

 REDACTED

***RESPONSE PACKET***  
***710-24-0009***

## RESPONSE SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION			
Company:	1st Interventions Inc.		
Address:			
City:		State:	
		Zip Code:	
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Public Service Corp <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation <input checked="" type="checkbox"/> Nonprofit		
Minority and Women Owned Designation*:	<input type="checkbox"/> Not Applicable <input type="checkbox"/> American Indian <input type="checkbox"/> Service-Disabled Veteran <input checked="" type="checkbox"/> African American <input type="checkbox"/> Hispanic American <input checked="" type="checkbox"/> Women-Owned <input type="checkbox"/> Asian American <input type="checkbox"/> Pacific Islander American		
AR Certification #: <u>N/A</u> * See Minority and Women-Owned Business Policy			

PROSPECTIVE CONTRACTOR CONTACT INFORMATION		
Provide contact information to be used for solicitation related matters.		
Contact Person:	Danielle Kimbrough	Title: CEO
Phone:		Alternate Phone: N/A
Email:	1stinterventionsar@gmail.com	

CONFIRMATION OF REDACTED COPY
<input checked="" type="checkbox"/> YES, a redacted copy of submission documents is enclosed. <input type="checkbox"/> NO, a redacted copy of submission documents is <u>not</u> enclosed. I understand a full copy of non-redacted submission documents will be released if requested.  <i>Note: If a redacted copy of the submission documents is not provided with Prospective Contractor's response packet, and neither box is checked, a copy of the non-redacted documents, with the exception of financial data (other than pricing), will be released in response to any request made under the Arkansas Freedom of Information Act (FOIA). See Solicitation Terms and Conditions for additional information.</i>

ILLEGAL IMMIGRANT CONFIRMATION
By signing and submitting a response to this <i>Solicitation</i> , a Prospective Contractor agrees and certifies that they do not employ or contract with illegal immigrants and <b>shall not</b> employ or contract with illegal immigrants during the term of a contract awarded as a result of this solicitation.

ISRAEL BOYCOTT RESTRICTION CONFIRMATION
By checking the box below, a Prospective Contractor agrees and certifies that they do not boycott Israel and <b>shall not</b> boycott Israel during the term of a contract awarded as a result of this solicitation.
<input checked="" type="checkbox"/> Prospective Contractor does not and <b>shall not</b> boycott Israel.

**An official authorized to bind the Prospective Contractor to a resultant contract shall sign below.**

The signature below signifies agreement that any exception that conflicts with a Requirement of this *Solicitation* may cause the Prospective Contractor's response to be rejected.

Authorized Signature: [Signature] Title: CEO

Printed/Typed Name: Danielle Kimbrough Date: 10/5/2023

## SECTIONS 1 – 5: VENDOR AGREEMENT AND COMPLIANCE

- Any requested exceptions to items in this section which are NON-mandatory **must** be declared below or as an attachment to this page. Vendor **must** clearly explain the requested exception, and should label the request to reference the specific solicitation item number to which the exception applies.
- Exceptions to Requirements **shall** cause the vendor's proposal to be disqualified.

By signature below, vendor agrees to and **shall** fully comply with all Requirements as shown in this section of the bid solicitation.

Authorized Signature: \_\_\_\_\_



*Use Ink Only.*

Printed/Typed Name: \_\_\_\_\_

Danielle Kimbrough

Date: \_\_\_\_\_

10/5/2023



## MINIMUM QUALIFICATIONS 2.3

2.3.C Please select one of the following:

☐ Currently has SafeCare® national accreditation.

If the Respondent currently has SafeCare national accreditation, the Respondent may check the box above and provide copy of accreditation in lieu of submitting each item detailed in 2.3 Minimum Qualifications C.1 & 2.

☒ Not currently accredited through SafeCare national.

If the Respondent is not currently accredited, the Respondent shall submit items 1 and 2 below:

1. All state leadership staff members of Contractor's agency or Local Implementation Agency (LIA) **must** hold a Bachelor's degree in social work, education, sociology, psychology, human services, counseling, or related field in human services, and **shall** complete training and obtain certification as a SafeCare Provider. For verification purposes, the Prospective Contractor **must** provide copies of credentials with bid submission.
2. Each Service Provider **shall** have, at minimum, an Associate's degree in social work, education, sociology, psychology, human services, counseling, or related field in human services, and **shall** complete training and obtain certification as a SafeCare Provider. For verification purposes, Prospective Contractor **must** include with bid submission, copy of each Service Provider's credentials.

2.3.E Please select one of the following:

☐ Currently has an existing network of SafeCare Providers.

If the Prospective Contractor has an existing network of SafeCare Providers, for verification purposes, the Prospective Contractor **must** provide a list of existing SafeCare Providers, with bid submission.

☒ Does not currently have an existing network of SafeCare Providers.

Prospective Contractor **must** certify the ability to assemble a statewide network within sixty (60) calendar days of contract start. By signing below, the Prospective Contractor agrees to establish a statewide network of SafeCare Providers.

By signature below, vendor agrees to and **shall** fully comply with all Requirements as shown in this section of the bid solicitation.

Authorized Signature: \_\_\_\_\_



Use Ink Only.

Printed/Typed Name: \_\_\_\_\_

Danielle Kimbrough

Date: \_\_\_\_\_

10/5/2023



## MINIMUM QUALIFICATIONS 2.3.D

The Contractor must have least one (1) office physically located in the State of Arkansas. For verification purposes, the Prospective Contractor must provide physical location(s) (address) of each office in the space provided below. Additional space is provided below and can be used if needed:

Physical Address:

## INFORMATION FOR EVALUATION

- Provide a response to each item/question in this section. Prospective Contractor may expand the space under each item/question to provide a complete response.
- **Do not** include additional information if not pertinent to the itemized request.

	Maximum RAW Score Available
<b>E.1 EXPERIENCE</b>	
A. Provide examples and descriptions of experience with successful implementation of evidence-based practices.	5 points
B. Describe your organization's experience with administering a home-visiting program of a similar size and scope, including parent education and environmental (presence of lead) assessments.	5 points
C. Provide examples and descriptions of experience with successful implementation of a statewide parent education program.	5 points
D. Describe how your organization overcomes the challenge of providing services statewide to families in locations varying from dense urban settings to sparsely populated rural areas.	5 points
E. Describe your organization's capability to provide in-home parent education to caregivers who may possess limited or no English proficiency.	5 points
F. Describe how providers will meet availability requirements during non-traditional work hours, including nights and weekends.	5 points
<b>E.2 APPROACH &amp; METHODOLOGY</b>	
A. Describe your organization's approach and methodology for managing service providers to minimize waitlist.	5 points
B. Describe your organization's approach and methodology for establishing and maintaining a network of qualified service providers.	5 points
C. Describe your organization's approach and methodology for monitoring and ensuring required training and certification of all service providers.	5 points
D. Describe your organization's approach to discharge planning and referral to resources and support.	5 points
E. Describe your organization's methodology for tracking and monitoring progress of clients.	5 points
<b>E.3 QUALITY &amp; PERFORMANCE</b>	
A. Provide statistical data that measures the overall performance of services including the percentage of parents in assigned cases receiving services that complete and graduate from each module.	5 points
B. Describe your organization's process for ensuring parents and kin/fictive kin are able to provide meaningful feedback on the quality and types of services they receive.	5 points
C. Describe your organization's philosophy in relation to complying with Family First obligations.	5 points
D. Provide a minimum of three (3) references. References should include contact information, a description of services provided, any issues experienced with services, and outcomes.	5 points

State of Arkansas  
DEPARTMENT OF HUMAN SERVICES  
700 South Main Street  
P.O. Box 1437 / Slot W345  
Little Rock, AR 72203

**ADDENDUM 1**

**TO:** All Addressed Vendors  
**FROM:** Office of Procurement  
**DATE:** October 3, 2023  
**SUBJECT:** 710-24-0009 Health and Well Being Program

The following change(s) to the above referenced RFP have been made as designated below:

- ☐ Change of specification(s)  
☐ Additional specification(s)  
☒ Change of bid opening date and time  
☐ Cancellation of bid  
☐ Other

**Change of bid opening date and time**

- Bid opening date/time changed from October 6, 2023, to October 13, 2023. The new submission deadline is October 13, 2023, at 1:00 p.m. CST.; Bid opening date/time is October 13, 2023, at 2:00 p.m. CST.

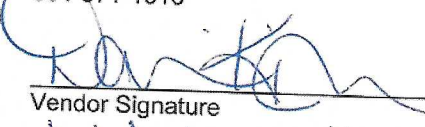
The specifications by virtue of this addendum become a permanent addition to the above referenced RFP. Failure to return this signed addendum may result in rejection of your proposal.

If you have any questions, please contact: Kate Chagnon, [DHS.OP.Solicitations@dhs.arkansas.gov](mailto:DHS.OP.Solicitations@dhs.arkansas.gov), 501-371-1316

Vendor Signature

Date

Company

  
1st Interventions, Inc.

10/5/2023



State of Arkansas  
DEPARTMENT OF HUMAN SERVICES  
700 South Main Street  
P.O. Box 1437 / Slot W345  
Little Rock, AR 72203

Page 1 of 1

**ADDENDUM 2**

**TO:** All Addressed Vendors  
**FROM:** Office of Procurement  
**DATE:** October 6, 2023  
**SUBJECT:** 710-24-0009 Health and Well Being Program

The following change(s) to the above referenced RFP have been made as designated below:

- ☐ Change of specification(s)  
☐ Additional specification(s)  
☐ Change of bid opening date and time  
☐ Cancellation of bid  
☒ Other

**OTHER**

- Attachment B: remove and replace 710-24-0009 Attachment B Written Question(s) & Answers

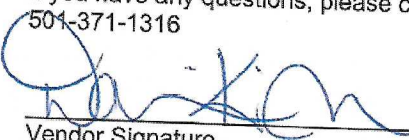
The specifications by virtue of this addendum become a permanent addition to the above referenced RFP. Failure to return this signed addendum may result in rejection of your proposal.

If you have any questions, please contact: Kate Chagnon, [DHS.OP.Solicitations@dhs.arkansas.gov](mailto:DHS.OP.Solicitations@dhs.arkansas.gov), 501-371-1316

Vendor Signature

Date

Company

  
1st Interventions, Inc.

10/5/2023

Contract Number \_\_\_\_\_  
Attachment Number \_\_\_\_\_  
Action Number \_\_\_\_\_

## CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM

Failure to complete all of the following information may result in a delay in obtaining a contract, lease, purchase agreement, or grant award with any Arkansas State Agency.  
SUBCONTRACTOR: \_\_\_\_\_ SUBCONTRACTOR NAME: \_\_\_\_\_

☐ Yes ☒ No

TAXPAYER ID NAME: \_\_\_\_\_

IS THIS FOR:

Goods? ☐ Services? ☒ Both? ☐

YOUR LAST NAME: Kimbrough

FIRST NAME Danielle

ADDRESS: \_\_\_\_\_

M.I.: \_\_\_\_\_

CITY: \_\_\_\_\_

STATE: \_\_\_\_\_

ZIP CODE: \_\_\_\_\_

COUNTRY: USA

**AS A CONDITION OF OBTAINING, EXTENDING, AMENDING, OR RENEWING A CONTRACT, LEASE, PURCHASE AGREEMENT, OR GRANT AWARD WITH ANY ARKANSAS STATE AGENCY, THE FOLLOWING INFORMATION MUST BE DISCLOSED:**

### FOR INDIVIDUALS \*

Indicate below if: you, your spouse or the brother, sister, parent, or child of you or your spouse is a current or former: member of the General Assembly, Constitutional Officer, State Board or Commission Member, or State Employee:

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and how are they related to you? [i.e., Jane Q. Public, spouse, John Q. Public, Jr., child, etc.]	Person's Name(s)	Relation
	Current	Former		From MM/YY	To MM/YY			
General Assembly								
Constitutional Officer								
State Board or Commission Member								
State Employee		✓	Supervisor	12/11	01/18	Danielle Kimbrough		self

☐ None of the above applies

### FOR AN ENTITY (BUSINESS) \*

Indicate below if any of the following persons, current or former, hold any position of control or hold any ownership interest of 10% or greater in the entity: member of the General Assembly, Constitutional Officer, State Board or Commission Member, State Employee, or the spouse, brother, sister, parent, or child of a member of the General Assembly, Constitutional Officer, State Board or Commission Member, or State Employee. Position of control means the power to direct the purchasing policies or influence the management of the entity.

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/commission, data entry, etc.]	For How Long?		What is the person(s) name and what is his/her % of ownership interest and/or what is his/her position of control?	Ownership Interest (%)	Position of Control
	Current	Former		From MM/YY	To MM/YY			
General Assembly								
Constitutional Officer								
State Board or Commission Member								
State Employee		✓						

☒ None of the above applies



Contract Number \_\_\_\_\_  
Attachment Number \_\_\_\_\_

Action Number \_\_\_\_\_

## Contract and Grant Disclosure and Certification Form

**Failure to make any disclosure required by Governor's Executive Order 98-04, or any violation of any rule, regulation, or policy adopted pursuant to that Order, shall be a material breach of the terms of this contract. Any contractor, whether an individual or entity, who fails to make the required disclosure or who violates any rule, regulation, or policy shall be subject to all legal remedies available to the agency.**

**As an additional condition of obtaining, extending, amending, or renewing a contract with a state agency I agree as follows:**

1. Prior to entering into any agreement with any subcontractor, prior or subsequent to the contract date, I will require the subcontractor to complete a **CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM**. Subcontractor shall mean any person or entity with whom I enter an agreement whereby I assign or otherwise delegate to the person or entity, for consideration, all, or any part, of the performance required of me under the terms of my contract with the state agency.

2. I will include the following language as a part of any agreement with a subcontractor:

*Failure to make any disclosure required by Governor's Executive Order 98-04, or any violation of any rule, regulation, or policy adopted pursuant to that Order, shall be a material breach of the terms of this subcontract. The party who fails to make the required disclosure or who violates any rule, regulation, or policy shall be subject to all legal remedies available to the contractor.*

3. No later than ten (10) days after entering into any agreement with a subcontractor, whether prior or subsequent to the contract date, I will mail a copy of the **CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM** completed by the subcontractor and a statement containing the dollar amount of the subcontract to the state agency.

**I certify under penalty of perjury, to the best of my knowledge and belief, all of the above information is true and correct and that I agree to the subcontractor disclosure conditions stated herein.**

Signature \_\_\_\_\_

Title CEO

Date 10/5/2023

Vendor Contact Person Danielle Kimbrough

Title CEO

Phone No. (501) 658-8802

*Agency use only*

Agency Number 0710

Agency Name

Department of Human Services

Agency Contact Person

Contact Phone No.

Contract or Grant No.



# 1st Interventions, Inc.

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## **Equal Employment Opportunity Policy**

1st Interventions, Inc. is committed to providing a non-discriminatory employment environment for its employees.

The policy of 1st Interventions is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment.

Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age, military and veteran status is prohibited. Violations of this policy will be subject to discipline, up to and including termination.

Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

All employees are expected to comply with this Equal Employment Opportunity Policy.

Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting 1st Interventions, Inc. equal employment opportunity objectives.

Any employee who believes he or she has been discriminated against must immediately report any incident to the company's HR.

The company will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint.

## PROPOSED SUBCONTRACTORS FORM

- **Do not** include additional information relating to subcontractors on this form or as an attachment to this form.

**PROSPECTIVE CONTRACTOR PROPOSES TO USE THE FOLLOWING SUBCONTRACTOR(S) TO PROVIDE SERVICES.**

*Type or Print the following information*

Subcontractor's Company Name	Street Address	City, State, ZIP
CBullard Counseling Services LLC	[REDACTED]	[REDACTED]
Dkme & Associates	[REDACTED]	[REDACTED]

☐ **PROSPECTIVE CONTRACTOR DOES NOT PROPOSE TO USE SUBCONTRACTORS TO PERFORM SERVICES.**



Department of Transformation and Shared Services

Governor Sarah Huckabee Sanders

Secretary Joseph Wood

Director Edward Armstrong

**CERTIFICATION FOR BOYCOTT AND ILLEGAL IMMIGRANT RESTRICTIONS**

Pursuant to Arkansas law, a vendor must submit the below certifications prior to entering into a contract with a public entity for an amount as designated by the applicable laws.

1. **Israel Boycott Restriction:** For contracts valued at \$1,000 or greater.  
A public entity shall not enter into a contract with a company unless the contract includes a written certification that the person or company is not currently engaged in a boycott of Israel. If at any time after signing this certification the contractor decides to engage in a boycott of Israel, the contractor must notify the contracting public entity in writing.  
See Arkansas Code Annotated § 25-1-503.
2. **Illegal Immigrant Restriction:** For contracts exceeding \$25,000.  
No state agency may enter into or renew a public contract for services with a contractor who employs or contracts with an illegal immigrant. A contractor shall certify that it does not employ, or contract with, illegal immigrants.  
See Arkansas Code Annotated § 19-11-105.
3. **Energy, Fossil Fuel, Firearms, and Ammunition Industries Boycott Restriction:**  
For contracts valued at, or exceeding, \$75,000.  
A public entity shall not enter into a contract with a company unless the contract includes a written certification that the person or company is not currently engaged in, and agrees for the duration of the contract not to engage in, a boycott of an Energy, Fossil Fuel, Firearms, or Ammunition Industry. If a company does boycott any of these industries, see Arkansas Code Annotated § 25-1-1102.

By signing this form, the contractor agrees and certifies that it does not, and shall not for the remaining aggregate term of the contract, participate in the activities checked below:

- ☒ Do not boycott Israel.
- ☒ Do not employ illegal immigrants.
- ☒ Do not boycott Energy, Fossil Fuel, Firearms, or Ammunition Industries.

Contract Number & Description	710-24-0009 Health & Well-Being Program
Name of Public Entity	Dept. of Human Services, Div. of Children & Family Services
Name of Vendor/Contractor	1st Interventions, Inc
AASIS Vendor Number	

Contractor Signature

Date

10/5/2023

Office of State Procurement  
501 Woodlane Street, Suite 220 \* Little Rock, AR 72201 \* 501.324.9316





**Arkansas Secretary of State  
John Thurston**

State Capitol Building ♦ Little Rock, Arkansas 72201-1094 ♦ 501-682-3409

**Certificate of Good Standing**

I, John Thurston, Secretary of State of the State of Arkansas, and as such, keeper of the records of domestic and foreign corporations, do hereby certify that the records of this office show

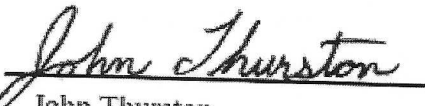
**1ST INTERVENTIONS INC.**

authorized to transact business in the State of Arkansas as a Non-Profit Corporation, filed Articles of Incorporation in this office September 7, 2016.

Our records reflect that said entity, having complied with all statutory requirements in the State of Arkansas, is qualified to transact business in this State.



**In Testimony Whereof**, I have hereunto set my hand and affixed my official Seal. Done at my office in the City of Little Rock, this 12th day of October 2023.

  
**John Thurston**  
Secretary of State  
Online Certificate Authorization Code: 68c9a02c531ab5b  
To verify the Authorization Code, visit [sos.arkansas.gov](http://sos.arkansas.gov)

# University of Arkansas at Little Rock

To all to whom these presents shall come

Greeting

Be it known that

Danielle M. Nelson

having completed the studies and fulfilled the requirements of the faculty for  
the degree of

Bachelor of Arts  
Psychology

has accordingly been admitted to that degree with all the rights, honors,  
and privileges thereto appertaining.

In witness whereof, the seals of the University and the signatures  
of duly authorized officers are affixed to this diploma.

Given at Little Rock, in the State of Arkansas, this fifteenth day of May  
in the year of our Lord two thousand and ten.

John Z. Nix  
Chairman of the Board of Trustees  
University of Arkansas

R. Dean Long  
President  
University of Arkansas

John E. Anderson  
Chancellor  
University of Arkansas at Little Rock



## E.1 Experience

A. The [REDACTED] of 1<sup>st</sup> Interventions worked with DCFS as the Project Director for the Diligent Recruitment Grant received in 2014. The grant led to a new resource (foster) family recruitment program called Arkansas' Creating Connections for Children (ARCCC) which was a comprehensive, multi-faceted and community-based diligent recruitment program based on Annie E. Casey Foundation's Family to Family model. It combined technology with evidence-informed practices to recruit and support a pool of qualified and quality resource family homes in the highest need communities including Areas 1 [REDACTED], 2 [REDACTED], 6 [REDACTED] and 8 [REDACTED]. At the time, those four service areas comprise 55 percent of the youth in foster care statewide. The ARCCC Project targeted recruitment for youth ages 12 and older as they remain in foster care longer than other age groups, suffer from increased instability, and are often separated from their siblings and communities which in turn creates more trauma. Technical Assistance was received on the national level and disseminated to the Community Engagement Specialists to improve recruitment on the local level.

Additionally, staff within 1<sup>st</sup> Interventions created an 8-week Pre-Employment Transition Service program for youth placed in Juvenile Detention Centers across the state. Through this curriculum, youth received career exploration, mock interviews, work readiness training, self-advocacy, and on-the-job training. At the end of each cohort, a graduation ceremony was conducted, and the youth were able to share what they learned through the program. Each cohort had at least an 85% successful graduation rate and has yet to re-enter into the Detention center again.

B. 1<sup>st</sup> Interventions is comprised of staff who have held the following DCFS positions: Family Service Worker, Family Service Worker Supervisor, and Resource Worker. In these positions, the staff has provided, and supervised extensive in-home services to families in need through foster care, protective services, and supportive service cases. Those visits included counsel on drugs and alcohol



abuse, referrals to treatment, parenting advice and modeling, homemaker services, etc. 1<sup>st</sup> Interventions also have staff who has previously worked with the HIPPY Program to help bridge the gap between parent-child relationships. Additionally, staff have collaborated with Following Baby Back Home after babies were discharged from the NICU to ensure the success of the parent and the safety and well-being of the baby.

C. While 1<sup>st</sup> Interventions has not implemented parent education programs, 1st Interventions staff have assisted with parent education programs through the work as a Family Service Worker with DCFS and HIPPY. The CEO has referred parents for Parenting programs and Intensive Family Services and kept in contact with the staff to ensure the parents attendance and progress of the classes while going through the reunification process. 1<sup>st</sup> Interventions has the capacity and resources to implement a SafeCare parenting program.

D. 1<sup>st</sup> Interventions is a statewide company that will hire Parent Trainers in different areas of the State to reach families in different parts of the states. 1<sup>st</sup> Interventions has many resources in different areas of the state who will become partners for this parenting program. The Parent Trainers will be comprised of a diverse population of people. Just as with the Diligent Recruitment Grant, Community Engagement Specialists were hired in the targeted areas to conduct recruitment on the local level. While we understand that we cannot discriminate against anyone on the basis of race, color, religion, sex, national origin, age, disability, marital status, or political affiliation, we do understand the need to hire staff who can relate to the population of people that we will be serving in their respective areas to aid in the success of those being served.

E. 1<sup>st</sup> Interventions will seek to hire staff who are bilingual. 1<sup>st</sup> Interventions will also contact Certified Translation Services when necessary.

F. 1<sup>st</sup> Interventions will implement an on-call team, consisting of a Parent Trainer and a Regional Coordinator that will rotate responsibilities after hours according to the need. The responsibilities may consist of phone de-escalation, emergency crisis and/or on-site visits if the situation calls for it. 1<sup>st</sup> Interventions will have developed a network of resources in the community to support parents as well during such emergency crises. A Regional Coordinator will be always available during crisis situations that the Parent Trainers cannot mitigate themselves.

## **E.2 Approach & Methodology**

A. 1<sup>st</sup> Interventions will first assess the specific need in each geographic area to determine how many families are in need. Once that number is determined, 1<sup>st</sup> Interventions will work swiftly to start that cohort. Depending on the size of the cohort to Parent Trainer ratio, we may be able to run multiple cohorts concurrently for 18-22 weeks. The office manager will work with the referring source to start the waitlist if one is necessary. The office manager will remain in contact with the referring agency and the families who are on the waitlist to provide over-the-phone resources until the Parent Trainer is available to begin a new cohort with them.

B. 1<sup>st</sup> Interventions comes with an extensive network of community resources that include counselors (mental health, drug and alcohol, employment, etc.), medication management, peer-mentors, community centers, housing and food resources, employment skills and connections, confidence building assessments, clergy, parent advocates, doctors, nurses, child care facilities, personal trainers, etc. 1<sup>st</sup> Interventions is very resourceful and will have contacts in multiple areas of the state. Additionally, we have the capability of going into communities to meet new community partners and stakeholders.

C. 1<sup>st</sup> Interventions will provide New Hire Training for all staff that will include SafeCare Training. It will also include CPR/1<sup>st</sup> Aid Training for new staff. 1<sup>st</sup> Interventions will ensure drug screens are conducted on all staff as well as the regulatory background checks. 1<sup>st</sup> Interventions will keep spreadsheets or a database with everyone's credentials to ensure they do not expire or lapse. 1<sup>st</sup> Interventions will conduct regulatory checks as often as required by DHS/DCFS.

D. As stated previously, 1<sup>st</sup> Interventions is extremely resourceful. We will utilize the network of resources developed during the parent training program to wrap around the families at discharge. The network will consist of both formal and informal support within the family and community. The Regional Coordinator and Parent Trainer will develop a discharge plan, together with the parents, that is achievable for long-term success.

E. During the initial phase of the program, 1<sup>st</sup> Interventions will administer a pre-survey on to the parent(s) on their knowledge of parenting and comfort level with parenting. Upon discharge, a post survey will be administered, which will be the same as the pre-survey. This will allow 1<sup>st</sup> Interventions to measure the overall success of the program as far as what the parents have learned. Additionally, 1<sup>st</sup> Interventions will measure success through parent-child observation and interviews with family/friends connected through the community and other affiliates.

To reduce recidivism, 1<sup>st</sup> Interventions will monitor families after discharge for at least 1 year, checking in periodically as we know that once intensive intervention services are no longer in the home, sometimes the person may regress. A network circle will be placed around the parents as well as 1<sup>st</sup> Interventions checking back in with the family to ensure their well-being as parents, and to ensure the health and safety of the children in the home.

### **E.3 Quality & Performance**

- A. Each Parent Trainer will be assigned 10 families per 18-week session. Trainers will spend at minimum 1.5 hour/session 3 x week with each family, totaling 4.5 hours per week and 81 hours for the entire program. This will allow the Parent Trainer a flexible schedule of working 45 hours per week. 1<sup>st</sup> Interventions considers a success rate of 80% graduate rate for each cohort as we understand that everyone will not comply with services and other interventions may need to be necessary at some point. If 1<sup>st</sup> Interventions is unable to successfully provide services in the home, DCFS will be contacted for further interventions.
- B. 1<sup>st</sup> Interventions will allow family and fictive kin to be part of the training in a healthy manner. The Parent Trainer will facilitate those sessions as well as provide ways the family and fictive kin can positively influence the person. Family and fictive kin may also be encouraged to attend family counseling with the parents so that they can break other barriers that may be a detriment to the success of the individual as a parent.
- C. 1<sup>st</sup> Interventions believe that the parent is the expert in his or her own life. We stand on the premise that *"children do not come with instruction manuals"*. Therefore, no one can tell a parent how to raise their children as we all come from different experiences and backgrounds. What we will do is provide tools to ensure parents are able to ensure the health and safety of their own children by mitigating any past traumas or experiences that will prevent them from parenting their children in a healthy manner while at the same time, learning how to be a healthy parent in the sense of nurturing and engaging. We will discuss abuse and neglect in children and ensure that parents are not abusing or neglecting their children. We will also assist with ensuring the home environment is safe for the children in the home by locating community resources or providing them as needed such as
- Prevention is essential to mitigating abuse and neglect. 1<sup>st</sup> Interventions aim to be the first to intervene so that we can assist in maintaining the family unit in a safe and healthy manner.



D. References

[REDACTED]

[REDACTED] is currently a [REDACTED] She played an instrumental role in the development of Arkansas' Diligent Recruitment Grant. She saw that the grant was carried out and assisted with national reporting.

[REDACTED]

[REDACTED] oversaw a program that Arkansas Quality Therapy Co implemented for Pre-Employment Transition Services through Arkansas Rehabilitation Services. Arkansas Quality Therapy Co successfully provided Pre-ETS to juveniles in the DYS facilities across the state, providing employment skills, mentoring, on-the-job training, etc. One of the [REDACTED] of Arkansas Quality Therapy Co who is now [REDACTED] spearheaded this program along with 1<sup>st</sup> Interventions' current [REDACTED]. Currently, [REDACTED] is the owner/operator of CBullard Counseling Services, LLC.

[REDACTED]

[REDACTED] is currently a [REDACTED] She has direct knowledge of 1<sup>st</sup> Interventions, Inc. CEO's work history in the areas of childcare, Foster Care, and ability to start new programs in the community.