

Survey/Audit	Department	Division	When	Where	What/Why
Family Support Services Program Audit	Case Management and Program Quality	Family Support Services Program	Unscheduled audits are completed by the State. Last audit was completed/finalized in 2025	OCL/HCPF requested specific information about all areas of FSSP via e-mail. Information was sent electronically to the State.	OCL/HCPF did a comprehensive audit of the Family Support Services Program to ensure guidelines were being adhered to across the State of Colorado.
Family Support Services Program Satisfaction Survey	Case Management and Program Quality	Family Support Services Program	Annually, typically in April	Electronic surveys are sent to families via e-mail	We are seeking to evaluate the effectiveness and satisfaction level of the Family Support Services program. Information is shared with relevant teams and leaders, and with the Family Support Services Council, in a survey report annually.
Post Payment Reviews aka Payment Error Rate Measurements (PERMs)	Case Management and Program Quality		Random schedule (See what/why section)	Post Payment Reviews are primarily desk-review type audits completed by HCPF or a contractor based on information provided by Medicaid providers	The Payment Error Rate Measurement (PERM) is an audit program developed by the federal government. HCPF (or a contractor) will examine eligibility decisions and payments to various providers for Medicaid services across a variety of Medicaid programs. The reviews are based on a variety of documentation providers must keep on file; the type of documentation required is outlined in the Medicaid rules in the Colorado Code of Regulations: 10 CCR 2505-10 8.130.2. Documentation may include copies of service plans authorizing supports, copies of assessments, letters of recommendation, invoices, attendance records, etc.
Quality Improvement Strategy (QIS) for HCBS Waivers	Case Management and Program Quality	Waiver Programs	Annually for the previous FY. The State typically begins the audit in November and DP receives the results January or February.	QIS is completed through a variety of desk-review methods by a third party contractor for the state of Colorado	The Centers for Medicare and Medicaid Services (CMS) require annual and periodic reviews of the service planning process for Medicaid Waivers. The survey reviews 3 of 6 federal assurances (waiver requirements) including: level of care, service planning, and health and welfare. For all HCBS waivers, each Case Management Agency (CMA) will have a random sample of clients reviewed for the previous fiscal year; HCPF will then review and request remediation on any open issues.
Client Satisfaction Survey for individuals receiving Case Management with Developmental Pathways under the Case Management Agency Contract	Case Management and Program Quality	HCBS Waiver programs, non-HCBS LTSS programs, Administrative and Case Management Functions	Annually in the fourth quarter of the FY (Apr-Jun) with results and analysis completed in the first quarter (Jul-Sep) of the following FY.	The survey is delivered via email or physical mail to individuals served by the Case Management and Systems Navigation departments, as well as their parents, guardians, and authorized representatives; the results are analyzed on-site at our administrative offices	When waiver operational and administrative functions are conducted by contracted entities and/or local/regional non-state entities, the Centers for Medicare and Medicaid Services (CMS) requires states to develop a plan for oversight of the performance of such entities to ensure that waiver requirements are met. One of the ways in which Health Care Policy and Financing provides oversight over Case Management Agency (CMA) is to require an annual satisfaction survey.
National Core Indicator (NCI) Survey	Case Management and Program Quality	Waiver Programs (all statewide)	Annually between Jan (ish) and May (ish)	NCI is completed through a variety of desk-review and in-person surveys by state staff and/or a contractor	<p>The National Core Indicator (NCI) surveys are standard measures used across 40 states to assess the outcomes of services provided to individuals with intellectual and developmental disabilities and their families. Key areas of satisfaction are measured in areas such as employment, respect/rights, service planning, community inclusion, choice, and health and safety.</p> <p>To gather the information included in this report, face-to-face interviews with a random sample of adult individuals with a Developmental Disability who receive at least one Medicaid Waiver service other than case management, are conducted.</p> <p>The project takes several months from start to finish and includes:</p> <ol style="list-style-type: none"> 1.) Comprehensive pre-surveys based on client Medicaid records 2.) Data requests to CMAs for any additional relevant data 3.) In-person interviews with individuals in service; locations of in-person interviews are dependent on the entity completing the interviews
Office of the State Auditor (OSA) Survey	Case Management and Program Quality		As determined by the state of Colorado	OSA audits are completed through a variety of desk-review and in-person surveys by state staff and/or a contractor	And audit was conducted in 2017-2018, pursuant to Section 25.5-10-209(4), C.R.S., which requires the State Auditor to conduct, or cause to be conducted, a performance audit of each CCB that receives more than 75 percent of its funding from governmental entities, to assess whether the CCB sare effectively and efficiently fulfilling their statutory obligations. State auditors worked with HCPF and leadership from Developmental Pathways to gather data and complete an in-dept analysis of work conducted and billed for by CCBs. CCBs were presented with deficiencies for remediation, and a final report was presented to the Legislative Audit Committee.

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Continuous Quality Improvement Plan	Case Management and Program Quality	Colorado Department of Health Care Policy & Financing	Annually	Uploaded to HCPF Sharepoint site	As part of the Developmental Pathways contract we include how we oversee the work performed by case managers, ensure it aligns with what it stated in the contract to confirm all tasks are being performed in a high-quality manner, and we identify and address Case Management performance issues.
Contract Deliverables for CMA	Case Management, Systems Navigation, and Program Quality		On a schedule per fiscal year; generally quarterly	Reporting is prepared by each CMA and sent to the OCL/HCPF for review.	Each year, Case Management Agencies (CMAs) enter into a contract with Health Care Policy and Financing (HCPF) in order to provide case management, associated utilization review services, and other administrative activities for both applicants of and individuals enrolled into Medicaid long-term care programming. The contract has a robust statement of work
Program Quality Review	Case Management, Systems Navigation, and Program Quality	Colorado Department of Health Care Policy & Financing	3 years	Onsite/Remote	The Department staff completes surveys of CMAs and review, specifically, separation of case management from service delivery, the Person Centered Support Plan (PCSP) development process, provider selection processes, and monitoring of participant satisfaction with services and provider choices. The on-site survey process also includes interviews with participants and guardian regarding PCSP development and choice from among qualified providers.
Local Funding Program Satisfaction Surveys	Community Engagement	Community Outreach Wait List Program, Unmet Needs, and Scholarships	Annually, in July	Electronic surveys are sent to families via e-mail	We are seeking to evaluate the effectiveness and satisfaction level of Local Funding Programs. Information is shared with our leadership team in a comprehensive survey report.
CDEC EI Program Supervision	EI	Colorado Department of Early Childhood (CDEC) EI Program	Monthly Statewide Technical Assistance (TA)	TA calls are available monthly to support EI local programs.	CDEC EI Program is the responsible for insuring compliance with Federal Part C regulations as well as state focused systematic improvement. They provide general supervision and generalize and focused monitoring.
EI Colorado Family Outcomes Survey	EI	Colorado Department of Early Childhood (CDEC) EI Program	Upon exiting EI	Emails to families	EI Colorado Family Outcomes Survey - This survey is sent to each family as they exit EI to ask them if they understand their rights, if the EI services helped them understand their child's needs and if EI services helped the family help their children develop and learn.
CDEC QIO Monitoring	EI	Colorado Department of Early Childhood (CDEC) EI Program	Monthly	Google Sheet to EIB programs	The purpose of the scoring process is to assess the overall quality of each initial IFSP. This includes reviewing all components of the IFSP, the Family Assessment (FACET), the Global Outcomes (GO), and the IFSP outcomes. Both the CDEC EI CO Team and EIB staff complete the scoring. Each month, 10% of all initial IFSPs developed are reviewed. Following the review, coaching and feedback are provided to the Service Coordinator and the provider to support continuous improvement in IFSP development and implementation.
CDEC Indicator Data	EI	Colorado Department of Early Childhood (CDEC) EI Program	Quarterly/Annual	Google Sheet to EIB programs	The purpose of this process is to monitor compliance with federal Part C timelines, including the timeliness of service delivery, the 45 day timeline from referral to the initial IFSP, and required transition activities. EIBs maintain data on a quarterly basis, and this information is compiled into annual performance results that CDEC reports to the Office of Special Education Programs (OSEP). Performance Indicators reflect all activities required to meet federal Part C regulations as well as state systematic improvement efforts. These indicators measure the percentage of infants and toddlers with IFSPs who receive services in a timely manner and the percentage who demonstrate improved outcomes in social-emotional development, acquisition and use of knowledge and skills, and use of appropriate behaviors to meet their needs. They also capture the percentage of children who receive timely transition planning before exiting Part C. In addition, the CDHS EI Program tracks and monitors all complaints and ensures their timely resolution.
Financial Statement Audit	FIN	N/A	Annually, with primary fieldwork commencing in September	Onsite/Remote	An independent audit of Developmental Pathways' financial statements is performed in accordance with auditing standards generally accepted in the United States of America. The audit is performed to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures presented within the financial statements. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. This results of this audit are made publicly available.
US Census Bureau Annual Services Report	FIN	US Census Bureau	Annually	Submitted via internet	Questionnaire which discloses financial/payroll/location information. This information is used by the US Government for statistical purposes only.
A-133 Single Audit	FIN	N/A	Annually	Onsite/Remote	A Single Audit, previously known as the OMB Circular A-133 audit, is a financial statement and federal awards audit of a non-federal entity that expends \$1,000,000 or more in federal funds in one year. Within the context of Developmental Pathways, the external audit firm performing this audit will typically select each year the program that expended the most federal funds (the major program), and will audit that program for compliance. The results from the A-133 audit must be submitted to each non-federal agency that passes federal awards through to our organization. The results of this audit are also made publicly available.
Colorado Department of Human Services EI Year End Revenue and Funding Reporting	FIN	Colorado Department of Human Services	Annually	Submitted via internet	Early Intervention reporting of revenue and funding.
Mill Levy Report	FIN	Arapahoe County	Annually		Report to Arapahoe County to summarize all programs, the quality of services, and the infrastructure that the Mill Levy supports.

Developmental Pathways Surveys and Audits Fiscal Year 2025

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Mill Levy Report	FIN	Douglas County	Annually		Report to Douglas County to summarize all programs, the quality of services, and the infrastructure that the Mill Levy supports.
Mill Levy Agreed Upon Procedures (AUP) Engagement	FIN	Douglas/Arapahoe County	Annually	Onsite/Remote	Agreed upon procedures engagement review performed by external audit firm to review and report on Mill Levy spending based on the procedures defined by the Counties.
Annual Financial Statement Audit Provided to HCPF	FIN	Colorado Department of Health Care Policy & Financing	Annually	Submitted via internet	As part of the Developmental Pathways OCL/HCPF contract we are required to provide HCPF with a copy of the annual financial statement audit.
EI Fiscal Site Visit	FIN	Colorado Department of Early Childhood	Periodically	Onsite/Remote	To ensure contract compliance with Early Intervention contract requirements
Annual Financial Statement Audit Provided to EI Colorado	FIN	Colorado Department of Early Childhood	Annually	Submitted via internet	As part of the Developmental Pathways contract we are required to provide EI Colorado with a copy of the annual financial statement audit.
Annual Financial Statement Audit Provided to Office of the State Auditor	FIN	Office of the State Auditor	Annually	Submitted via internet	DP is required to provide a copy of the annual financial statement audit to OSA
HCPF CCB/CMA Closeout Audit	FIN	Colorado Department of	At Contract Closeout or As	Onsite/Remote	At the completion of the contract, HCPF or an appointed third party agency will conduct a closeout audit of the contract,
CDEC Fiscal Assessment	FIN	Colorado Department of	Periodically	Submitted via internet	At most of once per contract year, the CDEC conducts a fiscal assessment to ensure that EI brokers are compliant with
ACA- Employee Reports	HR		As required		1094-C Employer Provided Health Offer and Coverage document to employees
ACA- Employer Reports	HR		As required		1094-C IRS Filing Transmittal of Employer Provided Offer and coverage to IRS
OSHA Posting	HR		As required		Required posting of work place injuries
EEO- Filing	HR		As required		Required submission of employee demographics
CMS Medicare Survey	HR		As Requested		Throughout the year, CMS sends online requests to verify primary medical coverage for employees.
SS Survey	HR		As Requested		Throughout the year, SS Administration sends requisitions for verification of employment and salary for both persons in service and occasional employees.
401K Annual Audit	HR		Annually	Onsite/Remote	Developmental Pathways has a 401K plan that is required to have an annual audit by an independent auditor. Our 401K administrator (Empower) supplies all the details of the plan for the calendar year to an external audit firm to audit. A sampling of data is selected and tested by the auditors for compliance. The audit typically lasts about 1 week. Once the audit is complete, the form 5500-Annual Return/Report of Employee Benefit Plan is filed with the IRS.
Workers Comp Audit	HR	Pinnacol Assurance	Annually	Onsite/Remote	A workers comp audit is performed to determine if premiums have been set according to the experience rating plan approved by Colorado's Commissioner of Insurance.