

NH State Systemic Improvement Plan (SSIP) Theory of Action to Improve the NH Comprehensive System of Personnel Development
Vision: A collaborative, comprehensive, cross agency system of accessible personnel development to improve the experience and outcomes of infants and toddlers with IFSPs and their families.

Improvement Strategy	State	Local Program	Practitioner	Families and Children	SIMR
SEE Change	If we build the capacity of our CSPD system to implement and scale up evidence based practices (EBPs)	Then local programs will have access to high quality, ongoing training and support in EBPs	Then practitioners will participate in coaching and mentorship arrangements to implement EBPs sustainably and with fidelity	Then families and children will engage in evidence based activities in natural environments and daily routines	The percent of infants and toddlers with IFSPs who demonstrate improved acquisition and use of knowledge and skills (including early language/communication) will increase.
Cultural Capacity	If we partner with OHE to build system capacity to provide cultural competence training	then we will be able to use this capacity to bring cultural competence training to all personnel in our system	Then personnel will be equally skilled at outreach and service to all groups	Then all children and families will experience equitable engagement with providers to actively participate in FCESS services	
COS	If we improve the quality of training regarding COS ratings and data based decision making	Then programs will have a shared understanding and improved consistency of process around child outcome ratings	Then providers will have reduced frustration and improved supports to rate child outcomes	Then families understanding of and participation in the COS process will be enhanced	

