

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

**April 1, 2005 through June 30, 2005
Submitted September 2, 2005**

**Program Improvement Plan
Report of Progress and Status
April-June, 2005**

This is Colorado's seventh quarterly report of progress on the State Program Improvement Plan (PIP). This report attempts to address the points made by the Regional Office in their emails dated August 1 and August 19, 2005. This report has addressed all the goals, items and action steps in Colorado's PIP and identifies dates of completion, and approved renegotiated goals. This report also seeks approval from the Regional Office to adjust certain goals as well as to add action steps to various items.

The following matrix provides the areas where Colorado is still working to accomplish actions steps as well as performance on the statewide goals. Within the matrix there is reference to a narrative report on the action steps.

An updated training report is provided on Page 49.

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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
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.		Statewide County data will indicate attainment of benchmark at 83%	Aug, 2004		Oct, 2005	This Goal was achieved 9/30/04 .		
Incidence of Child Abuse and/or Neglect in Foster Care	.57% or less of children in foster care will experience abuse or neglect-		Rate for abuse or neglect in foster care will decrease to .61%	Aug, 2004	Dec., 2003 - .59%	Oct, 2005	This Goal was achieved 9/30/04		
Outcome S2 Children are safely maintained in their homes whenever possible and appropriate									
Item 3: Services to family to protect child(ren) and prevent removal.	88% of Family Services Plans (FSP) contain a description of specific services that address the needs of the child(ren).		Maintenance of 95% statewide compliance New Benchmark 86% approved 1/05	Jan, 2004 Aug, 2004		Oct, 2005	This Goal was achieved 12/31/04.		New Goal of 88% was approved Jan 2005

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Item 4: Risk of harm to child(ren)	75% of Safety plans will address the issues identified in the safety assessment		Statewide county data will indicate that attainment of goal at 73%	Aug, 2004		Oct, 2005	This Goal was achieved 12/31/04.		
Outcome P1: Children have permanency and stability in their living situations									
Item 5: Foster care re-entries	No more than 17% of children will experience re-entry into foster care within a 12-month period		Re-entry rate will decrease to 18%	Aug, 2004		Oct, 2005	This Goal was achieved 9/31/04.		
		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		Completed Sept, 2004, Services are ongoing		
		2. Family to Family practice of Team Decision Making (TDM) will occur in Denver and El Paso Counties. 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 b. Additional counties will be identified to deliver TDM meetings when a child returns home c. State will provide tech support to the additional counties and the counties will implement TDM	2. TDM will be completed in 75% of the cases where a child returns home 2b. Solicit county participation. 2c. T/A started & ongoing	2. Dec, 2004 50% 2a. Dec, 2003 2b March 2004 2c March 2004	2. Benchmark achieved June 2004	2a June, 2004 2b. June, 2004 2c. Dec, 2004	2. completed Dec 2004 2a. Completed June 2004 2b Completed Jun 2004 2c Completed Apr 2004 and ongoing		

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		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 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. b. State will provide technical assistance with counties re: effective use of NCFAS-R. c. State will submit a request for the two new reunification domains to be integrated into Trails. d. NCFAS-R integrated into Trails.	3a. Additional counties identified 3b. T/A started and ongoing 3c. Request submitted. 3d. NCFAS-R in trails	3a. Jan, 2004 3b. Jan-2004		3b Nov, 2004	3a Completed Dec 2004 3b Comp.. Nov 2004 3c Completed Oct 2003 3d.	3d. See page 24	
		4. Expansion Family to Family Counties will receive training on the four strategies				Sep 2005	4c Comp. Apr 2004 and ongoing	4c See page 25	
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.		Increase to 74%	Aug, 2004		Oct, 2005		3/31/05 This measure continues out of compliance at 67%	Three new actions steps proposed. See page 26
		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	Completed June 2004	See Item 5, Action Step 4	
		2. Recruitment and retention of foster parents will be community- based to better meet the needs of children in	2b. Report documenting strategies produced and distributed.	2b. June, 2004					See page 27 for progress on additional actions steps on this item

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		<p>their neighborhood home environment.</p> <p>a. Family to Family Counties will develop and implement community recruitment strategies.</p> <p>b. Strategies will be documented and shared with other counties.</p>					2a & b Completed Sep 2004 and ongoing through the quarterly trainings with the expansion family t family counties		
		<p>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.</p> <p>a. Inform foster parents of process for requesting a mentor.</p> <p>b. Develop survey to distribute to sample of foster parents to determine adequacy/quality of services.</p> <p>c. Analyze data and provide feedback.</p> <p>d. Identify specific service needs and work with FPA and counties to locate resources/services</p>	<p>3a. Info. to foster parents.</p> <p>3b. Survey distributed.</p> <p>3c. Analysis and feedback</p>			3d. Dec, 2004	<p>3a Completed Jan 2004</p> <p>3b Completed Oct 2004</p> <p>3c Competed Mar 2005</p>	3c See page 28	
		<p>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.</p> <p>a. Counties will utilize TDM practices and safety planning.</p> <p>b. Child Welfare will provide t/a and support around use of TDM.</p>					<p>4a. Comp. Mar 2005 and ongoing</p> <p>4b Comp. Mar 2005 and ongoing</p>	<p>2000 data regarding use of congregate care:</p> <ul style="list-style-type: none"> • Denver - 81% Congregate care, 19% Family foster care • El Paso – 21% Congregate care, 79% Family foster care <p>2003 data regarding use of congregate care</p> <ul style="list-style-type: none"> • Denver - 50% Congregate care, 50% Family foster care • El Paso – 20% Congregate care, 80% Family foster care 	

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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		Completed June 2004		See page 33
		6. Five TA trainings from the National Resource Center for Family Centered Practice and Permanency Planning are scheduled for county staff as well as judicial staff to address visitation issues as well as how to assure that moves are in line with the case plan..				September 2005	September, 2005 and ongoing		See page 35
Item 7: Permanency goal for Child	1. 96% of children in foster care will have an appropriate permanency goal. BL - 95%. 2. 50% of children in foster care will have a perm goal established in a timely manner		1. Baseline is maintained. 2. 30% of children in care will have timely permanency goal.	1. Aug, 2004 2. Aug., 2004	1. Dec., 2003 – 95.8%	1. Oct, 2005 2. Oct., 2005	1. Jun 2005 97.4% 2. Mar 2005 63.5%	1. This is the fifth consecutive quarter that this measure has achieved the goal. 2. This is the third consecutive quarter that this measure has achieved the goal	
		1. Ensure that Statewide Core Caseworker training includes the need to establish an appropriate permanency goal in	1a. Review and revise 1b. Deliver training 1c. Evaluation	1b. Dec, 2003 and ongoing 1c. April	1a review Sept, 2003 1a revise. Dec, 2003	1b. Jan, 2004 and ongoing	Completed June, 2004 Training is ongoing		

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		a timely manner and to consider use of concurrent planning when appropriate. a. review/revise curriculum. b. deliver revised curriculum. c. assess training effectiveness via evaluation and/or supervisor survey.		2004 and ongoing					
		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	Completed Dec 2004		
		3. Agency letter will be sent to reinforce timelines for establishing permanency goal.	3. Ltr. sent	3. Nov, 2003			Completed Dec, 2003		
Item 9: Adoption		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		Completed June, 2004 Training is ongoing		
		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	Completed June 2004		
		3. Adoption caseworkers will be trained on resolving challenging issues including; working with children refusing adoption and children being labeled as "unadoptable."	3a. Training and t.a request approved. 3b. Training started and completed.	3a. Jan., 2004 3b. June, 2004		3b Dec, 2004	Completed Apr 2005 and ongoing technical assistance is provided when county departments		

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		a. State child welfare will request technical assistance/training from National Resource Center or AdoptUSKids. a. State will work in partnership with above-listed entities to provide training on working with children refusing adoption.					are reviewed.		
		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 established. 4c. Goal approval by RO.	4a. Jan, 2004 4b. May, 2004 4c. June, 2004	4c Benchmark 78%, Goal 81% Approved by RO Jan 2005	Oct 2005	Mar, 2005 81.9% Jun, 2005 80.3%	The measure has fallen below the goal, but remains above the benchmark.	9/05 - Counties out of compliance have been alerted.
Item 10: Permanency goal of other planned permanent living arrangement.	1. 18% of cases will have OPPLA as a permanency goal 2. 93% of the IL cases will reflect diligent efforts to prepare youth for emancipation		1. 20% of cases will have OPPLA as a permanency goal. 2. ARD report will indicate achievement of benchmark at 91%	Aug, 2004		Oct, 2005	Dec 2005 16.3% Mar 2005 15.53% Mar 2005 89.5% Jun 2005 90.4%	1. This is the sixth consecutive quarter that this measure has achieved the goal. 2 This measure continues to be above the baseline.	2. A request to renegotiate this goal to 90% has been submitted to the Regional Office. Tentative approval was provided on 8/30/05. See page 37
		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. a. Cross System workgroup will review AFCARS Data and the use of and the processes that counties follow before use of OPPLA.	1a. Review completed	1a. Dec, 2003			1a Completed Jun 2004		

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		<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. TA 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 achieving permanency and revisions made to state policy that creates barriers to permanency will be drafted and distributed to state, county and local agencies</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>1b. Feb, 2004</p> <p>1c. March, 2004</p> <p>1d June, 2004</p> <p>1e. July, 2004</p>			<p>1b Not needed</p> <p>1c Completed Dec 2004</p> <p>1d Completed May 2004</p> <p>1e</p>	<p>1e Policy change has not been initiated</p>	<p>1e. Policy change was not recommended. The reason for being out of compliance is highlighted in the rationale for goal change.p.37</p>
		<p>2. Best practices learned from Adolescent Connections Project for establishing life-long connections for youth in care will be shared statewide</p> <p>a. Information shared at statewide conferences and meetings</p> <p>b. Information will be posted on CW Website</p>	<p>2a. Presentations made.</p> <p>2b. Website posting.</p>	<p>2a. March, 2004</p> <p>2b March, 2004</p>			<p>Completed Sep 2004</p>		

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		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		Completed Sep 2004		
		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 any indications that the youth has been involved in IL planning? 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	4a. Review of reports 4b. T/A provided as needed 4c. Quarterly review in county	4a June, 2004 4b. June, 2004 4c Beginning June, 2004	4a. Oct, 2003		4a Completed Oct. 2003 and ongoing 4b.and 4c Completed Dec 2004 and ongoing		See Page 38
Outcome P2: The continuity of family relationships and connections is preserved for children.									
Item 13: Visiting with parents and siblings in foster care	94% of visitation plans address permanency goal and are of sufficient frequency with each parent %.		92% of visitation plans will address permanency goal and be of sufficient frequency with each parent.	Aug, 2004		Oct, 2005	This Goal was achieved Sep 2004.		

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Item 14: Preserving connections	96% of case records address maintaining familial and cultural connections.		Maintain baseline	Aug, 2004		Oct, 2005	Mar 2005 93.9% Jun 2005 94.2%		The TA provided by the NRC for Family Centered Practice also has addressed this issue. See page 35
		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	1a. The rule took effect on January 1, 2004.		Completed Jan 2004		
		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 as needed b. Begin delivery of revised 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	Completed June, 2004 Training is ongoing		
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	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.	1a. Doc and list completed. 1b. Mailing sent.	1b Dec, 2003 1c-d Jan, 2004 and ongoing	1a Sept, 2003	1. Jan, 2004	Completed Sep 2004 and ongoing		

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	support to enhance relationship of child in care with parents.	d. Outcomes and satisfaction results will be shared with counties.							
		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	2c Oct 2005 and ongoing		The TA provided by the NRC for Family Centered Practice also has addressed this issue. See page 35
		3. 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. b. Begin training delivery d. Prepare training proposal to continue training beyond June, 2004	3a Establish a Steering Committee to address Fatherhood Issues. The Committee will include participation from Child Welfare, Self Sufficiency, Child Support Enforcement, County Department, Local Fatherhood Service providers, Domestic Abuse and community partners 3b Convene a Fatherhood Summit to identify issues and create awareness of fatherhood assets. 3c Utilize Annie E. Casey Fatherhood Initiative to provide technical assistance across systems on fatherhood issues. 3d Utilize the Steering Comm. to identify funding for statewide training			3c Sep 2005 3d Sep 2005	3a Completed July 2004 3b Completed Oct 2004 3c Comp. May 2005 3d Comp. June 2005		3b See Page 43

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			from the National Family Preservation Network.						
Outcome WB!: Families have enhanced capacity to provide for their children's needs.									
Item 17: Needs and services of child, parents, and foster parents.	1a. 95% of the time, <u>mothers'</u> needs as related to the child will be addressed through services. 1b. 91% of the time, <u>fathers'</u> needs as related to the child will be addressed through services 1c. 95% of the time, <u>children's'</u> needs will be addressed through services.		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, 1b, 1c This Goal was achieved Sep 2004		
		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 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. a. Review and revise curricula as needed b. Begin delivery of revised	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	Completed June, 2004 Training is ongoing		

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		curricula c. Assess training effectiveness via evaluation and/or supervisor survey							
		2. Counties will use the Child Protection Expert Consultants for case-specific assistance in identifying needs/services for child, parents, and foster parents. a. Reminder sent to counties regarding availability of consultants and process for requesting use of consultant. b. Monitor use of consultant by counties. c. Outcomes from consultant will be documented and advertised for counties. d. Counties will be kept informed of satisfaction rates of use of consultant.	2a. Reminder sent to Counties. 2c/d Outcomes and satisfaction info sent to Counties.	2c/d June, 2004	2a Sept, 2003	2. June, 2005	Completed Sep 2004 and ongoing		
		3. County Department records will reflect the use of the Colorado Assessment Continuum in the planning and provision of services for families and children. a. State will provide t/a regarding use of the CAC upon county request.	3a T/A provided			3. June, 2005	Completed Sep 2004 and ongoing		
		4. Caseworkers will be trained on the visitation rights of fathers.				Sep 2005			Same as Item 16, action step 3 See page 43
		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.	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	Completed Sep 2004 and ongoing		

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		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.							
		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					The State use the survey mentioned in Item 6, Action step 3 to get this information. See page 44
Item 18: Child and family involved in case planning.	97% of parents and children interviewed will be involved in case planning		Maintain baseline.	Aug, 2004		Oct, 2005	Mar 2005 97.4	This is the 3rd consecutive quarter that this measure has achieved the goal.	
Item 19: Worker visits with child.	90% of monthly visits with the child will be face to face.		94% of visits with the child will be face to face	Aug, 2004		Oct, 2005	Mar 2005 83.9% June 2005 83.2%	This measures continues to be the baseline of 86.1%.	Three new actions steps proposed. See page 26
		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			Completed Jan 2005		
		2. After rule change is implemented, CO will negotiate new baseline and goal with R.O.		2. July, 2004			Completed and new goal approved Jan 2005		
		3. Statewide Caseworker Core Training will emphasize the purpose of visitation and effective strategies for workers to use in conducting	1a. Review and revision 1b. Training delivered 1c. Evaluation	3a. Dec, 2003 3b. April, 2004 & ongoing		3a March 2004 3b. May, 2004 & ongoing	Completed June, 2004 Training is ongoing		

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
		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.		3c. June, 2004 & ongoing		3c. July, 2004 & ongoing			
		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. c. Outcomes from consultant will be documented and advertised for counties. d. Counties will be kept informed of satisfaction rates of use of consultant.	4a. Reminder sent to Counties. 4c/d Outcomes and satisfaction info sent to Counties	4c/d Jan, 2004	4a. Sept, 2003		Completed Sep 2004 and ongoing		See page 45
Item 20: Worker visits with parent(s)	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.		Statewide county data will indicate achievement of benchmark at 70%	Aug. 2004		Oct, 2005	Completed Dec 2004		
Outcome WB3: Children receive adequate services to meet their physical and mental health needs									

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. 2. 94% of children in foster care will have health needs identified and services provided		1. 84% of initial health assessments will be done in a timely manner. 2. 92% of children in foster care will have health needs identified and services provided	Aug, 2004	2. Dec., 2003 - 92.3%	Oct, 2005	Mar 2005 80% June 2005 79.2% Mar 2005 89.6% June 2005 90.4%		Three new actions steps proposed. See page 26
		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		Completed June, 2004 Training is ongoing		
		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		Completed Nov, 2003		
		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 a. Health Passport will be reviewed and revised. b. Passport will be sent to all counties	3a. Passport revised. 3b. Passport sent to all counties.	3a. Dec, 2003 3b. Mar, 2004	Passport revised Passport sent to counties		Completed Nov, 2003 Dec, 2003		

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
		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. a. List compiled. b. List distributed to all counties.	4a. List compiled 4b. List sent to counties	4a. Oct 2004 4b. Nov, 2004			Completed August 2005		
		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. a. Review questions will be added to Q/A instrument b. Baseline will be established c. Goal will be negotiated with RO	5a. Instrument modified. 5b. Baseline established 5c. Goal approval by RO	5a. Jan, 2004 5b. May, 2004 5c. June, 2004			Mar 2005 96.7% June 2005 96.4% This is the 5 th quarter this measure is above 95%		
		6. Identify counties that are continuing to do well in this area and develop a process by which they can provide technical assistance for the rest of the state.				Counties identified by Sep 2005	Completed Septe 2005		Mesa and Montrose counties were identified and discussion was held in a Child Welfare Administrators Workgroup
		7. A new State Staff will be working with other program staff, divisions, and departments to consider strategies that will continue to improve upon medical				New staff will be hired by Sept. 2005			The hiring process is moving forward. The written exam has been completed and

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
		services for children.							the oral exam will be conducted on 9/14/05. The final interview will follow with an offer to be made before 10//05.
Item 23: Mental health of the child	84% of children with mental health needs will have services provided		82% of children with identified mental health needs will have services provided	Aug, 2004		Oct, 2005	This Goal was achieved Sep 2004		
Systemic Factor 2: Case Review System									
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.							
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	Mar 2005 88.9% June 2005 88.7	This is the fifth out of the past 6 quarters that this measure has been above the goal.	
		1. Caseworker Core and ongoing training will emphasize the timeframes of permanency planning and the Dependency and Neglect Court processes.	1a. Review and revision 1b. Training delivered. 1c. Evaluation	1b.Nov, 2003 & ongoing 1c. March 2004 & ongoing	1a. Aug, 2003 1b.Nov, 2003		Completed June, 2004 Training is ongoing		

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
		<ul style="list-style-type: none"> a. Review and revise curriculum b. Deliver revised curriculum b. Assess training effectiveness via evaluation and/or supervisor survey. 							
		<p>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)</p> <ul style="list-style-type: none"> a. Production of an interactive CD ROM for dissemination to Court facilitators. c. This CD will be viewed under the guidance of the Court Facilitators in each judicial district 	<p>2a. CD Rom produced and disseminated.</p> <p>2b. Video viewing.</p>	<p>2a. April, 2004</p> <p>2b. Dec 2004</p>			Completed Dec 2004		<p>Training will be continued for new judges through a CD ROM</p> <p>See attached evaluation of Feb 2004 training.</p>
		<p>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</p> <ul style="list-style-type: none"> 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. 	<p>3b. Workgroup will form and begin meeting.</p> <p>3c. Request submitted</p> <p>3d. Survey sent</p> <p>3e. Option chosen</p> <p>3f. Paper submitted/approved</p> <p>3g. Legislative change</p> <p>3h. Rule change</p> <p>3i. Move of ARD or PH Function</p> <p>3h. Move of ARD division or PH function.</p>	<p>3b. July, 2003</p> <p>3c. July 2003</p> <p>3e. Nov 2003</p> <p>3f. Nov 2003</p> <p>3g. June 2004</p> <p>3h. June 2005</p> <p>3i. Oct 2005</p>	<p>3a. May, 2003</p> <p>3b. Aug 2003</p> <p>3c. July 2003</p> <p>3d. Aug, 2003</p>				See page 48

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
		g. Legislative change. h. Rule change i. Compliance with Fed requirement of separation.							
Item 28: Provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act.	75% of children who have been in FC 15/22 will either have a TPR filed or compelling reasons documented.		50% of children who have been in FC 15/22 will either have a TPR filed or compelling reasons documented.	Aug, 2004		Oct, 2005	Mar 2005 March 2005 83.5% June 2005 80.6%	This is the This is the third quarter that this item has achieved the goal.	
		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. c. Counties will be advised of requirements change. d. ARD will revise oversight process to address this issue	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 Mar 2004		
		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	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	Completed Mar 2005		

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 <u>Projected</u>	Date of Goal Achievement <u>Actual</u>	Barriers Or Discussion	Other PIP Related Activities
		c. Statewide symposium to present rule change d. Present rule change to Appellate Rules Committee e. Incorporate public comment f. Supreme Ct. Approval				stakeholder investment will be developed			

Item 5, Action Step 3d

Action Step 3d proposes that the NCFAS-R will be integrated into Trails. Colorado requests that this action step 3d be considered completed.

Currently, caseworkers are required to use the North Carolina Family Assessment Scale and record it in Trails. The domains that are assessed by the NCFAS are:

- Environment
- Parental Capabilities
- Family Interactions
- Family Safety
- Child Well-Being

The NCFAS-R would add the following two Domains:

- Caregiver/Child Ambivalence
- Readiness for Reunification

Although a request for integration into Trails was submitted in October 2003, the committee who monitors the Trails changes has assigned this change a low priority as other more critical SACWIS changes and fixes have taken higher priority.

The intent of this action step was to provide more information for caseworkers so that as reunification occurs, they would have more information about the family's readiness for reunification and be able to better plan for services to meet the needs. In spite of not completing Action Step 3d, the re-entry rate continues to either meet or exceed the agreed upon statewide goal, caseworkers are able to utilize the NCFAS-R on their own, without documenting it in Trails, thereby meeting the intent of Action Step 3d. Colorado will continue to move forward with this request, as well as provide training to the use of the NCFAS-R.

Baseline 12/2000 – 19.3%

Current Statewide Goal – No more that 17% of children will experience re-entry into foster care within a 12-month period. Goal was achieved on 12/31/04

Performance as of 6/30/05: 3/31/04 – 16.3%

Item 5, Action Step 4

On Going Training and Technical Assistance for Family to Family Expansion Counties – Elbert, Grand/Jackson, Jefferson, Mesa.

January 30, 2004 – Assessing Agency Readiness for Family to Family

Cleveland Site Visits

- March 2004 – Mesa, Grand, Jefferson
- April 2004 - Elbert

May 21, 2004 - Focus on continued implementation planning and recruitment and retention strategy development.

November 4, 2004 - TDM Readiness, Community Involvement, The family, Court involvement, Other implementation tasks

January 21, 2005 – Community Partnerships

June 1, 2, and 3, 2005 – National Family to Family Conference

July 15, 2005 – Data and Outcomes

September or October, 2005 – Recruitment, Training and Support

Other Efforts to move statewide

The Division is working with the Office of Field Administration to expand into a group of contiguous rural counties to establish a Family to Family rural project. Over the next month, the state will provide these counties information about their outcomes and more information about the training and technical assistance and resources that will be provided to support their efforts.


Proposed Action Steps for Item 6, Item 19 and Item 22

Colorado has found the areas of Stability of foster care, visitation with children, and physical health of the child to be consistently out of compliance. Nearly all the strategies to improve these items are complete, and we still have not seen improvement toward our goals. Therefore, we propose the following three additional action steps for approval:

1. By September 1, 2005, the State Child Welfare Division Director will send to the County Directors of Human Services a letter of corrective action identifying county performance on these three items. The letter will request the county to identify the problem with regard to the specific item and ask that they propose action step(s) that will improve their performance on the specific items.
2. The county corrective action plans will be returned to the State by September 16, 2005.
3. By September 30, State Child Welfare Management will review the plans and provide feedback as to how the County's actions plans will have an impact on the item identified.

Item 6, Action Step 2

Addressing “Challenging” Issues in Foster and Adoptive Parent Recruitment

- Adoption Incentive Funds dispersed as County Specialized Recruitment activities mini-grants to County Departments interested in providing targeted recruitment and supportive services for youth age 14-16 in the amount of \$204,740. Four County Departments have applied for participation:
 - Four County Departments of Social/Human Services were awarded funds
 - Funds will be expended by September 30, 2005. Report due to State office by December 30, 2006
 -
 - Latino/Faith-Based mini-grant to support Colorado’s goal to partner with the Faith Community to recruit resource families that ethnically match children in care was dispersed to County Departments in the amount of \$74,500.
 - Twenty-three County departments of Social/Human Services were awarded funds.
 - Funds were expended by June 30, 2005. Report due to State Office by September 30, 2006
1. Project 1.27, a faith -based initiative in development that closely reflects the Lt. Governor’s recommendations in the “Strengthening Families One Child at a Time” report (August 2004). Project 1.27 is designed to join a Faith Based community with the State Department of Human Services and local County Departments of Human/Social Services (Adams, Arapahoe, Denver, Jefferson) in finding Colorado’s children in foster care loving and forever families
 - Please see attached). Addendum #2
 2.  Colorado’s first Annual Heart Gallery premiered April 29, 2005 at the Walnut Foundry. Forty-nine portraits of Colorado’s longest waiting (available for adoption) children will travel across the State to various art galleries in Colorado. The exhibit will be on tour through April 2006
 - As of August 2005 fourteen children are pending placement or are permanently placed.

Item 6 Action Step 3

Analysis 2003 Colorado Foster Family Satisfaction Survey

- Approximately 110 responses provided at the Colorado State Foster Parent Association Conference (CSFPA) in Oct. 2003

General Information: Foster parents found the following helpful:

- DHS caseworkers.
- CPA case managers.
- Overall support and services to the family.
- Overall services and support to foster children.
- Support groups.
- State FP Association.

In general foster parents were split in their perception of the helpfulness of guardian ad litem (GALs) compared to other systems' individuals. Over the past 5 years GALs were most likely:

- To attend the child's hearings.
- To obtain first hand facts, and knowledge of the circumstance of the parties involved, though not through interviews with medical, social, educational providers of the child.
- To conduct interviews just before a court hearing.

GALs were less likely to:

- Interview the foster parent in person.
- Visit the foster home.
- Attend the administrative reviews.

Upon review of the data, it is assumed that there were more county foster homes represented based on the contact data. Direct contact made by DHS caseworkers and CPA case managers was generally 1-2 times per month. During the contact, approximately 2/3 of the time was spent with the foster parent and 1/3 with the child. Telephone calls were returned timely and often initiated by the caseworker or case manager.

The allegation question did not give clear directions and needs revision. Respondents that did not have allegations responded to a question related to the level of support received during allegations.

When children left the foster homes, approximately 29% went home, 10% went to live with relatives, 15% were adopted, and 19% went to another foster home. About half of the foster parents were in agreement with that being the best placement. DHS caseworkers were most likely to initiate a move, followed by foster families, and then the foster child.

In general foster families were involved in court hearings and administrative reviews. They received the information that they needed regarding the reason for placement and the permanency plan. They were less likely to receive court orders, comprehensive case history information, and information about the biological families. Foster parents were satisfied with the number of children placed and about 2/3 believed that they would be penalized if they refused a placement.

Approximately 72% of the respondents found Core Foster Parent Training useful (somewhat useful/useful) and 23% did not. The source of the training is unknown, as it could have been delivered by the State, county, or a CPA. In general, the respondents appeared to be receiving adequate hours of training. Recertification dates vary therefore it is unknown whether they were in compliance. The conference itself provides over 20 hours of training. The demographics of foster parents that attend the conference may not be representative statewide. In general, training was affordable, held at convenient times and days of the week, and topics were useful. While the majority said the trainings were within 30 miles of their home, in comparison to those listed above, it was the element that received the most negative feedback. Foster parents were most interested in having training related to the child's issues including anger management, acting out, and attachment disorder. There was interest in learning more about allegations of abuse/neglect.

There was interest in systems' issues, but less interest in a teamwork approach. Working with families and transitioning adolescents were mid-way (6 & 7 of 13) on the continuum. There was little interest in training about working with sexual offenders.

Respite is more likely to be available (sometimes-always) and the foster parent arranges it. However, more foster parents did not want to have camp setting, a foster family relative, or care in their home for respite than those who were in agreement with the alternatives.

In general, foster families have positive opinions about the certification process, training, and matching. There was less positive opinion about the following areas (descending order): preparation and training to work with parents toward reunification, their views being considered in the treatment plan, involvement with biological families toward reunification, and preparation to assist with the transition into independent living.

Note: while it appears foster parents believed that they had preparation/training to work with biological families, some previous questions related to training and the interest in working with parents had moderate responses.

In general foster parents felt valued, believed they were contributing to a child and family's life, liked being part of a team (less interest was indicated as a training topic), and believed that they had a role in recruiting foster parents. They would recommend fostering (yes-maybe/there were 0 no's). Approximately 78% of the foster parents would continue fostering (69% indefinitely)

The question regarding timely reimbursement needs revision. The majority believed that the maintenance payment was not timely. There is a standardized payroll schedule unless the monthly report is not received timely by the county department. Other elements on this table need possible revision for clarity, since not all foster parents would receive the types listed.

Over a period of 5 years stress/conflict for the foster family was most common (descending order) in relation to their social life, finances, and community involvement. Employment and relationships with extended family were least impacted.

A general theme was hesitance of foster families to work with biological families. The families that responded to the survey generally were new to the system (1-2 years) or had fostered for over 7 years. They were generally more likely to accept children who had behavioral issues compared to children with medical concerns or with disabilities.

- Of 50 respondents, 54% had adopted 1-5 children and 27 had 1-2 biological children.
- Little can be determined by the age of the foster parents that responded because they ranged from ages 22-70, with an average of 47.5.
- 55% of the primary applicants worked full-time outside of the home and 33% of the second applicants worked full-time outside of the home.
- 90% of the respondents were from two-parent families.
- For the primary applicant, there were 15 responses indicating completion of high school and 69 responses with some college-graduate degree. For the secondary applicants there were 13 responses indicating completion of high school and 68 responses with some college-graduate degree.
- 90% of the respondents had incomes over \$30,000. Of this, 53% had incomes over \$50,000.
- Less than 10% of the primary and secondary respondents were minority populations.

Analysis 2004 Colorado Foster Family Satisfaction Survey

- Approximately 55 responses provided at the Colorado State Foster Parent Association Conference (CSFPA) Oct. 2004
- 25 additional responses were provided by a child placement agency in early 2005

General Information: Foster parents found the following helpful:

- CPA case managers.
- DHS caseworkers-there was a slight drop compared to 2003. There were fewer respondents and it is assumed that 52 of approximately 80 foster parents were from child placement agencies. It is not clear if there is a significant difference in the relationship of a DHS caseworker with foster parents in the CPA.
- Overall support and services to the family increased (4%).
- Overall services and support to foster children increased (5%).
- Support groups increased slightly from 2003.
- State FP Association had similar data compared to 2003.

In general 58% of the respondents perceived the guardian ad litem (GALs) as being less helpful than other systems. In the past 5 years GALs were likely:

- To attend the child's hearings.
- To obtain first hand facts, and knowledge of the circumstance of the parties involved, though not through interviews with medical, social, educational providers of the child.
- To conduct interviews just before a court hearing.

GALs were less likely to:

- Interview the foster parent in person.
- Visit the foster home.
- Attend the administrative reviews.

Direct contact by DHS caseworkers and CPA case managers generally occurred 1-2 times per month. During the direct contact, time was more evenly spent between the foster parent and the child than in 2003. Telephone calls are returned timely by the caseworker or case manager. The concept of 24/7 emergency response availability was indicated more clearly by child placement agency foster parents than the responses that were likely to be county foster homes. 24/7 emergency response is required of all agencies. For the county foster homes, this may be mitigated by procedures involving on call emergency intake workers.

The number of respondents reporting allegations in the past 5 years decreased. Information regarding the State allegation guide should be added to the survey.

When children moved, about half of the foster parents were in agreement with that being the best placement. DHS caseworkers were more likely to initiate a move and then foster families.

When children left the foster homes, approximately:

- 16% were reunified (13% decrease).
- 12% went to live with relatives, a slight increase.
- 25% were adopted (10% increase).
- Children were slightly more likely to go to a group home than a foster home, a change from 2003.

In general foster families were involved in court hearings and administrative reviews. They received the information that they needed regarding the reason for placement, the child's history, and the permanency plan. They were less likely to receive court orders and information about the biological families, and there was a decrease in satisfaction with the medical information that was provided. Most foster parents were satisfied with the number of children placed, however 1/3 wanted more children placed, a significant increase from 2003. No one opted for fewer children, which was a decrease from 2003. Approximately 2/3 of the respondents believed that they would not be penalized if they refused a placement, a reversal from 2003..

Approximately 94% of the respondents found Core Foster Parent Training useful. One-third of the respondents found the training to be very useful. The source of the training was unknown, as the training could have been done by the State, county, or a CPA. The training question needs to specify state training, in order to determine satisfaction with the topics and content, etc. In general, the respondents appeared to be receiving adequate hours of training. The demographics of foster parents that attend the conference may not be representative statewide because anecdotally, foster parents are challenged in completing training

timely. In general, training was affordable, held at convenient times and days of the week, and topics were useful. Foster parents' opinions regarding proximity of training within 30 miles of their home was evenly split, resulting in a small negative increase. The frequency of state training that was delivered decreased in the rural areas in the past several years. It is unknown where the foster parents lived and whether they were adversely impacted.

In 2004, the top three choices for training were the same as for 2003, including acting out, anger management, and attachment. Interest in systems' issues, a teamwork approach, and working with families were 4, 6, & 7 respectively out of 13 on the continuum. There was less interest in training regarding allegations and transition training was 12 of 13. Attention deficit disorder was a low priority in both years.

The opportunity for respite increased in 2004 and the percent that didn't want to use respite also increased. It was more likely to be available (sometimes-always) and the foster parent arranged it more often than others. Foster parents clearly wanted to have respite alternatives such as a camp setting, foster family relative, or care in their home.

In general, foster families had positive opinions about the certification process, training, and matching. The following are comparisons to data from 2003:

- There was a 12% increase in the belief that training helped them work with birth parents where reunification was planned.
- Conversely, there was a 20% decrease in the belief that foster parents were involved in activities designed to prepare for reunification.
- More foster parents believed that their views were considered in the treatment plan.
- In general preparation for independent living remained the same.

In general foster parents felt valued, believed that they were contributing to a child and family's life, they liked being part of a team, and believed that they had a role in recruiting foster parents and would recommend fostering (74% stated yes-compared to 40% in 2003). Approximately 95% of the foster parents would continue fostering (91% said they would foster indefinitely). 45% of the respondents believed that birth parents did not spend enough time with their children with regard to activities such as visits and school events, which was a significant increase from 2003. Conversely in 2003 35% of the respondents believed that parents spent too much time with their children, compared to 14% in 2004.

A significant majority of respondents believed that the maintenance payments were timely. In 2004 the respondents were more likely to receive support through support groups and other relationships. In comparison, in 2003, they were more likely not to have those supports.

In the past 5 years stress/conflict for the foster family was most common (descending order) with their social life and finances, similar to data from 2003. In contrast to 2003, there was little disparity in the impact on community involvement. Employment and relationships with extended family were least impacted. In both years the relationship between spouses was positive and stress between the parents and their children was 50/50.

The respondents in 2004 were more willing to work with biological families. The number of families that were comfortable or somewhat comfortable with the expectation was positively reversed from the previous year. In general, foster parents were comfortable with internet and email. The families that responded to the survey have been in the system 2-3 years or have fostered for over 7 years. They were generally more likely to accept children with medical concerns or children with disabilities and less likely to accept children with behavioral issues, which was a reversal from 2003.

- Of 66 respondents, 50 % had adopted from 1-4 children and 32 had 1-2 biological children.
- Little can be determined by the age of the foster parents that responded because they ranged from ages 28-65, with an average of 50.5.
- In 2004, 51 % of the primary applicants and 41% of the secondary applicants worked fulltime, compared to 55% and 33% of primary and secondary applicants respectively in 2003.

- In 2004, 21% of the primary applicants were a stay at home parents, compared to 10% in 2003. For secondary applicants the percent of stay at home parents was similar.
- In 2004 91% of the respondents were from two-parent families, similar to the previous year
- For the primary applicant, there were 60 responses indicating completion of high school and 30 responses with some college-graduate degree. For secondary applicants there were 28 responses indicating completion of high school and 30 responses with some college-college graduate degree.
- 89% of the respondents had incomes over \$30,000 and of these, 63% had incomes over 50,000
- Of the primary and secondary respondents, 14-18% were minority populations.

Review:

- a) Questions should reflect foster parent opinion for one year since they may conduct the survey annually. Questions requiring a 5-year timeframe do not accurately portray what is currently occurring.
- b) The CPA that provided 25 of the 80 responses is currently a partner with Denver County in practicing strategies consistent with family to family. This may have impacted 2004 survey regarding the reversal in foster parent opinion about working with biological parents and support for more visits for children with their parents. However overall there was an increase in working with parents and in working as part of a team.
- c) Respondents in 2004 had less educational experience than the previous year, however, when there were two applicants, both were more likely to work. The respondents in 2004 also had a slightly higher income base.
- d) There was a slight increase in the number of foster parents who were minorities. It is unclear if the conference representation changed or if adding the Denver based CPA impacted this outcome.
- e) Foster parents that responded were either relatively new to the system or seasoned. At least half had adopted 1 or more children. Both in Colorado and nationally, the trend of new foster parents is to enter the system in order to adopt.
- f) Foster parents did not believe that they received the level of information about the child that they wanted. Track these elements in survey. More guidance may need to be provided to supervisors, caseworkers and case managers regarding requirements to share information.
- g) Track foster parents perceptions regarding sanctions if they do not accept children
- h) Survey changes due by September 1. Provide written information to CSFPA participants about website for foster parent survey. Information to be disbursed to FC/Kin Coordinators, CSFPA (for newsletter and website link), CPA Network, and CAFCA. Review responses through Dec. 31, 2005. The last two survey samples were too small and not representative of foster parents statewide. There was significant variance with opinions between the two years.

Item 6 Action Step 5c

The following request dated August 26, 2005 was received from the ACF: “Also received were the agendas and minutes of the foster/kin care meetings and of the joint meetings with ARD. *Instead, we would appreciate an analysis of what was accomplished and how practice and policy changed as a result of each of those collaborations.*”

The bi-monthly foster/kin care meetings have occurred for a number of years. This daylong meeting is composed primarily of county resource/certification workers and county coordinators/supervisors. In addition there are representatives from the Colorado State Foster Parent Association (CSFPA), Colorado Association of Family and Children’s Agencies (CAFCA-private providers), and the Child Placement Agency (CPA-private providers) Network. There have been extensive changes in state policy regarding foster/kin care in the last few years and the meeting provides an opportunity for the agencies to receive foster care and kin related information in order to stay current in the field. Information is provided about legislation, proposed/new rules, policies, resources, agency updates, conference information, and practice information.

For the foster/kin care meetings, a great deal of networking and relationship building has occurred over the years. Initially there was tension between the county staff and private providers. Over the past few years, the meeting has evolved into an opportunity to safely share information and discuss challenges that occur with foster and kinship care.

In 2002, counties in rural areas requested an opportunity to have foster/kinship care coordinator meetings in proximity to them. The State responded by providing 4 meetings in rural locations annually. These meetings have provided useful information about regional collaborations, particularly in rural areas, which is shared at the metro and other regional meetings.

The joint meeting with foster/kin care and adoption supervisors began in 2002 and is generally conducted semi-annually. This group is primarily county staff and there is participation from the CSFPA, CAFCA, and the CPA network. The purpose of this one day meeting is to bring foster care and adoption staff together in order to emphasize the importance of working collaboratively focusing on permanency throughout the life of the case through certification/placement/permanency. The purpose is to facilitate appropriate placements that may result in adoption later. The group provides and receives information regarding issues they have identified as challenges.

Counties, private child placement agencies, the CSFPA, and child advocates are integral partners in the development and revision of rules. The metro, regional, and joint meetings have provided an opportunity to discuss benefits and issues related to current, revised, and new rules.

As a result of discussion and training that has occurred in these meetings such as certification protocols, judicial background checks, appropriate receipt of FBI information, changes in policy regarding kinship, certification timelines, required changes that were made in a timely and orderly way. These meetings provided a venue for participants to address questions or technical issues about a new or revised policy and procedures so that they could make the necessary changes and reduce confusion.

The counties and private providers frequently request information in specific areas of interest. Speakers, who have expertise in these areas, present to the groups. As a result counties and the private agencies have invited some of the speakers to present at their foster parent training and support groups. Some examples have been speakers that addressed treatment foster care, the Stress Model of behavior, and fetal alcohol and other related neurological affects. In addition, as a result of discussions about Family to Family principles and practice values, some of the counties have participated in outside trainings for Icebreakers and the Family to Family foster parent curriculum.

Workgroups regarding receiving homes and the Structured Analysis Family Evaluation (SAFE) were developed as a result of discussions in the foster/kin and joint meetings. This resulted in receiving home rules, which were promulgated, that decreased the number of children that are allowed in the homes and

that increased requirements regarding provider training and competencies. As a result of feedback regarding inconsistent assessments and delays in time in receiving comprehensive assessments from within and outside of Colorado, a workgroup was organized which recommended that SAFE be piloted for six months. Following the pilot, rules were promulgated which require statewide implementation effective January 2006.

The groups provide an opportunity to discuss retention, recruitment strategies, training issues, local/regional concerns, and agency initiatives. This provides opportunity for replication. The groups engage in discussions about kin/foster parent and adoptive parent satisfaction and some of the approaches that are used ranging from simple courtesies to high-level events. The groups identify trends and issues. For example, the kin/foster care coordinator group identified a change in the profile of foster parents entering the system. More foster parents enter with the plan of adoption and short term fostering. Counties and private agencies must adjust their recruitment and training to incorporate the foster to adoption transition. Rural counties identified concerns regarding proximity and availability of training for foster parents to meet recertification requirements. As a result, the State has purchased training for these counties in order to provide assistance.

As a result of the relationships and networking that has occurred, we are able to receive information about county and private agency practices which is provided to all the counties. For example, surveys were done regarding rates and childcare policies.

For staff involved with foster, kin, and adoptions the actual practice and procedures are not items that are measurable. We know that the groups function well, we know that the field constantly changes and the groups want to stay current about issues and practice, and we know that these groups help inform the State and each other, but we can't measure it. In comparison to the foster/kin care coordinator meetings and the joint meetings outlined above, the Regional Roundtables are provided for the states to meet together with their federal partners for some of the same reasons listed above. It is an opportunity to engage in dialogue and to provide information and feedback about current issues and practices, and to plant seeds for change. However, it would be difficult to analyze the benefit of these meetings regarding how practice and policy changes in the states.

Item 6 Action Step 6

Technical Assistance from the National Resource Center on Family Centered Practice and Permanency Planning - Visitation

We have had approximately 150 people from multidisciplinary backgrounds participate in our 1 ½ day Visitation Trainings led by Rose Wentz of the National Resource Center on Family Centered Practice and Permanency Planning, held in January, February, and March 2005 in three different regions of Colorado.

We had 25 judicial officers participate in the 1 ½ hour Visitation Workshop held at the May 2005 Family Issues Conference sponsored by the State Court Administrators Office. CLEs were offered

We will hold a 2-day Visitation Training in September in Greeley and anticipate an additional 50-75 participants from multidisciplinary backgrounds. CLEs will be offered.

We will hold a one -day special Visitation Training on August 26th for only judicial officers and staff , legal staff, CASAs and Special Advocates from around the state. We anticipate about 75 participants. CLEs will be offered

This would result in a projected total of approximately 325 people having participated in specific Visitation Training during calendar year 2005 in Colorado.

Evaluations from the Visitation Trainings held to date have given the training primarily "Excellent" ratings. The evaluation question, "What did you value most?" gives some clues to how participants will use what they learned in their practice. Responses to this question included ones such as ,

- "Relating everything back to the child and their needs before, during and after visitations."
- "To know that parents do not have to be perfect to still be a good parent."
- "Involvement of birth family in developing a plan and the handouts."
- "Relevant tools to use in real work."
- "Coverage of all aspects--foster parents, birth parents, children, and worker, with problems and solutions."
- "Tons of information to take with me; also the role playing was great."

On April 28 and 29, we held two one-day trainings in Denver on Reunification with Substance Abusing Families that included a section on Visitation issues with substance abusing families. Kim Sumner-Mayer of Phoenix House in New York City led this training. Approximately 75 people from multidisciplinary backgrounds, including many foster parents, participated each day in this training, although some people attended both days, resulting in a total of about 125 separate people being trained. This training was so highly evaluated that another two -day training will be offered on October 27 and 28 2005 that expands on the themes trained in April, and will include a significant section

on Visitation with Substance Abusing Families, the topic most requested by participants for further related training.

The evaluation question, "What is the most important thing you learned in this training?" was intended to give clues to how participants would use what they learned in their practice.

Responses to this question included ones such as:

- "Relapse planning, use of the NCFAS, importance of collaboration."
- "Background on addiction and treatment protocols."
- "Role of foster families."
- "It was great learning about the NCFAS-R assessment tool. I also think the discussion on ambivalence was important."
- "That the state is promoting more Family to Family type philosophy."
- "How to support birth family with recovery, reunification and relapse prevention; identifying risk factors for kids and parents, and identifying when it is okay to reunify."
- "Never assume. Continue to ask questions."
- "Warning signs vs. triggers."
- "The importance of having a visitation plan and following through with the plan."

Julia Polland, Expert CPS Consultant on contract with Child Welfare, participated in each of the above trainings with a brief section on how to use the NCFAS-R in visitation and reunification planning, and how this assessment tool is used in conjunction with safety and risk assessment on CPS cases to enhance the likelihood of safe and successful reunification. She is scheduled to also do this in the upcoming Visitation and Reunification trainings.

Request for Re-negotiation of Item 10:

Baseline 12/2000 – 89%

Current Statewide Goal – At least 93% of the Independent Living cases will reflect diligent efforts to prepare youth for emancipation.

Proposed Statewide Goal – At least 90% of the Independent Living cases will reflect diligent efforts to prepare youth for emancipation.

Performance over the past year: 10/04 – 88.9%; 12/31/04 – 88.5%; 3/31/05 – 89.6% and 6/30/05 – 90.4%

Justification – There are nine questions that our Administrative Review Division asks to determine goal performance. Three relate to Children and Youth in Child Welfare and six relate to Youth in the Division of Youth Corrections. The three questions regarding children and youth in Child Welfare are:

1. Does the Family Services Plan contain an adequate Independent Living Plan?
2. Are the independent living services being provided, sufficient to address the child's independent living needs?
3. Through the face-to-face review did the child state that he/she has been involved in independent living planning?

Over the past year, performance on Question 1 has been approximately 80%.

Performance on Question 2 has shown improvement each quarter and was at 94.9% this last quarter. For the past year, Question 3 has hovered around 95%.

It appears that county performance on Question 1 is why this item continues to be out of compliance. An analysis of question 1 has shown that all youth 16 and older are being reviewed for an Independent Living Plan, not just those with a goal of emancipation. Although Colorado rule states that all youth must have an ILP, there are situations that this does not occur, particularly when the goal is something other than emancipation.

The intent of our statewide goal was to assure that diligent efforts are being made to prepare youth, with the goal of emancipation, for emancipation. When looking at Question 2, it appears that 94.9% of the time, IL services are being provided to meet the youth's IL needs. Again, this is true for all youth 16 and over, not just those with the goal of emancipation. It would appear that if a youth has a goal of Emancipation, an ILP has been done that identifies the needs and provides for the services. If only youth with the goal of emancipation were being reviewed, the percentage on Question 1 would be much higher and the goal of 93% would be attainable.

At this time, Colorado does want to change the manner by which this question is being reviewed in that we are still concerned about the rule being met. Therefore, we are requesting that the goal be adjusted to 90% to take into account that all youth over 16 are being reviewed, not just those with the goal of emancipation.

The following document was the result of the work done by the cross-system Child Welfare Advisory Workgroup. The workgroup consisted of State, and County Child Welfare staff, other State staff, foster parents, residential staff, community based organization and adoptive parents. The document highlights recommendations for best practice and other state efforts to promote permanency for youth. The document has been shared in other Child Welfare Forums.

Diligent Search/OPPLA Recommendations

Definition:

Diligent Search is the extensive use of all available resources to locate birth parents, extended family members, and kin of the child for the purpose of placement and/or maintaining family connections until permanency is achieved. *(Volume VII Definition: Kin are relatives or persons ascribed by the family as having a family-like relationship. These relationships take into account cultural values and continuity of significant relationships.)*

County Best Practice Protocol

- Ask Diligent Search questions at Intake, Team Decision Making, and other decision points in the case. Remember that Diligent Search is an on-going process until permanency is achieved.
- Record, review, and update responses in case record, in Trails (FSP Part 2), hard copy, or both.
- In the future have Diligent Search recorded in Trails as a mandatory field.
- Ask the children about kin, using developmentally appropriate tools and language.
- Design and distribute a pamphlet explaining the importance of Diligent Search to allow informed decision making by parents
- Use a variety of methods to communicate with parents and relatives to obtain the family information:
 - Use both written and verbal communication from workers, legal technicians, case aides, Team Decision Making facilitators, etc.
 - Use language and terms understandable to the parents and family members.
 - Explain the concept of concurrent planning and keep parents involved and informed of the status of the case.
 - Inform or alert parents, relatives, and kin of child's attachment issues and developmental stages.
 - Use a brief video to explain the importance of diligent search.
 - Ask relatives structured questions regarding their interest and ability to care for the child.
- Court orders should require parents to provide family member information at the first Court Hearing. Ask at each Court Hearing thereafter, until permanency is achieved.
- Encourage the Court System to develop and use a statewide affidavit form for parents to complete at first Court Hearing.
- Always keep Indian Child Welfare Act (ICWA) in mind.

- Post the Diligent Search protocol on Judicial and Child Welfare web sites.
- Review current as well as previous case records for Diligent Search information to identify relatives and family connections.
- Use Domestic Relations Court information for Child Welfare via ICON/CoCourts. ICON is a statewide database that provides state court information from State funded courts (District and County) and some municipal courts, including dispositions. The database does not include most municipal courts. Government agencies have free access to information from ICON that is mirrored real time to CoCourts.com if an account is established with State Judicial. You may also click *Denver County Court Cases* at the top of the CoCourts.com site for Denver County information.
- Connect with Child Support and TANF Units in County Department as these units may already be involved with the family and have accurate information, which can be used in Child Welfare without duplication of efforts.
- Make a standardized check list for workers to use for Diligent Search, including ICWA questions.
- Use 90 day review to check status of Diligent Search until permanency is achieved:
 - Supervisory reviews
 - ARD reviews
- Cooperative agreement between IV-D, Child Support & Child Welfare to assure information sharing and reduce duplication of efforts to find absent parents.
- Implement Family-to-Family statewide to provide mechanisms for parents, relatives, and kin to make informed decisions for children.
- Use a family support scale as a good starting point. Could be used at the following:
 - Team Decision Making Meeting (completed by the facilitator)
 - First Court Hearing and hearings thereafter (completed by on-going worker and encouraged by the Court)
- Look at timelines at every juncture, until permanency is achieved.

Proclamation: Creating Forever Families for Older Children and Adolescents

Permanent, nurturing family connections are the foundation of Child Welfare Services and are as critical for adolescents in foster care as they are for younger children. Colorado believes that family membership best meets the needs of children and youth for a sense of belonging, nurturance, safety, security, identity development, emotional, physical, and mental development.

FAMILY is defined broadly to include circumstances in which a child may have more than one family simultaneously, for example, as a result of parental separation or divorce and remarriage, open adoption, foster care or kinship care. The term includes a variety of family formations, such as single parent and blended families, birth or adoptive parents, grandparents, siblings, foster parents, and legal guardians.

PERMANENCY PLANNING is a process of planned, timely and systematic efforts made to assure that children are in safe and nurturing family relationships that are expected to last a lifetime.

Permanency is characterized by:

- ◆ Membership in a family intended to endure over a lifetime.
- ◆ Continuity of a child or youth's relationships with family and community.
- ◆ Physically and emotionally healthy peer and adult relationships.
- ◆ Continuity of educational, social, religious and cultural heritage connections.
- ◆ A living arrangement that promotes a child or youth's sense of well-being and self-esteem.
- ◆ Caring, committed adults involved with the youth in planning for the child or youth's future and discharge from foster care.

Permanency is individualized, reflecting the following Principles:

- ◆ Timelines that are sensitive to the child or youth's sense of time and developmental needs.
- ◆ Active partnership with the family in reunification efforts or efforts to preserve the family connections.
- ◆ Strength-based family needs assessment and relevant, accessible services to support the family and promote the permanency goal.
- ◆ Flexibility within the permanency plan to promote the permanency goal, e.g., permanent foster care changed to subsidized guardianship.
- ◆ Shared responsibility for coordination of services and involvement of community resources in permanency decision-making plan.
- ◆ Consideration of each of the four federally preferred permanency options based on the child or youth's unique needs: return home; placement with fit and willing relative; placement for adoption; placement with legal guardian or permanent legal custodian.
- ◆ Every child deserves a permanent family.
- ◆ No youth in foster care age 16 or older may be given a permanency planning goal of Independent Living without prior written approval of the goal and a written, concurrent family-based plan for reunification, discharge to relatives, adoption, guardianship or legal custody.

Strategies for promoting permanency include:

- ◆ Provide adequate and timely information to families related to permanency options for their children and youth.
- ◆ Sensitively address an adolescent's reluctance to be adopted through careful investigation of the underlying reasons and thoughtful efforts to educate the youth about older child adoption as a permanency option. (Dave Thomas Foundation, Families for Teens Speakers' Bureau and Resource Guide, etc.)
- ◆ Provide adequate pre-adoption training and post-adoption services, especially mental health care, to adopting families and adopted children.

- ◆ Actively engage family members in decision-making and treatment conferences, in visitation, and in discharge planning.
- ◆ Identify preventive services and supports the family may need to prepare for and sustain discharge, e.g. peer support groups, family mediation programs, tutoring and other academic support, community mental health programs, vocational training.
- ◆ Although it is mandated for children over 16 years of age, who are in placement, to have a plan for transition, it is important that there is a process that includes thoughtful planning with the youth that identifies and defines the plan for permanent connections, education and employment.
- ◆ Develop more creative options for achieving permanency for youth who have exceptional needs that challenge the achievement of a permanent family.
- ◆ Inform youth 18 or older that they can consent to their own adoption without a legal proceeding to terminate parental rights.
- ◆ Encourage and support sustainable contacts between children and their family of origin, if safe and appropriate.
- ◆ Utilize data systems to identify barriers to permanency and to measure permanency outcomes.
- ◆ Identify community-based prevention and support services available to promote and sustain permanency.
- ◆ Caseworkers, attorneys, judges and providers remind parents of urgent need to return children to their parents' safe and nurturing care as soon as possible, whenever possible.
- ◆ Pursue the ability to have subsidized guardianship as an alternative for permanency.

Item 10 #Additional Activities

What has Colorado done to support their youth transitioning to IL?

Colorado has completed to following tasks to support their youth in the transition to IL. Based on these additional tasks being completed in Colorado, we are better able to target and define more clearly the needs of our youth transitioning from foster care in order to bring up the IL score statewide.

Task Completed:	Goal:	Intended Outcome:
1. Survey of county Chafee programs Completed May 2005	To identify the gaps in the provision of IL services by foster parents, providers and Chafee Counselors to youth in out-of-home placement, ages 14-21.	Targeted training and technical assistance
2. Speaking Out: Youth and Young Adult Perspectives video created Completed May 2005	To use as a tool to train educators, caseworkers, foster parent, etc. on the unique needs of youth in foster care	Video used as a tool to support the State sponsored Educational Forum that specifically focused on the

<p>3. Independent Living questions added to the Colorado Foster Family Satisfaction Survey To be Completed September 2005</p> <p>4. Interactive Videoconference on Achieving Permanency OPPLA Completed April 2004</p> <p>5. Training provided to foster parents at the Colorado Foster Parent Association's annual conference Completed October 2004</p>	<p>as they transition from care.</p> <p>To receive feedback from Foster Care Providers on whether they understand their role in assisting the State and County departments in diligently preparing youth to transition from care.</p> <p>To educate casework staff on appropriate use of OPPLA and how IL is used.</p> <p>To inform foster parents about available resources to support adolescents in their homes. Also, used as a forum to provide technical assistance to foster parents.</p>	<p>educational system and how it relate to youth in foster care and discusses the difficulties youth have when navigating the cumbersome educational system. Also highlights from a youth perspective what was helpful to them in their transition from care. Identify targeted training and technical assistance needs. To ensure foster parents have what is needed to support youth transitioning from care.</p> <p>To decrease the number of children with OPPLA as a goal and to increase the number of children and youth receiving IL services</p> <p>To continue to educate foster parents on the importance of assisting in the preparation of youth in their home.</p>
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Item 16, Action Step 3b

Fatherhood Initiative

Activities Accomplished:

Establishment of a State Steering Committee – January 2004

Fatherhood Summit – October 2004

Technical Assistance Workshop by Neil Tift at the State Child Welfare Conference – May, 2005

Technical Assistance from Neil Tift for Denver County – May 2005

Technical Assistance for El Paso County provided by Denver University through their Marriage and Family Initiative

Work Plan for Fatherhood Initiative in Colorado

Developed June, 2005

Agency Self Assessment:

Before we can move forward on State Training, an agency self-assessment needs to be conducted. –

1. Contact Pricilla Martens (National Family Preservation Network) for guidance on conducting the Self Assessment. – To be done by August 2005
2. The training will target the current six initial Family to Family counties and expand to other counties as they express interest, over a two-year period. The Steering Committee has identified the 7 Family-to-Family Counties as counties to be offered the initial training. (Denver, El Paso, Jefferson, Mesa, Grand, Elbert, Kit Carson). To be done by July 2005
3. Send the counties the Self Assessment - To be done by September 2005
4. Identify initial date to begin training – To be done by September 2005

Gathering Data:

1. State will provide counties with relevant data regarding father involvement in the child welfare, Colorado Works, Child Support and Enforcement, and Administrative Review Division.
 - Number of fathers involved in case plans/placements
 - Overlap across systems
 - Review new legislation regarding diligent search
 - Gather information from other in the counties

To be completed by December 2005.

Identification of Sources of Funding:

1. Explore state funds available for this training – Title IV-B Subpart 2 funding has been identified as partial support for this initiative
2. Explore foundation support for training – Annie E. Casey Foundation has been kept informed of Colorado's direction and may or may not provide additional support.
3. Connect with Denver University to coordinate efforts with their Marriage and Family Initiative

To be completed by September 2005

Announce Initiative and fully involve all staff:

To be completed by September 2005

Item 17, Action Step 6

A measure will be developed to establish a baseline for foster parents needs being met.

In January 2004 the Administrative Review Division (ARD) in their reviews of the counties, began asking the question of foster parent needs. The foster parents who attended these reviews responded very positively to this question. The data was showing nearly a 100% satisfaction level. In analyzing this information, it was decided that if the Foster Parents were an active part of the review, that most likely they were satisfied with the services they were receiving.

In order to gain a more non-biased viewpoint, it has been decided to gather this information from the analysis of the Foster Parent Survey that is documented on page ??>? of this report

County departments, the Colorado Foster Parent Association, the Child Placement Agency network (lobbyist organization), and the Colorado Association of Children and Families Agencies (CAFCA) have been apprised about the status of the survey. Information about the survey has been sent to these groups so that they can encourage foster parents to participate online or the agencies can download it from the foster care webpage from the [changealifeforever](http://changealifeforever.com) website. The information will be disseminated through meetings and via a master email list that is used for ongoing communication.

The information from the surveys will be reviewed semi-annually with the information being shared with the appropriate training groups.

Item 19, Action Step 4

Consultants on contract with the Child Welfare Division, CDHS

All of these consultants have a wide range of expertise in child protection issues. The areas of speciality mentioned below are those for which they have been most identified for purposes of these consultation contracts. It is strongly recommended that child protection issues first be discussed in supervisory conference prior to requesting outside consultation. If you have questions about the Consultant Project, please contact Carol Wahlgren, Administrator for Ongoing Child Protection, Child Welfare Division at 303-866-3278 or send an email to carol.wahlgren@state.co.us. Also you can call Shirley Mondragon, CAPTA Administrator, 303-866-5137.

Kempe Center, legal, medical, psychiatric, law enforcement, prosecuting attorneys (county and district) radiologist, odontologist as needed. **Call Terri James-Banks, LCSW @ 303-864- 5256 (if unable to reach Terri, call Don Bross 864-5241) or e-mail at James-Banks.Terri@tchden.org.**

Diane Baird, LCSW, Early childhood development and attachment, visitation – **303-432-2298 X16.**

Steve Brethauer, LCSW, Child protection treatment planning, visitation, foster care placement issues – **970-332-4555 or srbret@plains.net.**

Kittie Arnold, MSW, Child neglect ; Child Protection Supervision issues– **303-751-3396 or karnoldabc@aol.com.**

Susan-Krill Smith, LCSW, CAC III, Substance abuse and dependence – **303-781-7875 or Susan.Krill-Smith@uchsc.edu.**

Melinda Hardage, LPC,RPT/S, Childhood mental health – **719-685-1676 or MHCCC@aol.com.**

Jan Ells, LCSW, Engaging children and parents in assessment and treatment – **303-665-9502.**

Michael Karson, Ph.D., J.D., “Stuck” child protection cases, parental rights, foster care, placement decisions, social work practice, belligerent clients – **303-871-3881 or mkarson@du.edu.**

Julia Polland, MA, LPC, CAC III, Child Protection Assessment and Case Planning – **303-922-5576 or Jpolland@saviohouse.org.**

Child Protection Usage of Consultants 7/1/04 through 6/30/05

	Kittie Arnold*	Susan-Krill Smith	Diane Baird*	Steve Brethauer	Melinda Hardage*	Jan Ells	Kempe Children's Center	Michael Karson	Julia Polland
How Many Times Have You Been To/Done Phone Consultation With Which Counties?		2		19		15	23	8	6
How many time has your consultation involved discussion regarding the contact between parents and caseworkers ?				19		15	23	8 plus 2 as part of the visitation training	6
How many times has your consultation involved discussion regarding mental health issues of the child?				12		15	23	3 plus 2 as part of the visitation training	6
How many times has your consultation involved discussion regarding relationship of the child in care with parents, including the topic of visitation between parents and children		1		13		15	23	5 plus 2 as part of the visitation training	6
How many times has your consultation involved discussion regarding the needs and services of the child, parents and foster parents?		1		16		15	23	8 plus 2 as part of the visitation training	6

*Consulting services were provided, however a summary report was not submitted.

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CPS Expert Consultation Evaluation Feedback –Sample from SFY 04-05

Format below provides the name of the county that submitted the evaluation, the primary question about which the county requested consultation, one thing the consultant did particularly well, and whether or not the consultant's response was sufficiently specific to allow that county's staff to proceed with implementing a decision about the case. The response to this last question was unanimously "Yes."

Bent County: Placement of the child in an RTC vs. foster home. Consultant processed the request, made several suggestions and was willing to do research. Yes, allowed staff to implement a decision.

Elbert County – Possibility of placing child out of home and how to work with the father of the child. Consultant did a good job listening and explained the liability issues of the case among other great suggestions. Yes, allowed staff to implement a decision.

Jefferson County – question about therapeutic visitation. Focus was on how to help the parents bond and attune to their children more successfully. Interventions to increase positive parent/child attachment. Consultant gave specific intervention ideas and assisted us in the development of an assessment tool. Yes, allowed staff to implement a decision.

Kit Carson County – With the extensive history of DHS involvement, how best can the child's safety be assured with parents' continued non-compliance, minimalization, etc.? Consultant answered questions and defined specific recommendations around safety of the child. Yes, allowed staff to implement a decision.

Logan County – Were the bruises consistent with the story from the family? The consultant gave details on why bruises were not consistent and why he believed they were physical abuse. Yes, allowed staff to implement a decision.

Morgan County – Identify the psycho-social and environmental risk factors for 3 young children in a voluntary kinship placement; assessment of another kinship family for permanency for a sibling group of 3 children, and a third case in the intake/investigation phase. Consultant has a way of sorting and prioritizing a bunch of risk factors and helping us focus on the most important ones, suggesting a plan to solve the problem and helped clarify the perspectives of different people who work on the case. Yes, allowed staff to implement a decision.

Otero County – Caseworker was in the process of re-uniting 14-month-old girl with parents when mother tested positive for cocaine and had two positive U.A.s for alcohol. Do we proceed with TPR and what else could be suggested? Consultant gave positive feedback on the treatment plan and suggestions that allowed staff to implement a decision.

Prowers County – Court requested a written statement from the child before granting custody. Requested help with regards to this and other assistance with how to proceed with the case. Consultant was able to put the many issues of this case into order. Gave advice about the written statement. Yes, allowed staff to implement a decision.

Yuma County – Needed suggestions for reducing anxiety that was causing the child to behave negatively. Consultant gave specific ideas that the foster parents can utilize. Yes, allowed staff to implement a decision.

Item 27, Action Step 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.

The primary issue with this action step is that the Administrative Review Division currently does the reviews for DYC youth. This Division is in the same State Department as Child Welfare and Youth Corrections; therefore, not considered a qualified court administrative body outside of the department. Several strategies have been attempted in order to address this issue.

The following strategies will be completed before October 2005.

1. For the interim, Human Services will provide funding to State Judicial so that the hearings will occur before an Administrative Law Judge.
2. Human Services will work to prepare legislation to be proposed for the 2006 session to change the legislation about who will be responsible for these hearings. The legislation that amends 19-2-906.5 (3)(a) C.R.S. and similar cites to delete that the court may require the department of human services to conduct a permanency review. Language will be added that allows a designated administrative body within the Judicial Department to conduct the permanency review for committed youth.

**EVALUATION DATA FOR TRAININGS OFFERED BETWEEN
JANUARY 1, 2005 AND June 30, 2005.**

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, 2005 and June 30, 2005.

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>1</u>	<u>Mean</u>	3.38	3.57	3.62	3.65	3.70	3.58	3.60
	<u>N</u>	93	94	93	94	91	94	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>CORE</u> <u>2</u>	<u>Mean</u>	3.34	3.43	3.59	3.65	3.65	3.60	3.63
	<u>N</u>	89	90	88	89	88	90	87

<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>3</u>	<u>Mean</u>	3.50	3.64	3.67	3.69	3.68	3.64	3.67
	<u>N</u>	81	79	80	79	79	78	78

<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>4</u>	<u>Mean</u>	3.63	3.64	3.71	3.69	3.69	3.70	3.74
	<u>N</u>	72	75	73	75	75	74	75

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, 2005 and June 30, 2005. 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

Course		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>	<u>Content 8</u>
<u>Foster Core</u>	<u>Mean</u>	3.45	3.56	3.60	3.44	3.70	3.66	3.71	3.66
	<u>N</u>	351	305	332	345	360	348	359	354

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, 2005 and June 30, 2005. 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

Course		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>	<u>Content 8</u>
<u>Foster Ongoing</u>	<u>Mean</u>	3.30	3.41	3.42	3.17	3.38	3.37	3.48	3.52
	<u>N</u>	343	332	318	297	311	309	312	312

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 CORE TRAININGS

The following table shows satisfaction by course with the content of ongoing worker/supervisor core trainings conducted during the period January 1, 2005 and June 30, 2005.

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>Worker</u> <u>Ongoing</u>	<u>Mean</u>	3.49	3.50	3.55	3.60	3.65	3.61	3.58
	<u>N</u>	1573	1573	1573	1573	1573	1573	1573

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.