcommittees



Theme 3: ICC's Advise and Assist Role

What aspects of the early intervention system does the ICC prioritize for its advise-and-assist role?

- Recruitment and retention of early intervention workforce (Pennsylvania, Georgia)
- ChildFind (Pennsylvania, Minnesota)
- Continuous Quality Improvement using Results Driven Accountability, reviewing strategies, and resetting targets; local councils focus on referrals (Nebraska)

III. PRIORITY AREAS AND DATA COLLECTION





Priority Areas



Priority Area 1: Recruit, Retain, & Engage Members

Priority Area 2: Strengthen Infrastructure

Priority Area 3: Define Roles

Priority Area 4

Priority Area 5



Data Collection & Key Partners

Stage 2 | Engaging with experts in Nevada's Early Intervention System (NEIS), *especially parents and caregivers of young children with disabilities*

- What could we learn from discussions with past, current, and potential NV ICC members who are parents of children with disabilities about barriers to partnering with or participating on the ICC?
- What value do key partners see in the ICC?

How can we engage families and key partners to address the priority areas set by the ICC?



Data Collection Plan—Families/Caregivers

Members or Partner Orgs who can Connect with Families/Caregivers

- Nevada PEP
- Nevada Governor's Council on Developmental Disabilities
- Nevada Early Childhood Advisory Council (ECAC)
- First 5 Nevada Family Leadership Council
- Early Head Start and Head Start Programs
- Direct Service Providers and Programs

Potential Questions

Recruiting, Retaining, & Engaging Members

1. What suggestions do you have to engage and retain families with children under the age of 12?
2. What barriers can you think of that might prevent families from participating? What ideas can you share about resolving those barriers/challenges?

Role of the ICC

3. If the ICC were to develop goals around (insert priority areas) what would be important to consider?

Data Collection

4. Can you connect me to families that may be able to answer additional questions?



Potential Partners



Health and Development Partners	Educational and Childcare Entities	State Agencies	Community and Advocacy Organizations
<ul style="list-style-type: none">• Nevada Early Intervention Services (NEIS)• Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Programs• Early Childhood Mental Health Services• Hospitals• American Academy of Pediatrics, Nevada Chapter	<ul style="list-style-type: none">• State Education Agency (SEA)• Nevada Early Childhood Advisory Council (ECAC)• First 5 Nevada Family Leadership Council• The Children's Cabinet• Head Start and Early Head Start Programs• Higher Educational Institutions• Family Child Care Association of Nevada	<ul style="list-style-type: none">• Nevada Department of Health and Human Services (DHHS)• Nevada Aging and Disability Services Division (ADSD)• State Medicaid and CHIP Programs• Governor's Office• Early Hearing Detection• Department of Education	<ul style="list-style-type: none">• Nevada PEP• Nevada Center for Excellence in Disabilities• Nevada Disability and Advocacy Law Center• Tribal Organizations• Family Support and Advocacy Groups



Data Collection Plan—Partners



Partners

- Nevada Governor's Council on Developmental Disabilities
- Nevada Early Childhood Advisory Council (ECAC)
- First 5 Nevada Family Leadership Council
- Early Head Start and Head Start Programs
- Nevada PEP
- Direct Service Providers and Programs

Potential Questions

Recruiting, Retaining, & Engaging Members

1. How do you recruit members?
2. What feedback do you receive about recruiting members?
3. How have you addressed inclusivity, equity, cultural and linguistic barriers?

Infrastructure

4. How have you defined and documented roles?

Role of the ICC

5. What value do you see in the ICC?
6. How could the ICC fulfill its advise and assist role from your perspective in a way that would benefit your agency and/or the families you serve?
7. Is there anything else the ICC could do to assist you/your organization?
8. If the ICC were to develop goals around (insert priority areas) what would be important to consider?

Data Collection

9. Can you connect me to families or key partners that may be able to answer additional questions?

IV. NEXT STEPS



Strategic Plan Template




Nevada Early Intervention Coordinating Council
(ICC)

Strategic Plan 2025-2030



- **Executive Summary**
 - A brief overview of the planning process, critical issues, and the agreed upon goals and objectives established by the ICC and PCT
- **Introduction and Background**
 - Nevada ICC's vision, mission, and responsibilities
- **Methodology**
 - Description of the planning process
- **Roles and Responsibilities**
 - Across the ICC, Part C, and other key partners
- **Strategic Plan**
 - Including specific action items and assignees



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- ✓ Develop Data Collection and Community Engagement Plan
 - ✓ Collect and Analyze Data
 - ✓ Present Findings
 - ✓ Strategic Planning



Next Steps



THANK
YOU!

