



# 2025 Annual Report

Presented by the **Interagency Coordinating Council  
on Infants and Toddlers**

## ***A Message from the ICC Chair Cory Best***

Dear Governor Braun,

On behalf of the members of the Interagency Coordinating Council (ICC) on Infants and Toddlers, I respectfully submit the annual report of the ICC.

It has been my pleasure to serve as Chair of the ICC for the past year, working alongside dedicated parents, providers, service coordinators, system partners, and state team, led by Christina Commons, who represent our early intervention system. The ICC was established by Part C of IDEA and the Indiana General Assembly to advise and assist the administration of Indiana's First Steps program. These devoted volunteers serve our state's most vulnerable children. Their commitment and enthusiasm are essential to the program's success.

The First Steps early intervention program provides essential services to infants and toddlers with developmental delays and disabilities. Eligible children receive therapy services, which are incorporated into their daily routines in their home and community. Skilled providers help them reach important developmental milestones before starting school through collaboration with their families and caregivers.

In 2025, the ICC built on its 2024 momentum by engaging in facilitated strategic sessions. Council members participated in focused discussions to identify strategies to elevate meeting quality and foster deeper collaboration. Drawing on their diverse expertise, members explored ways to strengthen engagement and maximize the collective impact of the council.

Guided by feedback from these sessions, the ICC introduced key changes. Quarterly meetings now include dedicated segments for council members to actively discuss key issues and advise the program leaders. Additionally, subcommittees were reorganized to sharpen areas of focus and ensure priorities are elevated during council discussions. These enhancements have led to an increase in member participation and meaningful involvement.

Early intervention lays the foundation for lifelong learning, health, and independence. By reducing the need for future services and supports, First Steps sets children on a path to lifelong self-sufficiency as productive members of their communities. We respectfully urge continued support and investment in First Steps to ensure that all eligible children have access to the resources and support they need to reach their full potential.

Thank you,

Cory Best  
ICC Chair



# First Steps Early Intervention Program

## Fiscal Year SFY2025



### What is First Steps?

Indiana's First Steps System is a family -centered, locally based, coordinated system that provides early intervention services to infants and toddlers with disabilities or who are developmentally vulnerable. First Steps brings together professionals from education, health, and social services agencies to provide skilled therapeutic interventions that promote age -appropriate development of infants and toddlers experiencing developmental delays.



**Number of Children Referred**  
34,234



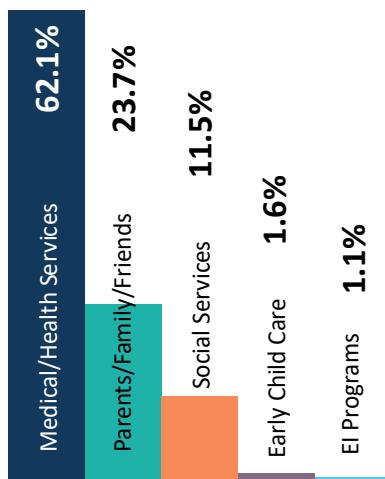
**Number of Children Served**  
27,547



**Number of Family Visits**  
730,290

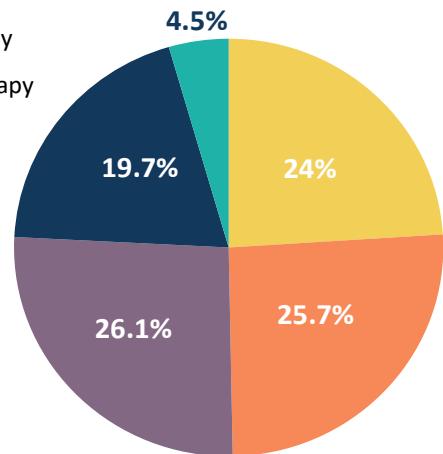


### Referral Sources

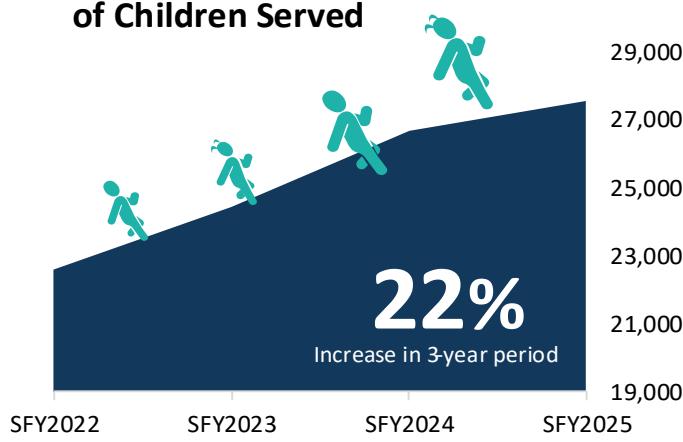


### Planned Services

- Developmental Therapy
- Speech Language Therapy
- Occupational Therapy
- Physical Therapy
- Other Services



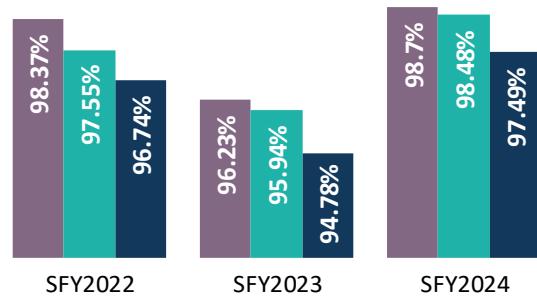
### Increase in Number of Children Served



### Family Outcomes

Percent of Families Who Report That EI Services Have Helped the Family:

- Know Their Rights
- Effectively Communicate Their Child's Needs
- Help Their Child Develop and Learn



## Meet the Minor Family:

Our family started on our First Step's journey back in 2021. We had just moved to Fishers from Maryland and our daughter, Caroline, was 7 months old. She was born with a genetic bone condition called osteogenesis imperfecta, which causes her bones to break easily. Due to her diagnosis, she was delayed in mostly her gross motor skills and had not yet rolled over at 7 months. We knew we needed to reach out to First Steps to help her reach her milestones.

After our initial assessment, the IFSP team agreed Caroline should receive weekly physical and occupational therapy. Our overarching goal was to get her to walk before she aged out of First Steps, but of course there were many milestones to meet along the way. Our PT and OT were wonderful and provided our family with the tools we needed to continue therapy throughout the week. They showed us ways we could use what we already had at home to support her. Sure enough, she finally learned to roll (and then chose to roll everywhere, faster than we could keep up), sit, crawl, and stand. We had several setbacks due to some leg fractures but in the spring of 2023, she finally learned to walk independently. This was a huge win for everyone.

While we continued with First Steps through her aging out in June, we focused on building strength and understanding our surroundings when walking. We loved seeing her grow and gain confidence while she was in First Steps, which has carried over to her now in kindergarten! Today, she loves to run around with her friends, show us how well she can jump, and is an avid drawer. She's independent and a fierce advocate for herself. First Steps allowed her to grow in her confidence and understand how she could push herself more than we could have imagined.



**34,234**

**Indiana Children  
Were Referred To  
First Steps in SFY 2025**

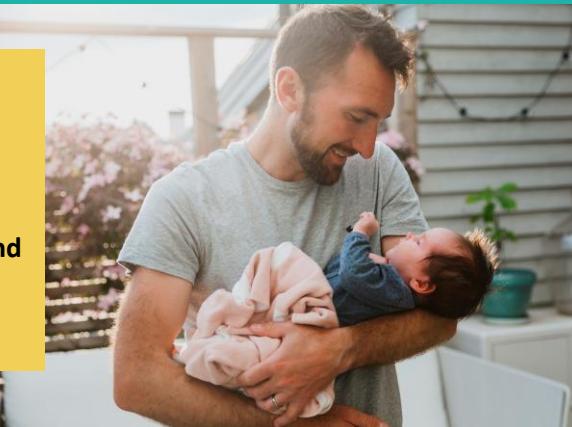
**According to Indiana Impact:  
By identifying developmental  
delays early and supporting  
families, First Steps improves  
child and family outcomes  
while reducing long-term  
public expenditures**

## Private Insurance Recoupment



Diversifying funding streams to cover the cost of services as well as improving reimbursement from private insurance to ensure program sustainability have been high priorities of the ICC and FSSA. As a result, private insurance recoupment has increased 31% since SFY22.

Early developmental support builds the foundation for future learning, employment, and independence.



## State Fiscal Year Funding Summary

Funding Source	Amount of Funding	Percent Funding for SFY 2025
Medicaid/CHIP	\$ 33,113,374	36.40%
Private Insurance (TPL)	\$ 18,572,159	20.42%
TANF	\$ 18,161,599	19.97%
State Part C	\$ 15,258,441	16.77%
Federal Part C	\$ 4,410,189	4.85%
Family Cost Participation	\$ 1,222,190	1.34%
Social Services Block Grant	\$ 221,549	0.24%



For every \$1 Indiana invests in early intervention, national studies estimate a return of \$4 to \$9 in reduced costs across education, health care, and social services. These savings come from fewer special education placements, reduced grade retention, and lower rates of juvenile justice involvement.

A variety of funding sources are utilized to support and sustain the First Steps program. The ICC works to help DDSR identify and coordinate all available federal, state, local and private fund sources, and use them to the fullest extent possible.

The total amount spent on eligibility determination and direct services for children in SFY 2025 was \$90,959,501. The total cost of the SPOE contracts which are responsible for the delivery of Service Coordination was \$24,893,434.