Child & Family Services Review WHERE ARE WE?

JULY 26, 2017

10 **OSRI** Counties aka 10 Pilot Counties

- BUNCOMBE
- CRAVEN
- CUMBERLAND
- DURHAM
- HOKE
- MECKLENBURG
- PITT
- SCOTLAND
- WAKE
- WILSON

Goal 1: Strategy 1 Revise Policy & Practices

Review, assess, and revise the current policies and practices including, but not limited to, frequency, consistency, quality and documentation of:

- timely initiations of child protective services
- risk assessments that inform safety plans and services
- concerted efforts to:
 - > assess the needs of children, parents and foster parents
 - ▶ identify necessary services to adequately address issues relevant to agency's involvement
 - identify necessary services to achieve case goals
 - secure and provide appropriate services (including educational, physical, dental and mental health services)
- meaningful engagement of children, parents and foster parents in the development and ongoing implementation of case plans
- concerted efforts to promote and support positive relationships between children and parents
- > meaningful engagement of children, parents and foster parents in the development of timely and appropriate permanency goals
- concerted efforts to achieve permanency goals and promote placement stability
- > child, family, siblings and caseworker visits that reinforce the continuity and connections of family relationships
- case decision making including case closures



Goal 1: Strategy 1 Revise Policy & Practices

Assess and develop capacity for implementation of the revised policies and practices in the 10 OSRI counties



Goal 1: Strategy 1 Revise Policy & Practices

Publish the revised manuals governing child welfare policies and practices

Implement the revised policies, practices and training in the 10 OSRI counties

Goal 1: Strategy 2 Training Systems

- Identify key competencies for the revised policies & practices
- Compare key competencies for initial & ongoing training
- Revise the training curricula & delivery methodology to ensure staff have the basic skills necessary to do their work



Goal 1: Strategy 2 Training Systems

Develop a series of "in-service" trainings to be used by county supervisors and training divisions to reinforce consistent implementation of the revised policies and practices



Goal 1: Strategy 3 Supervisor Academy

Identify the supervisor competencies necessary to support the consistent implementation of the revised policies and practices Develop the supervisor academy based on identified competencies

Supervisor Academy

NUTS AND BOLTS, CHILD WELFARE SUPERVISION

- PRACTICAL SKILL-BUILDING EXERCISES
- POLICY-BASED PRACTICE OPPORTUNITIES
- MOVE SUPERVISORS BEYOND THE BASICS OF SUPERVISION

USING DATA TO IMPROVE AGENCY PRACTICE AND PERFORMANCE

- IMPROVING PRACTICE AND PERFORMANCE
 USING DATA WITHIN A COUNTY CHILD
 WELFARE AGENCY
- UNDERSTAND HOW TO USE THE SIX-STEP CQI WITH TEAMS

USING DATA TO IMPROVE PRACTICE AND PERFORMANCE-COMMUNITY PARTNERSHIPS

- IMPROVING PRACTICE AND PERFORMANCE OUTSIDE OF THE AGENCY THROUGH DATA SHARING WITH COMMUNITY PARTNERSHIPS
- IDENTIFY A COMMUNITY PARTNER(S) THAT IS ESSENTIAL TO SHARE RESPONSIBILITY FOR IMPROVING OUTCOMES WITH CHILDREN AND FAMILIES
- UNDERSTAND HOW TO USE THE SIX-STEP CQI PROCESS TO FACILITATE COLLABORATIVE MEETINGS WITH COMMUNITY PARTNERS

Goal 1: Strategy 3 Supervisor Academy

Randomly select supervisors from the 10 OSRI counties to participate



Must have completed the prerequisite course "Introduction to Supervision"

Goal 1: Strategy 3 Supervisor Academy

Implement the supervisor academy beginning with the first cohort of supervisors from the 10 OSRI counties



Goal 1: Strategy 4 Technical Assistance

Assess

Assess the current model to support the consistent implementation of the revised policies and practices Revise the model to counties based on the assessment

Revise



Document

Document the revised North Carolina technical assistance to counties model

Goal 1: Strategy 4 Technical Assistance

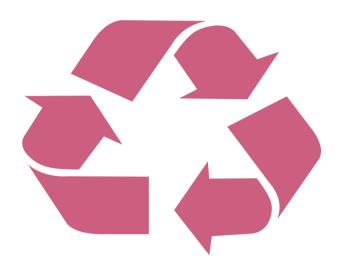
Implement the revised technical assistance model beginning in the 10 OSRI counties



Goal 2: Strategy 1 Quality Assurance

Statewide communication regarding Quality Assurance

On-demand course is now available





Goal 4: Strategy 2 Diligent Recruitment & Retention

Develop a more strategic state-level diligent recruitment plan that can be utilized at both the state and local level Communicate the improved diligent recruitment plan to all county departments of social services and private child placing agencies

Goal 4: Strategy 2 Diligent Recruitment & Retention

Identify or develop tools that support ongoing data analysis related to diligent recruitment planning, implementation, and monitoring (at state and county levels and for private

agency partners)



State staff will:

implement key strategies in the improved diligent recruitment plan

provide technical assistance to counties to recruit families who reflect the diversity of children served by the foster care program and who can meet their physical, mental and behavioral needs

Safety Outcome 1:

Children are first & foremost protected from abuse and neglect.

ltem	Rating
 Timeliness of initiating reports 	80%

Safety Outcome 2:

Children are safely maintained in their homes whenever possible & appropriate.

Item	Rating
2. Services to family to protect children in the home or prevent re-entry into foster care	50%
3. Risk & Safety Assessment and Management	50%

Permanency Outcome 1:

Children have permanency & stability in their living situations.

Item	Rating
4. Stability of placement	75%
5. Permanency goal	50%
6. Achieving reunification, guardianship, adoption, or another planned permanent living arrangement	25%

Permanency Outcome 2:

The continuity of family relationships & connections is preserved for children.

ltem	Rating
7. Placement with siblings	100%
8. Visiting with parents & siblings in foster care	25%
9. Preserving connections	83%
10. Relative placement	50%
11. Relationship of child in care with parents	38%

Well-Being Outcome 1:

Families have enhanced capacity to provide for their

ltem	Rating
12. Needs & services of child, parent, & foster parents	46%
12a. Needs assessment & services to children	75%
12b. Needs assessment & services to parents	35%
12c. Needs assessment & services to foster parents	90%
13. Child & family involvement in case planning	48%
14. Caseworker visits with child	58%
15. Caseworker visits with parents	42%

Well-Being Outcome 2:

Children receive appropriate services to meet their educational needs.

Item	Rating
16. Educational needs of the child	88%

Well-Being Outcome 3:

Children receive adequate services to meet their physical and mental health needs.

ltem	Rating
17. Physical health of the child	75%
18. Mental/behavioral health of the child	84%

Questions?

For more information, contact:

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