

# **COLORADO**

**Department of Human Services  
Office of Child and Family Services  
Division of Child Welfare**



## **Child and Family Services Review Program Improvement Plan Quarterly Report**

**July 1, 2004 through September 30, 2004  
Submitted October 29, 2004**

**Program Improvement Plan  
Report of Progress and Status  
January – March 2004**

**Overview**

This is Colorado's fourth quarterly report of progress on the State Program Improvement Plan. This report provides a narrative regarding Colorado's performance with regard to the National data indicators, information regarding performance from the Statewide Data collected from reviews by the Administrative Review Division, justifications for the renegotiation requests, clarifications of some previous questions, and the PIP matrix.

Colorado is now a year into their Program Improvement Plan. Although the plan is focused on areas that are out of compliance, this process has been positive in at least three areas. At the State level, the PIP has provided specific action steps that require the coordination with other State Departments and Divisions. Secondly, the goals provide an objective measure to monitor progress or not in certain areas and help us to focus on what the issues might be. Third, this process has improved the partnership efforts between the State and the Counties. As counties are found to be out of compliance in certain areas, the State is able to work with the county along with other State Agencies to address the issues from a partnered technical assistance perspective rather than a punitive perspective. The State has been able to utilize the National Resource Centers for general statewide issues around adoption, permanency, data clarification and organizational improvement. During times of economic shortages, this technical assistance can be invaluable and we hope to continue its use.

**National Data Indicators**

Colorado provides information on the National Indicators based upon a rolling fiscal year. Therefore there will be discrepancies between the information provided in the quarterly reports and the NCANDS and AFCARS data. The information for this report represents the rolling fiscal year from July 2003 through June 2004. Technical assistance will be requested from the NRC for Information Technology in Child Welfare to determine a manner by which both Colorado and the Regional Office can determine when compliance is met.

- Recurrence of Maltreatment – Colorado continues to be in compliance with the National Standard. The point in time data show that only 4.9% of Colorado's children have another substantiated report of neglect or maltreatment within a six-month period. At the time of the CFSR, Colorado was in compliance on this standard and has maintained compliance for the past year.
- Incidence of Abuse or Neglect in Foster Care – Colorado is still out of compliance with .84%. The data from the Counties is being analyzed to identify which counties are doing the most investigations and to analyze if there are significant patterns in the type of out of home setting where the abuse might have occurred. This feedback will be provided for the ten large counties and possibly additional actions steps to address this issue will be added. The Institutional Abuse Review Team is also looking for patterns that can assist in identifying what areas need to be addressed to work on this problem.
- Reunification in less than 12 months from the time of the latest removal – Colorado continues to be in compliance with the National Standard. The point in time data show that only 86.3% of Colorado's children are reunified with their parents or caretakers within 12 months from the time of their latest removal. At the time of the CFSR, Colorado was in compliance on this standard and has maintained compliance for the past year.
- Finalized adoption within 24 months from the time of the latest removal from home – Again Colorado continues to be in compliance with the National Standard. The point in time data for the rolling state fiscal year shows that finalized adoptions within 24 months of last coming into care occurs for 59.5% of Colorado's adopted children. This indicator has maintained compliance over the past year.

- Stability of foster care –The point in time data indicates that 87.3% of Colorado children in foster care for the past 12 months have experienced no more than two placements settings. This indicator currently meets the National Standard. This is the second quarter that this indicator has achieved compliance.
- Re-entry into foster care – The point in time data indicates that 15% of children who entered care during the last 12 months experienced a re-entry into foster care. For the past year, this indicator has continued to meet the agreed upon goal or better.

## **Statewide Data**

Colorado utilizes data collected from Trails, the statewide automated information system, and data provided by the Administrative Review Division (ARD). ARD reviews the case records of all county departments. Their Administrative Reviews provide information about children in out of home placement while the Quality Assurance Reviews provide information regarding children receiving in-home services. Records from the 10 large County Departments, which represent approximately 85% of the children in the Child Welfare System, are reviewed every six months. The ARD Statewide Data for this report represents the fiscal year from October 2003 through September 2004. This data continues to provide valuable information for the State and Counties as casework practice is reviewed and progress on actions steps and outcomes can be measured objectively.

## **Requests for Re-Negotiation**

### *Dates of Achievement for rules changes in Item 1, Item 19 and Item 20*

The dates of achievement for the rules changes were delayed as these rules involved an additional workload and possibly increased fiscal burdens for the County Departments. Therefore, Colorado is planning to have the rules implemented in January 2005 rather than July 2004. ARD began reviewing case records based upon the projected rule changes and an agency letter was sent to County Departments apprising them of the areas that would be impacted. From the data provided by ARD, the State was able to establish a baseline and was able to show that counties could improve from that baseline with little fiscal impact.

### *Progress on action steps shared with State Judicial*

The State has been delayed in providing information regarding some action steps to be done jointly with State Judicial. Tracking the progress on these actions steps has been difficult as the Court Improvement Grant Administrator position and Child Welfare Liaison has been vacant for some time. Colorado wishes to extend our reporting on the joint items until January, 2005.

### *Item 3 – Services to family to protect child(ren) and prevent removal*

The approved goal of 95% was based upon services that were being provided for parents and their children in foster care. At the time of PIP approval, Colorado did not have data regarding services provided to prevent removal. After collecting data for 6 months the baseline for services to prevent removal was found to be 83.9%. The State proposes that the goal be re-negotiated to 88% with a benchmark of 86%. This more accurately reflects the intent of the item. Services for families with children in foster care continue to be examined in Item 17 with the percentages being approximately 97%.

### *Item 9 – Adoption*

From Administrative Reviews, ARD has established the baseline of children legally free for adoption who have an adoptive home identified to be 77%. The State proposes that the goal be set at 81% with a benchmark of 78%.

### *Item 19 – Worker visits with child*

The approved goal of 95% was based upon the rule that allowed for children in their own homes to be contacted once per month, with a face-to-face contact occurring every other month. The rule change requires monthly face-to-face contact with all children participating as a child. From six months of data gathered by ARD, the

baseline for this occurring is 86.1%. The State proposes that the goal be re-negotiated to 90% with a benchmark of 88%.

*Item 17 – Needs and services of child, parents, foster parents*

The State proposed to add a question to the Administrative Review and establish a baseline that would reflect needs and services of foster parents being met. After 9 months of asking foster parents about their needs and services that follow, it has been found that this occurs 99% of the time. From anecdotal information received, this does not seem to be an accurate reflection. The State has put forth Foster Parent Surveys around this issue. The results of the surveys will be analyzed by 12/04 and possibly a new action step will be put forth.

*Item 22 – Physical health of the child*

From Administrative Reviews, ARD has established the baseline to be over 95%. The State proposes that the goal be to maintain at least 95%.

**Clarifications**

*1. What is the progress on the rule changes?*

The proposed rule changes have all been drafted and are now going before State Board. All the changes should be implemented by January, 2005. ARD has been reviewing counties to the proposed rules since January 2004.

*2. Family to Family is a prominent feature in the Colorado PIP. Is there information regarding the success of this initiative in Denver and El Paso County? How has this initiative impacted the use of congregate care? Are other counties implementing the model?*

For specific information on the impact of the Family to Family model in Denver and El Paso Counties, see the report on page 44. The State continues to promote this practice. Denver and El Paso Counties are into their third year using this model. They have expanded beyond this being a pilot with various populations to use throughout their Child and Family Divisions. (See Family to Family Outcomes Report for Denver and El Paso County) Currently, Jefferson, Mesa, Grand and Elbert Counties are receiving technical assistance on this model. The additional counties have taken part in the Annie E. Casey quarterly reviews of Denver and El Paso as well as received technical assistance from the AEC and the State on a quarterly basis. Through September 2004, four trainings regarding the strategies of self-evaluation, community partnerships, recruitment and retention of foster homes and team decision-making have occurred. As the technical assistance grant from AEC comes to an end, the State is working with foundations to explore funding opportunities to continue the technical assistance to move into other counties.

*3. Has the pilot for the use of NCFAS-R been expanded beyond the initial counties as planned? Has the technical assistance been provided to counties other than Pueblo?*

The NCFAS-R training has been incorporated into the Colorado Assessment Continuum Training. Training is provided upon request. Future training dates have been set (see items in the matrix). The use of the NCFAS is required, however, compliance with this requirement by the counties has been very low. The NCFAS-R is reported to be an instrument that is much more usable and it is hoped that use of the Revised instrument will improve compliance. This needs to be analyzed more and discussion with County Administrators will occur.

**Child and Family Services Review  
Program Improvement Plan  
Quarterly Report**

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Outcomes S1 Children are first and foremost protected from abuse and neglect									
Item 1: Timeliness of initiating investigations of reports of maltreatment	85% of report will receive a face-to-face observation of child within assigned timeframe. Baseline 81%.		Statewide County data will indicate attainment of benchmark at 83%	Aug, 2004		Oct, 2005	Sept., 2004, 87.4%	This is the fourth consecutive quarter that this measure has achieved the goal.	
		1. In order to mandate a face-to-face observance of the child when initiating an investigation on both new referrals and referrals on open cases. a. Submit a rule change request to state board b. Announce the change to counties via agency letter. c. Assure that counties implement this practice change	1a. Rule change approved. 1b. Agency ltr. Sent.	1a.Feb, 2004 1b.March, 2004					This rule will pass for final adoption by State Board on October 1, 2004 and be implemented by Jan 2005.
Incidence of Child Abuse and/or Neglect in Foster Care (Statewide data indicator relating to Item 2)	.57% or less of children in foster care will experience abuse or neglect- Baseline .73%.		Rate for abuse or neglect in foster care will decrease to .61%	Aug, 2004		Oct, 2005		June, 2004 .84% The percent of abuse in foster care has increased..	
		1. The 24-hour monitoring team will continue to provide over-sight and technical assistance to facilities that are determined to be at risk or where there has been an allegation of child abuse/neglect in order to correct situations that put children at risk and to increase the level of quality of care.	1. Completion of assessment, oversight and t/a to facility	1.Ongoing	December, 2003				See attached 24 Hour Monitoring Training . Page 34

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		a. receive referrals b. conduct site visits c. document findings and provide to county department and state staff. d. provide oversight and technical assistance							
		2. Statewide training will be provided for county staff and child placement agency staff on Confirming Safe Environment (assessing safety of the foster home prior to and during placement).	2a Training started 2b. Training completed		2a Aug, 2003	2b. June, 2004			From Oct 2003 through Sept 2004, ACTION for Child Protection has provided Safe Environment trainings in Denver, El Paso, Pueblo, Larimer and Arapahoe Counties
		3. Statewide foster parent training curriculum (Core and Advanced) will provide information and suggestions to ensure that needs and behaviors of special needs children are addressed to prevent inappropriate or abusive treatment. a. Review and revise curriculum. b. Begin delivery of revised curricula. c. Assess training effectiveness via evaluation.	3a. Review and revision 3b. Deliver training. 3c. Evaluation	3a. Sep, 2003 and ongoing 3b. Dec. 2003 3c. April 2004 and ongoing	3a Sep, 2003 3b Dec. 2003 3c. April 2004 and ongoing	3a Sep 2003 3b Dec 2003 3c. April 2004 and ongoing	3a Sep.. 2003 3b Dec. 2003 3c. April 2004 and ongoing		See attached Training Report. Page, 35.
		4. Foster Family Assessment training will be provided to county and CPA staff to improve their ability to assess and certify appropriate foster homes.	4a. Training started. 4b. Training completed		4a. Aug, 2003	4a. Oct, 2004		4a. Training completed	4a. A validated foster care/adoption assessment (S.A.F.E) is being piloted between July 1-Dec. 31, 2004. 38 people from 4 counties and 3 child placement agencies, have received the training. The use of this consistent home

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									assessment has show positive outcomes in the certification process of appropriate process of new foster and adoptive homes.
<b>Outcome S2 Children are safely maintained in their homes whenever possible and appropriate</b>									
<b>Item 3: Services to family to protect child(ren) and prevent removal.</b>	95% of Family Services Plans (FSP) contain a description of specific services that address the needs of the child(ren). Baseline 95%  New Goal – 88% New Baseline 83.9%		Maintenance of 95% statewide compliance  New Benchmark 86%	Jan, 2004  Aug. 2004		Oct, 2005  Oct, 2005	Sept, 2004 – 89.4%	This is the second consecutive quarter that this measure has achieved the benchmark and the first quarter that the proposed new goal was achieved.	ARD began reviewing to services being provided for children /families to prevent removal in January, 2004. Services for children in foster care is still being assessed in item 17.
		1. In order to insure that appropriate services are provided, County Department's will conduct reliable assessments of families open to child welfare to provide them an appropriate array of prevention, support and Core services to protect children in their own homes and prevent removal a. Counties have been notified that the use of the Colorado Assessment Continuum (CAC) is now required in Trails. b. State will provide technical assistance to counties on the use of the CAC upon request.	1a .Counties notified.  1b. T/A started and ongoing	1a April 2003	1b June 2003	1b. June, 2004	1a. April, 2003		T.A. has been provided for Eagle, Pitkin, Lake and Garfield Counties. Future training dates: 11/04 – El Paso 2/05 4/05 6/05



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		<p>2. Use of Team Decision Making (TDM) to consider removal decisions will be expanded beyond Denver and El Paso Counties</p> <p>a. Present Family to Family strategies (including use of TDM) to Metro Child Welfare Administrators and County Directors</p> <p>b. Conduct statewide forum to provide information regarding implementation and support for Family to Family strategies</p> <p>c. Additional counties self-select to implement these strategies (Projected: three additional counties)</p> <p>d. The State will provide technical assistance and support to counties as they implement TDM for this purpose.</p>	<p>2a. Presentations made.</p> <p>2b. Forum conducted.</p> <p>2c Counties self-selected.</p> <p>2d. T/A started and ongoing.</p>	<p>2c. March, 2004</p> <p>2d March 2004</p>	<p>2a Aug, 2003</p> <p>2b. Oct, 2003</p>	<p>2c. June, 2004</p> <p>2d. Dec, 2004</p>	<p>2a Aug, 2003</p> <p>2b Aug, 2003</p> <p>2c Mar, 2004</p> <p>2d Mar, 2004 and ongoing</p>		<p>Four counties in addition to Denver and El Paso are moving toward the implementation of the four F2F strategies, with implementation of TDM planned for Nov 2004. TA from the State, Denver and El Paso Staff, and Casey along with site visits to Cleveland have occurred.</p>
<b>Item 4: Risk of harm to child(ren)</b>	<b>75% of Safety plans will address the issues identified in the safety assessment Baseline 71%.</b>		<b>Statewide county data will indicate that attainment of goal at 73%</b>	<b>Aug, 2004</b>		<b>Oct, 2005</b>	<b>Sept, 2004 – 76.9%</b>	<b>This is the fourth consecutive quarter that this measure has achieved the benchmark and the first quarter that the goal has been achieved.</b>	<b>The training regarding safety plans has emphasized the importance of addressing all the issues in the plan.</b>
		Core Caseworker Statewide training will provide training on how to incorporate the Safety Assessment into a Safety Plan.	<p>a. Review and revision.</p> <p>b. Deliver training.</p> <p>c. Evaluation</p>	c. Jan, 2004 and ongoing	<p>a. July, 2003</p> <p>b. Sept, 2003 &amp; ongoing</p> <p>c. Jan, 2004 and ongoing</p>	<p>a Jul 2003</p> <p>b Sept 2003</p> <p>c. Jan, 2004 and ongoing</p>	<p>a Jul.. 2003</p> <p>b Sept. 2003</p> <p>c. Jan, 2004 and ongoing</p>		See attached Training Report. Page, 35.

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		a. Review and revise curriculum. b. Deliver revised curriculum. c. Assess training effectiveness via evaluation and/or supervisor surveys.							
<b>Outcome P1: Children have permanency and stability in their living situations</b>									
<b>Item 5: Foster care re-entries</b>	<b>No more than 17% of children will experience re-entry into foster care within a 12-month period Baseline was 19.3%.</b>		<b>Re-entry rate will decrease to 18%</b>	<b>Aug, 2004</b>		<b>Oct, 2005</b>	<b>June, 2004 - 14.68%</b>	<b>This is the third consecutive quarter that this measure has achieved the goal.</b>	
		1. Post re-unification services will be available for families statewide: a. County departments submit Core Services and PSSF plans that address the post-reunification needs of a family.	1. Plans submitted and reviewed	1. Dec 2003	1. PSSF plans were submitted, reviewed and implementation beginning in October 2003	1. June, 2004	1. June, 2004 All plans have been approved and are being implemented.		Counties have received TA regarding reunification services. On 10/01/04 implementation of PSSF and CORE plans, including post reunification services, began in the counties.

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		<p>2. Family to Family practice of Team Decision Making (TDM) will occur in Denver and El Paso Counties.</p> <p>a. Denver and El Paso counties expand the use of TDM to include delivering a TDM meeting prior to return of a child home. These TDMS will address post-reunification needs of the family. The current staff in these county TDM units will manage this expansion</p> <p>b. Additional counties will be identified to deliver TDM meetings when a child returns home (refer to Item 3 Action steps for a description of this process.</p> <p>c. The state will provide technical support to the additional counties and the counties will implement TDM.</p>	<p>2. TDM will be completed in 75% of the cases where a child returns home.</p> <p>2b. Solicit county participation.</p> <p>2c. T/A started &amp; ongoing</p>	<p>2. Dec, 2004</p> <p>2a. Dec, 2003</p> <p>2b March 2004</p> <p>2c March 2004</p>		<p>2a June, 2004</p> <p>2b. June, 2004</p> <p>2c. Dec, 2004</p>		<p>2b. Four additional counties have requested T.A. to implement a Family to Family model.</p> <p>2c. TDM training for these counties to occurred in August, 2004.</p>	<p>Denver and El Paso continue to increase the use of TDM staffings when children change placements. See Family to Family Outcomes Report for Denver and El Paso County. Page 44</p>
		<p>3. NCFAS-R's two validated reunification domains will be increasingly used in counties to assist with determining when it is safe/appropriate to return children/youth home</p> <p>a. use of NCFAS-R will be expanded beyond the three pilot counties (Denver, Mesa, and Morgan) to assist with determining when it is safe/appropriate to return children/youth home.</p> <p>b. State will provide technical assistance with counties re: effective use of NCFAS-r.</p>	<p>3a. Additional counties identified</p> <p>3b. T/A started and ongoing</p>	<p>3a. Jan, 2004</p> <p>3b. Jan- 2004</p>	<p>3a. June, 2004</p> <p>3b. begun in Sept, 2004.</p>			<p>CAC &amp; NCFAS-R T.A. runs concurrently.</p>	<p>T.A. has been provided for Eagle, Pitkin, Lake and Garfield Counties. Future training dates: 11/04 – El Paso 2/05 4/05 6/05</p>

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		c. State will submit a request for the two new reunification domains to be integrated into Trails. d. NCFAS-R integrated into Trails.	3c. Request submitted.  3d. NCFAS-R in trails		3c. Sept 2003	3d. Nov, 2004			
Foster Care Re-entries (Statewide data indicator relating to Item 5)	No more than 17% of children will experience re-entry into foster care within a 12-month period Baseline was 19.3%.	See Item 5 for action steps to address this indicator.	Re-entry rate will decrease to 18%	Aug, 2004		Oct, 2005	June, 2004 - 14.68%	This is the third consecutive quarter that this measure has achieved the goal.	
Item 6: Stability of Foster Care	For 76% of children who experience change of placement, the change will be directly related to helping the child achieve his/her goals in the case plan. Baseline from July-Aug 2004 data was 72%.		Increase to 74%	Aug, 2004		Oct, 2005	Sept, 2004 – 72.3% Last quarter was the first quarter that this measure achieved the benchmark. This quarter the measure has fallen back to the baseline.	AFCARS data: 87.2% of children in foster care for less than 12 months, have had no more than two placement settings. This continues to comply with the National Standard.	
		1. Training and technical assistance in Family Group Decision Making and Team Decision Making to plan for each move made by a child in foster care will be expanded to other counties.	1. Other counties identified.	1. Jan, 2004		1. Dec, 2004			In June 2004, Colorado sent 7 county FGDM facilitators from 3 counties to the American Humane Assn. National Conference. The information was shared at a later meeting of Colorado FGDM Facilitators. For information on TDM see Item 3 and Item 5.

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		2. Recruitment and retention of foster parents will be community- based to better meet the needs of children in their neighborhood home environment. a. Family to Family Counties will develop and implement community recruitment strategies. b. Strategies will be documented and shared with other counties.	2b. Report documenting strategies produced and distributed.	2b. June, 2004					A work plan addressing both faith based and other recruitment strategies has been approved.  See Family to Family Outcomes Report for Denver and El Paso County. Page 44
		3. Partner with CO State Foster Parent Association (CSFPA) to provide mentoring and supportive services to foster families to minimize the likelihood of placement disruption. a. Inform foster parents of process for requesting a mentor. b. Develop survey to distribute to sample of foster parents to determine adequacy/quality of services. c. Analyze data and provide feedback. d. Identify specific service needs and work with FPA and counties to locate resources/services	3a. Info. to foster parents. 3b. Survey distributed. 3c. Analysis and feedback	3a Dec, 2003 3b. Oct, 2003 3c Feb, 2004	3b Oct, 2003	3a. Dec, 2003 3b.Oct., 2003  3d. Dec, 2004		Due to analytical glitches in the survey that was distributed, completed and returned, this has been delayed.	Two surveys from two different CDHS divisions will be compared and an analysis will be done. This will be reported in Feb, 2005.
		4. Denver and El Paso Counties will decrease the use of congregate care for children and increase the use of family kinship and family foster homes. a. Counties will utilize TDM practices and safety planning. b. Child Welfare will provide t/a and support around TDM.			4a. Jan, 2003	4. Dec, 2003			See Family to Family Outcomes Report for Denver and El Paso County Page 44.

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		5. Best practices for recruitment, retention and support for placement stability that were identified in the 14 county foster care review will be shared statewide. a. Information shared at statewide conferences and meetings of county directors. b. Information will be posted on the Child Welfare Website c. Bi-monthly foster care coordinator meeting will highlight best practices and identify barriers to implementation.	5a. Presentations made. 5b. Web posting. 5c. FC Coord. Mtg.		5a June, 2003 5b Oct, 2003 5c Oct, 2003				See Attached Report entitled Best Practices for Recruitment, Retention and Support for Placement Stability Page 45
<b>Item 7: Permanency goal for Child</b>	<b>1. 96% of children in foster care will have an appropriate permanency goal. Baseline 95%.  2. 50% of children in foster care will have a permanency goal established in a timely manner Baseline 14%.</b>		<b>1. Baseline is maintained.  2. 30% of children in care will have timely permanency goal.</b>	<b>1. Aug, 2004  2. Aug., 2004</b>	<b>2. Sept, 2004 41.8%</b>	<b>1. Oct, 2005  2. Oct., 2005</b>	<b>Sept., 2004 – 97.6%</b>	<b>1. This is the second consecutive quarter that this measure has achieved the goal  2. This is the third consecutive quarter that this measure has achieved the benchmark.</b>	
		1. Ensure that Statewide Core Caseworker training includes the need to establish an appropriate permanency goal in a timely manner and to consider use of concurrent planning when appropriate. a. review/revise curriculum. b. deliver revised curriculum.	1a. Review and revise 1b. Deliver training 1c. Evaluation	1b. Dec, 2003 and ongoing 1c. April 2004 and ongoing	1a review Sept, 2003 1a revise. Dec, 2003	1b. Jan, 2004 and ongoing	1a review Sept, 2003 1a revise. Dec, 2003		See attached Training Report. Page, 35

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		c. assess training effectiveness via evaluation and/or supervisor survey.							
		2. Judges and magistrates will participate in "Stepping Up To Juvenile Court" – a training on the proper handling of Dependency and Neglect cases (including the timeliness of permanency determination)	2a. Begin training 2b Training completed	2a. Feb, 2004		2b. Oct, 2005		The Court Improvement Grant position within the State Judicial Office is currently vacant, therefore oversight of the judicial portions of the PIP is unclear.	
		3. Agency letter will be sent to reinforce timelines for establishing permanency goal.,	3. Ltr. sent	3. Nov, 2003	3. Nov, 2003.			Completed	
<b>Item 9: Adoption</b>		1. Statewide Caseworker Core and ongoing training on adoption issues/practice will emphasize timelines and efforts to find adoptive homes for all children with a goal of adoption. a. review/revise curriculum. b. deliver revised curriculum. c. assess training effectiveness via evaluation and/or supervisor survey.	1a Review and revise 1b. Deliver training 1c. Evaluation	1b. Dec, 2003 & ongoing 1c. April 2004 & ongoing	1a Sept, 2003 1b. Dec, 2003		1a Sept, 2003 1b. Dec, 2003		See attached Training Report. Page, 35
		2. Adoptive families will be informed on the process for negotiation of subsidies a. Handouts and website links regarding the negotiation of subsidies will be provided to adoptive families	2a. Handouts and website info will be developed.	2a. Jan, 2004		2a June, 2004			The website <a href="http://changealifeforever.org">changealifeforever.org</a> provides updated resources information for adoptive families..

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		3. Adoption caseworkers will be trained on resolving challenging issues including; working with children refusing adoption and children being labeled as "unadoptable." a. State child welfare will request technical assistance/training from National Resource Center or AdoptUSKids. b. State will work in partnership with above-listed entities to provide training on working with children refusing adoption.	3a. Training and t.a. request approved. 3b. Training started and completed.	3a. Jan., 2004 3b. June, 2004		3b Dec, 2004			ADOPTUSKIDS provided counties with TA to ensure that every child who is currently available for adoptions with no identified family is listed on the ADOPTUSKIDS website. Trails reports identify children available. Monthly reports are sent to the counties who are listed on the website.
		4. ARD will establish a measure to determine effectiveness of county adoption efforts. a. Review questions will be added to Q/A instruments. b. Baseline will be established. c. Goal will be negotiated with RO.	4a. Instrument modified. 4b. Baseline set 4c. Goal approval by RO.	4a. Jan, 2004 4b. May, 2004 4c. June, 2004	4a Jan, 2004 4b May, 2004 Baseline 76% Benchmark 78% Goal 81%	Oct. 2005		Sept, 2004, 77% of children legally free for adoption have an adoptive family identified..	
<b>Item 10: Permanency goal of other planned permanent living arrangement.</b>	1. 18% of cases will have OPPLA as a permanency goal Baseline 22%.  2. 93% of the IL cases will reflect diligent efforts to prepare youth for emancipation Baseline 89%.		1. 20% of cases will have OPPLA as a permanency goal.  2. ARD report will indicate achievement of benchmark at 91%	Aug, 2004  Aug., 2004		Oct, 2005  October, 2005	Sept., 2004 - 13.53%	1. This is the third consecutive quarter that the measure has achieved the goal.  2. Sept, 2004 90.9%. Improvement continues but still falls below the benchmark.	



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		<p>1. State staff will form a cross-system Child Welfare Child Placement Advisory workgroup to assist in gaining insight into current practices regarding permanency with children/youth.</p> <p>a. Cross System workgroup will review AFCARS Data and the use of and the processes that counties follow before use of OPPLA.</p> <p>b. If needed, Focus groups will be held statewide to gain information on barriers in securing permanency, barriers in maintaining permanency, the role of termination of parental rights in permanency, policy issues which create barriers and practice issues which create barriers.</p> <p>c. State policies that have been identified as barriers will be reviewed and if possible revised to meet the outcome of maintaining permanency</p> <p>d. T.A. that focuses on preparing children and youth for permanency and adoption will be provided to state and county staff (especially focusing on those Counties with high use of OPPLA goals or high numbers of children/youth awaiting adoption)</p> <p>e. A written document outlining the CDHS policy regarding permanency and the use of OPPLA, barriers to</p>	<p>1a. Review completed</p> <p>1b. Focus groups held. (if needed)</p> <p>1c. State policy review.</p> <p>1d. Training provided</p> <p>1e. Doc produced and distributed. If appropriate, policy change initiated</p>	<p>1a. Dec, 2003</p> <p>1b. Feb, 2004</p> <p>1c. March, 2004</p> <p>1d June, 2004</p> <p>1e. July, 2004</p>		<p>1. Sept, 2004</p> <p>Oct, 2003 &amp; ongoing</p>	<p>1a. June, 2004</p> <p>1d May 2004</p>	<p>1d. A "Train the Trainer" 4-day training was provided for county, provider and community. The participants, in their respective communities are now providing this training.</p>	<p>A multi-disciplinary group working on OPPLA policies and protocols has been meeting since 09/03. By adding certain people to the group, this met the focus group objective. The group plans to have the state policy reviewed and recommendation completed by 10/04</p>

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		achieving permanency and revisions made to state policy that creates barriers to permanency will be drafted and distributed to state, county and local agencies							
		2. Best practices learned from Adolescent Connections Project for establishing life-long connections for youth in care will be shared statewide a. Information shared at statewide conferences and meetings b. Information will be posted on Child Welfare Website	2a. Presentations made. 2b. Website posting.	2a. March, 2004 2b March, 2004	2a. March, 2004 2.b March, 2004			Completed	
		3. Diligent search will be improved to better connect youth with paternal side of their family a. State/county workgroup formed. b. Request for funding for training. c. Design and delivery of video/teleconference statewide training.	3a. Workgroup formed. 3b Funding requested 3c Training developed and provided	3c June, 2004	3a. Sept, 2003 3b. July, 2003		3b July, 2003		A Multi-disciplinary group has a goal to have a policy paper to the Director of Child Welfare by Oct, 2004. The areas to be addressed will include: Adolescent Permanency, OPPLA, Diligent Search and Next Steps
		4. In order to make diligent efforts to prepare youth for emancipation, a. Review the county on-site review reports from ARD to ascertain that cases are compliant in the following areas: 1) Does FSP contain adequate IL Plan 2) Are IL services being provided sufficient to address youth's IL needs? 3) Are there indications that the youth has been involved in IL planning?	4a. Review of reports	4a June, 2004	4a. Oct, 2003		4a Oct., 2003 and ongoing		On going efforts are in place to assist county departments in the diligent preparation of youth emancipating from foster care. Reviews and TA has occurred in La Plata, Alamosa, Yuma, and Logan Counties.

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		b. State staff will provide TA to county departments found not in compliance. c. State staff will participate in ARD quarterly forum to discuss data and implications	4b. T/A provided as needed  4c. Quarterly review in county	4b. June, 2004  4c Beginning June, 2004					
<b>Outcome P2: The continuity of family relationships and connections is preserved for children.</b>									
<b>Item 13: Visiting with parents and siblings in foster care</b>	<b>94% of visitation plans address permanency goal and are of sufficient frequency with each parent Baseline 90%.</b>		<b>92% of visitation plans will address permanency goal and be of sufficient frequency with each parent.</b>	<b>Aug, 2004</b>		<b>Oct, 2005</b>	<b>Sept, 2004 97.9%</b>	<b>1. This is the third consecutive quarter that this measure has achieved the goal.</b>	
		1. Statewide Core and ongoing caseworker training will provide opportunities to increase knowledge and understanding regarding familial contact, including: - developing visitation plans that take into account the child's permanency needs. - assuring parent's visitation plans are of sufficient frequency. - maintaining parent/sibling contact - the importance of parent/sibling contacts including after TPR. a. review and revise curriculum b. deliver revised curriculum c. measure training effectiveness via evaluation and/or supervisor survey.	1a. Review and revision  1b. Training delivered 1c. Evaluation	1a. Revision Jan 2004 1b. Nov, 2003 & ongoing 1c. March 2004 & ongoing	1a. Review Aug, 2003  1b. Nov, 2003		1a. Review Aug, 2003 1b. Nov, 2003		See attached Training Report. Page, 35.

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		2. Joint training (via video conferencing) will be provided for judges and child welfare staff regarding visitation issues (including frequency of contact) for children in foster care	2a. Curriculum developed. 2b. Trainings started 2c. Training completed	2a Oct, 2004 2b.Oct, 2004		2c. Oct, 2005		The Court Improvement Grant position within the State Judicial Office is currently vacant, therefore oversight of the judicial portions of the PIP is unclear.	
<b>Item 14: Preserving connections</b>	<b>96% of case records address maintaining familial and cultural connections Baseline 95%.</b>		<b>Maintain baseline</b>	<b>Aug, 2004</b>		<b>Oct, 2005</b>	<b>Sept, 2004 – 93.3%</b>	<b>This is the fourth consecutive quarter that this measure has achieved the goal</b>	<b>Seek TA from NRC for Family Centered Practice . It has been identified that 2 of the state’s larges counties fall well below the baseline on this item.</b>
		1. Family Service Plans, as well as services delivered, will take into account the child’s cultural and family connections a. Rule change to clarify state policy and expectation. b. Agency letter distributed advising of rule change.	1a. rule change approved. 1b. agency letter distributed.	1a. Dec, 2003 1b. Jan, 2004		1.a Jan, 2004 1b. Jan, 2004	Completed		ARD reviews to the community and cultural connections that are considered when providing services for children and families.
		2. Statewide Caseworker Core and ongoing training will emphasize the importance of maintaining connections in all areas such as neighborhood, community, faith, family, friends, school, and sports activities a. Review and revise curricula b. Begin delivery of curricula c. Assess training effectiveness via evaluation and/or supervisor survey.	2a. Review and revision. 2b. Training delivered. 2c Evaluation	2a. Dec, 2003 2b. Feb, 2004 & ongoing 2c. June, 2004 & ongoing	2b. Jan, 2004	2a. Dec, 2003		Data is currently unavailable. This will be provided in the 4 <sup>th</sup> quarterly report.	See attached Training Report. Page, 35.

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Item 16: Relationship of child in care with parents	Refer to Goals for Items 13 and 17 as measures for this outcome.  Item 13 goal addresses visitation and relationship with child in care and parents  Item 17 address services and support to enhance relationship of child in care with parents.	1. State CPS expert consultants will provide case-specific technical assistance regarding visitation and family contact issues a. A document regarding consultant availability will be developed and sent to counties via a mass e-mail list of county staff. b. Document will be sent to e-mail list quarterly as a reminder of consultant availability. c. County use of consultants will be monitored. d. Outcomes and satisfaction results will be shared with counties.	1a. Doc and list completed.  1b. Mailing sent.  1c 1d	1b Dec, 2003  1c-d Jan, 2004 and ongoing	1a Sept, 2003  1b.	1a. Jan, 2004	1a. Sept 2003		Evaluations, completed by CPS Supervisors, indicate a highly favorable response to the consultation provided. They indicate that the quality of their supervision is improved with the consultation. The evaluation scale will be revised to further evaluate the impact on practice.
		2. Joint training will be provided for judges and child welfare staff to increase understanding children's developmental needs regarding visitation	2a. Curriculum developed 2b. Trainings started 2c Training completed	2a Oct, 2004 2b Oct, 2004 2c Oct 2005		2c Oct 2005		The Court Improvement Grant position within the State Judicial Office is currently vacant, therefore oversight of the judicial portions of the PIP is unclear.	
		3. Caseworkers will be trained on the visitation rights of fathers. a. Coordinate efforts with Office of Self Sufficiency to provide training.	3a. CW and CSE team formed. 3b. Outline completed. 3c. Training begins.	3a. Dec, 2003 3b. March, 2004 3c. June, 2004 3d Nov, 2003	3a. Dec, 2003  3d. Proposal submitted				Annie E. Casey and CDHS will be sponsoring an initial Fatherhood Summit for county caseworkers and administrators.

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		b. Develop a training outline. c. Begin training delivery d. Prepare training proposal to continue training beyond June, 2004	3d Proposal completed.		through CSE, 11/03				The focus will be how fathers and the paternal side of the family provide resources for children. Took place on 10/1/04
<b>Outcome WB!</b> Families have enhanced capacity to provide for their children's needs.									
<b>Item 17:</b> Needs and services of child, parents, and foster parents.	1a. 95% of the time, <b>mothers'</b> needs as related to the child will be addressed through services. (Baseline 93%)  1b. 91% of the time, <b>fathers'</b> needs as related to the child will be addressed through services (Baseline 87%)  1c. 95% of the time, children's' needs will be addressed through services. (Baseline 94.5%)		1a. Statewide county data will indicate that attainment of benchmark at 95%  1b. Statewide county data will indicate that attainment of benchmark at 89%  1c. Baseline maintained.	Aug., 2004		Dec., 2005	1a. Sept, 2004 – 96.9%  1b. Sept, - 2004 – 95.4%  1c. Sept – 96.4	1.a This is the fourth consecutive quarter that this measure has achieved the goal.  1b. This is the fourth consecutive quarter that this measure has achieved the goal.  1c. This is the second consecutive quarter that this measure has achieved the goal.	
		1. Core caseworker training will emphasize the link between adequate assessment and more successful outcomes for children and families; the value of the CAC instruments in use with families, in court	1a. Review and revision 1b. Training delivered 1c. Evaluation	1c. Jan, 2004 & ongoing	1a July, 2003 1b Sept 2003 & ongoing	1b Jan 2004 1c Mar 2004	1a. Dec 2003		See attached Training Report. Page, 35.

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		<p>reports, and in working with other professionals; and the importance of communication between protection, foster care, and adoption caseworkers regarding the assessment and resulting treatment plan and services.</p> <p>a. Review and revise curricula as needed</p> <p>b. Begin delivery of revised curricula</p> <p>c. Assess training effectiveness via evaluation and/or supervisor survey</p>							
		<p>2. Counties will use the Child Protection Expert Consultants for case-specific assistance in identifying needs/services for child, parents, and foster parents.</p> <p>a. Reminder sent to counties regarding availability of consultants and process for requesting use of consultant.</p> <p>b. Monitor use of consultant by counties.</p> <p>c. Outcomes from consultant will be documented and advertised for counties.</p> <p>d. Counties will be kept informed of satisfaction rates of use of consultant.</p>	<p>2a. Reminder sent to Counties.</p> <p>2b. Ongoing</p> <p>2c/d Outcomes and satisfaction info sent to Counties.</p>	<p>2c/d June, 2004</p>	<p>2a Sept, 2003</p>	<p>2. June, 2005</p>			<p>From the billings being submitted by the consultants, their use continues to increase. As indicated from the evaluations, the impact on practice is positive. The evaluation scale will be revised to further evaluate the impact on practice.</p>
		<p>3. County Department records will reflect the use of the Colorado Assessment Continuum in the planning and provision of services for families and children.</p> <p>a. State will provide t/a regarding use of the CAC upon county request.</p>	<p>3a T/A provided</p>			<p>3. June, 2005</p>		<p>CAC &amp; NCFAS-R T.A. runs concurrently.</p>	<p>T.A. has been provided for Eagle, Pitkin, Lake and Garfield Counties. Future training dates: 11/04 2/05 4/05 6/05</p>

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		4. Caseworkers will be trained on the visitation rights of fathers. a. Coordinate efforts with Office of Self Sufficiency to provide training. b. Develop a training outline. c. Begin training delivery d. Prepare training proposal to continue training beyond June, 2004	4a. CW and CSE team formed. 4b. Outline completed. 4c. Training begins. 4d Proposal completed.	4a. Dec, 2003 4b. March, 2004 4c. June, 2004 4d Nov, 2003	3a. Dec, 2003  3d. Proposal submitted through CSE, 11/03			See Item 16 #3	See Item 16 #3
		5. Develop a protocol for substance abuse screening, assessment, engagement and retention of families within CW, TANF and court systems. The protocol will become an MOU. a. Conduct needs assessment of AOD, CW and court constituents across state. b. NCSACW issues a monograph on screening, assessment, engagement, and retention. c. Convene regional meetings to share learnings. d. If second year of T/A is requested and approved, identify at least five pilot counties for implementation of protocol/MOU. e. Implementation and monitoring of pilot counties.	5a. Assessment conducted 5b. Monograph issued 5c. Regional meetings held. 5d. T/A approved and pilots identified 5e. Implementation and monitoring	5a. Jan, 2004 5b. Jan, 2004 5c. May, 2004 5d. Sept, 2004 5e. Jan, 2005		5. Jan, 2005			The draft protocol for integrated practice in screening, assessment, engagement and retention of substance abusing clients involved with child welfare and judicial has been written. The pilot counties and judicial districts include El Paso, Adams, the 13 <sup>th</sup> Judicial District made up of Kit Carson, Logan, Yuma, Sedgwick, Phillips, Morgan and Washington counties. Pueblo and La Plata are participating but not as part of the pilots
		6. A measure will be developed to establish a baseline for foster parents needs being met. a. Question added to review instrument b. Baseline established c. Goal and improvement negotiated with RO	6a. Revision 6b. Baseline 6c. Goal approved	6a. Jan 2004 6b. May, 2004 6c. June 2004				Interviewing foster parents at reviews has shown nearly a 100% positive response to having their needs met.	To get a more balanced response, surveys have been done. The results will be analyzed and action steps will be determined from the results.



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Item 18: Child and family involved in case planning.	97% of parents and children interviewed will be involved in case planning Baseline 96%.		Maintain baseline.	Aug, 2004	Mar., 2004 – 96.9%	Oct, 2005	Sept, 2004 97.1%	This is the second consecutive quarter that this measure has achieved the goal.	
		1. Family Involvement practices will be utilized. a. Denver and El Paso Counties will utilize TDM strategies to involve child and family in case planning. b. Strategies will be documented and shared with other counties.	1b. Report documenting strategies produced and distributed	1b. June, 2004	1a Jan, 2003				See Family to Family Outcomes Report for Denver and El Paso County Page 44.
		2. Opportunities for training in Family Group Decision Making will be provided for County Departments statewide. a. Counties will be notified of resources available to attend FGDM conferences and trainings. b. County requests will be received and approved by State staff.	2a. Notification of county staff.		2a. Aug, 2003	2b. Jan 2005			In June 2004, Colorado sent 7 county FGDM facilitators from 3 counties to the American Humane Assn. National Conference. The information was shared at a later meeting of Colorado FGDM Facilitators.
Item 19: Worker visits with child.	95% of monthly visits with the child will be face to face. Baseline 92%  New Goal – 90% New Baseline 86.1%		94% of visits with the child will be face to face.  New Benchmark 88%	Aug, 2004  Dec. 2004		Oct, 2005		Sept, 2004 85.4% The quarterly measure for this item has fallen 6.6% below the agreed upon baseline and .7% below the proposed baseline.	.

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		1. Volume 7 rule change that requires agency staff to have monthly face-to-face contact with the child in his/her home or in placement. a. Rule change to clarify state policy and expectation. b. Agency letter distributed advising of rule	1a. Rule approved.  1b. Agency letter sent.	1a. March, 2004 1b. April, 2004				There have been delays in getting this rule change implemented.	The rule will go before State Board for first reading in Nov, 2004, and second reading in Dec, 2004. With implementation in Jan, 2005.
		2. After rule change is implemented, CO will negotiate new baseline and goal with R.O.		2. July, 2004				There have been delays in getting this rule change implemented.	ARD had been holding counties accountable to the new rule since Jan, 2004.
		3. Statewide Caseworker Core Training will emphasize the purpose of visitation and effective strategies for workers to use in conducting visits with children. a. Review and revise curricula as needed b. Begin delivery of revised curricula c. Assess training effectiveness via evaluation and/or supervisor survey.	1a. Review and revision 1b. Training delivered 1c. Evaluation	3a. Dec, 2003 3b. April, 2004 & ongoing 3c. June, 2004 & ongoing		3a March 2004 3b. May, 2004 & ongoing 3c. July, 2004 & ongoing			See attached Training Report. Page, 35.
		4. State Child Welfare has added a new CPS Consultant to be available on case-specific situations to support increased effective communication and engagement with children and their parents. a. Information sent to counties regarding availability of consultant and process for requesting use of consultant. b. Monitor use of consultant by counties.	4a. Reminder sent to Counties.  4b. Ongoing  4c/d Outcomes and	4a. Sept, 2003   4c/d Jan,		4. June, 2005			From the billings being submitted by the consultant, the use continues to increase. As indicated from the evaluations, the impact on practice is positive. The evaluation scale will be revised to further evaluate the impact on practice.

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		c. Outcomes from consultant will be documented and advertised for counties. d. Counties will be kept informed of satisfaction rates of use of consultant.	satisfaction info sent to Counties	2004					
<b>Item 20:</b> Worker visits with parent(s)	<b>72% of the time, caseworker will meet face to face at least every other month with parent or guardian to whom the child will return. Baseline 68%</b>		<b>Statewide county data will indicate achievement of benchmark at 70%</b>	<b>Aug. 2004</b>		<b>Oct, 2005</b>	<b>Sept, 2004 – 86.1%%</b>	<b>This is the fourth consecutive quarter that this measure has achieved the goal.</b>	
		1. Volume 7 rule change that requires face-to-face contact by agency staff at least every other month with parents or guardian to whom child will return. Include expectations if the child is not to return to the parents or guardian. a. Rule change to clarify state policy and expectation. b. Agency letter distributed advising of rule change.	1a. Rule approved. 1b. Agency letter sent.	1a. March, 2004 1b. April, 2004				There have been delays in getting this rule change implemented.	The rule will go before State Board for first reading in Nov, 2004, and second reading in Dec, 2004. With implementation in Jan, 2005.
		2. After rule change is implemented, CO will negotiate new baseline and goal with R.O.		2. July, 2004				There have been delays in getting this rule change implemented.	ARD had been holding counties accountable to the new rule since Jan, 2004.
<b>Outcome WB3:</b> <b>Children receive adequate services to meet their physical and mental health needs</b>									

Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <u>Projected</u>	<u>Benchmarks</u> Dates of Achievement Goals <u>Actual</u>	Date of Goal Achievement <u>Projected</u>	Date of Goal Achievement <u>Actual</u>	Barriers Or Discussion	Other PIP Related Activities
Item 22: Physical health of child	1. 86% of initial health assessments of children in foster care are done in a timely manner. Baseline 82%  2. 94% of children in foster care will have health needs identified and services provided Baseline 90%		1. 84% of initial health assessments will be done in a timely manner.  2. 94% of children in foster care will have health needs identified and services provided Baseline 90%	Aug, 2004	2. Mar., 2004 - 92.2%	Oct, 2005		1. Sept, 2004 80.3% The quarterly measure for this item continues to be below the baseline of 82%.  2. Sept, 2004, 91.1% This item remains below the benchmark.	
		1. Statewide Core Training for foster parents will emphasize the importance of scheduling the child's health assessment and dental examination in a timely manner and documenting the dates which these occurred. . a. Review and revise curricula as needed b. Begin delivery of revised curricula c. Assess training effectiveness via evaluation and/or supervisor survey.	1a. Review and revision. 1b. Training delivered 1c. Evaluation	1b. Dec, 2003 & ongoing 1c. April 2004 & ongoing	1a. Sept 2003 1b. Dec, 2003		1a. Sept 2003 1b. Dec, 2003		See attached Training Report. Page, 35.
		2. State staff will develop an Agency Letter to encourage the use of an assessment continuum, reiterate the requirements regarding the initial health assessment, and timelines for on-going health and dental examinations.	2. Agency letter sent.	2. Nov, 2003	Nov, 2003		Nov, 2003	Completed	

<b>Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity</b>	<b>Goal/Negotiated Measure/Percent Of Improvement</b>	<b>Action Steps And (Agency Responsible)</b>	<b><u>Benchmarks</u> Toward Achieving Goal</b>	<b><u>Benchmarks</u> Dates of Achievement Goals <u>Projected</u></b>	<b><u>Benchmarks</u> Dates of Achievement Goals <u>Actual</u></b>	<b>Date of Goal Achievement <u>Projected</u></b>	<b>Date of Goal Achievement <u>Actual</u></b>	<b>Barriers Or Discussion</b>	<b>Other PIP Related Activities</b>
		3. As a basis for information required in the child's case record, a state/county work group has been formed to revise the "Health Passport" to make it easier to use and understand <ul style="list-style-type: none"> <li>a. Health Passport will be reviewed and revised.</li> <li>b. Passport will be sent to all counties</li> </ul>	3a. Passport revised. 3b. Passport sent to all counties.	3a. Dec, 2003 3b. Mar, 2004	Passport revised  Passport sent to counties		Nov, 2003  Dec, 2003	Completed	
		4. Counties will receive current information on community health resources. Child Welfare, in conjunction with Health Care Policy and Finance, will work with community resources to make available to counties a list of EPSDT sites, community health agencies, and other options available to children in need of health care. <ul style="list-style-type: none"> <li>a. List compiled.</li> <li>b. List distributed to all counties.</li> </ul>	4a. List compiled 4b. List sent to counties	4a. Oct 2004 4b. Nov, 2004				To be reported next quarter	CDHS-Child Welfare staff have been meeting with CDPHE to identify and DHCPF staff to finalize the list of EPSDT information.
		5. ARD will develop a baseline of the number of children receiving in-home services who have medical needs identified in Assessment, Safety Plan, or Family Service Plan that are having their physical needs addressed through identified services. <ul style="list-style-type: none"> <li>a. Review questions will be added to Q/A instrument</li> <li>b. Baseline will be established</li> <li>c. Goal will be negotiated with RO</li> </ul>	5a. Instrument modified. 5b. Baseline established 5c. Goal approval by RO	5a. Jan, 2004 5b. May, 2004 5c. June, 2004					ARD began reviewing to whether medical needs were identified and addressed for all cases, in January 2004. With the small numbers, 96.8% of the time this was happening.. As of 9/30, 96.5% of the time, children in home have had their medical needs addressed.

Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <u>Projected</u>	<u>Benchmarks</u> Dates of Achievement Goals <u>Actual</u>	Date of Goal Achievement <u>Projected</u>	Date of Goal Achievement <u>Actual</u>	Barriers Or Discussion	Other PIP Related Activities
Item 23: Mental health of the child	84% of children with identified mental health needs will have services provided Baseline 80%		82% of children with identified mental health needs will have services provided	Aug, 2004		Oct, 2005	Sept, 2004 – 95.6%	This is the fourth consecutive quarter that this measure has achieved the goal.	
		1. Statewide Core training will emphasize the need for the use of NCFAS, CCAR and EPSDT in order to determine and document the need for initial and ongoing mental health services. a. Review and revise curriculum b. Deliver revised curriculum c. Assess training effectiveness via evaluation and/or supervisor survey.	1a. Review and revision. 1b. Training delivered. 1c. Evaluation	1a. Dec, 2003 1b March, 2004 & ongoing 1c. June, 2004 & ongoing	1a. Dec, 2003		1a. Dec, 2003		See attached Training Report. Page, 35.
		2. Remind counties of the availability of the Child Protection Expert Consultant who specializes in children's mental health issues. a. A letter will be sent to county directors to inform counties of the availability and method to engage a CW consultant in regard to children's MH issues.	2a. Letter drafted and sent to all counties.	2a. Dec, 2003	2a. Dec., 2003		2a. Dec 2003		County Supervisors indicate in their evaluations of training that the case consultation for mental health issues of abused children has assisted caseworkers in their case planning and treatment recommendations.
<b>Systemic Factor 2: Case Review System</b>									
Item 25: Provides a process that ensures that each child has a written case plan to be developed jointly with the child's parent(s) that includes the required provisions.		Refer to Item 18 to address action steps, methods of measurement, benchmarks and dates of achievement for this item.							

Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <i>Projected</i>	<u>Benchmarks</u> Dates of Achievement Goals <i>Actual</i>	Date of Goal Achievement <i>Projected</i>	Date of Goal Achievement <i>Actual</i>	Barriers Or Discussion	Other PIP Related Activities
Item 27: Provides a process that ensures that each child in foster care under the supervision of the State has a permanency hearing in a qualified court or administrative body no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter.	88% of the 12-month permanency hearings are held in a timely manner. Baseline 84%		86% of the 12 month permanency hearings are held in a timely manner	Aug, 2004		Oct, 2005	Sept, 2004 – 88.8%	This is the third quarter that this measure has achieved the goal.	
		1. Caseworker Core and ongoing training will emphasize the timeframes of permanency planning and the Dependency and Neglect Court processes. a. Review and revise curriculum b. Deliver revised curriculum c. Assess training effectiveness via evaluation and/or supervisor survey.	1a. Review and revision 1b. Training delivered. 1c. Evaluation	1b.Nov, 2003 & ongoing 1c. March 2004 & ongoing	1a. Aug, 2003 1b.Nov, 2003		1a. Aug, 2003 1b.Nov, 2003		See attached Training Report. Page, 35.
		2. Judicial officers around the state will be trained regarding appropriate handling of the D&N cases (including timeframes, termination, appropriate development of treatment plans) a. Court Improvement will produce an interactive CD ROM presentation for dissemination to Court facilitators. b. This CD will be viewed under the guidance of the Court Facilitators in each judicial district	2a.CD Rom produced and disseminated. 2b Video viewing.	2a. April, 2004 2b. Dec 2004				The Court Improvement Grant position within the State Judicial Office is currently vacant, therefore oversight of the judicial portions of the PIP is unclear.	

Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <u>Projected</u>	<u>Benchmarks</u> Dates of Achievement Goals <u>Actual</u>	Date of Goal Achievement <u>Projected</u>	Date of Goal Achievement <u>Actual</u>	Barriers Or Discussion	Other PIP Related Activities
		3. DYC youth will have a permanency hearing in a qualified court or administrative body no later than 12 months from the date the youth entered foster care a. Waiver submitted and denied b. Reconvene stakeholder group to outline options. c. Submit request for 04 legislation to legislative liaison d. Survey Judicial for workload and fiscal impact. e. Executive director provided information and makes decision on option to pursue f. Paper submitted to Fed Office for approval. g. Legislative change. h. Rule change i. Compliance with Fed requirement of separation.	3b. Workgroup will form and begin meeting. 3c. Request submitted 3d. Survey sent 3e Option chosen 3f Paper submitted/approved 3g. Legislative change 3h Rule change 3i Move of ARD or PH Function 3h. Move of ARD division or PH function.	3b. July, 2003 3c. July 2003 3e. Nov 2003 3f. Nov 2003 3g June 2004 3h June 2005 3i. Oct 2005	3a. May, 2003 3b Aug 2003 3c. July 2003 3d. Aug, 2003				At this time, there is still no resolution. An Administrative Body that is within CDHS is doing the reviews. These reviews are done objectively and do meet the perceived intent of the item. The State will continue to explore other options with other states.
<b>Item 28: Provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act.</b>	<b>75% of children who have been in FC 15/22 will either have a TPR filed or compelling reasons documented. Baseline 25%</b>		<b>50% of children who have been in FC 15/22 will either have a TPR filed or compelling reasons documented.</b>	<b>Aug, 2004</b>	<b>Sept, . 2004 – 62.4%</b>	<b>Oct, 2005</b>		<b>This is the third quarter that this item has achieved the benchmark.</b>	
		1. Data entry requiring TPR according to ASFA guidelines is incomplete. a. CW will request a Trails revision to require entry of TPR-related fields. b. Required Fields Document will be amended to incorporate changes.	1a. Request made 1b. Doc. amended 1c. Counties advised 1d ARD monitoring	1a. Jan, 2004 1b Jan, 2004 1c. Feb, 2004 1d. Jan 2004 and ongoing			Completed	.	



Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <u>Projected</u>	<u>Benchmarks</u> Dates of Achievement Goals <u>Actual</u>	Date of Goal Achievement <u>Projected</u>	Date of Goal Achievement <u>Actual</u>	Barriers Or Discussion	Other PIP Related Activities
		c. Counties will be advised of requirements change. d. ARD will revise oversight process to address this issue							
		2.. Refer to Action Step 1 in Item 10 regarding permanency (including TPR) for adolescents.							
		3. Refer to Action Step 2 in Item 27 regarding Judicial training focused on the appropriate handling of D&N cases, including TPR).							
		4. Project Uplift will coordinate with the Court Improvement Project to change the Supreme Court Rule for Procedural Timeframes for Dependency and Neglect cases being heard for appeal. a. Language for proposed change will be written b. Meeting with Court of Appeals c. Statewide symposium to present rule change d. Present rule change to Appellate Rules Committee e. Incorporate public comment f. Supreme Ct. Approval	4a. Language written 4b. Mt. with Appeals Ct. 4c.Symposium 4d. Rules to committee 4e. Public comment 4f Approval	4c. Feb, 2004 4d. April, 2004 4e. April, 2004 4f. May, 2004	4a. July, 2003 4b July, 2003	4a. February 2004 (Language for the rule change cannot be completed until the symposium has occurred. It is there that stakeholder investment will be developed	4b. Frequent contact throughout the development of the symposia maintained with the Chief Judge at the COA. Physical meeting occurred December 15, 2003	The Court Improvement Grant position within the State Judicial Office is currently vacant, therefore oversight of the judicial portions of the PIP is unclear.	The Procedure has gone to the appellate rules committee and has gone to comment. Supreme Court approval is still to come.

**State PIP – Update**  
**24-Hour Monitoring Unit – Michael A. Gallegos**  
**April 1, 2004 to September 30, 2004**

Incident of Child Abuse and/or Neglect in Foster Care - **ONGOING**  
(Statewide data indicator relating to item #2)

**a. Receive referrals**

- ❖ 540 Critical Incidents Reports (CIR) were sent to CDHS for timely investigation.
- ❖ 152 Critical Incidents Reports were sent to CDHS regarding incidents of alleged abuse and/or neglect occurring in 24-hour out of home placements.
- ❖ 270 Stage-One Reports were sent to CDHS for investigation from county departments of social services.

**b. Conduct site visits**

- ❖ 17 Residential Child Care Facilities (RCCF) were audited this quarter.
- ❖ 3 Child Placement Agencies (CPA) were audited this quarter.
- ❖ 3 Specialized Group Home Centers (GRPCC) were audited this quarter.
- ❖ One Rapid Response Visit was conducted with participation from the Division of Child Welfare, Division of Youth Corrections, Division of Child Care, and Division of Mental Health. The visits were conducted to determine the health, safety and well being of children placed at a Residential Child Care Facility, which operated two separate campuses.

**c. Document findings and report to county departments**

- ❖ Monitoring Reports are sent to 64 county departments of social services.
- ❖ Stage Two reports are forward to the majority of investigating county departments of social services and program/facilities.
- ❖ The 24-Hour Monitoring Unit is working in collaboration with county department of social services during incidents of alleged abuse and/or neglect and conducting timely investigations.

**d. Provide oversight and Technical Assistance**

- ❖ The 24-Hour Monitoring Unit provided Technical Assistance to county departments of social services regarding:
  - i. Use of Physical Management.
  - ii. Stage One and Stage Two Investigations
- ❖ On-going Technical Assistance was provided to licensed 24-hour child care facilities
  - i. Critical Incident Reporting.
  - ii. Reporting allegations of abuse and/or neglect.
  - iii. Service/Treatment planning for children.
  - iv. Child mental health assessment
- ❖ Additional Monitoring Follow-up visits were conducted with licensed child care facilities

## **PIP Training Report January 1 through September 30**

### **Outcome S1, Incidence of Child Abuse and/or Neglect in Foster Care**

“...provide information and suggestions to ensure that needs and behaviors of special needs children are addressed to prevent inappropriate or abusive treatment”

The Foster Parent Core curriculum was revised to add more discussion about special needs children including a handout titled “Are Children with Developmental Disabilities more likely to be abused?” The foster parents are given a list of resources including agencies and websites whom they can contact for questions about special needs children. They are also given a handout, which discusses special needs children. It includes definitions, resources and a phone number for Colorado Child Find. Foster parents are encouraged to ask for all available historic and assessment information regarding the pending placement of a child with special needs in order to help them both prepare for and then successfully maintain this child in their home. The revised information was trained beginning in January 2004.

“Strategies for Parenting Challenging Children” has been enhanced to include more information on developmental issues, neuro-developmental disorders, attachment disorders, prenatal drug exposure and mental illness of children in placement. Besides presenting information on these challenging children, information is provided on how foster parents can more effectively parent children with these problems.

In “Healing Traumatized Children in Foster Care”, the curriculum has been enhanced to help foster parents find more effective means to parent children have been traumatized through abuse and neglect and that are dealing with their separation from their parents.

“Working with Sexually Abused Children in Foster Care has been enhanced to provide more skill for caregivers parenting children that have been sexually abused.

### **Outcome S2, Item 4**

“Core Caseworker Statewide training will provide training on how to incorporate the Safety Assessment into a Safety Plan.”

“Core 1” was enhanced to provide more information to trainees on the connection between the Safety Assessment and the Safety Planning, and to give trainees more of an opportunity to practice this information on a video family. A meeting was held with State and County staff as well as another training provider that is providing training on the Safety Assessment and Plan to ensure consistency of training. Enhancements were made to Core 1 based on this meeting. Information continues to be shared between IFDU, county intake supervisors and state child welfare staff to ensure that the Core 1 section on

Safety Assessment and Planning meets the needs of new child welfare staff in regards to effective safety planning for families.

**Outcome P1, Item 7**

Ensure that Statewide Core Caseworker training includes the need to establish an appropriate permanency goal in a timely manner and to consider use of concurrent planning when appropriate.

Core 2 has been enhanced to spend more time discussing the need for a permanency goal as soon as a case is opened. Documentation of the permanency goal in TRAILS has been added to the training. The section on permanency goals has been enhanced to explore all the possible goals, the use of OPPLA as a permanency goal, and the workers responsibility when using OPPLA as a permanency goal. A section was also added to Core 2 on concurrent planning. This section includes information on the origin of concurrent planning, the components of concurrent planning, and the importance of concurrent planning in permanency planning for children.

**Outcome P1, Item 9**

...training on adoption issues will/practice will emphasize timelines and efforts to find adoptive homes for all children with a goal of adoption.

In April, 2004, the Adoption Exchange revised their training course to emphasize the issues related to timelines. The revised course is entitled, Permanency Through Adoption: Putting Laws into Practice. Participants explore the dilemma of preserving a child's connections while abiding by the timelines and rules mandated by law. Transracial and interjurisdictional placements are also discussed. Participants are asked to complete 'pre-work' prior to the class that will provide them with basic knowledge about the laws. On the training day itself, participants will be asked to apply this knowledge to a specific case scenario.

Subsidized Adoption – Training via teleconference. Two have been held thus far this year, with 3 more for the second half of this fiscal year. Counties call in to participate, number attending at each county varies.

In Core 1, information was added to inform trainees that they should begin documenting connections for children at the assessment phase of a case in part so that these connections can be explored as possible adoptive homes should the goal for the child become adoption.

In Core 2, the curriculum was enhanced to emphasize documenting connections in all phases of case planning and talking to adolescents about adoption. More of an emphasis is placed on helping workers to understand the timelines in ASFA regarding 15 of 22 months, and finalized adoption in 24 months. Documentation of this information in TRAILS was also added to Core 2.

Strategies for Working With Latino/Hispanic Families & Their Communities – This training is intended to broaden the audience’s awareness, sensitivity, and understanding of the breadth of the Latino/Hispanic culture and community. Participants will expand their awareness of cultural issues related to adoption, foster care experience for the Latino/Hispanic family. Social work practice skills to apply the ethnic based knowledge to their work with these families, and communication and interactive skills in order to provide supportive services to the families and children that are served. This is a 2-day training.

CCAR – Colorado Client Assessment Record – This training is ongoing throughout the year. Classes are structured for the new user-has never filled out the CCAR form, and a refresher class for those who are familiar with the process.

### **Outcome P1, Item 13**

Statewide Core and ongoing caseworker training will provide opportunities to increase knowledge and understanding regarding familial contact, including:

- Assuring parent’s visitation plans are of sufficient frequency
- Maintaining parent/sibling contact
- The importance of parent/sibling contacts including after Termination of Parental Rights

In Core 2, an activity was added to give trainees the opportunity to write a visitation plan for a video family. The video family includes three children in two different placements. Trainees are divided into groups and are given different assignments including sibling visits, each of the children with their parents or a scenario of an adolescent in placement so that they can practice writing a plan for an older child in care that is dealing with youth in conflict issues.. Trainee’s plans must take into consideration the family assessment, the needs of each of the children, and the permanency plan for each of the children. Discussion is held as trainees review their plans about how the plans support the family assessment, the treatment plan and the needs of the children and the parents.

Frequency and importance of visitation is also discussed in regards to concurrent planning in both Core 2 and “Family Reunification”.

Core 4 has been enhanced by adding an activity on the importance of visitation to families and the caseworker’s responsibilities in promoting productive visitation as a part of a reunification plan and post termination.

“Family Reunification” has also been enhanced to provide more information on promoting productive visitation for children, biological parents and foster parents.

As part of the training on Treatment Planning for Abused Children and as part of consulting for supervisors and workers under a contract with the University of Southern

Maine, specific suggestions and guidance have been provided regarding visitation with foster children by biological parents. Also discussed in both of these areas of activity is the role of foster parents and caseworkers in collaboration with each other and biological parents in making such visits successful.

### **Outcome WB1, Item 17**

Core *caseworker* training will emphasize the link between adequate assessment and more successful outcomes for children and families, the value of the CAC instruments in use with families, in court reports, and in working with other professionals, and the importance of communication between protection, foster care, and adoption caseworkers regarding the assessment and resulting treatment plan and services.

Throughout all of the Core trainings, more of an emphasis is placed on the connection between assessment, case planning and outcomes for children and families. The importance of an accurate assessment leading to good case planning has been woven throughout the curricula.

In Core 1, there is a continued emphasis on sharing information from the safety and risk assessment with families, the courts and other professionals.

In Core 2, an activity on community collaboration was modified to include sharing information gathered from the safety and risk assessments with all parties gathered for a staffing on a video family.

### **Outcome WB1, Item 19**

Statewide Caseworker Core Training will emphasize the purpose of visitation and effective strategies for workers to use in conducting visits with children.

In Core 2, a section was added to case recording to address workers visits with children and how to document these visits. A meeting was held with Administrative Reviewers to get information on workers documentation in this area. After this meeting, information was added to Core 2 to provide trainees with information about the purpose of these visits, questions that they should be asking children during their monthly visits, how they should ask these questions, and information they should be gathering to assess safety and well-being of children both in placement and their own homes. Accurate documentation of these visits is also emphasized in the training.

### **Outcome WB3, Item 22**

Physical Health of the child – Statewide Core Training for Foster Parents will emphasize the importance of scheduling the child’s health assessment and dental examination in a timely manner and documenting the dates which these occurred.

Foster Parent Core was slightly revised to emphasize the importance of scheduling the child's health assessment and dental exam in a timely manner. A revised and re written letter was requested and received from Mary Griffin, state foster care administrator, outlining all medical and dental requirements. This letter is extensively reviewed. We also discuss the health passport and upon request provide - Health Care Community resources.

**Outcome W1, Item 27**

Caseworker Core and ongoing training will emphasize the timeframes of permanency planning and the Dependency and Neglect Court processes.

In Core 1, there is a handout with court timeframes. This handout is now thoroughly reviewed in training.

“Family Reunification” emphasizes the timeframes for permanency planning under ASFA.

**EVALUATION DATA FOR TRAININGS OFFERED BETWEEN JANUARY 1, 2004 AND SEPTEMBER 30, 2004.**

**Satisfaction with Courses based on the CONTENT of the course**

**NEW WORKER CORE**

The following table shows satisfaction by course with the content of new worker core trainings conducted during the period January 1, 2004 and September 30, 2004.

The ratings are on a scale from 1 to 4 with “1” denoting the least amount of satisfaction and “4” denoting the highest level of satisfaction.

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>CORE1</u>	<u>Mean</u>	3.50	3.52	3.59	3.60	3.65	3.70	3.67
	<u>N</u>	101	98	100	103	103	100	94

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>CORE2</u>	<u>Mean</u>	3.50	3.49	3.59	3.62	3.69	3.71	3.69
	<u>N</u>	132	132	132	132	133	132	132

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>CORE3</u>	<u>Mean</u>	3.54	3.62	3.71	3.71	3.73	3.66	3.67
	<u>N</u>	124	124	121	123	124	124	124

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>CORE4</u>	<u>Mean</u>	3.69	3.59	3.60	3.69	3.75	3.69	3.71
	<u>N</u>	124	124	122	124	124	124	124

Course Titles

Core 1: Family-Centered Child Welfare

Core 2: Case Planning and Family-Centered Casework

Core 3: The Effects of Abuse and Neglect on Child Development

Core 4: Separation, Placement and Reunification in Child Welfare

Content items by Content number

**Content 1:** The subject matter was at the right level of difficulty.

**Content 2:** The workshop content was compatible with my agency's philosophy and policies.

**Content 3:** My agency will support me in using this training on the job.

**Content 4:** I learned specific job-related knowledge and/or skills.

**Content 5:** I will use knowledge and/or skills from this training on the job.

**Content 6:** I will be able to do my job better because of this training.

**Content 7:** Families will benefit from my taking this course.



## **FOSTER PARENT CORE**

The following table shows satisfaction by course with the content of foster parent core trainings conducted during the period January 1, 2004 and September 30, 2004.

The ratings are on a scale from 1 to 4 with “1” denoting the least amount of satisfaction and “4” denoting the highest level of satisfaction.

### **Satisfaction with Courses based on the content of the course**

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>	<u>Content</u> <u>8</u>
<u>Foster</u>	<u>Mean</u>	3.53	3.53	3.67	3.51	3.73	3.69	3.73	3.70
<u>Core</u>	<u>N</u>	594	542	571	577	596	589	591	597

### **Content items by Content number**

**Content 1:** The subject matter was at the right level of difficulty.

**Content 2:** The workshop content was compatible with my agency's philosophy and policies.

**Content 3:** My County will support me in using this training as a foster parent.

**Content 4:** This class helped me with making my decision about being a foster parent.

**Content 5:** I have more knowledge of what is required of me as a foster parent.

**Content 6:** I will be a better foster parent because of this training.

**Content 7:** I will use what I learned from this training as a foster parent.

**Content 8:** Children will benefit from my taking this course.

## **FOSTER PARENT ONGOING**

The following table shows satisfaction by course with the content of foster parent ongoing trainings conducted during the period January 1, 2004 and September 30, 2004.

The ratings are on a scale from 1 to 4 with “1” denoting the least amount of satisfaction and “4” denoting the highest level of satisfaction.

### **Satisfaction with Courses based on the content of the course**

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>	<u>Content</u> <u>8</u>
<u>Foster</u>	<u>Mean</u>	3.55	3.58	3.60	3.56	3.66	3.74	3.76	3.69
<u>Ongoing</u>	<u>N</u>	184	172	146	151	156	154	155	145

### **Content items by Content number**

**Content 1:** The subject matter was at the right level of difficulty.

**Content 2:** The workshop content was compatible with my agency's philosophy and policies.

**Content 3:** My County will support me in using this training as a foster parent.

**Content 4:** This class helped me with making my decision about being a foster parent.

**Content 5:** I have more knowledge of what is required of me as a foster parent.

**Content 6:** I will be a better foster parent because of this training.

**Content 7:** I will use what I learned from this training as a foster parent.

**Content 8:** Children will benefit from my taking this course.

**ONGOING WORKER/SUPERVISOR TRAININGS**

The following table shows satisfaction by course with the content of ongoing worker/supervisor core trainings conducted during the period January 1, 2004 and September 30, 2004.

The ratings are on a scale from 1 to 4 with “1” denoting the least amount of satisfaction and “4” denoting the highest level of satisfaction.

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>Core</u>	<u>Mean</u>	3.52	3.53	3.63	3.63	3.67	3.65	3.63
<u>Ongoing</u>	<u>N</u>	635	624	620	636	634	627	620

Content items by Content number

**Content 1:** The subject matter was at the right level of difficulty.

**Content 2:** The workshop content was compatible with my agency's philosophy and policies.

**Content 3:** My agency will support me in using this training on the job.

**Content 4:** I learned specific job-related knowledge and/or skills.

**Content 5:** I will use knowledge and/or skills from this training on the job.

**Content 6:** I will be able to do my job better because of this training.

**Content 7:** Families will benefit from my taking this course.

## Family-to-Family Outcomes Report for Denver and El Paso Counties

Family to Family Item	Denver County	El Paso County
Item 5, Action Step #2 – Family-to-Family practice of TDM will occur in Denver and El Paso Counties	From July 1 through Sept. 30, 2004: 48% of 164 children entering placement had a TDM 23% of 262 children changing placement had a TDM 32% of 261 children exiting placement had a TDM	From July through Sept. 30, 2004: 45% of 239 children entering placement had a TDM 40% of 212 children changing placement had a TDM 15% of 81 children exiting placement had a TDM
Item 6, Action Step #2a – Family-to-Family Counties will develop and implement community recruitment strategies.	In the Denver area a major church has committed to fostering and adopting 70 of Colorado’s children in the public system. A committee involving metro area churches and four metro counties is now meeting on a regular basis to plan for implementation of the faith-based efforts. At this time there is not data available regarding the success of this effort.	To expand their Family to Family efforts, the county has trained GAL staff, Child Placement Agencies and Foster Parents on “Ice breaker Meetings – the planned meetings between foster parents and birth parents. More training with other agencies is being scheduled.
Item 6, Action Step #4 – Denver and El Paso Counties will decrease the use of congregate care for children and increase the use of family kinship and family foster homes.	In 2003 children placed for the first time were placed in congregate care 44% of the time and 40% went into Kinship or family foster care. In 2004, 61% of the children have gone into kinship or family foster care as a first placement and 21% go into congregate care with only 4% of children under 6 going into congregate care. 75% of youth 12 and older experience congregate care as a first placement.	From April 2003 through March 2004, the use of congregate care for children 0-11 has gone from approx 13% to approx. 8%. For youth 12 and over it has gone from 70% to 60%. For children under 12 the use of kin and Family foster homes has increased by 5% while the use for youth has increased by 10% with kin placement showing the largest increase.
Item 18, Action Step #1a – Denver and El Paso Counties will utilize TDM strategy to involve child and family in case planning.	Utilization Management processes are being integrated with TDM processes to allow immediate authorization for Core services that will assist families to meet their immediate needs. From July 2004 through September 2004: 59% of birth mothers have participated in TDMs 33% of birth fathers have participated in TDMs	From July 2004 through September 2004: 67% of birth mothers have participated in TDMs 28% of birth fathers have participated in TDMs

## **Report for: Best Practices for Recruitment, Retention and Support for Placement Stability**

In May, 2004 CDHS we presented at the State Child Welfare Conference. The audience included county casework and administrative staff, child placement agency staff, and foster parents.

Since that time, 6 additional counties have been reviewed. In general we are finding that the counties provide flexibility regarding training credit media. They seek out training opportunities for foster parents that provide relevant information with minimal cost. We are seeing an increase in counties providing opportunity for foster parents to train other foster parents. The 10 large counties have 80% of the children in care and well over half of the county certified foster homes. They all have support groups. Of 8 mid-sized counties, 6 have support groups.

An area of improvement is that increasingly, county departments are encouraging foster parents to have involvement with the biological families in ways that are workable for them. In the mid-sized and 2 small counties, the foster parents feel very supported by caseworkers. In these counties there is little staff turnover. For the large counties, the level of support varied, based on the relationship of the foster parent with the caseworkers.

In the large counties there has been steady staff turnover, layoffs, and in some counties there have been furloughs. The economic downturn does impact foster parent support.

CDHS sponsored two foster care program development trainings in June 2003 and 2004. These trainings were directed toward counties that had fledgling foster care certification programs that wanted to develop their programs. The focus was to provide them with training regarding rules, certification, recruitment/retention, and support.

CDHS continues to sponsor metro FC/Kin Coordinator meetings 4X/yr, regional (rural) FC/Kin Coordinator meetings 4X/yr; and joint FC/Kin/Adoption meetings 2X/year. These meetings focuses on topics requested by coordinators that relate to best practice, develops their knowledge base, and any changes regarding policies and rules etc. We do not measure change, but provide a forum for FC Coordinators to network, share practice ideas/issues, and increase their skills.

