



Routt County Health & Human Service Plan 2021 - 2024

Routt County Human Resource
Coalition
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Introduction & Background

The Human Resource Coalition (HRC) is made up of approximately 36 health and human service agencies throughout Routt County. Emerging out of a once in a century pandemic, the health and human service community clearly see the needs of our community. The economy, workforce, housing, transportation, and influx of new residents all play a part in the health of our residents. This plan is designed to affect all generations in all Routt County communities. The entire lifecycle, inclusive of our diversity, will be served. The goals are supported by local supporting data.

There are four mission areas we will focus on: basic needs, health & safety, early childhood, and youth. Each team was asked to provide a vision, goals, measurement and supporting data. The vision started asking the question “If we met all needs of the issue or demographic the outcome would be...”

The data used was as local as possible and addresses the question “Why are we not at the vision yet?”

The goals were tough to narrow down due to the multifaceted, complex nature of our residents. However, we prioritized those goals that were crisis in nature.

Background

The first Routt County health and human service plan was published in 2011 and had a three-year life. Every three years since, the human resource coalition has updated the plan tackling the most pertinent health and human service issues throughout the county.

For several years, various human service funders including Routt County, the City of Steamboat Springs and major community funders such as Routt County United Way, the Yampa Valley Community Foundation and the Craig-Scheckman Family Foundation have been independently discussing ways to increase the impact of available funding. These discussions have included issues such as improved community planning, maximization of resources and measurement of intended community outcomes. Meanwhile, nonprofit service providers have also grappled with the need for comprehensive and inclusive program planning and coordinated service delivery to meet the human service needs present in Routt County.

This plan is intended to serve as a *road map* to both funders and service providers. For funders it will provide a prioritized set of community needs and goals to help ensure that funding decisions are targeted and can have the greatest impact. Service providers will be able to use the community goals for

each prioritized need to identify areas where organizations can collaborate to have a greater impact. Likewise, they will be able to identify gaps in services and programs and work to respond to neglected community needs through specific strategies.

Desired Outcome

Using an inclusive and broad collaborative process, the goal of this planning project is to maintain a process that results in a dynamic, accessible, coordinated, community-wide human service delivery system effectively addressing the needs of Routt County.

MISSION AREA BASIC NEEDS

Vision

Routt County will retain its community members, so they are able to live here as long as they desire, and they thrive. Individuals and families have knowledge and ability to take care of their needs themselves, able to successfully live here, be at a point where they can give back to the community and are community ambassadors sharing with others the knowledge they have gained out of their own stability.

Goal #1: Decrease food insecurity for 13% of our county to 3% by 2024

MEASURED BY: Routt County families and children will have enough healthy food in their diets.

- Increased awareness of food bank and meal services
- Increased self-sufficiency so families and people prioritize healthy food in their budgets.

SUPPORTING DATA: SNAP enrollment (Kids Count source 2019), Routt UWAY, CO state of ED, RCCOA

- 13% Routt County residents without adequate access to food (Routt UWAY source)
- 79% lack of money
- 20.8% Free and reduced lunch
- 110,098 pounds of food distributed
- Increased awareness and utilization of RCCOA's food services (30% increase in meal utilization in 2020 over 2019)

Goal #2: Serve 30 people annually with transitional housing support by 2024

MEASURED BY: Per housing availability task force numbers and what is and is not available right now. Number of emergency hotel vouchers

SUPPORTING DATA:

- Emergency hotel vouchers provided to 11 individuals in 2020
- Provided shelter for 27 individuals

Goal #3: Advocate for tripling the number of transportation routes outside of Steamboat Springs by 2024

MEASURED BY: City of Steamboat Springs Transit, Bustang

- Potential colocation of services

SUPPORTING DATA: Number of transportation routes between Moffat and Routt County cities and towns

Goal 4: Increase adult self-sufficient learning opportunities such as financial literacy classes, work skills training, ESL classes and professional development

MEASURED BY:

- Number of unduplicated individuals taking classes with a completion certificate or a list of those that completed classes
- Increased classes offered by multiple vendors
- Increased awareness of services offered
- Doubling free classes/opportunities per year with 80% attendance of participants in each class and (document number of courses community wide around adult education) locally by 2024

SUPPORTING DATA:

Census: 70% of Americans do not have \$400 set aside for an emergency

MISSION AREA HEALTH AND SAFETY SERVICES

Vision

Routt County citizens will achieve their best physical and mental health by:

1. Being in safe and trauma-free relationships
2. Having their own positive coping mechanisms
3. Experiencing equitable access to services
4. Lacking vulnerability to criminal acts
5. Being engaged in their community through a sense of belonging and ability to advocate for their passions
6. Knowing diversity is honored and all are welcomed in an inclusive and informed community

Disclaimer: We commit to these SMARTIE goals and strongly urge support of creative solutions that may not be tied to measurable outcomes at this time. Several measures in health and safety carry heavy stigma. The measures presented may not be an accurate depiction of the actual prevalence of activity.

Goal #1: Increase access to mental health and increase capacity to access mental health by 15% by 2024

MEASURED BY:

- Reduce ratio of patients to mental health providers
- Increase the number of uninsured and underinsured people served
- Increase providers specializing in traditionally underserved communities including but not limited to Spanish speaking, LGBTQ, child trauma, general pediatrics

SUPPORTING DATA:

- HPSA Health Service Shortage area for number of mental health providers per population Routt County baseline: 320:1
- Goal: 270:1 (CO average and US top performer – County health rankings)
- Count of patients served at 200% FPL
- Providers specializing in traditionally underserved communities including but not limited to Spanish speaking, LGBTQ, child trauma, general pediatrics; baseline TBD (mostly 0-1)

Goal #2: Increase services and accessibility to services to allow at risk populations to remain in safe in their home environments by 2024.

MEASURED BY:

- Reduce number of hospitalizations due to falls as reported
- Reduce emergency room visits in vulnerable populations
- Decrease the number of repeat cases that adult protective team addresses
- Increase in affordable housing inventory and reduced cost of housing

SUPPORTING DATA:

- Community issue resolution with regard to increase in affordable housing inventory, livable wages and cost of housing
- Number of hospitalizations due to falls
- Emergency room visits in vulnerable populations
- 30 unique individuals adult protective team serve in 2021, 36 individual cases in 2020.

Goal #3: Decrease death by suicide by 100% by 2024

MEASURED BY:

- Reduce number of deaths by suicide
- Maintain or increase the unique # of community members seeking crisis support
- Decrease the number of emergency department visits with a primary diagnosis of suicidal ideation or attempted suicide

SUPPORTING DATA:

- Routt County deaths by suicide; increased 300% in 2020 from 2 to 8
- Unique REPs clients being served
- Emergency department visits with primary diagnosis of suicidal ideation or attempted suicide
- Number of crisis contacts captured by Mind Springs

Goal #4: Increase awareness and access to services for victims of violence in Routt County and collaborate to address root causes that will reduce the prevalence and detrimental impacts of violence.

MEASURED BY:

- Increase agency partner referrals for victims of intimate partner violence to receive trauma-informed advocacy, mental health, or shelter services.
- Increase agency partner referrals of child abuse victims to Brighter World, Child Advocacy Center for forensic interviews and medical exams as well as advocacy support.
- Increase educational prevention programming in schools, businesses, and the community addressing intimate partner violence, child abuse, or underlying root causes of each.
- Increase information and support regarding social justice.

SUPPORTING DATA:

- Number of new clients that have experienced intimate partner violence served by agencies supporting victims of intimate partner violence, as compared to previous years.
- Number of new clients referred to the Child Advocacy Center, as compared to previous years.
- Number of educational prevention programs in the schools, businesses, and the community addressing intimate partner violence, child abuse, or underlying root causes of each, as compared to previous years.
- Number of agencies taking on initiatives around diversity, equity, inclusion; implicit bias; racial justice; cultural humility; or other areas supporting social justice.

MISSION AREA

EARLY CHILDHOOD CARE AND EDUCATION

VISION

Our vision is that all children of Routt County are valued, healthy and thriving. Children are well-adjusted socially and emotionally, confident, resilient and possess self-advocacy skills. They have a foundation in education that will scaffold them into their future goals and the tools to reach their optimal potential. They have consistent, enriching environments so that each child is kind and respectful, possess a sense of environmental stewardship, and is a contributing member of society.

Goal #1: Increase equitable access to quality home visitation and parent education services for families of children under six years of age in Routt County by 10% by 2024.

MEASURED BY:

Routt County averages 200 births a year. According to Kids Count Colorado 2020, there are 1208 children birth through 5 years of age living in Routt County. There are 641 childcare slots for 1208 children in Routt County (Colorado Office of Early Childhood Salesforce Database.)

SUPPORTING DATA:

In 2020, 12% of parents with children birth to 5 years participated in a home visitation program in Routt County (Data collected by Child Care Network June 2021.)

Goal #2: To increase systems to assist and support non-traditional care options such as Family, Friends and Neighbor Network (FFN) by 2024.

MEASURED BY:

Tracking the number of click throughs on the First Impressions website and outreach presented by First Impressions.

SUPPORTING DATA:

Over 50% of children ages birth to 5 years in Colorado are cared for in informal home-based childcare (Ready Nation Report on Home-Base Child Care, Council for a Strong America, February 2021.)

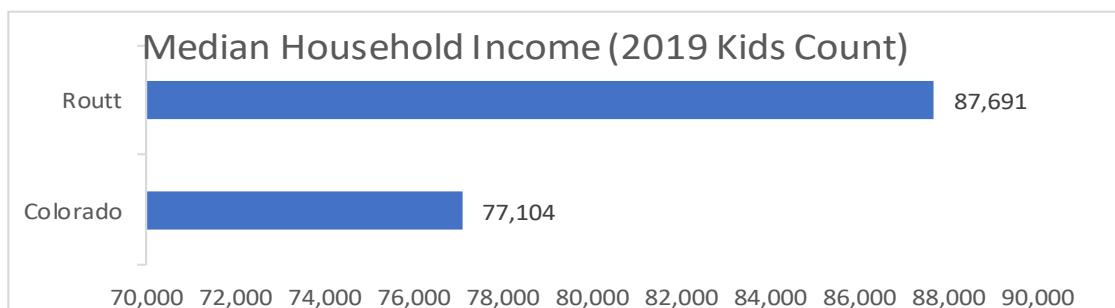
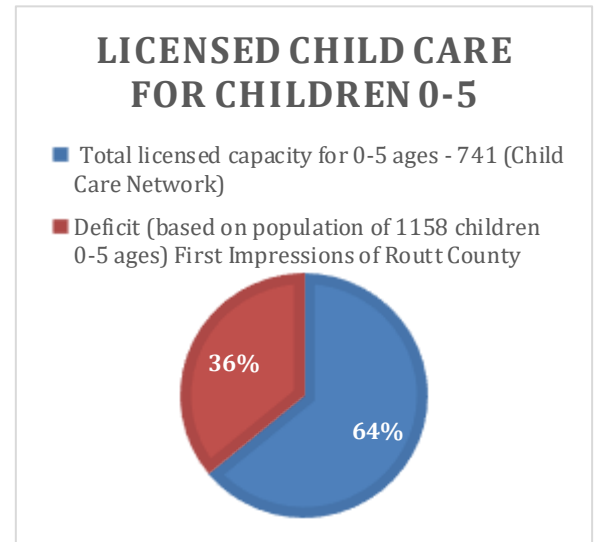
Goal #3: To increase capacity and access to quality care in infant, toddler and preschool slots by 36% by 2024.

MEASURED BY:

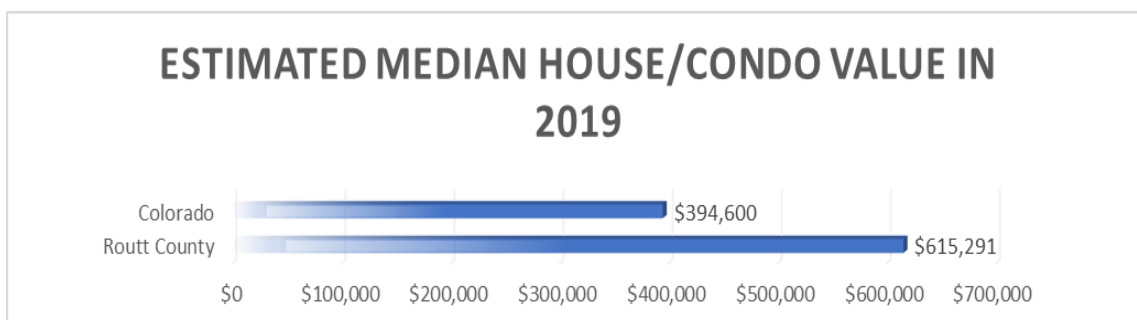
First Impressions, State of Colorado

SUPPORTING DATA:

- Increased capacity of home providers, childcare centers, FFN and school district preschools.
- Beginning in 2024, the State of Colorado will offer 10 hours per week of free, voluntary preschool for every Colorado child in the year before entering kindergarten.
- Opening of a proposed Routt County and City of Steamboat Springs early childhood education center
- Opening of proposed childcare center for children of Steamboat Ski Resort employees



Cost of Living and Median Household Income is higher in Routt County, leaving less money to pay for early care and learning experiences.



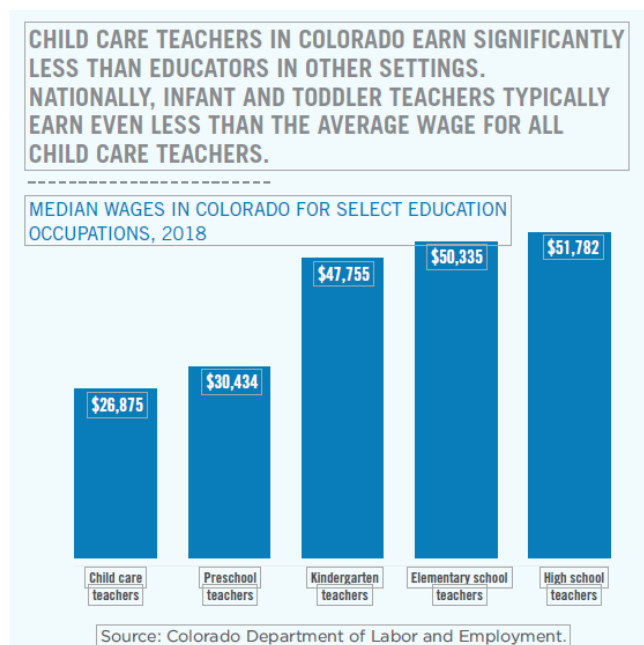
Goal #4: Increase and retain our Early Childhood Education staff so that all available classrooms are running full time, year-round.

MEASURED BY:

High quality ECE workforce will enhance all children's early care and education experiences, focusing on kindergarten readiness and giving children a place to be cared for in a safe and enriching environment. Increase of 25 new staff/10 classrooms.

Due to the high cost of living in Routt County, the lack of employees entering the early childhood education field is shrinking. We need to raise wages and offer benefits to attract and retain quality educators. Early childhood educators will continue to receive tuition assistance reimbursement to obtain credentials to provide high quality care. Other subsidies are needed to attract and retain the teachers in our community. The disparity between public school teachers and ECE is significant as shown below.

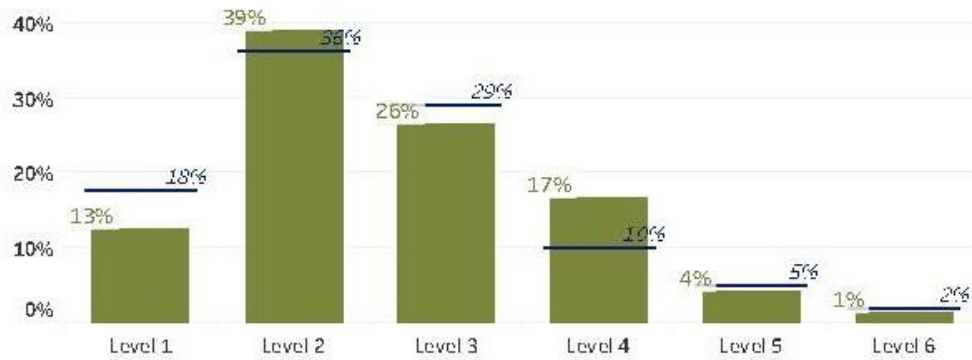
SUPPORTING DATA: First Impressions and Dept of Labor and employment



Families continue to struggle paying for and finding quality childcare. Due to the higher cost of living in Routt County, as shown in the graphs, families spend a larger proportion of their wages on childcare and Early Childhood Educators are paid less than the state average when compared to cost of living, adding to the problem of availability of childcare slots.

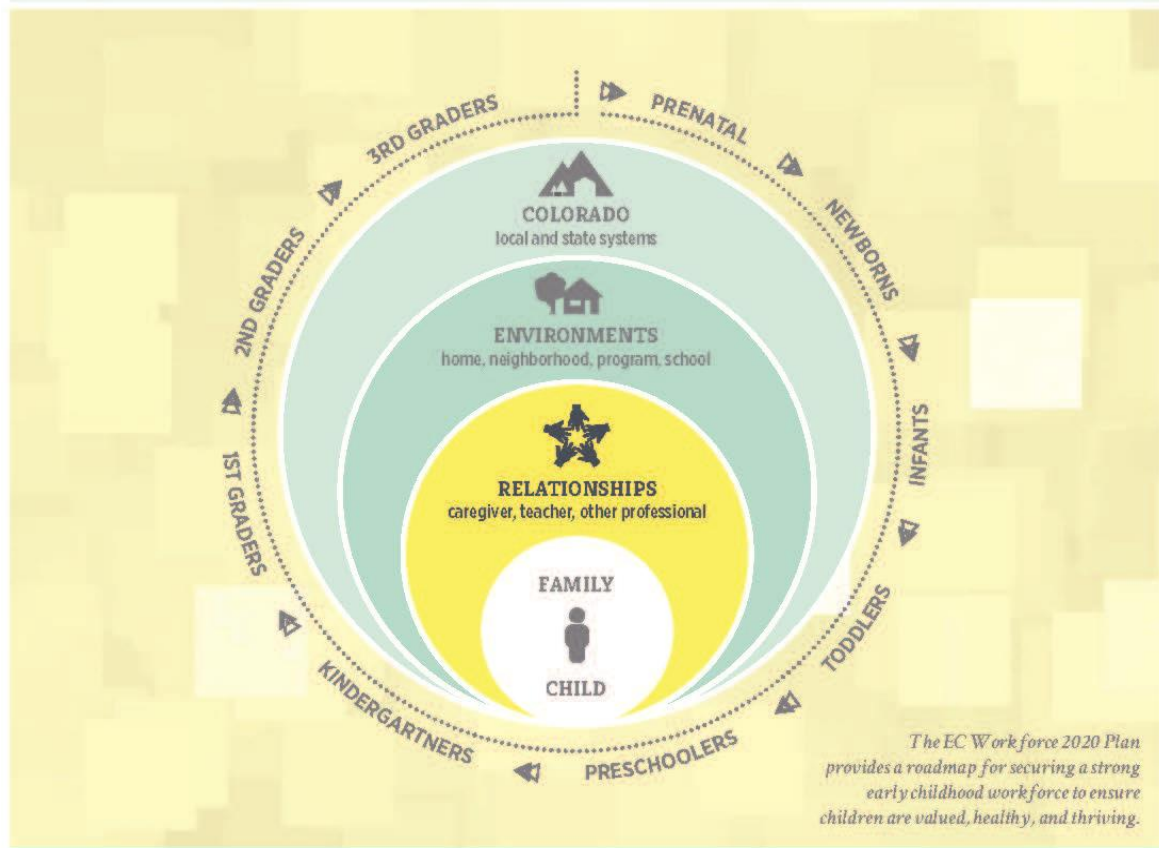
EC 2.0 Credentials: Routt County | Colorado

Note that in Routt County, only 50% of the ECE population in the sample obtained an EC 2.0 Credential - statewide, only 36% have obtained an EC 2.0 Credential. The figures shown below do not include the 50% of ECE Professionals in Routt County or the 64% in the state without an EC 2.0 Credential.



EARLY CHILDHOOD COLORADO FRAMEWORK

An effective early childhood workforce is a state priority, as indicated by the *Early Childhood Colorado Framework*. The *Framework* calls for ensuring education, coaching, and training are available so that adults are equipped to develop strong relationships with children, engage them through positive interactions, and support their cognitive, physical, and social-emotional development. In addition, it calls for developing strategies to retain the early childhood workforce. These are key components of the EC Workforce 2020 Plan.



DEVELOPMENT OF COLORADO'S EARLY CHILDHOOD WORKFORCE 2020 PLAN

In 2010, Colorado developed the Early Learning Professional Development System Plan (2010 Plan), a blueprint to ensure the preparation and support of a highly-qualified early childhood workforce. Having achieved most of the goals set forth in Colorado's 2010 Plan, the Early Childhood Leadership Commission (ECLC) charged the Early Childhood Professional Development Advisory Working Group (ECPD Advisory) to update the plan. The ECPD Advisory and Program Quality and Alignment Subcommittee of the ECLC recruited a cohort of early childhood stakeholders, the Colorado Cohort, to organize and implement

taskforces to update the plan. From September 2016 through June 2017, the Colorado Cohort and its four taskforces – comprised of over 50 cross-sector representatives from across the state – worked collaboratively to develop an innovative plan designed to improve the effectiveness of the early childhood workforce and the systems that support them. The development of the EC Workforce 2020 Plan was guided by the ECPD Advisory and the ECLC and informed through Colorado's participation in the Incubation to Innovation (i2I) project with the National Academy of Medicine.

MISSION AREA YOUTH SERVICES

VISION:

All youth have the opportunity to become healthy, self-sufficient and responsible citizens.

Routt County youth service agencies have a long history of successful collaborations to identify gaps in services and changing demands, and to provide comprehensive strategies as solutions, with the following goals as our focus over the next three years.

Goal #1: Decrease youth participating in risky behaviors such as substance use (ATMOD: alcohol, tobacco, marijuana, other drugs) by 2024.

MEASURED BY:

Data from the Healthy Kids Colorado Survey from 2019 to 2024 will demonstrate Routt County youth will experience:

- Decreased substance use (alcohol, tobacco, marijuana, other drugs)
- Later age of first substance use
- Increased perception of risk of substance use
- Decreased favorable attitudes towards substance use

SUPPORTING DATA:

Healthy Kids Colorado Survey Data (2019):

- 32.4% of Routt HS students report previous 30-day alcohol use (2.8% higher than state). SSHS alone rose from 24.3% to 37.6% from 2015 to 2019.
- Past 30-day binge drinking in Routt County HS students is at 16.8% in 2019, compared to 14.2% for state. SSHS is at 19.4% and YVHS is 23.5%.
- Hayden High School Students: 24.7% reported previous 30-day alcohol use (2020 HKCS Supplemental results) and 57.1% report having easy or very easy access to alcohol.
- 11% of Routt HS students say they drove a car after drinking alcohol in past 30 days, compared to 5.9% in state
- 9.6% report past 30-day cigarette use, compared to 5.9% in state
- 30.1% report past 30-day vape use, compared to 25.9% in state
- Past 30-day marijuana use is about same as state average- 21.2% Routt vs 20.6% state

GOAL #2: Decrease the need for high level interventions and treatment for issues such as depression and suicide/suicide ideation for Routt County youth by 2024.

MEASURED BY:

Data from the Healthy Kids Colorado Survey from 2019 to 2024 will demonstrate Routt County youth will experience:

- Decreased depressive symptoms/Less kids feeling hopeless
- Decreased number of students who purposely hurt themselves
- Decreased suicide attempts

SUPPORTING DATA:

Healthy Kids Colorado Survey Data (2019):

- 24.2% of Routt County HS students purposefully hurt themselves without wanting to die in past 12 months, vs. 19.9% at state. SSHS went from 11.7% in 2017 to 28.5% in 2019
- 31.8% of Routt County HS students felt so sad or hopeless almost every day for two weeks or more in a row during the past 12 months that they stopped doing some usual activities, vs 34.7% at state. SSHS went from 17.2% in 2015 to 29.1% in 2019. Soroco went from 19% in 2015 to 33.2% in 2019. Hayden rose from 22.2% in 2015 to 29.8% in 2019.
- Suicidal ideation, plans, and attempts for Routt County HS students were reported within 2% of state. At Soroco, ideation rose from 7.2% in 2015 to 25.3% in 2019. At SSHS, 11.3% in 2015 to 17.6% in 2019.

GOAL 3: Decrease inequality in academic success for youth who are disadvantaged, minority, and/or qualify for Free and Reduced Meals (FARM) by 2024.

MEASURED BY:

- Routt County disadvantaged minority, and/or FARM qualified students' overall education assessment scores will increase per the Colorado Department of Education's (CDE) data results from 2019 to 2024.

SUPPORTING DATA:

- According to the CDE, Routt County Public School CMAS and PSAT/SAT scores for Minority and FARM students are consistently and significantly lower than Non-Minority and Non-FARM eligible students. See attached for graphs detailing these statistics.

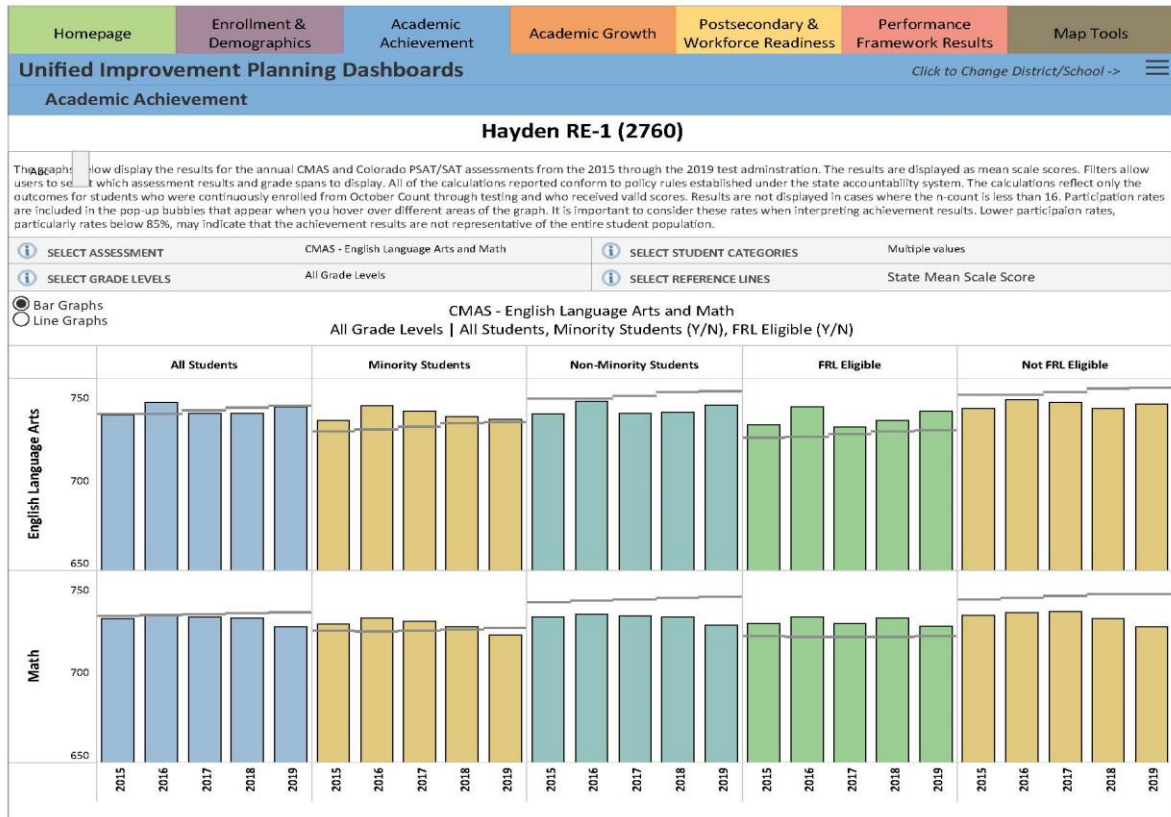
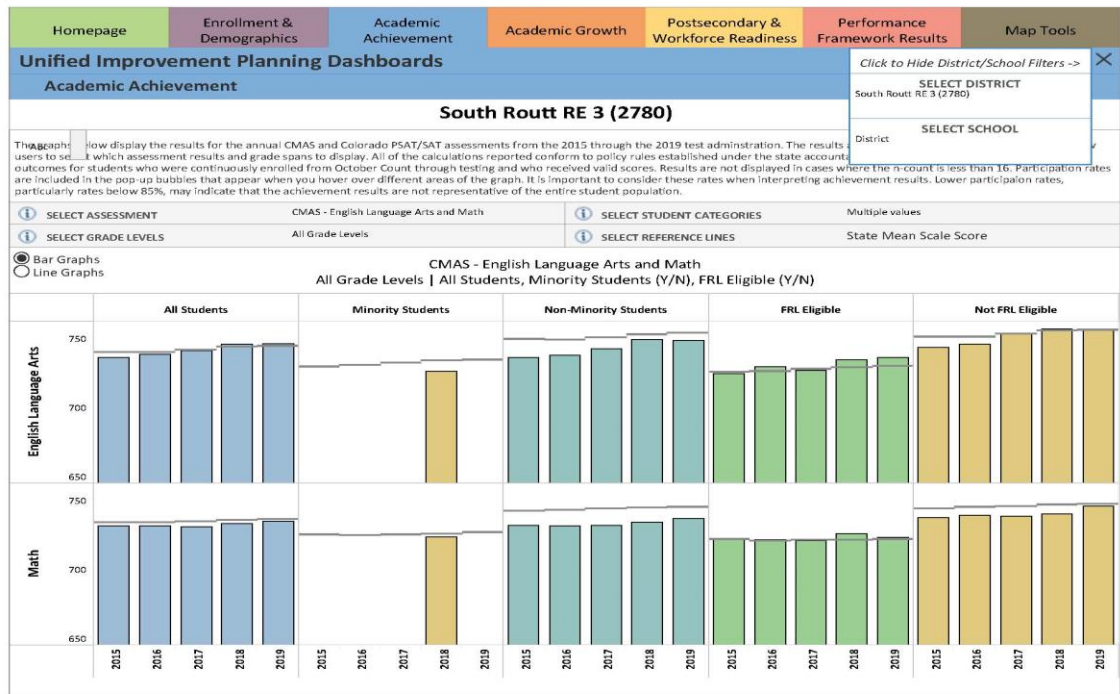
GOAL #4: Increase the capacity of Routt County youth service agencies to meet the growing demands of Routt County youth and their families by 2024.

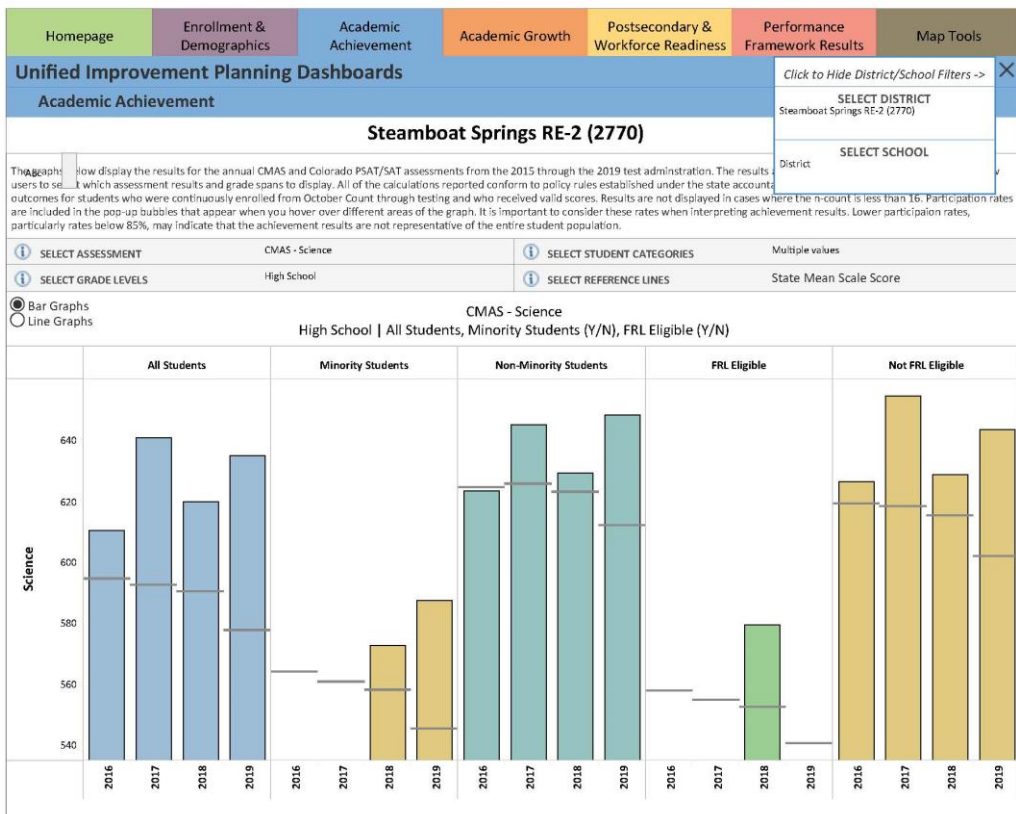
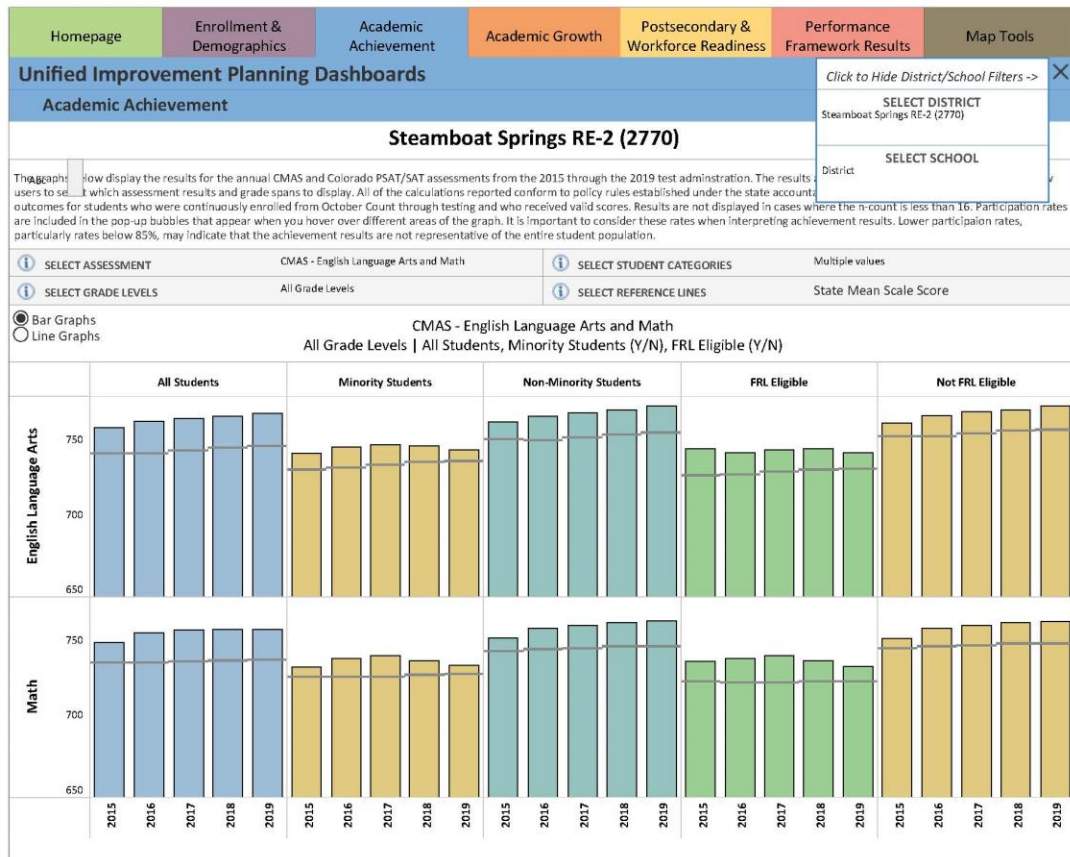
MEASURED BY:

- Routt County youth service agencies will serve a larger percentage of youth and their families demonstrating a need for their services by 2024.

SUPPORTING DATA:

- All Routt County youth service agencies surveyed report having challenges meeting the demands of interested youth and their families in 2021. Challenges reported included lack of available staff (largest reason), volunteers, and funding. Affordable housing was the biggest challenge in staff recruitment.





HISTORY AND PROCESS OF THE ROUTT COUNTY HEALTH AND HUMAN SERVICE PLAN

Project Goal: Develop a data-driven *Routt County Health and Human Services Plan* that identifies prioritized human service needs and sets community goals for those needs. The plan should serve as a “road map” for public and private funding and for program/services development.

Project History: This project is a prime example of the effective relationships and collaboration regularly practiced among the health and human service community of Routt County. It stems from plans developed by the Human Resource Coalition (HRC) in the past 20 years. Earlier plans did not have the data driven focus that is the core of this planning project. This project began in the spring of 2010 with the impetus for the plan coming from Vickie Clark with the Routt County Department of Human Services and Routt County United Way’s commitment to identifying human service needs to continue its movement toward targeted community impact funding.

Process:

1. **Process Planning** – HRC has spent numerous hours both in their 2021 monthly HRC meetings and in subgroup mission area meetings to what they plan to accomplish in the next three years.
2. **DATA: Review and Analysis** – HRC pulled recent data for their mission areas and determined what measurements they will use in the coming years.
3. **Review of community goals for each of the prioritized needs** – HRC subgroups
4. **Plan production** – Each subgroup submitted goals for each of their mission areas to United Way for compilation.
5. **Presentation** to the city and county planning commissions
6. **Resolution or Approval** by Steamboat Springs City Council and Routt County Board of Commissioners.

GUIDING PRINCIPLES

The following guiding principles serve as the basis and rationale for the community needs and goals included in the plan.

- Our human service system maintains a safety net of services for Routt County's most vulnerable residents, while remaining flexible enough to identify and respond to emerging needs.
- Our human service system recognizes, respects, and builds on the strengths of **ALL** individuals, families and communities within Routt County.
- Our human service system values moving people along the continuum toward self-sufficiency or stability, while providing ongoing support to those who need it in a manner that promotes maximum independence.
- Our human service system is responsive and accountable to the public for the best use of available resources in providing quality services.
- Our human service system values and promotes collaboration and coordination on every level including among local governments, private funders, non-profit community organizations, and our residents and consumers.

<p>2021-2024</p> <p>Routt County Health & Human Service Plan Participants</p>

The health & human service organizations that participated in the plan revision are as follows:

Advocates Building Peaceful Communities
Aging Services Coalition of NW CO
Boys and Girls Club of Northwest Colorado
City of Steamboat Springs Parks & Recreation
Colorado Workforce Center
Discovery Learning Center - Family Development Center
First Impressions
Grand Futures Prevention Coalition
Horizons
Integrated Community/Comunidad Integrada
LiftUp of Routt County
Mind Springs Health
Northwest Colorado Center for Independence
Northwest Colorado Health
Northwest Colorado Community Health Partnership
Partners in Routt County
Reaching Everyone Preventing Suicide
Rocky Mountain Youth Corps
Routt County Council on Aging
Routt County Department of Human Services
Routt County United Way
Steamboat Reading
Steamboat Springs School District
Yampa Valley Community Foundation
YoungTracks
Young Life Steamboat