

Embracing Growth

2019
ANNUAL
REPORT



PEDIATRIC CARE • SUPPORTING • PARENTING
A Program of ZERO TO THREE



A Better Path

Anna was new to the area and primarily spoke Spanish. She and her young twins had been living in a relative's living room but eventually were asked to leave. She didn't know anyone or where to go.

They spent the night in a nearby park.

The next day she attended her children's well-child visits. She told me, "This is all I know and it's the only place that I really feel safe and accepted."

We found Anna a family shelter and connected her to resources in the community. She disclosed her son had autism and our HealthySteps Specialist referred him to Early Intervention.

During a routine pediatric visit, HealthySteps set mom and her young children on a significantly better path.

The family's story is so different now from the day we met them. She's working, has transportation, and her children are in school. Her son is receiving evidence-based autism therapy.

The things that come through the door day-to-day can shock you. But when you give someone the tools to have peace of mind, that they've needed for years, it's an amazing feeling.

Deyanira Hernandez

Community Health Worker as part of the HealthySteps team at Montefiore Medical Group Comprehensive Family Care Center

Dear Colleague,

One word can describe HealthySteps' progress as it enters this decade—**momentum**. Together with our national network of sites, we've continued to make significant strides toward our collective goal to serve more than 1 million children and families annually by 2032.

The need for HealthySteps remains clear and will expand in the wake of the COVID-19 pandemic. Many families face new or growing health hardships and economic stressors. There are 12 million infants and toddlers in the United States, each born with unlimited potential. Yet, as highlighted by ZERO TO THREE's *State of Babies Yearbook: 2020*, substantial disparities and inequities exist among babies and families when examined by race/ethnicity, income, and zip code. We are needed now more than ever.

We welcomed 27 new sites and three new states — Alabama, Connecticut, and Mississippi — to our network in 2019.

We've worked alongside our sites to identify and pursue innovative sustainability pathways and secure the support of public payers and policymakers:

- **The Centers for Medicare & Medicaid Services** awarded seven Integrated Care for Kids (InCK) Model grants, all to states with HealthySteps.
- **Colorado** appropriated state funding for HealthySteps for the third consecutive year.
- **New York** recommended the state sustain the model and allow expansion in its First 1,000 Days on Medicaid Initiative.
- **Washington, D.C.**, appropriated funds for new sites in the District through their Birth to Three for All DC legislation.
- **The U.S. Department of Defense** continues to implement HealthySteps in their system-wide approach to prevent child abuse and neglect.



The work of the HealthySteps national network is transforming the promise of pediatric primary care and improving the lives of babies, toddlers, and their families. The HealthySteps National Office at ZERO TO THREE is excited to harness this momentum to bring systemic change to how we care for families and improve many more lives in the next decade.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Briggs'.

Rahil D. Briggs, PsyD
National Director, HealthySteps

A handwritten signature in black ink, appearing to read 'Melmed'.

Matthew E. Melmed, JD
Executive Director, ZERO TO THREE

HealthySteps 2019 Growth At-a-Glance

27
New sites

3
New states

2
New military bases

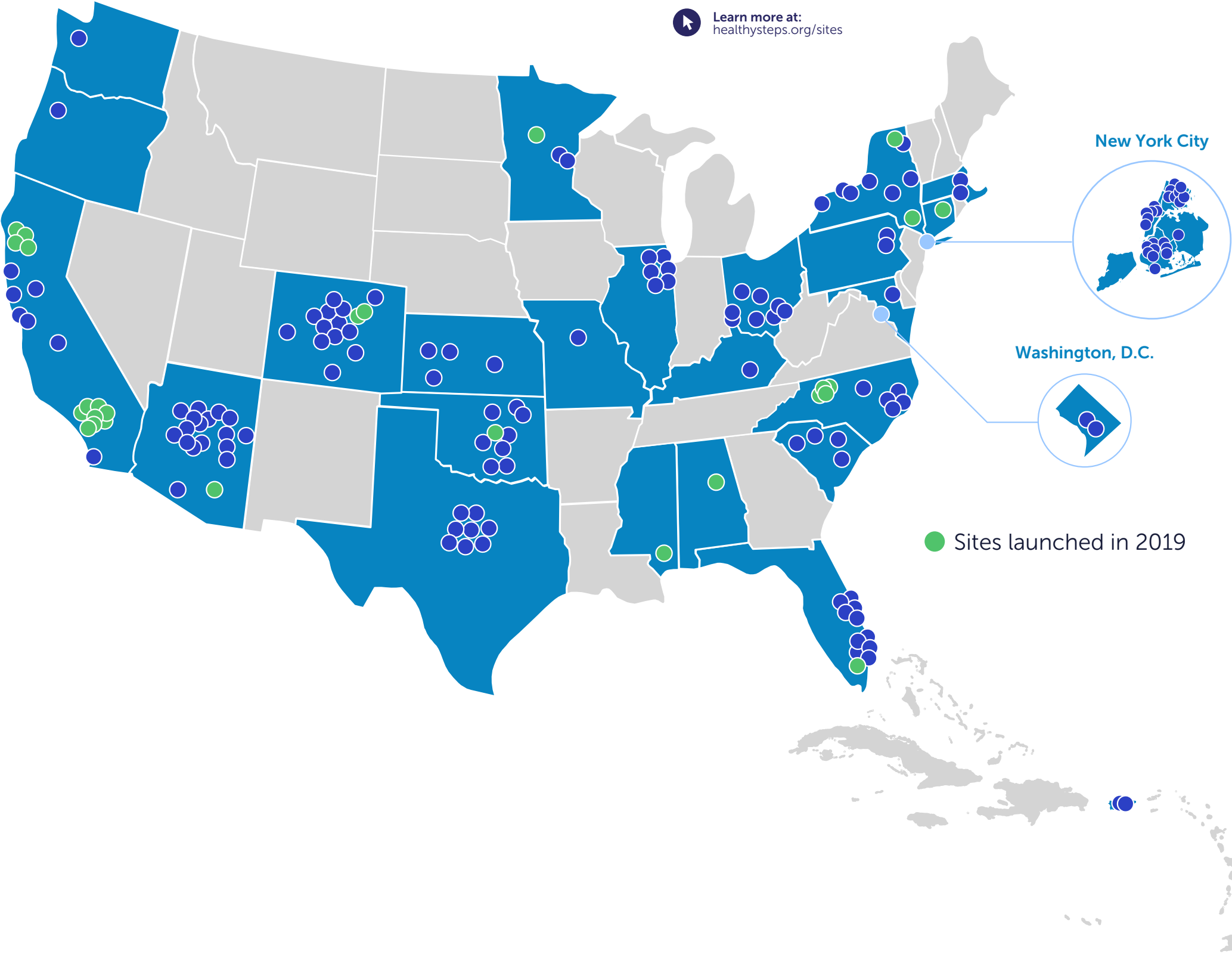
612
Professionals trained to deliver HealthySteps

250
HealthySteps Specialists in the national network

200,000+
Children served

HealthySteps Spans the Country

Learn more at:
healthysteps.org/sites





Our Impact: Spotlight on Outcome Pilots

National Office site partnerships focused on data and research

HealthySteps improved screening for maternal depression in five months at:

- **Summit Healthcare in Arizona**, where the maternal depression screening rate increased from **41% to 95%**.
- **Sunset Park Family Health Center at NYU Langone**, where the maternal depression screening rate increased from **31% to 60%**.

HealthySteps demonstrated improvements in breastfeeding duration at:

- **Advocate Family Medicine – Ravenswood Clinic, Chicago, Illinois**, where the six-month breastfeeding continuation rate increased from **61% to 65%**, **exceeding both the state rate (53%) and the Healthy People 2020 goal (61%)**.

Power of Relationships

It had been months since the referral to Early Intervention, and out of concern for Michelle and her baby, the pediatrician was becoming increasingly frustrated by her reluctance to follow through.

But, I knew Michelle. At their next appointment, I worked to understand what concerns she had, when she fearfully shared that her sister told her, “If they find something wrong, they will take your son.”

Michelle was afraid, not a bad parent.

I offered acknowledgment of her responsive and loving care as a parent, encouragement and reassurance that Early Intervention specialists are experts in child development, and that as a team, we can help her son to be all that he can be.

When I saw Michelle again, she eagerly shared the new routines she learned with Early Intervention. She excitedly

informed us that all written “homework” (as she called it) was in both English and Vietnamese, so his grandmother could also participate in exercises in her native Vietnamese.

I am proud that the entire team collaborated to support Michelle and her family. **What we do as HealthySteps Specialists makes a difference.**

Robin Hartzman, MS

*HealthySteps Specialist,
Greensboro, North Carolina*



Photos courtesy of Devin Yalkin from “A Noble Collaboration” Penta Magazine, 2019.



**100%
OF SITES
DELIVER**

*evidence-based,
team-based care
as recommended
by the American
Academy
of Pediatrics.*

The Challenge

Just one-third of America's children are screened for developmental delays.¹

Health care payers want children to receive high-quality care while reducing costs.

Models implemented with fidelity can be rigid and difficult to scale in varied settings.

There's only so much that can be accomplished within the four walls of the pediatric practice.

Our Solutions

We universally screen.

HealthySteps requires a developmental screening annually. Reliable, consistent early detection is the necessary pre-cursor to connecting families with the services they need.

We generate savings.

HealthySteps has demonstrated an **average annual 204%** return on investment across various site and state cost savings analyses.

We're adaptable.

HealthySteps requires fidelity within three years of training and, even with that requirement, we have grown within a variety of different systems:

- **21%** of sites are in rural communities
- **23%** of sites are community health clinics
- **13%** of sites are family medicine practices
- **69%** are Patient Centered Medical Homes
- **33%** are Federally Qualified Health Centers

We're connected.

Our sites collaborate with a variety of organizations:

- **89%** offer Reach Out and Read onsite
- **17%** offer Medical-Legal Partnership onsite

Care coordination and systems navigation are our Core Components. One HealthySteps site has even quadrupled its Early Intervention successful referral rate.²

¹<https://www.childhealthdata.org>.

² Rhodes et al., preliminary data presented at Pediatric Academic Society, 2019.

**“I love being
a support,
a guide,
a contortionist
— whatever it
is that families
need me to be.”**

Building Bridges with Purpose

As a college student living abroad, Rachel Herbst accompanied Czech nurses providing medical care to those battling addiction and poverty. She saw firsthand the importance of forming relationships to help those in need. So, instead of pursuing a career as a pediatrician, Rachel took a detour. She decided “to be a bridge for families” and help them obtain essential medical and health care for their children.

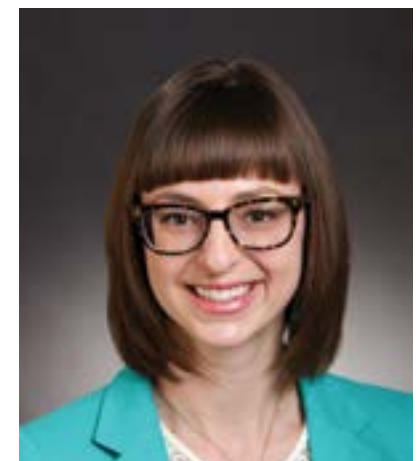
Now a pediatric psychologist, she was instrumental in launching ZERO TO THREE’s groundbreaking HealthySteps program at three clinics in Cincinnati, Ohio. She serves as a HealthySteps Specialist at the city’s Hopple Street Neighborhood Health Clinic. She is also lead psychologist overseeing integrated behavioral health services in pediatric primary care at Cincinnati Children’s Hospital Medical Center.

“I love being a support, a guide, a contortionist—whatever it is that families need me to be,” Rachel says. Hopple Street’s patient population has experienced trauma and economic hardship, and they often have limited support and encouragement while raising children.

“I am inspired by the families as they navigate things that would knock other people down,” she says.

Through the HealthySteps network, Rachel is supported by more than 250 child development professionals integrated into pediatric primary care teams across the country. They work tirelessly to address families’ common and complex concerns, such as feeding, behavior, sleep, adapting to life with a baby, and detecting early developmental delays.

For Rachel, HealthySteps’ impact is far-reaching. “It helps to chip away at the intergenerational cycle of poverty that runs so strong,” she says. “[The program is] the glue needed in communities so that families have connections in safe places. It is a port of entry to redesign how we think about health care.” Through HealthySteps, we are transforming the promise of pediatric care.



Rachel Herbst, PhD
HealthySteps Specialist, Cincinnati, Ohio

Our Funders

The HealthySteps National Office at ZERO TO THREE is grateful for the generous support of our funders and their shared commitment to transform the lives of young children and their families.

blue meridian
partners

James R. Burke
THE DUKE ENDOWMENT

ROBIN HOOD

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Debra Waldron, MD, MPH, FAAP, American Academy of Pediatrics
David Willis, MD, FAAP, Center for the Study of Social Policy

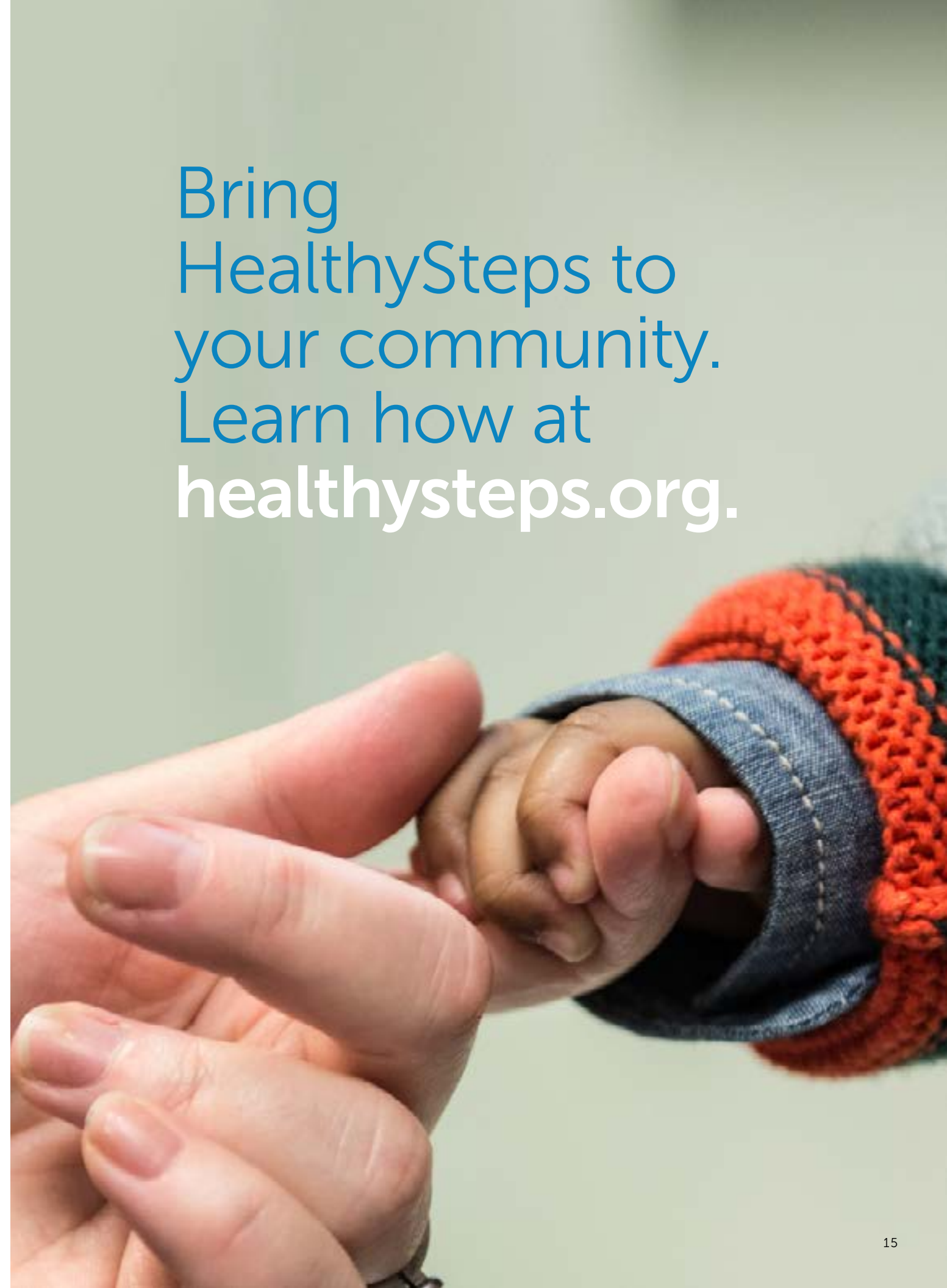
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HealthySteps to
your community.
Learn how at
healthysteps.org.





PEDIATRIC CARE • SUPPORTING • PARENTING
A Program of ZERO TO THREE

HealthySteps is an evidence-based program of **ZERO TO THREE**, the nation's leading nonprofit working to ensure all babies and toddlers have a strong start in life. HealthySteps transforms the promise of pediatric primary care through a unique team-based approach that integrates a HealthySteps Specialist, who is a child development expert, into the health care team.

All children ages 0-3 and their families receive a tiered model of services, including universal screening, risk-stratified supports, care coordination, and onsite intervention. HealthySteps practices serve as trusted and valuable partners as families foster their children's healthy development.

Together, the national network of HealthySteps sites aims to reach more than 1 million young children and families annually by 2032.



ZERO TO THREE
Early connections last a lifetime

zerotothree.org | healthysteps.org | [@ZEROTOTHREE](https://twitter.com/ZEROTOTHREE) | [#HealthyStepsZTT](https://twitter.com/HealthyStepsZTT)

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