

PEOPLE FIRST, PEOPLE ALWAYS

A Little About the DES/AzEIP Executive Director Karie Taylor

- Grew up in Tucson, Arizona
- Dreamed of being a ballerina
- Was on a swim team, played softball in middle school, and played soccer
- Middle child – always striving for peace and equality
- Wildcat Alumni – undergraduate and graduate school
- Started career in child care, went to Head Start, spent 7 years as a SC/DSI for DDD, was an Early Childhood Special Education Teacher and then worked as a local AzEIP Coordinator
- A member of the DES/AzEIP team for 13 years; last three years served as the Executive Director
- Married and have two teenage sons
- Through my work, I am able to honor my mother and father and all the parent's involved in AzEIP
- Show up to work everyday to serve the 300+ colleagues who have the honor to work directly with the families involved in early intervention.

The New DES

Our Values

- *Teamwork*
- *Respect*
- *Integrity*
- *Accountability*
- *Diversity*

Focus Areas

- *People*
- *Priorities*
- *Planning*
- *Performance*



What is Leadership?

Robert K. Greenleaf, made this term famous when he explained that everyone, even prominent leaders, need to be a servant first and ensure that other people's priorities are being served. Greenleaf identified Ten Principles of Servant Leadership:

Listening	Empathy	Conceptualization
Healing	Foresight	Persuasion
Awareness	Commitment to Growth of People	
Building Community		

Learn more at www.Greenleaf.org

DES/AZEIP

Accountability

Together we will increase the use of data for decision-making by Early Intervention Programs (EIPs). To do that DES/AzEIP developed, and is regularly providing, reports to EIPs:

- Child Contract — all children assigned to an EIP
- The percentage of IFSPs developed within 45 Days
- The percentage of Transitions completed in a timely manner
- The percentage of entry and exit indicators completed

Practices

Together we will increase the use of Evidence-Based Practices with Fidelity. To complete this outcome, DES/AzEIP has invested significant resources to provide professional development to teams through the Master Teams and Master Coaches Institutes in 2013, 2014 and 2015.

DES/AzEIP also developed a Natural Learning Opportunities training for professionals and another for Supervisors, and Child Outcomes Summary training modules for professionals and their supervisors. PDSA cycles were launched in Region 9 to improve collaboration with community partners.

Fiscal

It is essential that AzEIP maintain fiscal sustainability, to do that DES/AzEIP implemented a three-pronged approach in April 2015, which included:

- Increasing use of public and private insurance
- Increasing adherence to the definition of AzEIP eligibility
- Increasing the percentage of children who are determined DDD eligible

Each State has developed a State Systemic Improvement Plan. In Arizona, our State Identified Measurable Result is to increase the percentage of children who exit early intervention with greater than expected social emotional growth.



Our focus is on improved results for infants and toddlers with disabilities and their families. Improving our accountability, practices and fiscal sustainability will help us to achieve these results.