

HUMAN DEVELOPMENT INSTITUTE
SEMINAR SERIES



In affiliation with the UK College of Social Work

“Supporting Families of Young Children with Accessing Services”

Welcome to a Statewide Seminar for Families & Professionals
September 17, 2010



Seminar Actions

- Harold Kleinert and/or Marybeth Vallance
 - Welcome to Sites
 - Instructions
 - Ask if handouts are available
 - Mute at sites
- Introduction of Facilitator

© 2010 University of Kentucky, HDI, KECTP

2


Introductions




Panelists:

- Melody Hanson – HANDS;
- Paula Goff – First Steps;
- Beverly Malone – KY First Steps Parent Consultant;
- Tal Curry - EC Mental Health;
- Beth Jordan - KY SEED;
- Christine Killen – Early Head Start and Head Start;
- Janis Logsdon - KY Department of Education (KDE); &
- Paula Goff – KDE Special Education



GOAL: Families and professionals will become aware of available resources and how to access services.

3

 **Housekeeping/overview**

- Cell phones silent please 
- Each panelist will have 10 minutes (3 minute reminder for summary) 
- Hold questions until end of all panel presentations
 - Write question as concise and brief as possible 
 - Facilitator may repeat question for clarity
 - May not get to all questions....
 - leave at site with sign in sheet and will follow up with Q&A document to all signed in participants
- Q&A time


© 2010 University of Kentucky, HDI, KECTP

 **Getting to Know Programs** 

- Order - age range of services
 - Melody Hanson – HANDS
 - Paula Goff – First Steps
 - Beverly Malone – First Steps
 - Tal Curry – ECMH
 - Beth Jordan – KY SEED
 - Christine Killen – Early HS and Head Start
 - Janis Logsdon – KDE, Kentucky Preschool Program
 - Paula Goff – KDE – Special Education


© 2010 University of Kentucky, HDI, KECTP

Melody Hanson
Melody.Hanson@ky.gov



© 2010 University of Kentucky, HDI, KECTP

**Historic Day in KY-
March 28, 2000**



- ❖ House Bill 706 was unanimously enacted by the Kentucky General Assembly
- ❖ An early childhood development act known as **KIDS Now**
- ❖ Goal: All young children in Kentucky are healthy and safe, possess the foundation that will enable school and personal success, and live in strong families that are supported and strengthened within their communities
- ❖ Funding: 25% of Kentucky's Phase I Tobacco Settlement
- ❖ **Kidsnow@ky.gov**

7 © 2010 University of Kentucky, HDI, KECTP

What is HANDS?




Health Access Nurturing Development Services


- ❖ Voluntary, intensive home visitation
- ❖ First time moms and dads
- ❖ Regardless of income
- ❖ Prenatal to two years of age
- ❖ Designed to improve both health & social outcomes

8 © 2010 University of Kentucky, HDI, KECTP


HANDS Home Visitation



1. New parents are eager to learn
2. Early childhood experiences & environmental conditions determine how the brain is wired.
3. The majority of child abuse & neglect happens to children 2 years and under



9 © 2010 University of Kentucky, HDI, KECTP

VISION-MISSION 

Every child is wanted and cared for in a stimulating and nurturing environment.


Kentucky's HANDS supports families as they build healthy, safe environments for the optimal growth and development of children.

10 © 2010 University of Kentucky, HDI, KECTP

GOALS 

- ❖ Positive pregnancy outcomes
- ❖ Optimal child growth and development
- ❖ Children live in healthy / safe homes
- ❖ Family decision-making and self sufficiency

11 © 2010 University of Kentucky, HDI, KECTP

Activity through Feb '10 

Total counties with HANDS – 120

Families receiving services – 47,528


Assessments – 51,928

Professional/Paraprofessional Home Visits – 1,169,674

TOTAL Services – 1,221,602

12 © 2010 University of Kentucky, HDI, KECTP

The Process



Before the child is 12 weeks of age !

SCREEN

- ❖ Nationally proven tool
- ❖ Risk factors identified

↓
(within one month)

ASSESSMENT


- ❖ Completed by professional
- ❖ 10 focus areas

↓
(linked immediately, visit within one week)

HOME VISIT


13 © 2010 University of Kentucky, HDI, KECTP

Parent Visit (Assessment)



Certified Parent Visitors meet the families to intimately discuss:

- ❖ Childhood history
- ❖ Criminal / mental illness / substance abuse
- ❖ Suspected abuse in the past
- ❖ Self-esteem / depression / coping skills
- ❖ Multiple crises or stressors
- ❖ Anger management
- ❖ Infant bonding
- ❖ Expectations of children
- ❖ Discipline techniques



14 © 2010 University of Kentucky, HDI, KECTP

Home Visit



Home Visitors focus on:

HEALTH: Child Health & Development

Medical Homes, Immunizations / Well-Child

- ❖ Referrals –physician, dentist, mental health specialist, etc.
- ❖ RN/SW quarterly visits – focus on preventive health (Prematurity, labor and delivery, Back to Sleep, etc.)
- ❖ Appropriate use of healthcare resources

Child Safety Checklists

- ❖ Injury Prevention

Developmental Screens

- ❖ Ages & Stages Developmental Screening
- ❖ Ages & Stages Social-Emotional Screening

15 © 2010 University of Kentucky, HDI, KECTP

Home Visit



SOCIAL: Parent-Child Interactive Curriculum

Growing Great Kids Curriculum


- Focus on basic care, child development,
- Nurturing parent child relationships and,
- Strength based support to families

❖ Modules 0-3 years

- Attachment, Bonding and Caring for Your New Family
- Basic Care
- Social and Emotional Development
- Cues and Communication
- Physical and Brain Development
- Play and Stimulation

16 © 2010 University of Kentucky, HDI, KECTP

Home Visit



Home Visitors focus on:


Family Goals

- What I want for my family / my child
- Why this is important
- What resources will help
- What are the steps to take
- What might get in the way
- How will things be different

Support & Referral

17 © 2010 University of Kentucky, HDI, KECTP

More About the HOME VISIT...




GROWING GREAT FAMILIES – family enhancement modules

- Support family values and strengths
- Build parenting skills
- Work toward family and child goals
- Use strategies for reducing stress

18 © 2010 University of Kentucky, HDI, KECTP


Training



- ❖ Core Training
- ❖ Growing Great Kids Curriculum Training
- ❖ Advanced Trainings
- ❖ Wraparound Training (ongoing)
 - ❖ In addition weekly supervision is required.

19 © 2010 University of Kentucky, HDI, KECTP

Strength-Based Techniques



Accentuate the Positive

- Build self-esteem and increase the likelihood that a parent will repeat the behavior
 - Describe the positive behavior and talk about the benefits

Feel, Felt, Found

- Motivate change/growth by sharing a similar situation
 - Observes the parent's feeling; ask parent to clarify feelings; describe a time when FSW felt similar; share what worked; proceed with problem solving steps

Wondering Curiosity

- Used to help the parent understand the child's behavior and communication
 - Describe the behavior, speculate about what is happening, ask the parent what they think, speculate about the child is experiencing; ask the parent to try something new by practicing at the visit

Problem Talk


- Encourage the family to solve their own program through creative and critical thinking
 - Ask basic questions who, what, where, when and how

Normalizing

- Dispel a commonly held misconception that may be unhealthy in hopes of encouraging more beneficial behavior
 - Describe the feeling/opinion; explain that it is normal; acknowledge the value/benefit in parent's opinion; share information to educate

20 © 2010 University of Kentucky, HDI, KECTP

Outcomes



Prematurity
LBW
VLBW
Birth Defects
Infant Mortality
ER Usage
Child Abuse and Neglect
Family Self-Sufficiency

Outside Evaluator - REACH of Louisville

21 © 2010 University of Kentucky, HDI, KECTP

Initial Findings



An independent evaluator compared HANDS with a Contrast Group (*comprised of first-time parents that are not participating in HANDS program*) and found the following program results:

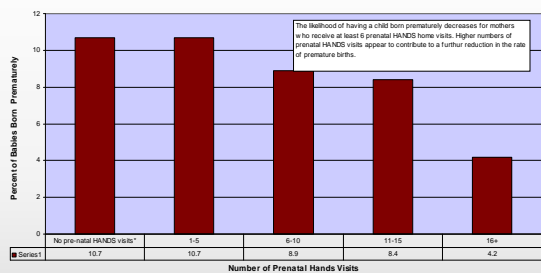
- Lower number of Premature Infants
- Lower number of LBW
- Lower number of VLBW
- Less Substantiated Child Physical Abuse
- Less Substantiated Child Neglect

22

© 2010 University of Kentucky, HDI, KECTP

PREMATURITY

Prematurity and Number of Prenatal HANDS Home Visits
(based on 2000-2003 data for all teen mothers with no prior pregnancies, n=19,269)



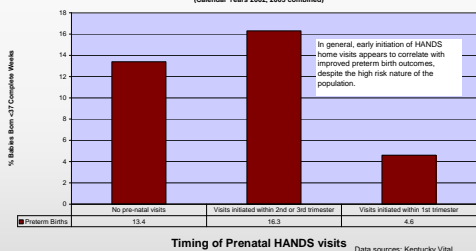
23

R.E.A.C.H. of Louisville, Inc.

© 2010 University of Kentucky, HDI, KECTP

Prematurity – 1st Trimester

Rate of Preterm Births in Relation to Initiation of HANDS Home Visits (Timing of Intervention)
Teen Mothers, 1st Child
(Calendar Years 2002, 2003 combined)



24

© 2010 University of Kentucky, HDI, KECTP

EVERY Parent Needs a Second Pair of HANDS!




31 © 2010 University of Kentucky, HDI, KECTP

First Steps 

Kentucky's Early Intervention System
 Paula Goff, Part C Coordinator
Paula.Goff@ky.gov

32 © 2010 University of Kentucky, HDI, KECTP

First Steps: Paula Goff




- Mission
- Scope
- Staff Qualifications
- Eligibility Criteria
- Services Provided
 - Where
 - How often
 - What does service look like?

33 © 2010 University of Kentucky, HDI, KECTP

First Steps

- Transition
 - Planning
 - Referrals - when do you make them and how?
- Public Awareness
 - Medical community
 - Other community providers
 - When should a referral be made to you?



34

© 2010 University of Kentucky, HDI, KECTP

First Steps: Beverly Malone



Beverly.malone@louisville.edu

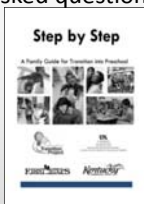


35

© 2010 University of Kentucky, HDI, KECTP

KY Parent


- What are families fearful of?
- What are the most asked questions?
- Step 3: Page 13



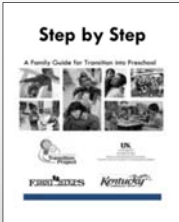
36

© 2010 University of Kentucky, HDI, KECTP

KY Parent
TRANSITION PLANNING




- Families need to be a part of the transition process.
- TRANSITIONS TAKE TIME! START EARLY
 - Transition Tips page 19
- ASK QUESTIONS...




37 © 2010 University of Kentucky, HDI, KECTP

KY Parent
Step #1: TRANSITION CONFERENCES




Page 10 of the *Step by Step Guide*

- Who comes to this meeting?
- What should families learn at this meeting? (not an ARC)
- Difference between eligibility guidelines for early intervention and the school system (pg 9).




38 © 2010 University of Kentucky, HDI, KECTP

KY Parent
ARC MEETING – another STEP in the Process




- What families should know about the Admissions and Release Committee (ARC) meeting.
- How can you prepare for this meeting?
- Page 23...




39 © 2010 University of Kentucky, HDI, KECTP

KY Parent – Beverly Malone



- WHY DON'T FAMILIES KNOW ABOUT **First Steps?**
- HOW CAN WE GET THE WORD OUT?
- Beverly.Malone@louisville.edu



40 © 2010 University of Kentucky, HDI, KECTP


ECMH: Tal Curry



LCSW
Public Health
Tal.curry@ky.gov

41 © 2010 University of Kentucky, HDI, KECTP

Presentation Overview



Why is early childhood mental health important?

What is your role?

What resources are available?

42 © 2010 University of Kentucky, HDI, KECTP

What is Early Childhood Mental Health (ECMH)?



The social, emotional and behavioral well-being of young children and their families

The developing capacity of a child to:

- Experience, regulate, and express emotion
- Form close, secure relationships
- Explore the environment and learn

Adapted from ZERO TO THREE

43

© 2010 University of Kentucky, HDI, KECTP

ECMH Perspective Con't



“ability to love, play, and learn”
Alicia Lieberman

Holistic view of child, family, and community that surrounds them

Relationship as paramount

Multidisciplinary approach: OT, PT, Speech, DI, child psychiatry, early childhood education, social work, foster parents, etc.

44

© 2010 University of Kentucky, HDI, KECTP

Common History



- Aggressive Preschooler
- Oppositional Elementary Student
- Conduct Disordered Teen
- Antisocial Adult

18-25 y/o in “extended adolescence” end up where?

45

© 2010 University of Kentucky, HDI, KECTP

Qualifications of Regional ECMH Specialists



Education and experience:

- Master's degree in IECE or psychology, social work or a related mental health field
- Bachelor's degree in a mental health field with two years experience working with children and families
- A mental health associate or has a master's degree in child development, family studies, early childhood special education or a related field and is working toward IECE certification may, upon request, be considered for approval by the Cabinet.

Proficiency:

- Exhibits a clear knowledge of early childhood development/behavior;
- Demonstrates skill in communication, facilitation, consultation & trng
- Demonstrates the ability to work collaboratively on a team.

49

© 2010 University of Kentucky, HDI, KECTP

ECMH Services



Consultation

Regional ECMH Specialist have limited time to provide on-site child care consultations (each region is different)

Consultation may be one to two visits at child care center or family care home where child enrolled

Direct Services (therapy appointment)

Contact local ECMH Specialist for more information (see handout)

If a family is interested in direct services, family to contact local CMHC number

50

© 2010 University of Kentucky, HDI, KECTP

What to expect with direct services?



After family has been given an intake with a ECMHS or other therapist trained in EC techniques:

Intake can be 2-3 sessions to complete assessment (some strategies given)

By the 3-4th session a treatment plan will be created by family and therapist

Parent/caregiver will be involved in treatment process (whether family or individual therapy)

Often weekly sessions in first few months of treatment

Therapist often will see up to 6th birthday (if transition issues contact previous therapist or office administrator)

51

© 2010 University of Kentucky, HDI, KECTP

Social Marketing



Limited due to small program that often does not fully fund one regional staff time

Been in existence for 7 years and waiting to discuss future directions with the KIDS Now governing body

Most communities do not have separate referral form, but may refer to those communities with KY SEED

52

© 2010 University of Kentucky, HDI, KECTP

ECMH Partners



- Licensed Child Care Centers & Certified Family Home providers
- Child Care Resource and Referral Agencies
- Primary Care Providers- Pediatricians, Family Practitioners, Health Department
- Local Health Departments- WIC, Immunizations
- Child Welfare – DCBS open case for CAN, Child care assistance, Medicaid, Family Preservation Program, FINSA cases, Community Collaboration for Children
- Community Early Childhood Councils
- CMHC- Early Childhood Mental Health Specialists & Perinatal Depression Contacts
- HANDS- Home visiting program for prenatal to age 2
- First Steps – KY Early Intervention Services for 0-3
- Early Head Start & Head Start
- STARS Quality Enhancement Initiative
- Child Care Health Consultation for a Healthy Start in Child Care
- Commission for Special Health Care Needs
- Kentucky Partnership for Families and Children (Family Federation) & other family advocates, parent support groups, MOPS
- Faith- based community Partners

53

© 2010 University of Kentucky, HDI, KECTP

Specific ECMH Partners



- HANDS –Prenatal to age 2
- Perinatal Depression services- CMHC, Kids Now Plus
- Children may benefit from Occupational Therapy, Speech assessment/services
 - Developmental Delays/Learning Disorders
 - Sensory Integration Dysfunction/Speech
- School based, Medical Model, Home based or combo!
 - Age 0-3: First Steps, Early Head Start
 - Age 3-5: Preschool, Head Start, Child Care
- Medical model – local rehabilitation or home health agency with referral by PCP (medical card or priv. insurance)
- DCBS – DPP

54

© 2010 University of Kentucky, HDI, KECTP

Importance of Play



"Play is the primary medium through which children develop problem-solving skills and work through developmental problems."



Sheila Eyberg, 1988 Developed PCIT

55

© 2010 University of Kentucky, HDI, KECTP

Reason to Play...Quotes



- Play is the highest form of research* – Albert Einstein
- We can be sure that all happenings, pleasant or unpleasant, in the child's life, will have repercussions on her dolls* – Jean Piaget
- Whoever wants to understand much, must play much.* – Gottfried Benn, German Physician
- Play gives children a chance to practice what they are learning* - Fred Rodgers
- You can discover more about a person in a hour of play than a year of conversation.* - Plato
- Children need the freedom and time to play. Play is not a luxury. Play is a necessity.* - Kay Redfield Jamison, Contemporary Psychiatrist
- Deep meaning lies often in childish play.* Johann Fredrick von Schiller, 18th century German poet

56

© 2010 University of Kentucky, HDI, KECTP

Presenter Resource Information



Tal Curry, ECMH Program Administrator
 Early Childhood Promotion
 Department for Public Health
 275 East Main St, HS2W-C
 Frankfort, KY 40621
 Phone: 502-564-3756 X3765
 Fax: 502-564-8003
tal.curry@ky.gov



57

© 2010 University of Kentucky, HDI, KECTP

Beth Jordan

Kentucky's System to Enhance Early Development (KY SEED)



Beth.Jordan@ky.gov

58

© 2010 University of Kentucky, HDI, KECTP

Beth Jordan:

- Vision
- Why we are here?
- What are we doing?
 - Where
 - How often
 - What does service look like?



59

© 2010 University of Kentucky, HDI, KECTP

KY SEED

- Transition
 - Planning
 - System of Care
- Public Awareness
 - Medical community
 - Other community providers
 - When should a referral be made to you?



60

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



- www.khsa.org
- christinekillen@aol.com

61

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Head Start Mission

Just over 45 years ago in the Rose Garden of the White House, President Johnson announced Project Head Start, a program dedicated to fighting the war on poverty so that millions of children could get a head start on their future, receive the medical and dental assistance they need, and be fully prepared for kindergarten

62

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen Early Head Start Mission



The 1994 reauthorization of the Head Start Act, established the Early Head Start (EHS) program for low-income infants, toddlers, pregnant women and their families. Early Head Start's mission is to:

- enhance children's physical, social, emotional, and intellectual development
- assist pregnant women to access comprehensive prenatal and postpartum care
- support parents' efforts to fulfill their parental roles
- help parents move toward self-sufficiency.

63

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Scope

- Federal programs operated by local non-profit organizations
- Family involvement – volunteers and program governance
- Community services and partnerships

64

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Head Start Staff Qualifications

- Teachers – (currently) at least one of the following: 1) CDA; 2) State-awarded certificate for preschool teachers; 3) 2-year, 4-year or advanced ECE degree or related field
- Teachers: by 9/30/13, at least 50% will have a 4-year degree in ECE
- Education Coordinators – 4-year or advanced degree in ECE by 9/30/13
- Teaching Assistants – (currently) high school diploma
- Teaching Assistants – by 9/30/13, at least a CDA and enrolled in a 2-year ECE program
- FSW - Currently working on qualifications

65

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Early Head Start Staff Qualifications

- Teachers – (currently) CDA for I/T Caregivers
- Teachers – By 9/30/2013, CDA and course work in ECD with focus on infants/toddlers
- Education Coordinators – 4-year or advanced degree in ECE by 9/30/13
- Teaching Assistants – high school diploma
- FSW - Currently working on qualifications

66

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Eligibility Criteria

- Children ages birth to five and pregnant women
- Income eligibility based on annual Federal Income Guidelines – 100% or 130% under certain conditions
- Children in foster care, homeless children, families receiving public assistance (TANF and/or SSI) – categorically eligible regardless of income
- 10% funded enrollment – over income children
- Not less than 10% funded enrollment – children with disabilities
- Selection Process

67

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Services

- Comprehensive education, health, dental, and mental health services for children
- Family Engagement
- Program options:

| | |
|---------------------|-------------------------|
| 1.Center Based | 5. Full Day – Full Year |
| 2.Home Based | 6. Part Day – Part Year |
| 3.Family Child Care | |
| 4.Combination | |

68

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Transition Planning

- Required to establish and maintain procedures to support successful transitions into and out of EHS and HS and include: 1) Coordinating with LEAs and other agencies; 2) Outreach to encourage communication among staff; 3) Initiating meetings; and 4) Initiating joint transition-related trainings
- Required to develop a written Disabilities Plan including transitions
- Required to assist parents in becoming advocate for child as they transition both into and out of EHS and HS



69

© 2010 University of Kentucky, HDI, KECTP

EHS/HS: Christine Killen



Public Awareness

- Community Partnerships – written and unwritten
- Use of community resources
- Referrals – accepted year round
- Waiting List – prioritized by point system
- KY Head Start Collaboration Office – increase the accessibility of quality services to EHS and HS children and families through partnerships at state and local level
- EHS – HS – Migrant HS programs – 32 HS located in every KY county – 15 EHS – 3 Migrant programs – 229 slots
- Locating EHS, HS or Migrant program - KHSCO 502-564-8341

70

© 2010 University of Kentucky, HDI, KECTP

KDE: Janis Logsdon



- Mission of KY Preschool
- Scope
- Staff Qualifications
- Eligibility Criteria
- Services Provided
 - Where
 - How often
 - What does service look like?
- Resources for families, professionals

71

© 2010 University of Kentucky, HDI, KECTP

Eligibility Criteria



Children eligible for state-funded preschool services include:

- 3 and 4 year old children who have an identified disability or developmental delay
- 4 year old children considered “at risk” through income eligibility which is up to 150% of federal poverty level. These guidelines are available at <http://www.liheap.ncat.org/news/july10/poverty.htm>

72

© 2010 University of Kentucky, HDI, KECTP

State-funded Preschool Services



- Minimum of 4-2 ½ hour sessions per week. In addition to this time, at least one meal must be served per session.
- All lead teachers hired since 2003 must hold IECE certification.
- Related services as outlined in IEP. Examples include OT, PT, SLP services, transportation, etc.

73

© 2010 University of Kentucky, HDI, KECTP

Resources

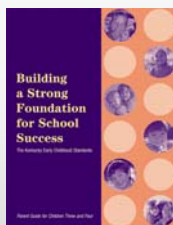


- **Kentucky Early Childhood Standards (KYECS) Parent Guides**

Please contact:

tonia.hickman@education.ky.gov

or your local RTC



74

© 2010 University of Kentucky, HDI, KECTP

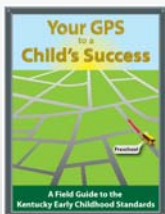
Resources



- **KYECS Field Guide** for early childhood professionals working with children in various settings.

Contact Tonia (502.564.7056)

or local RTC



75

© 2010 University of Kentucky, HDI, KECTP

Paula Goff, KDE Special Ed



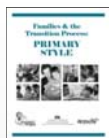
- Mission
- Scope
- Staff Qualifications
- Eligibility Criteria (pg. 13)
- Services Provided
 - Differences (pg. 9)
 - Steps to Services (pg.17)
 - Glossary (begins pg. 28)



76

© 2010 University of Kentucky, HDI, KECTP

- Transition
 - Planning
 - Referrals - when do you make them and how?
- Public Awareness
 - Medical community
 - Other community providers
 - When referrals should be made
 - Family rights/responsibilities
 - Resources for families



77

© 2010 University of Kentucky, HDI, KECTP

Q&A Time



Facilitation of questions with responses

- State who the question is for –
 - Question, restated by facil
 - Answer by panelist
 - Other responses?




78

© 2010 University of Kentucky, HDI, KECTP

Big Idea

- Your extended family
- Commission for Children with Special Health Care Needs (CCSHCN)
- Department for Community Based Services (DCBS)
- Public Health Departments
- Special Parent Information Network (KY-SPIN)
- Parent Resource Centers (PRC), Parent Information Resource Centers (PIRC), Family Resource/Youth Service Centers (FRYSC)
- Child Care Resource & Referral Centers (CCR&R)
- Regional Training Centers (RTC)
- Faith Based Programs
- HDI/KECTP
- Others: _____
- **USE YOUR COMMUNITY**

RESOURCE GUIDE

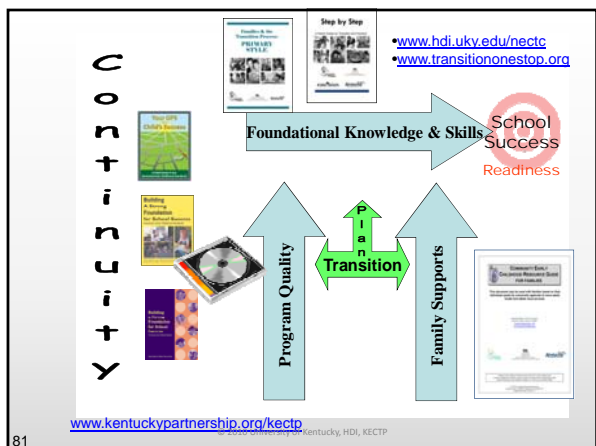


79 © 2010 University of Kentucky, HDI, KECTP

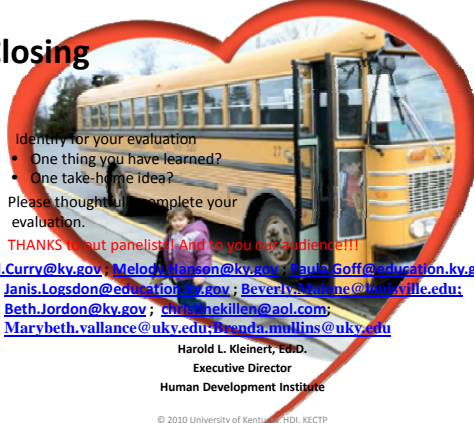
Summary

- Whenever you have a child with special needs, it's important to plan ahead!
- Transitions take time. Start early.
- Ask questions throughout the transition process. Know your resources and how to access them.

80 © 2010 University of Kentucky, HDI, KECTP



Closing



1. Identify for your evaluation
 - One thing you have learned?
 - One take-home idea?
2. Please thoughtfully complete your evaluation.
3. **THANKS to our panelists!! And to you our audience!!!**
Tal.Curry@ky.gov; Melody.Henson@ky.gov; Paula.Goff@education.ky.gov;
Janis.Logsdon@education.ky.gov; Beverly.Melone@unimnfile.edu;
Beth.Jordon@ky.gov; chrisknekillen@aol.com;
Marybeth.vallance@uky.edu; Brandi.mullins@uky.edu

Harold L. Kleinert, Ed.D.
Executive Director
Human Development Institute

82 © 2010 University of Kentucky, HDI, KECTP
