



Early Learning Coalition of Broward County, Inc.
PRC Meeting Agenda
December 16, 2022, at 1:00 PM
Zoom Meeting

Meeting ID: 849 2625 2132 **Passcode: 702529**

<https://us06web.zoom.us/j/84926252132?pwd=bmluc28wZENja0lOemczR0JHYkVDdz09>

Members are reminded of conflict-of-interest provisions. In declaring a conflict, please refrain from voting or discussing and declare the following information: 1) Your name and position on the Board, 2) The nature of the conflict, and 3) Who will gain or lose as a result of the conflict. Please also fill out form 8B prior to the meeting.

		PAGE	
1.	Call to Order		Monica King, PRC Chair
2.	Roll Call		Melody Martinez, Board Liaison
3.	Consent Agenda 1. Approve April 20, 2022, Committee meeting minutes 2. Approve September 22, 2022, Committee meeting minutes	2 5	Monica King, PRC Chair
4.	Regular Business 1. PRC232RB1 – School Readiness Enrollment/Redetermination Update (Goal 1 of Strategic Plan) 2. PRC232RB2 – VPK Enrollment (Goal 2 of Strategic Plan) 3. PRC232RB3 – Education/Quality (Goals 3 and 4 of Strategic Plan) a. Broward Above and Beyond Update b. Referrals for Children with Special Needs Progress Update	8 9 10 11	Amy Moore, Director of Family Services; Ancel Pratt, III, Senior Director of Communications & Outreach Amy Moore, Director of Family Services; Ancel Pratt, III, Senior Director of Communications & Outreach Allison Metsch, Director of Education and Quality Initiatives; Howard Bakalar, CPO
5.	Unfinished Business New Business Matters from the Chair Matters from the Committee Public Comment		
6.	Next PRC Meeting: <u>TBD</u>		
7.	Adjourn		

Please Note: Agenda is subject to revisions and additions at the discretion of the Chair of the Coalition. Notification will be sent of any such revisions or additions. **Members of the Public:** Please sign up at the entry desk for public comments to be made on any particular agenda items no later than five minutes after the Coalition meeting has been called to order.

“As per [§286.0105, Fla. Stat.](#) Any person who decides to appeal any decision of the Board with respect to any matter considered at this meeting will need a record of the proceedings and for such purpose, may need to ensure that a verbatim record of the proceedings is made which record includes testimony and evidence upon which the appeal is to be based.”



Early Learning Coalition of Broward County, Inc.
Program Review Committee Meeting Minutes
April 20, 2022 – 1:30 pm
 Virtual Meeting

Members in Attendance	Chair, Khalil Zeinieh; Dawn Liberta; Richard Campillo; Renee Podolsky; Laurie Sallarulo; Laurie Rich-Levinson
Members Absent	Cindy Arenberg-Seltzer
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, CIO; Howard Bakalar, CPO; Judith Merritt, COO; Lizbeth Juan, Executive Assistant; Amy Moore, Senior Director of Family Services and Provider Relations; Allison Metsch, Director of Education & Quality Initiatives; Stephanie Templin, Education Manager; Aygun Yeakey, Coaching Specialist; Joleen Steadman, Coaching Specialist; Andrew Soto, Coaching Specialist; Joleen Steadman, Coaching Specialist; Dana Dumont, Quality & Education Coaching Specialist; Elvira Duarte, Coaching Specialist; Monica Olmos, Coaching Specialist;
Others in Attendance	Carol Hylton

Item	Action/Discussion
Welcome & Call to Order	<p>Chair Khalil Zenieh called the meeting to order at 1:39 PM. Roll was called, and a quorum was not established.</p> <p>Because a quorum was not reached, Committee Chair suggested that Howard Bakalar, CPO, discuss regular business.</p> <p>A quorum was established when Renee Podolsky and Laurie Sallarulo arrived soon thereafter.</p>
Chair Report	Nothing to report.
CONSENT AGENDA a. Approve November 10, 2021, meeting minutes	There was a Motion to approve Consent Agenda by Renee Podolsky and Seconded by Dawn Liberta. Motion Passes. Unanimously approved.
REGULAR BUSINESS a. PRC222RB1 –Above and Beyond/Workforce Initiative	Howard and Allison provided an update on Above and Beyond. Child care providers are facing ongoing recruitment, upskilling, and retention issues. Many workers have either been let go from childcare facilities that were not serving nearly as many children or had closed and they had chosen to leave and search for other jobs. DEL updated its focus on distributing federal stimulus grants to assist childcare businesses to recruit, upskill, and retain a workforce. Licensing was seeing classroom violations and inappropriate discipline. ELC Staff has created the concept of its Broward Above and Beyond initiative, which primarily focuses on upskilling and retention of staff in approximately 50 childcare facilities. We set up an interactive job Bord which is on our website. We have more than 120 positions posted. The Children’s Services Council generously agreed to fund a marketing campaign to attract potential child care educators. ELC and CSC staff worked with

	<p>the CSC’s public relations vendor, M Network, to create commercials, which have now started airing, that direct potential job seekers to childcarecareers.org.</p> <p>Chair asked if the Job Board is linked to the CareerSource job board.</p> <p>Howard said no, what we do is that once we asked providers if they want to post on our website, we ask them to post on career source as well and provided them with the link.</p> <p>We were able to connect with Nova Southeastern University and created an agreement that allowed new child care educators to take the mandatory 40 + 5 hours of instructions, including child care health and safety instruction. Our educators sign up with us and then they are registered with Nova and nothing is out of pocket for the providers. We are also offering first aid/CPR for \$10 per participant.</p> <p>The only piece we are still working on is HR support. We plan to procure an HR consultant to be able to do some HR modules with the Above and Beyond centers. We are still working on how to incorporate the High Schoolers as the fellowship and mentorships into childcare careers.</p>
<p>b. PRC222RB2 –ARPA grant discussion</p>	<p>Hubert provided an update on the ARPA grant. We were approved for about \$62 million dollars and \$59 million of it is for the providers. So far, we have approved 445 applications, we are leading the state by miles on the application that was approved and paid. All the money from the grant must be spent by September 2023.</p>
<p>c. PRC222RB3 –Bookworms</p>	<p>Allison presented Bookworms update. We have launched Broward book worms again and have had over 4,000 families signed on. We are also expanding our reach to include both the North and South Hospital Districts. We are also looking to launch a baby bookworm. Families giving birth at any of the hospitals will be given a “book for Baby Bookworm,” and will be encouraged to register to receive additional books once home. The staff has also created a “Bookworms in Your City” sign-up for municipalities interested in having a family reading events. To date, the cities of Lauderhill and Parkland have signed up to have an ELC visit. We are expanding our Bookworms funds</p> <p>Renee Podolsky added that this is fantastic and if this information could be shared with our WIC clients?</p> <p>Renee Jaffee said yes we can. We want as much reach as possible.</p> <p>Allison added that we are also in south family life. We can drop off flyers if you’d like. We can also send the QR code.</p>

<p>d. PRC222RB4 – School Readiness Enrollment</p>	<p>Howard informed the committee that for the first time in decades there is no waitlist for School Readiness. As the charts attached show, while we have enrolled a record number of income-eligible children, the amount of children coming through our “side doors”—our mandated referral sources, has slowed steadily over the past few years.</p> <p>Allison presented Help me Grow.</p>
<p>UNFINISHED BUSINESS</p>	<p>There was no discussion.</p>
<p>NEW BUSINESS</p>	<p>There was no discussion.</p>
<p>MATTERS FROM CHAIR</p>	<p>There was no discussion.</p>
<p>PUBLIC COMMENT</p>	<p>There was no comment.</p>
<p>NEXT MEETING DATE</p>	<p>TBD</p>
<p>ADJOURN</p>	<p>A Motion was made to adjourn at 2:43 PM.</p>

These minutes contain the action items of the Board meeting of the Early Learning Coalition of Broward. They do not include all of the Committee’s discussions or comments on each matter or issue raised during the meeting. A tape recording of the meeting is held in the Coalition office. Corrections from the Committee will be taken prior to approval at the next meeting.



Early Learning Coalition of Broward County, Inc.
Program Review Committee Meeting Minutes
September 22, 2022 – 10:30 am
 Virtual Meeting

Members in Attendance	Chair, Monica King; Dawn Liberta; Renee Podolsky
Members Absent	Cindy Arenberg-Seltzer; Richard Campillo; Laurie Sallarulo
Staff in Attendance	Renee Jaffe, CEO; Christine Klima, CAO; Hubert Cesar, CIO; Howard Bakalar, CPO; Judith Merritt, COO; Melody Martinez, Board Liaison; Amy Moore, Senior Director of Family Services and Provider Relations; Allison Metsch, Director of Education & Quality Initiatives; Stephanie Templin, Education Manager; Ayme Hamoui, Quality & Education Manager; Ancel Pratt, III Senior Director of Communications & Outreach; Celcia Pratt, Family Service Specialist; Christopher Rivera, Communications Manager; Gracy Haladjian, Family Services Training Manager
Others in Attendance	Melody McDonald; Julie Winburn

Item	Action/Discussion
Welcome & Call to Order	Chair Monica King called the meeting to order at 1:39 PM. Roll was called, and a quorum was not established. Because a quorum was not established Committee Chair suggested that Howard Bakalar, CPO, discuss regular business.
Chair Report	Nothing to report.
CONSENT AGENDA 1. Approve April 20, 2022, meeting minutes	A quorum was not established. There was no discussion or voting on Consent Agenda.
REGULAR BUSINESS 1. PRC231RB1 – School Readiness Enrollment/Redetermination Update (Goal 1 of Strategic Plan)	<p>Amy Moore provided an update on School Readiness Enrollment and Redetermination. So far, this fiscal year we have enrolled 1,588 children in school readiness services. We continue to target and serve families in the zip code 33311 area. We don't see any signs of having met the need that is required in the community. We just did another pull of the applications, and it was still over 200 families, and families are still applying for services week by week.</p> <p>Chair, Monica King, asked about a strategy to get a sense of which types of marketing efforts are more/less successful in recruiting families applying for School Readiness.</p> <p>Howard replied yes. Ancel and Chris branched out the QR code. Whenever you scan the QR code, it takes you to the website for that event. Ancel has a running list of numbers we see from different types of events. So we are able to track each specific event.</p> <p>Ancel Pratt, added that we are trying to segment the 3 main services that we are promoting this year as much as possible which are SR, VPK, and Bookworms.</p>

<p>2. PRC231RB2 – VPK Enrollment (Goal 2 of Strategic Plan)</p> <p>3. PRC231RB3 – Education/Quality (Goals 3 and 4 of Strategic Plan)</p> <p>a. Current CLASS Score Deep Data Dive</p>	<p>Currently, our bookworm outreach is the most scanned code. Second is school readiness thru our Broward County Public Schools. We created a QR code for when we went to a particular school. When we did Back to school, we went out to about 20 schools and printed around 9K flyers, and handed out 200 – 300 per school. Those got a lot of scans.</p> <p>Howard stated that this year, through our partnership with M Network, we have billboards promoting School Readiness in different areas of the County. One billboard is on 441, close to Commercial Blvd, and another billboard is close to Hard Rock Casino.</p> <p>Dawn Liberta asked what the current School Readiness caseload per ELC Family Services Specialist is, and what is our ideal caseload.</p> <p>Amy replied that currently, our caseload runs between 80- 125 children a month. Ideally, our caseload is between 55-60 children. This way they can follow up with the family enough to get all the documentation to determine eligibility and complete the process by the determined due date. We have enough slots for the staff to do this work. We just need to complete the higher process, which we are close.</p> <p>Amy provided an update on VPK Enrollment. This year we have approved over 15K applications for VPK, of that 15,062 for the school year program and 201 for the summer. While that’s not where we ended last year, it’s not very far off. We hope that providers as they partake in some of the incentives related to voluntary pre-kindergarten, they can open up additional VPK classroom. We do see some resurgence of VPK and VPK attendance coming back to Broward School.</p> <p>Provider Representative Melody McDonald shared that it was a rough start this year. There was a lack of communication with the classes and in general. Questions on the \$15 an hour pay and there are still centers that don’t have all their training done.</p> <p>Allison Metsch provided an update on Education and Quality. Per DEL we are required to use CLASS (Classroom Assessment Scoring System) tool to assess School Readiness (SR) Providers who have more than 20% School Readiness enrolled children and/or those who have received a CLASS 1 violation. This tool looks at the interaction between the children and the teachers. We observed over 300 of our SR sites. The tool is a score between 1 – 7, and per DEL you must maintain a score of 4 or higher to maintain your SR contract. This year, if you scored between 4 and a 4.49, you are not receiving a differential. One of our big focuses is about helping raise the level of quality/CLASS scores throughout Broward. Last year, the average CLASS score in Broward was a 5.01, and our 5 year goal is to have a countywide average of 6.0.</p> <p>Hubert shared a presentation on CLASS Scores by Provider. the vast majority of our providers are above a 4.5. The goal is to help providers to continually improve their scores.</p>
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<p>b. Broward Above and Beyond Update</p> <p>c. VPK and CLASS Update</p> <p>4. PRC231RB4 – Additional Stimulus Funds Update</p>	<p>Allison added that we had our first score of 7.0.</p> <p>Renee Podolsky asked what about those who have less than 4.0.</p> <p>Allison replied that starting this Fiscal Year, we no longer have schools on a quality improvement plan. Three schools were carried over because last year they were put on a quality improvement plan where we work with them and provide 20 hours of coaching and training. In a few months, they will have their year of training with their Quality Improvement Plan, and we will reassess them. This year they will come off QIP and must score higher than a 4, and we will keep you posted on how they do.</p> <p>Allison provided an update on Above and Beyond. We are moving to our initiative to recruit retain and upscale our community. Allison introduced Stephanie Templin, who is transitioning as a manager and has done an amazing job hiring 5 new coaching staff, and 2 career job specialists. We had over 500 educators that are part of the above and beyond. We will be sending out an above and beyond survey to see what is working, and where we can improve.</p> <p>Chair, Monica King added that she is looking forward to hearing the feedback on the survey that will be sent out in October.</p> <p>Allison shared on VPK and CLASS. We will now be assessing every VPK classroom in the county. This includes classes that have a morning program and an afternoon program; regardless of the teacher being the same, we are still going out to see both classrooms. This is the first time we will be collecting the VPK CLASS data. In a year we will have the SR data and VPK data.</p> <p>Renee Jaffee shared that there is no update on this. At this time, there has been no official notification concerning the approval/rollout of the ARPA discretionary funds.</p>
UNFINISHED BUSINESS	There was no discussion.
NEW BUSINESS	There was no discussion.
MATTERS FROM CHAIR	There was no discussion.
PUBLIC COMMENT	There was no comment.
NEXT MEETING DATE	TBD
ADJOURN	A Motion was made to adjourn at 11:37 AM.

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ITEM #:	PRC232RB1/Program Review Committee Meeting
MEETING:	Program Review Committee
MEETING DATE:	12/16/2022
SUBJECT:	School Readiness Enrollment/Redetermination Update
FOR ACTION:	No
RECOMMENDED ACTION:	None
FINANCIAL IMPACT:	None
AS RECOMMENDED BY:	N/A
ELC STAFF LEADS	Amy Moore, Ancel Pratt III

Background

In FY 2019-20, the Office of Early Learning (OEL), gave ELC Broward additional funding to clear its waitlist for child care for income eligible families. At the time, there were thousands of children waiting for child care. OEL and its successor, the Division of Early Learning (DEL) continued to fund the elimination of the waitlist. Last year, with some staffing additions and modifications, ELC was able to enroll a record 4,255 children—almost double the amount of children from the year before. Last April, the ELC staff announced it had finally cleared the waitlist, and both the Board and DEL encouraged continued enrollment of income eligible families.

Current Status

ELC Broward is continuing to enroll families as they complete their initial applications for School Readiness services. In part due to the addition of new staff conducting a robust outreach strategy, we continue to receive hundreds of applications each week, which is evidence of the continued unmet child care needs of a substantial portion of Broward’s income eligible population. Since July 1, 2022, **we have enrolled almost 3,000 children.**

Staff is also devising new strategies on how to keep as many eligible children/families receiving child care in the system as possible. Traditionally, annual attrition rates hover at approximately 20 percent of all families. The new strategic plan envisions a rate of 15 percent within 5 years. This quarter, staff has begun to implement a texting option for parents, which will be discussed at the December 16th meeting. We hope this is one of several approaches that will move this needle forward, both for enrollment and for re-enrollment.

ITEM #:	PRC232RB2/Program Review Committee Meeting
MEETING:	Program Review Committee
MEETING DATE:	12/16/2022
SUBJECT:	VPK Enrollment Update
FOR ACTION:	No
RECOMMENDED ACTION:	None
FINANCIAL IMPACT:	None
AS RECOMMENDED BY:	N/A
ELC STAFF LEADS	Amy Moore, Ancel Pratt III

Background

Florida’s Voluntary Pre-Kindergarten (VPK) Program is free for all 4 year-old children living in the State of Florida. During the school year, 540 instructional hours (usually, 3 hours per school day) are allotted for VPK learning. While the vast majority of families who take advantage of VPK do so during the school year, Summer VPK is also available in a much smaller amount of preschools and School District sites. During the summer, 300 hours are allotted for learning.

Before the pandemic began, Broward County had 15,022 children enrolled in school year VPK in FY 2018-19, and 15,928 children enrolled in FY 2019-20. During the pandemic, these numbers dropped to 11,813 children enrolled in school year VPK. Last year, as schools began a new sense of normalcy, 14,018 children enrolled in school year VPK.

Current Status

Each year, a statewide Estimating Conference is convened to predict the percentage and number of expected VPK enrollments in the Stat of Florida and county by county. This Conference publishes its initial predictions at the beginning of each school year. This year, the Conference has predicted a school year participation rate of 73 percent of all eligible 4 year-olds, or 15,491 children, which generally falls in line with where Broward was pre-pandemic. This year, we have stayed almost exactly level with last year's enrollment. As of December 9th, we have approved 15,487 VPK school year applications, with 13,350 of those children having already enrolled in VPK classes. By way of comparison, last year we approved 15,867 VPK school year applications, and 14,018 eventually enrolled. We expect a number of children approved but not enrolled may attend beginning January. We will also send reminder notices to those families who were approved but are not yet enrolled in VPK that their certificates are still valid.

VPK got off to a bumpy start throughout the State this school year for a number of reasons. Although the legislature last year increased Base Student Allocation (BSA) by \$317 and agreed to give a premium allocation with non-continuing funding of \$631.80 in additional BSA to any VPK provider who agreed to pay their staff at least \$15 per hour, there was a lot of confusion around this additional increase. Details concerning the actual amount, the specific payment requirements, and the process for registering for the premium were not released by DEL until the first week of VPK in Broward.

Additionally, increased requirements passed in legislation for VPK educators and directors were rolled out slowly, and there were issues at the State level concerning the amount of available trainings being offered to staff, and the types of trainings that would fulfill the new requirements. This resulted in the due date for having to meet these requirements changing twice.

There are also increased accountability/quality measures being implemented by DEL for VPK classrooms this year. Providers are using a new screener (FAST) for children, which replaces the old AP1-3. This screener is completed three times during the VPK year. Additionally, all VPK classrooms will be CLASS assessed for the first time this fiscal year.

Attachments: N/A

ITEM #:	PRC232RB3(a)/Program Review Committee Meeting
MEETING:	Program Review Committee
MEETING DATE:	12/16/2022
SUBJECT:	Broward Above and Beyond Update
FOR ACTION:	No
RECOMMENDED ACTION:	None
FINANCIAL IMPACT:	None
AS RECOMMENDED BY:	N/A
ELC STAFF LEADS	Allison Metsch

Background

During the 2021 – 2022 Fiscal Year, the Division of Early Learning (DEL) distributed federal stimulus grant dollars to focus on recruiting, retaining, and upskilling the childcare workforce. The ELC board then approved the development of an ad hoc board committee to work with staff to plan the best way to use these dollars. With the consensus of that committee, we created the Broward Above and Beyond initiative. The focus of the initiative is to provide intensive and personalized coaching and technical assistance, along with quarterly stipends and other bonuses, to 50 childcare centers and to provide mentoring to new and current staff. We provide quarterly stipends, bonuses for employee referrals, site specific trainings and an in-depth director program called Directors in Action. We also are focused on upskilling our childcare community and created Career Guidance Counselors to support and connect educators to TEACH (scholarships used for CDA classes, college tuition, etc.) and INCENTIVE\$ (wage supplements awarded to child care educators for reaching certain educational levels) to promote a career ladder.

In November, because a substantial portion of the CRSSA stimulus dollars remain unspent throughout the state, DEL offered additional CRRSA funding for Coalitions to expand local initiatives, if desired. In order to expand, Coalitions needed to update previous applications submitted to DEL.

Current Status

Using the data we received from the survey conducted with the existing Above and Beyond sites, we have added the following positions:

- a. **Two staff devoted to processing the paperwork necessary for child care staff to receive their quarterly and other stipends.** Because of the back and forth necessary with so many instructors concerning submission of tax information, etc. and submission of updates, Above and Beyond coaches were spending too much of their time helping process paperwork instead of coaching. It was frustrating for our staff, and it was definitely frustrating for child care staff waiting for their payment.
- b. **One additional coach, who will be used to expand the current cadre of providers from 50 to 55.** We heard from some centers that were really excited about any chance to get more coaching, so we used this opportunity to decrease the ratio of coaches to centers while adding five additional centers.
- c. **Creation of the Child Development Associate (CDA) Academy.** Because the first major step for the vast majority of child care instructional staff is the 120 hour CDA course, we have decided to

create the capacity in-house to provide this intensive instruction first to child care staff in the Above and Beyond centers, and to eventually expand this offering to all child care staff. To minimize duplication/competition with other providers of CDA courses, we will provide our classes completely in-person (both in English and in Spanish). We feel strongly that this approach will build a more skilled workforce.

Additional Staffing Expansion: We were also able to take this opportunity to expand special needs and family engagement staff, who will serve all providers, rather than serving only Above and Beyond providers.

- a. **Two Inclusion Specialists**, who will help with the high volume of requests from child care providers and parents for help with classroom and/or in-home strategies for children displaying behavioral or other needs. They will also assist in working with providers/families whose children score as needing additional attention on their ASQ's.
- b. **Four Peer Support Specialists**, who will provide emotional and navigational support to families who have either discovered, or have been informed that their children may be experiencing developmental issues. We are hoping that utilizing peers in this manner will both help support families and improve their decisions to follow through with referrals to, and recommendations from either Early Steps or FDLRS.
- c. **Two additional Family Engagement Specialists**, who will assist our one existing Family Engagement Specialist in working with child care providers and their families to promote interaction, like the 3 T's (Tune in, Talk more, Take turns).
- d. **One Coordinator**, so we don't unintentionally kill Debbie Kay, the Inclusion Manager whose supervision the eight new people fall under.

ITEM #:	PRC232RB3(b)/Program Review Committee Meeting
MEETING:	Program Review Committee
MEETING DATE:	12/16/2022
SUBJECT:	Referrals for Children
FOR ACTION:	No
RECOMMENDED ACTION:	None
FINANCIAL IMPACT:	None
AS RECOMMENDED BY:	N/A
ELC STAFF LEADS	Allison Metsch

Background

The identification of children for evaluation is one of the benefits as part of the School Readiness (SR). All SR children are required to be screened upon entry into their program and annually when they complete their redetermination. The tool currently used is the Ages and Stages Questionnaire which is used from ages 3 months to 60 months. Best practice is for parents/families to complete the screening themselves, however, if they choose not to, they can opt-out or ask their childcare provider to complete it.

Current Status

Every day a team of 7 Inclusion Specialists (IS) review screening results from all School Readiness sites. Children’s results that present with a concern in any of the 5 domains of development: communication, gross motor, fine motor, problem solving, and personal-social, are followed up on by the IS team. Each IS reaches out to the family and the provider, and through conversation they offer an observation of the child in his/her classroom, a referral, and/or a re-screen later. We always provide strategies to help the child strengthen performance in specific domains.

We have found that through creation of a stronger connection with the family, the number of referrals has increased. Taking the time to explain the screening, the results and possible next steps have shown to benefit the process. Sometimes the family is most comfortable with a re-screen which gives the child time to “adjust” or “catch up”. At the Friday meeting, we will share amounts of families that should be referred to Early Steps and FDLRS, as well as numbers of families accepting those referral recommendations.

Post Pandemic we have seen the number of children with concerns increase, as well as the number of families reaching out directly through the Warm Line, which is a call-in line devoted to families who have questions about their young children’s development. To meet the increasing need, we are using the CRSSA stimulus dollars to grow our team and support.

We will be hiring 2 additional Inclusion Specialists that help meet the need of observations and follow ups. This addition will allow for IS’s to build a closer a connect with each family. We are also looking for 4 *Peer Specialists*. The vision is for these peers to provide support from firsthand experience of going through the referral and evaluation process. Our plan also includes growing our Family Engagement team to include more follow up and onsite activities at providers, local events and at the ELC.