

Needs Analysis

Infant Development Program

Program Development & Launch for company ABC

Analysis Information	
Stated Problem	<p>What is the stated problem presented by your stakeholders and SMEs?</p> <p><u>Background:</u> ABC has always been in the business of providing ABA (Applied Behavioral Analysis) therapies and services. They are building and launching an entirely new program: IDP (Infant Development Program). As part of the clients they serve, there is a large portion of children (3 years old and younger) who have qualified for ABA services, but most of ABC's current workforce of ABA Supervisors and Technicians, do not have the experience and/or skillset to provide appropriate treatments and supports for this population. Because Speech Language Pathologists are the SMEs for early communication intervention and development, ABC has determined that SLPs (Specifically, the Program Developer and Lead SLP) will design, develop and launch the program including but not limited to identifying training needs, training solutions, design and implementation.</p> <p><u>Specific Needs:</u> Currently, ABC employees (primarily ABA technicians and SLPAs need):</p> <ul style="list-style-type: none"> ● understanding and clinical skills to appropriately deliver early intervention to young, autistic children ● knowledge of and clinical skills to coach and collaborate with parents and/or caregivers ● technical clinical skills <ul style="list-style-type: none"> ○ goal formulation ○ data collection ○ assessment (within the scope of their practice) <p>ABC requires and is currently working on new recruiting, hiring protocols, to increase/hire more experienced SLPAs, and CDSs (Child Development Specialists)</p>
Goals	<p>What specific goals / desired level of performance are your stakeholders and SMEs seeking to achieve?</p> <p>IDP Clinical Staff will:</p> <ul style="list-style-type: none"> ● Deliver best practice early/infant development treatment and interventions within home health setting ● Formulate clinically appropriate goals for intervention ● Accurately collect and report data for progress monitoring and continued eligibility for services and/or health insurance reimbursement

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Current Performance & Observations	
Current Performance	<p>What is the current level of performance of your target learners?</p> <p>Learners:</p> <ul style="list-style-type: none"> ● have basic to intermediate knowledge of ABA therapy, but they do not understand typical communication development and/or milestones ● have desire to help children and families, but do not have the professional and/or clinical skills to collaborate, coach caregivers ● enter data based on ABA practices (which differ significantly from EI and communication development in young children.)
Observations	<p>What observations are you seeing that are affecting performance?</p> <ul style="list-style-type: none"> ● freeze and/or “wing it” during interactions with younger children - don’t know what to look for, respond to, or do next ● lack of confidence in communicating with and/or coaching caregivers ● do not know how to conduct informal and/or observational clinical assessments during naturally occurring routines ● tend to rely on and/or fall back on strict ABA scaffolding and prompts (which is often NOT best practice for ID/EI) <ul style="list-style-type: none"> ○ e.g. use compliance-based responses
Conclusions	<p>What conclusions can you draw from your observations about why learners are or are not meeting the desired level of performance?</p> <p>Most learners are simply not knowledgeable about and/or have the skills to provide best practice, early intervention and/or assessment. Many rely on/fall back on what they know about ABA therapies, which often, are not the appropriate intervention and/or responses when working with very young children.</p>

Recommendations	
Non-Training	<p>What non-training recommendations would you make and why?</p> <ol style="list-style-type: none"> 1) Develop New Job Position for ABC: CDS: Child Development Specialist Collaboration with HR and CO-Executive Director over IDP Development and Launch 2) Develop and Initiate Communication Campaigns <ol style="list-style-type: none"> a) with XYZ Program Managers around the IDP development, nature of services, proposed trainings and qualifications of CDS

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	<ul style="list-style-type: none"> b) with current ABC employees (and administrative staff) <p>3) IDP Team Digital Resource Library</p> <ul style="list-style-type: none"> a) Training Slides - Content b) Participant Guides c) Report Templates d) Data Collection Samples e) Goal Bank f) Tips for Coaching Caregivers g) How To resources (accessing shared drive, using tech(WebABA, Catalyst, etc.) h) Future Training and Schedule i) Any other job aides that are developed during training development j) Tracking Supervision Hours k) Forms: General ABC scheduling, new client assignment, etc. and IDP
Training	<p>What training recommendations would you make?</p> <p>Training for IDP (everyone's new) staff/clinical team members for:</p> <ol style="list-style-type: none"> 1. IDP background, purpose, mission - Roles/Responsibilities 2. ESDM (Early Start Denver Model) ABC's chosen primary clinical intervention model <ul style="list-style-type: none"> a. components of curriculum - skills targeted b. clinical procedures and strategies to implement c. Joint Attention d. Play Skills (parallel, etc) e. Non-Verbal Communication 3. Potential Barriers to Implementation/Treatment 4. Best Practice Goals for Clinical Intervention <ul style="list-style-type: none"> a. data collection b. documentation (including SOAP notes) 5. Caregiver Coaching/Communication/Collaboration 6. IDP Evaluation Instruments <ul style="list-style-type: none"> a. administration, scoring, reporting