



Foster Care Redesign for Casey Family Program's Common Knowledge Project

AGENDA

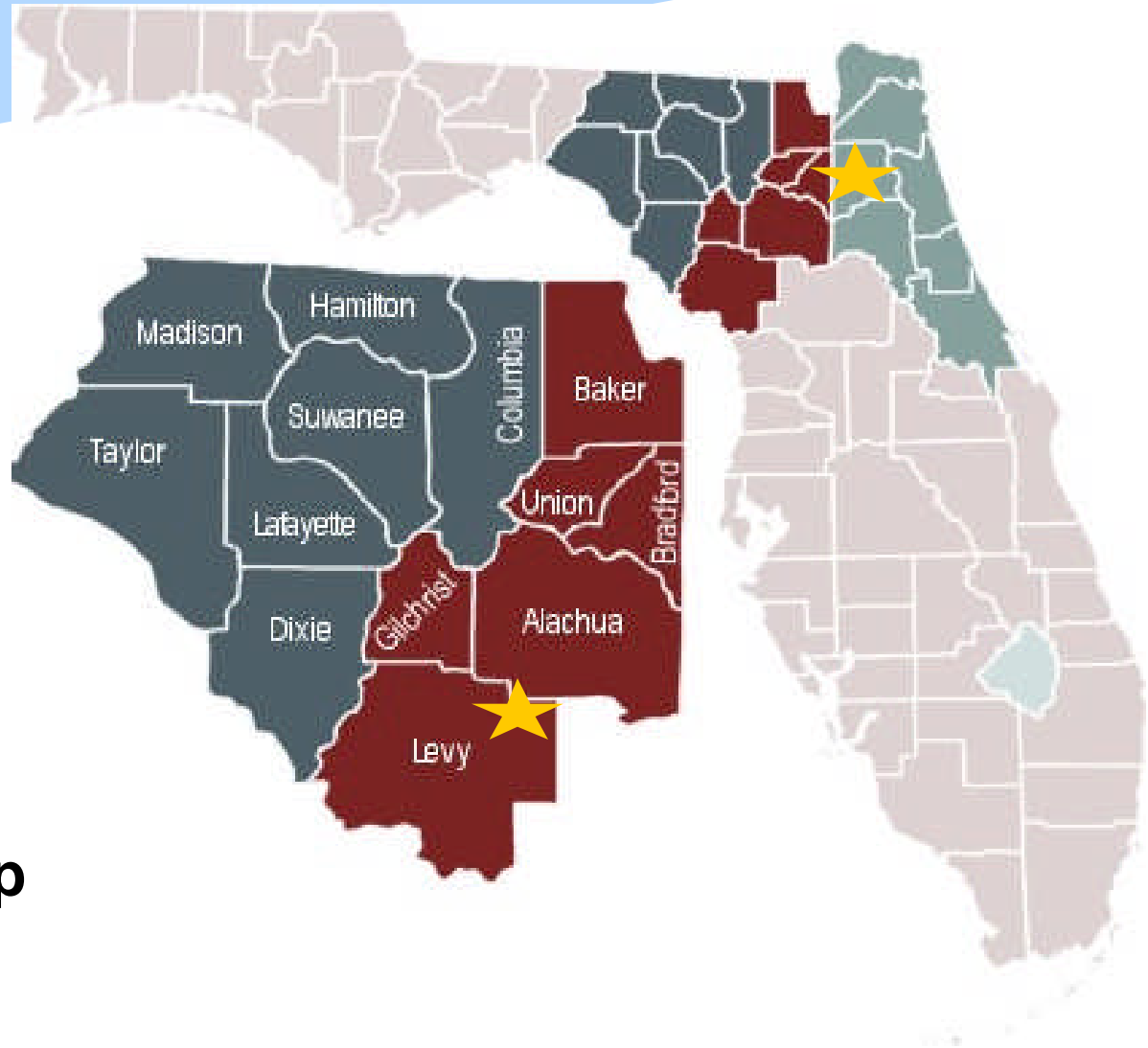
Welcome & Review of Agenda

1. Setting the Stage for Change
2. What Has Made the Difference?
3. Element 1 – Communication to Facilitate Change
4. Element II - Assessment & Decision Making
5. Element III – Promote Family Engagement
6. Element IV – Increase Diversion Services
7. Element V - Timely Permanency & Placement Stability
8. Element VI – Create Prevention Efforts for 32609 through Community Engagement – Off-site



Setting the Stage for Change:

Brief Orientation to Florida's Child Welfare System in Alachua County



- **Circuits 3 & 8**
- **13 Counties**
- **561,000 Est. pop for 2009**
- **Alachua Co. pop. 240,000+**



Circuits 3 & 8 Responsibilities

Northeast Region
We are one of four circuits in the Northeast Region.
Our Partners in the Redesign are in Duval County, Circuit 4

District Legal Services and Child Legal Services

Child Care Licensing- Region

DCF Adult Protective Investigations & Services

DCF Child Protective Investigations

ACCESS
Economic Benefits
DCF staff determine eligibility

Substance Abuse & Mental Health Program Office

Follow-up services via contract with Partnership for Strong Families

Contracts with providers for treatment services for all counties

Contracts for foster care, protective services

Adoptions

Foster Home Recruitment



**Hotline Case Received & Accepted
Investigation Initiated By DCF**

**Decision Team Process Implemented:
PSF Decision Team Consultant, DCF Investigators/Supervisors, CLS,,
Other Professionals & the Family as Needed**

**Neighborhood
Resource
Center
Or Refer to
Community
Program**

**Low risk, with
needs that an
agency can
address. Family
cooperative**

**PATH 1
DIVERSION**

**Moderate-risk,
safety concerns
can be mitigated.
High risk family in
crisis and needs
short term help to
prevent removal.
Help is needed
quickly with DV,
MH, and/or SA
interventions**

**PATH 2
VOLUNTARY
PROTECTIVE
SERVICES**

**High risk, needs
assistance
quickly. Family
needs longer
term case
management**

**PATH 3
OUT-OF-HOME
CARE**

**Severe abuse.
Safety not
assured. Place
with relatives if
possible, if not
place in child's
own community.**



Progress Toward 2012 Goal:

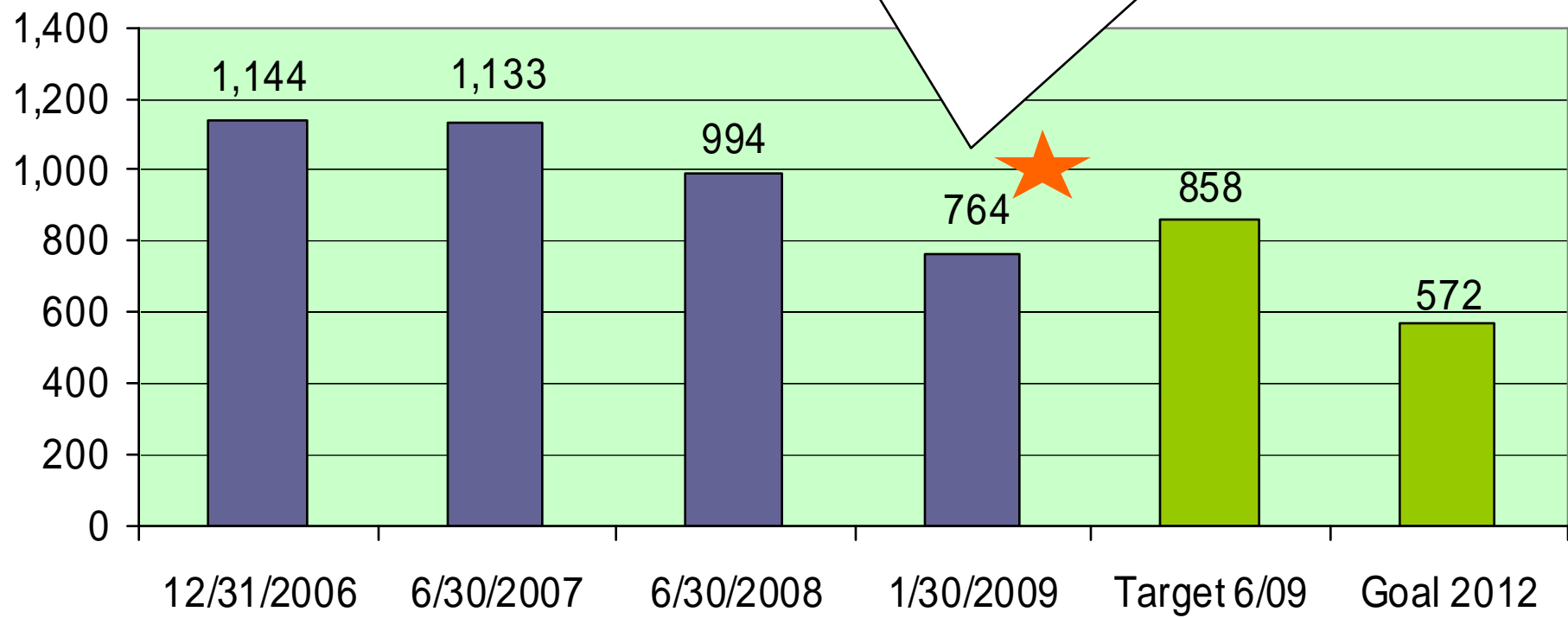
**To Safely Reduce Number
of Children in Out of
Home Care by 50%**



Total Children in Out of Home Care

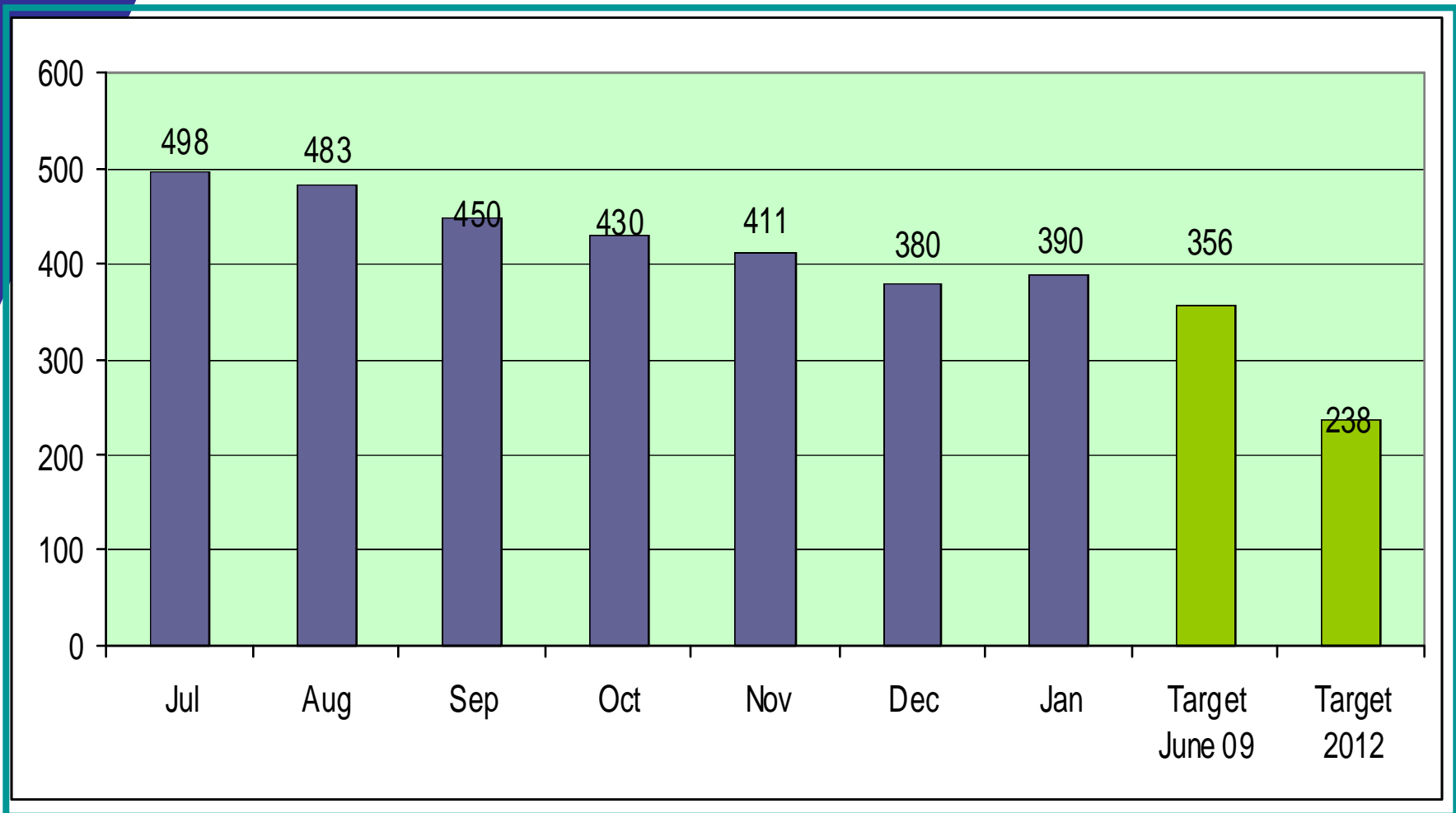
Total C3&C8 Children in All Types Out of Home Care

33% reduction - Exceeded Target Goal for 06/09!





Alachua County Children in OOH Care July 08 - Jan 09





What Has Made the Difference?



Our Organizing Principles of Change

- Cross system collaboration & coordination –
 - DCF does protective investigations
 - Partnership does all follow-up services, manages foster homes, adoptions
- Ongoing feedback & Continuous Quality Improvement
- Data collection – Monitor system improvement with monthly reports
- Community investment and engagement to support the necessary changes



Elements of Change

- I. Communication to Facilitate & Support Change
- II. Assessment/ Decision Team Process
- III. Promote Family Engagement
- IV. Increase Diversion Services
- V. Ensure timely permanency for children in out of home care & placement stability
- VI. Create Prevention Effort with the Community for 32609



Element of Change

I. Communication to Facilitate Support Change

- **Leadership across systems & involvement at all levels**
- **Workgroups! Frequent meetings**

Defining Phases of the Work –

- **Phase I – Alachua County and Front-end**
- **Phase II – Spread Processes and Permanency or “Back-end” efforts**
- **Commitment to address racial disproportionality**
- **Work with Casey Family Programs**

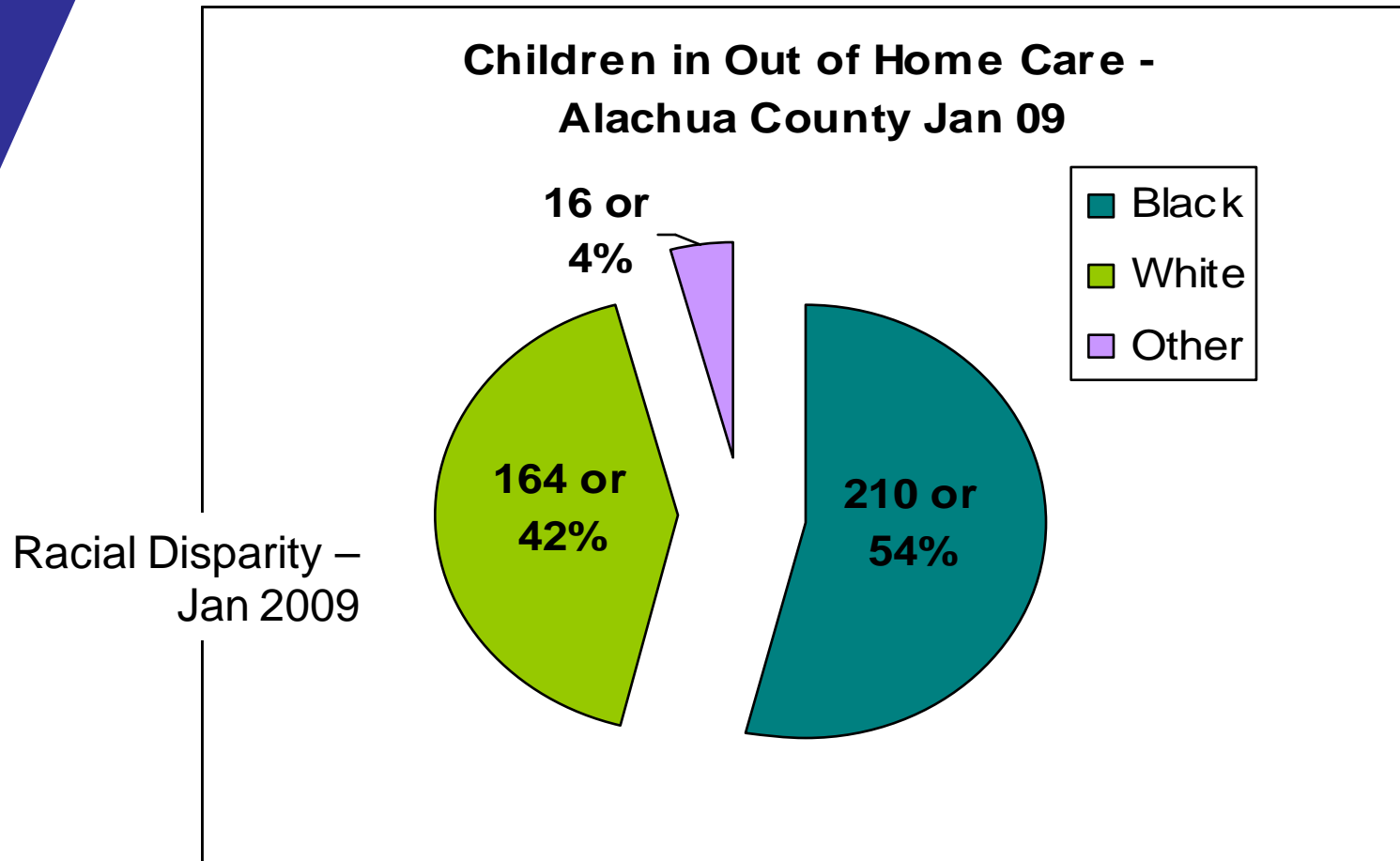


Communication Plan

- Senior leaders address community groups and other leaders about the need for change*
- Partnerships with other agencies
- Strengthening Families Newsletter*
- Community Steering Committee*

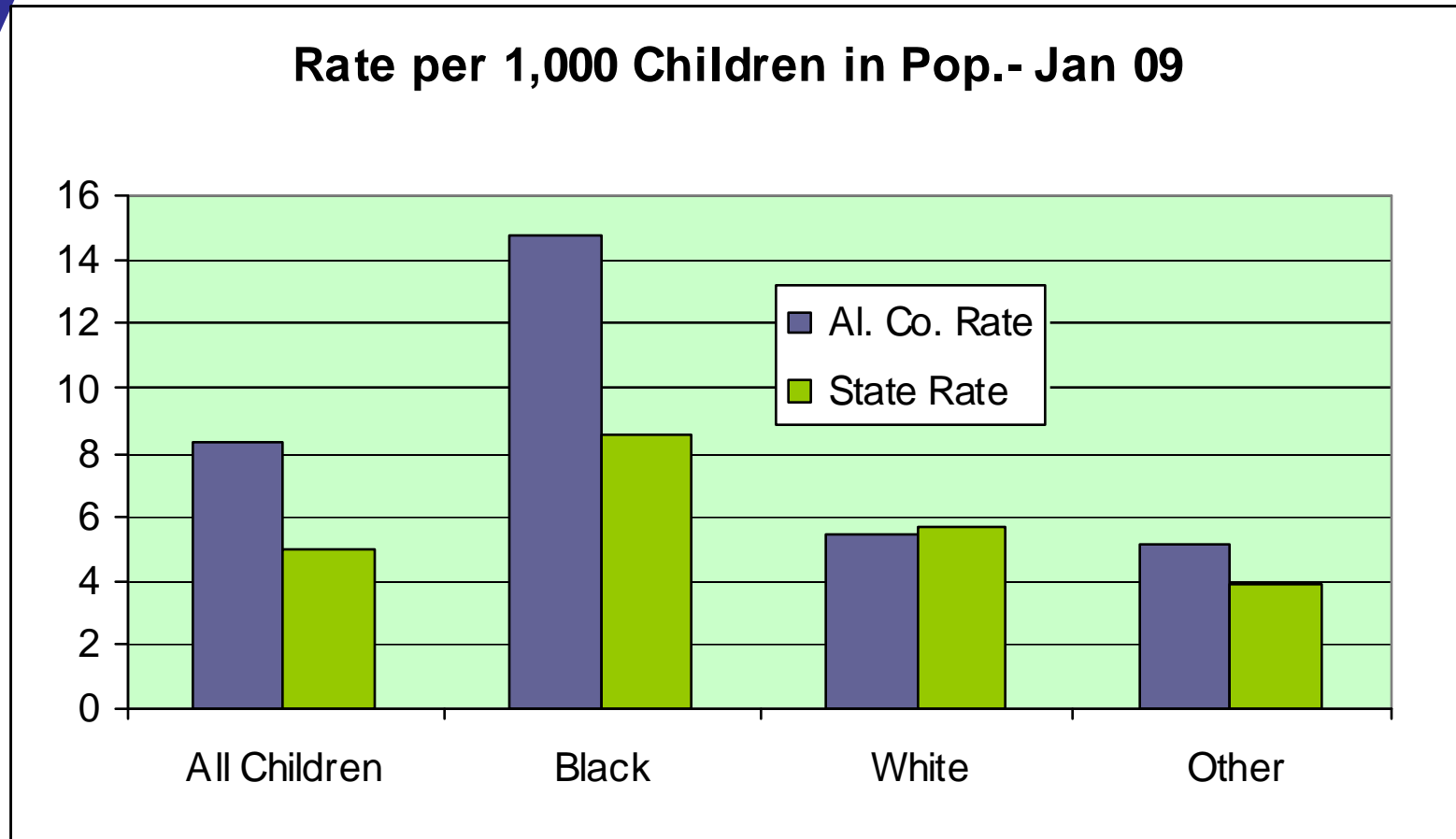


Addressing Racial Disproportionality in Children Sheltered: Alachua county





Children in Out-of-Home Care per 1,000 Children in Population





Strategies to Address Racial Disparity Factors

Information on Efforts in Other States from July 2007, GAO Report

Factors to Overcome

1. Bias in Decision Making
2. Lack of Access to Support Services
3. Challenges in finding permanent homes
4. Lack of focused attention

Strategies to Mitigate Factors:

1. Involve family in Decision Making
 - Train cross cultural competency
 - Outreach to Mandated Reporters
 - Culturally competent staffRisk Assessment/culturally valid
2. Collaborate with neighborhood
 - Interagency Agreements
 - Provide services not shelterUse differential response to cases
3. Search for fathers/kin
 - Recruit African American adoptive familiesProvide financial support to guardians
4. Establish Councils
 - Provide prevention services to African American families
 - Establish contractual requirements to address disparity



Next Steps Addressing Disparity

- **Color of Care Workgroup will continue to Analyze Data**
 - Reviewed “entry” data**
 - Review differences in placements, length of stay and permanency plans**
- **Research Promising/Best Practices**
- **Training on Cultural Competency**
- **Involve Community Partners**
- **Training Mandated Reporters**
- **Community Education**



Role of Casey Family Programs in Culture & Practice Changes



- **Access to Casey Partnership Funds, Ideas & Support**
- **Strategic Consultant Paul DiLorenzo - Responsive & Respectful to Our Staff and Community**
- **Allows Focus on Processes to Promote & Institutionalize Change**
- **Technical Assistance - Galvanized Action**
- **Increases Credibility**



Training

Connie Pierre-Antoine, PSF Staff Development Specialist

Provided the following trainings

- “Case for Change”
- Redesign Training
- Extensive DV and SA in-service
- “Supervision through Qualitative Discussion”
- Cultural Sensitivity Training
- DV Training & TA with National expert David Mandel
- Cross-system training on mental illness, substance abuse and domestic violence from partner agencies
- Started quarterly meetings for all in-home parent educators
- Concurrent Planning Training for Small Test of Change
- Family Team Conferencing Training
- Keynote on Importance of Family Engagement with Paul DiLorenzo at community conference

Coming up: Family Centered Practice & Risk/Safety Assessments



Using Data for Management and Continuous Improvement

Michael Reneke, PSF, Director of Special Services & Travis Garland, PSF Manager of Assessment and Services, Bonnie Robison, DCF, Ginger Griffeth, Family Preservation Services

- **Monthly reports on established measures – also tracked by Duval county ***
- **Quality and performance review for foster care redesign and utilization management ***
- **Plans to collect additional data based on needs identified in workgroups**



Element of Change

II. Assessment & Decision Team Meeting/ Process



Decision Team Process

Regina Freeman, Decision Team Consultant, PSF and
Jaime Owens, Florida State University Social Work
Program

- **Casey Funding for Decision Team Consultant**
- **Decision Team meeting: PSF Decision Team Consultant, DCF Investigators/Supervisors, CLS, Other Professionals***
- *Purpose: To enhance the assessment and analysis of risk/safety factors along with available services in an effort to arrive at a shared decision on the best approach to mitigate risk and provide assistance to families.*



Upfront Help at Start of Case

Bev White, DCF/ Substance Abuse and Mental Health Office

- Domestic Violence Specialists
- Rapid response from DV & SA providers to CPI request for assistance at beginning of investigation.
- Peaceful Paths and Meridian Behavioral Healthcare are partners*



Element of Change III. Promote Family Engagement



Voluntary Protective Supervision & Diversion Workgroup

Carol Ruth, PSF Lead Quality Operations Manager

- **Developed Case Pathway ***
- **Developed Decision Team Process** (see slide #22)
- **Developed Early Engagement of VPS process – small test of change completed and plan being rolled out to other counties served ***
- **Training completed ***
- **Working on Flow-charts**
- **Updated the Termination Summary to collect more pertinent information ***
- **Reviewed various assessment tools**



Early Engagement

Ginger Griffeth, PSF, Family Preservation Services

- **Beginning full implementation in Alachua**
- **Determination made by DCF Child Protection Investigator (CPI), their supervisor, and Children's Legal Services (CLS) that the case is appropriate for Voluntary Protective Supervision**
- **The cases must have findings of abuse or neglect, likely legal sufficiency for shelter & high risk**
- **Goal is for joint visit to family with Child Protective Investigator and Family Care Counselor**
- **Protocols written and data on Early Engagement that is beginning to be tracked to promote practice**
- **Follow-up if family still doesn't engage in services**



Family Team Conferences

Regina Freeman and Jaime Owens – Decision Team
Consultants Circuit 8/ Alachua & Circuit 3

- **Goal: Develop process to engage families with Family Team Conferences on High Risk and Shelter cases**
- **Expedited and throughout life of the case**
- **Small test of change was completed and staff considered successful, one case was lower risk**
- **Have discussed an initial process, case requirements for FTC, time frames**
- **Identifying and training staff to facilitate**



Element of Change IV: Increase Diversion Services



Increase Diversion Services

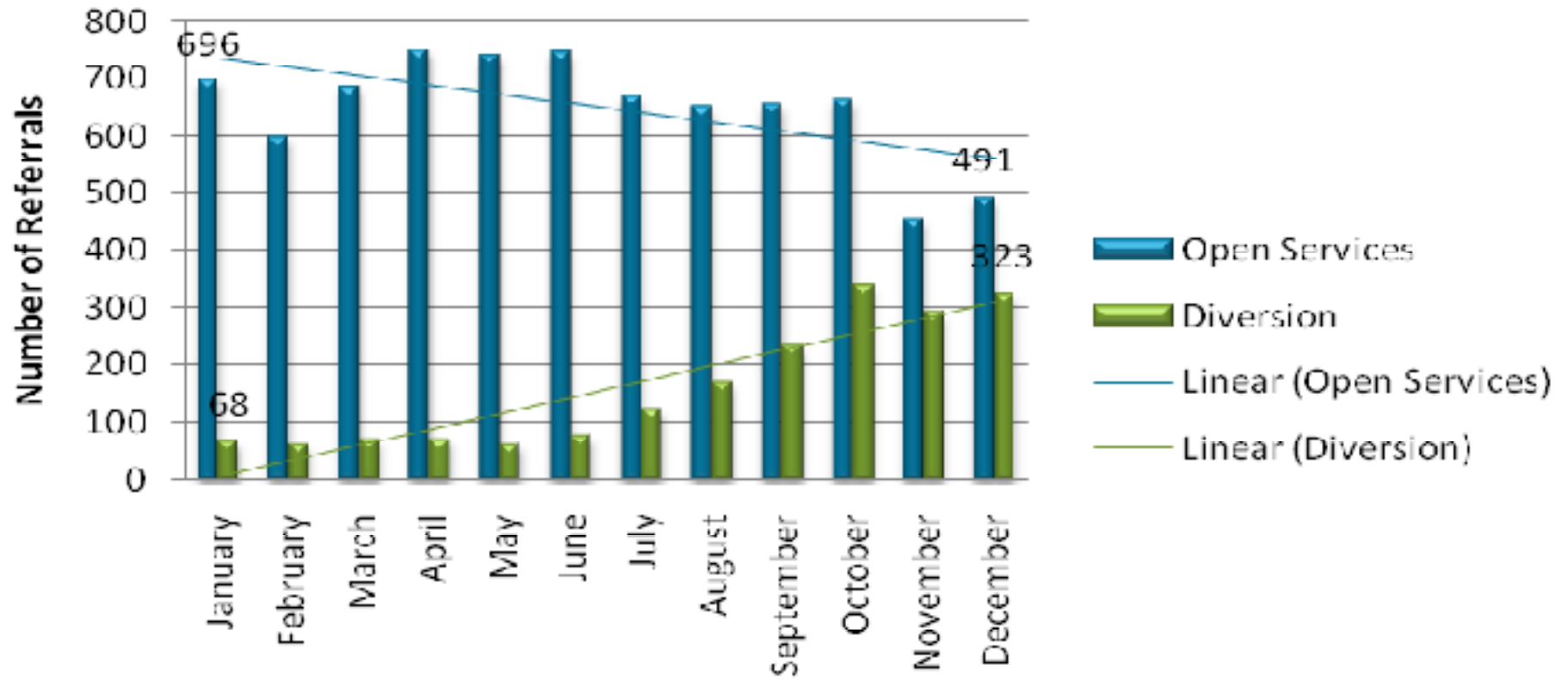
Travis Garland, PSF Manager of Assessment & Services

- Co-location of staff – DCF and PSF
- Diversion staff responsibilities
- Mobile Crisis Response Team
- Utilization Management – Impact of this method of contracting for services



Partnership Data: Circuits 3 & 8

Services Provided to Open Foster Care vs. "At-Risk" Children (2008)





The Role of DCF Children's Legal Services

Kelsey Burnette, CLS Managing Attorney and Joye Clayton, CLS Supervising Attorney

- **Legal Workgroup:** *Addressing legal issues of foster care redesign and concurrent planning.*
- **Psychotropic Medications Workgroup:** *To improve the processes for properly complying with the Florida Statutes regarding psychotropic medications and children in dependency cases.*
- **Independent Living Court Workgroup:** *To involve appropriate parties in developing and implementing a special court docket to address the needs of our youth who are in the independent living program.*



Challenge for New Practices

Mona Gil de Gibaja, PSF Consultant on Redesign

- **Assessment – Seeking an objective way to assess families throughout the life of the case**
- **Using Florida’s CSA**
- **Consultation and research ongoing**
- **Assessment is an important issue to resolve impacting services**
- **Working to expedite services**
- **Looking for ways to streamline staffings at both DCF and PSF**
- **Full implementation of Family Team Conferences**



Element of Change

V. Ensure Timely Permanency
For Children In Out Of Home
Care & Placement Stability
In Phase 2



Concurrent Planning Pilot Project

Kim Johnson, PSF Adoptions Program Supervisor

- **Began last summer at Dependency Court Improvement Project Conference ***
- **Working with National Resource Center on Family Centered Practice and Permanency Planning**
- **Developed Diligent Search Specialist**
- **Coordinating efforts across Redesign Workgroups**
- **Developed Workgroups to address components**
- **Providing training to staff**



Permanency Planning Families

Tia Stover, PSF Foster Care Licensing Supervisor

- Specialized foster families - a potential permanent placement, while at the same time family works with the birth family towards reunification.
- Provided orientation to current foster families in several communities*
- Seeking interested families



Assessment, Case Management & Expedited Reunification

Ginger Griffeth, Program Director, Family Preservation Services

- Objective Risk Assessment
- Concurrent Planning Case Flow *
- 2,4 & 7 Month Multi-disciplinary Staffings - using Concurrent Planning Guide to measure prognosis indicators for reunification *
- Concurrent Planning Checklist *



Relative Caregiver Liaison & Brookdale Foundation Grant

Carol Ruth, PSF Lead Quality Operations Manager

- **Identified relative caregiver concerns**
- **Updating Relative Caregiver Handbook – May 2009**
- **Awarded a Brookdale Grant - Respite, child care, family activities for relative caregivers, assist with Legal Fees for non-dependency involved relatives for permanent guardianship**
- **Hiring Relative Caregiver Liaison**
- **Working with UF/ IFAS to revise a Relative Caregiver Education Curriculum**
- **Developing relative caregiver webpage**



Independent Living

Thelma Clayton, PSF, Senior Vice-President of Programs & Ginger Griffeth, Family Preservation Services

- **Staffing cases for youth with “Another Planned Permanent Living Arrangement (APPLA) goals**
- **Established IL court** – (Summary from CLS on slide 31)
- **Created two specialized Independent Living units - one in each circuit, with primary focus on APPLA**
- **Operation Full Employment for teens in Independent Living Program is a State goal**
- **IL Teen on Community Steering Committee**



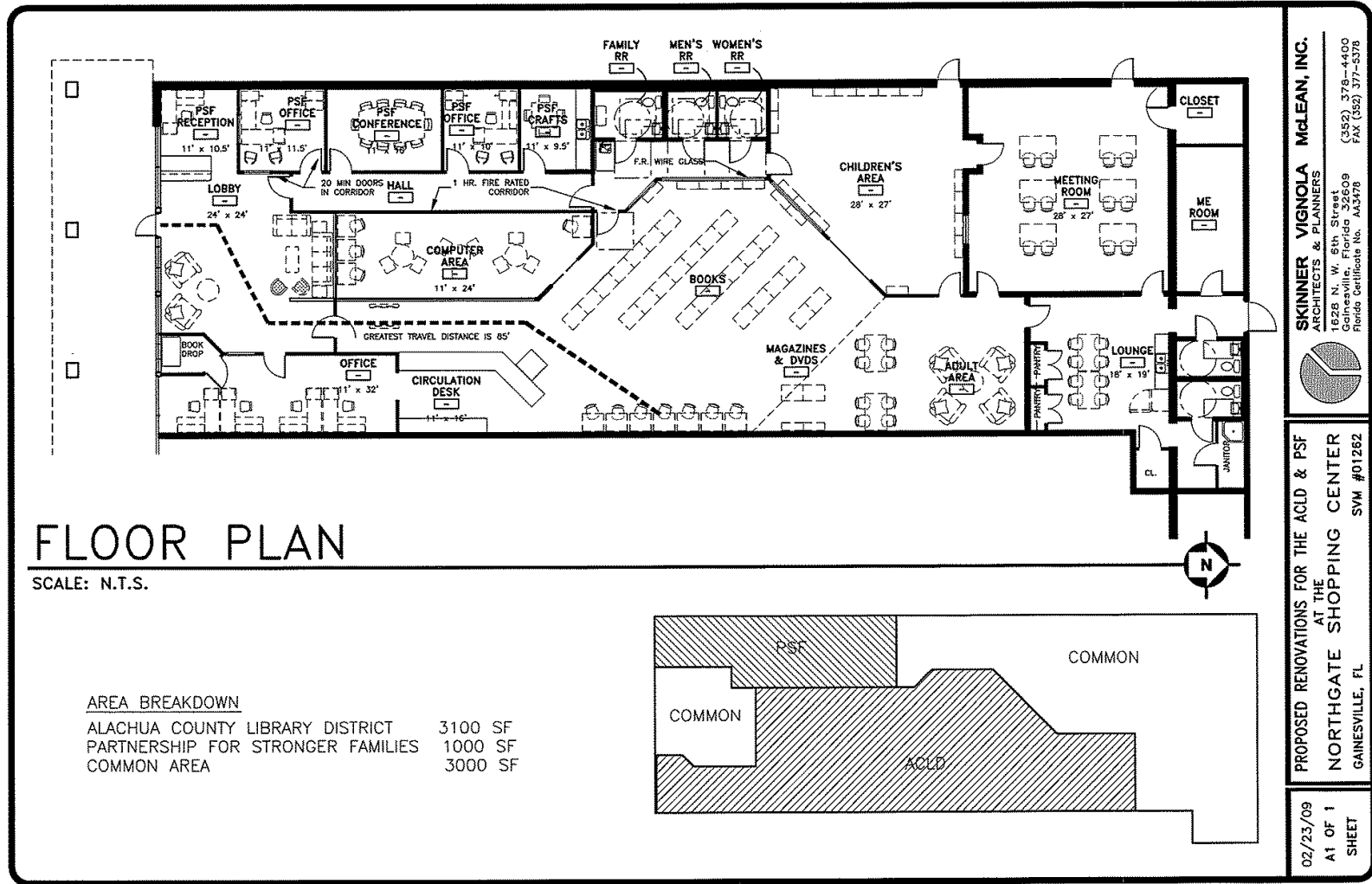
Element of Change VI: Create Prevention Effort for 32609 through Community Engagement



Neighborhood Resource Center

A welcoming place for families –

- **Opening in May 2009 ***
- **Partners**
 - **Department of Children and Families**
 - **Casey Family Programs**
 - **Partnership for Strong Families**
 - **Alachua County Library District**
 - **and Over 20 agencies.**
- **All-day Planning Session facilitated by Casey Family Programs- February 19th ***
- **Opened temporary space on 3/10/09**

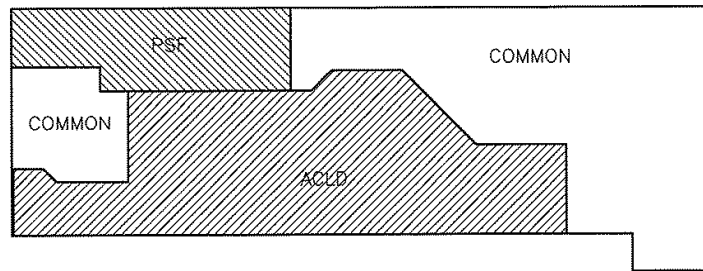


FLOOR PLAN

SCALE: N.T.S.

AREA BREAKDOWN

ALACHUA COUNTY LIBRARY DISTRICT	3100 SF
PARTNERSHIP FOR STRONGER FAMILIES	1000 SF
COMMON AREA	3000 SF



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PROPOSED RENOVATIONS FOR THE ACLD & PSF
 AT THE
 NORTHGATE SHOPPING CENTER
 GAINESVILLE, FL
 SYM #01262

02/23/09
 A1 OF 1
 SHEET



Planned Services at the Center

- **Family Support & Child Development**
 - Home visiting services
 - Developmental play group
 - Parent education, support groups
- **Health & Safety**
 - Health, speech, and vision screenings
 - Linkage to health services
 - Domestic Violence, Mental Health, and Substance Abuse Services
 - Health insurance enrollment assistance (Medicaid, CHOICES, Kidcare)
- **Self-Sufficiency**
 - GED courses
 - Employment skills training
 - Job search assistance
 - Linkage to basic needs assistance
 - Homemaker Skills training (nutrition, budgeting)



Current Activities

- Preparations for Grand Opening
- Continue collaborative committee work to develop services and calendar of activities, events, programs, services
- Implement strategies for sustainability of the Center
 - Grants, Corporate Partnerships, Public funding, fund-raisers