



DSHPSHWA Strategic Plan 2024-2025 Progress Report

The following strategic plan was developed by the Directors of Speech and Hearing Programs in State Health and Welfare Agencies (DSHPSHWA) Board of Directors. The activities included under each strategic plan area were developed in conjunction with DSHPSHWA membership. Strategic plan areas include:

- Membership/Infrastructure Building
- Communication and Outreach
- Public Policy
- Strategic Relationships
- Needs Assessment

This plan will be used to guide the work of the DSHPSHWA Board through February 2025. If you have any questions, please contact DSHPSHWA at info@DSHPSHWA.org.



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Strategic Area: Membership /Infrastructure Building

Outcome: Members will identify at least two benefits of membership.

ACTIVITIES/STRATEGIES	TIMELINE	RESPONSIBLE STAFF	COMPLETION DATE
Contact states and territories that have not been participating in DSHPSHWA and are not current members.	April 2024 – February 2025	President VP of Membership VP of Communications/ Outreach	Completed May 2024 – February 2025
Collaborate with the National EHDI Technical Assistance Network liaisons and encourage them to keep states informed of DSHPSHWA activities and encourage membership.	April 2024 – February 2025	President VP of Membership VP of Communications/ Outreach	May, September, December 2024 Some Board members also served on planning committee for National Mtg from 8/2024- 1/2025



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Strategic Area: Communication and Outreach			
Outcome: Members will be informed of the activities of DSHPSHWA.			
ACTIVITIES/STRATEGIES	TIMELINE	RESPONSIBLE STAFF	COMPLETION DATE
Coordinate mentorship for new EHDI Coordinators in state and welfare agencies.	April 2024 – February 2025	Past President President	June 2024 – February 2025, Organized by Suzanne Foley
Re-establish and maintain DSHPSHWA website.	April 2024 – February 2025	VP of Communications/ Outreach Member-at-Large	June 2024 – February 2025, Organized by Tara Carroll
Communicate with membership through electronic media (e.g. President’s Notes)	April 2024 -February 2025	Board	President’s Notes in July and October 2024 and emails on December 10 and 23, 2024, January 13 and February 14, 2025. Completed by Tammy O’Hollearn
Update membership directory and disseminate.	April 2024 – May 2024	VP of Membership	February 2025, Organized by Liza Then, Tara Carroll and Liz Schardine.



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Provide updates to key collaborating partners quarterly.	April 2024 - February 2025	Presidents	May, September, December 2024
Plan and provide education and networking opportunities at the annual DSHPSHWA meeting/EHDI Meeting and throughout the year.	April 2024 – February 2025	Incoming President VP Communications/Outreach Board	June 2024 – February 2025 Planning for Membership Conference in March 2025

Strategic Area: Public Policy

Outcome: DSHPSHWA will have a voice in initiatives that impact speech and hearing programming at the federal and state levels.

ACTIVITIES/STRATEGIES	TIMELINE	RESPONSIBLE STAFF	COMPLETION DATE
Participate in all face-to-face and phone Joint Committee on Infant Hearing (JCIH) meetings.	April 2024 – February 2025	JCIH Rep – Audiology JCIH Rep – Speech Pathology	April 2024 – February 2025, Organized by Patricia Burk and Kirsten Coverstone
Published two papers under the direction of JCIH: Hyperbilirubinemia requiring exchange transfusion as a risk factor for later-onset hearing loss and Systematic Review of the Prevalence of Late Identified Hearing Loss in Childhood . Will host the annual business meeting in February and a strategic planning meeting in June 2025. Created an onboarding process for new members. Working on a 4-year report recap.			



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Participate in Deaf and Hard of Hearing Alliance (DHHA)	April 2024 – February 2025	President	January 2025, Tammy O’Hollearn attended
Participate in ASHA Health Care Economics Committee (HCEC)	April 2024 – February 2025	HCEC Reps	Quarterly, Marcia Fort and Linda Hazard attended
Participate in ASHA Audiology Quality Consortium (AQC)	April 2024 – February 2025	AQC Reps	Quarterly, Marcia Fort and Linda Hazard attended
Participate in Parent Choice Group	April 2024 – February 2025	Past Presidents	Semi-annually, Marcia Fort and Linda Hazard attended
Family, Language and Learning Center Advisory Committee	April 2024 – February 2025	Past President	Quarterly, Marcia Fort attended
Provider Education Center Advisory Group	April 2024 – February 2025	President	August and October 2024, Tammy O’Hollearn attended
Participated and provided feedback on the PEC Provider Needs Assessment, Emerging Leaders and AAP Chapter Grants Programs. Tammy O’Hollearn, Stephanie McVicar and Linda Hazard met with PEC in December 2024 to request they consider assisting with the online training curriculum for newborn screening to avoid hospitals from having to begin paying April 1 st to access the curriculum. In January 2025 PEC informed DSHPSHWA they could not take this on at this time. They do not have the capacity, funding and this ask is not within their project scope at this time.			
Implementation and Change Advisory Committee	April 2024 – February 2025	President	June, July, September, December 2024,



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			Tammy attended
<p>Tammy worked with ICAC on EHDI coordinator monthly meetings with Beacon Center, provided feedback on areas EHDI Coordinators find challenging and could use some technical assistance. Spoke about the mentoring DSHSPHWA does with EHDI Coordinators. Tammy O’Hollearn, Stephanie McVicar and Linda Hazard met with ICAC in December 2024 to request they consider assisting with the online training curriculum for newborn screening to avoid hospitals from having to begin paying April 1st to access the curriculum. In January 2025, Beacon informed DSHPSHWA they could not take this on at this time. They do not have the capacity, funding and this ask is not within their project scope at this time.</p>			

Strategic Area: Strategic Relationships			
Outcome: DSHPSHWA Board will actively represent the membership through engagement in critical conversations that impact federal and state speech and hearing programming.			
ACTIVITIES/STRATEGIES	TIMELINE	RESPONSIBLE STAFF	COMPLETION DATE
Actively collaborate with agencies and organizations (e.g. HRSA, CDC, EHDI National Network) directly linked to federal EHDI funding ensuring the voice of state and jurisdictional EHDI programs is represented.	April 2024 – February 2025	Presidents	Met Quarterly, Tammy O’Hollearn facilitated the DSHPSHWA-National Partner Meetings



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DSHPSHWA met with national partners such as CDC, HRSA and the national network quarterly. Each group shared the activities they are working on and gave feedback when asked. Some communication took place outside of those meetings through emails and one on one meetings with Past Presidents. Tammy O'Hollearn, Linda Hazard and Stephanie McVicar met with HRSA in October to address the training curriculum, its importance to programs and explore how this might be paid for. They thanked us for sharing this concern. They worked with NCHAM to extend the date to April 2025. They said that states could use their funding to cover the costs for hospitals. HRSA agreed to DSHPSHWA reaching out to the PEC and Beacon Center to explore them being able to assist with this project financially or coming up with something similar since it is a need of EHDI programs. Several DSHPSHWA board members and EHDI Coordinators served on planning committee for mandatory EHDI Coordinator/Family Leader meeting at the National EHDI Meeting. Due to the circumstances with HRSA not being able to travel, DSHPSHWA agreed to extend DSHPSHWA meeting time to the afternoon to continue to host the round tables agreed upon at the planning meetings. That information will be shared with federal partners following the meeting.

Identify additional strategic partnerships (e.g. ASHA, AAA, ACIA, DeafBlind) with agencies and organizations committed to improving outcomes for DHH/DB children.	April 2024 – February 2025	Board	In Process. Have done some work with DeafBlind Project at National EHDI Mtg
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Strategic Area: Needs Assessment

Outcome: Identify gaps related to emerging requirements for state Speech and Hearing Programs.



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ACTIVITIES/STRATEGIES	TIMELINE	RESPONSIBLE STAFF	COMPLETION DATE
Review survey data to determine areas of additional support needed by state and jurisdictional speech and hearing programs.	April 2024 - September 2024	Board	June 2024 – November 2024
Smaller group of board members met to review the needs assessment completed in 2023 by NCHAM to look for trends in what states and territories were reporting their main concerns were. EHDI Connect had Karl White present their findings for the needs assessment in October 2024. DSHPSHWA put together survey for EHDI Coordinators that identified the top concerns and then had them rank order the list based on importance. That information was then used for conference planning for both the DSHPSHWA Membership Meeting in March, as well as the EHDI Coordinator Mandatory meeting at the National EHDI Conference. Led to collaboration with HRSA, PEC, Beacon Center in planning and coordinating sessions. All round tables are based on that feedback from EHDI Coordinators gathered from the Fall 2024.			
Review language assessments and periodicity currently being collected throughout state and jurisdictional speech and hearing programs.	April 2024 - February 2025	Board	March 2025, Planned activity at DSHPSHWA Membership Mtg