

Delaware IECMHC Theory of Change

Vision: All infants, young children, their families, and those that support them within home visiting in Delaware have access to high-quality, equitable, and culturally sensitive infant and early childhood mental health consultation, creating environments where child and adult social, emotional, and mental wellness and capacity for mutually beneficial, nurturing relationships thrive.

Inputs	Activities	Outputs	Outcomes
- Partners and consultants with IECMHC expertise. - State funding and policy support. - Equitable and evidence-driven model for providing IECMHC. - Messaging and advocacy resources for engaging in IECMHC outreach. - Well-trained and supported consultants that reflect the diversity of the programs and families served by home visiting programs. - Evidence-based tools, assessments, and data tracking resources. - Data for improvement.	System - Contractor coordination and oversight of consultation with the DE Department of Education - Facilitation of monthly <i>Thought Partner</i> Meetings - Monthly data collection, analysis, and, reporting to state partners Consultants - Training on the model - Monthly group and 1:1 Reflective Supervision (RS) - On-demand case consultation - Support to further develop individual IECMHC competencies Home Visiting Programs - Regular supervisor 1:1 Reflective Supervision - Regular Home Visitor Group Reflective Supervision - Regular Home Visitor 1:1 Reflective Supervision with Consultant and Supervisor - Specialized mental health training	System - Number of state meetings held - Satisfaction with meetings - Use of data for improvement and to refine model Consultants - Consultant demographics - Number of trainings by topic held with consultants and satisfaction with training - Number of RS sessions held with consultants - Number of case consultations - Change in consultant practice and competency Home Visiting Programs - Program staff demographics - Understanding of what IECMHC is - Number of trainings attended by topic and satisfaction with training - Number of RS sessions held with supervisors and home visitors - Change in reflective capacity of home visitors and supervisors - Home visitor and supervisor stress level - Understanding of mental health needs of families and young children - Number of referrals to mental health	Short-Term Outcomes - Increased supervisor reflective capacity. - Increased home visitor reflective capacity. - Increased HV staff understanding of mental health topics and confidence discussing these topics with families. - Increased home visiting program staff understanding of IECMHC. Intermediate Outcomes - Reduced stigma with accessing and using IECMHC. - Reduced home visitor stress. - Increased access to mental health support for staff and families. Long-Term Outcomes - IECMHC is accessible to all home visiting programs with stable funding. - Consultant workforce with racial, ethnic, and linguistic alignment to staff and families.. - Reduced home visiting staff burnout and turnover. - Improved staff and family mental health outcomes. - Reduction in long-term health disparities.