



Focus Area 1 Review

In January 2024, TREC engaged in a Focus Area 1 Review (FA1 Review). Despite high turnover rates of staff, TREC only received two areas of non-compliance in the following areas:

1302.90(b)(1) Safe and Sanitary Environments “The Grant recipient did not obtain a criminal background check or fingerprint check prior to hire on (1) employee. Root cause analysis determined this error to be administrative in nature due to staff turnover.

1302.91(e)(6) Staff Qualifications and competency requirements. The grant recipient did not ensure that a new home visitor was on a professional development plan. Root cause analysis determined that this was due to not have its 90-day training plan formalized in policy. To be clear, the agency immediately begins training staff that do not have a CDA beginning on the first day or hire, however this was not formalized in policy.

TREC promptly addressed areas of non-compliance by engaging in a range of activities, including quality checks, policy reviews, and modifications, alongside ongoing communication with its Board of Directors and Policy Council. In August, TREC proactively initiated the testing of its new policies and processes, yielding valuable data that demonstrated the successful implementation of these changes.

TREC is committed to maintaining robust monitoring systems to identify and capitalize on opportunities for growth, ensuring the effective operation of its programs in the future. A full review report is available upon request.