

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

**October 1, 2005 through December 31, 2005
Submitted March 2006**

PIP Report of Progress October 1 – December 31, 2005

This is Colorado's ninth quarterly report of progress on the State Program Improvement Plan (PIP). This report will address the percentage goals that were out of compliance in the eighth quarterly report. Twenty-one counties were initially required to submit County Specific Program Improvement Plans. In September 2005, each county submitted addendum plans to address the items most out of compliance in their counties. Chart #1, "County Action Plans on PIP Items Out of Compliance," (at the end of this document) shows the items each county chose to address. Chart #2, "County Progress on PIP Items Out of Compliance," shows the seven items that continue to be short of the agreed-upon State goal and the performance by each of the 21 counties. There are still many counties out of compliance in many of the seven items. This information is being shared with each of the County Child Welfare Directors and the County Department Directors. Discussions with the county staff continue to address the specific issues that are causing the State to be out of compliance.

GOALS AND ACTION STEPS

Item 6 – Stability of Foster Care: This Item attempts to assure that the placement change children experience while in foster care is in line with their case plans. Colorado's goal is 76%. This has been consistently out of compliance for the past 2 years. The statewide performance for this item as of 12/31/05 is 62.4%. This represents performance from 6/1/05 through 12/31/05. Because this item continues to drop, the Division of Child Welfare and the Administrative Review Division ("ARD") are examining the measures used to determine this percentage. Although counties have reported that they are being more proactive in planning the moves of children, this is not being reflected in the ARD reports.

Child Welfare and ARD have developed a "tiered" process by which cases will be reviewed. This process will be presented to the counties on March 17, 2006 for their input and discussion of issues. A full description of the tiered process will be provided in the next quarterly report.

Item 9, action step 4 – Effectiveness of County Adoption Efforts: This action step attempts to assure that an adoptive family has been identified for any child who is legally free for adoption. The goal is 81% and currently Colorado is performing at 80.9%. Data for the most recent quarter shows sixteen of the 21 counties in compliance. Further, two additional counties are in compliance using the data from the last two quarters. Three large counties have pulled down the statewide performance over the past three quarters. The State will address with each of these three counties the problems that have prevented their compliance with this Item. Statewide compliance is expected by March 31, 2006.

Item 10 – Other Planned Permanent Living Arrangement: This Item attempts to assure that diligent efforts are made to prepare youth for emancipation. Colorado's goal is 93%. For the past several quarters the actual performance has hovered around 89 - 90%. Noncompliance continues to be caused by Independent Living ("IL") plans not being done for youth who are sixteen years and older who do not have Emancipation as a permanency goal, with the additional problem of some IL plans that are absent youth signatures. Counties will be contacted to discuss resolution of these problems.

Item 14 – Preserving Connections: This Item attempts to assure that the Family Services Plan, and services provided, including foster placements, take into account the unique characteristics of the child and family. Colorado's goal is 96%. The state's performance has continued to hover around 93%. The lowered performance of five of the ten largest counties stands in the way of compliance with this Item. It is anticipated that an increase will be reflected by March 31, 2006 as a result of the statewide Technical Assistance provided by the National Resource Center for Family Centered Practice.

Item 16, action step 3 – Visitation Rights of Fathers: In the 8th Quarterly Report, Colorado provided additional rationale for the new action steps to address fatherhood issues in Child Welfare. The following rationale and data were provided:

Colorado's CFSR Final Report (August 2002) reported, "A key concern was a lack of agency effort to promote children's relationships with their fathers."

The rationale for the expanded focus and training on fatherhood has many components:

- 1. The current Core Training for caseworkers is neither strong enough nor specific enough to address the importance of fathers in a child's life.*
- 2. The expanded training will not only address the importance of fathers to children, but address fathers' needs to assist them to meet the responsibilities of fatherhood.*
- 3. The training will address how the outreach to fathers expands the number of resources for the child.*
- 4. The training will provide county personnel with information of community-based partners that focus on father support systems.*
- 5. Another objective of the training is to coordinate the fatherhood initiatives across the Divisions of Colorado Works (TANF) and Child Support Enforcement. By taking a Departmental approach, the funding streams and services available to children can be coordinated.*

Although Colorado continues to work on this issue, when data regarding the work with fathers was analyzed, the following was found:

- 1. For the past 12 months, approximately 98% of the time, the frequency of visitation with fathers adequately addresses the needs of the child to achieve the permanency goal. This measure evaluates the county departments' efforts to assure that this occurs.*
- 2. For the past 12 months, approximately 94% of the time, the father's needs, as related to the child, have been addressed through services.*
- 3. For the past 12 months, approximately 95% of the time, the county made efforts to involve fathers in the case planning.*

The following is a description of the trainings that were either planned or discussions had started prior to October 2005:

- a. November 17, 2005 – An Overview Of Fatherhood Issues In Child Welfare And Assessing Your Agency Preparedness For Outreach To Fathers
The National Family Preservation Network provided this one-day training for approximately 25 participants who represented county departments of social services (child protection caseworkers, TANF caseworkers and Child Support Enforcement caseworkers) as well as community-based organizations. The training focused on creating an agency that was more father friendly and provided access to a self-assessment that can be utilized by various agencies
- b. December 2005 – Trainings were arranged for Denver, El Paso and Arapahoe Counties. The trainings were sponsored by the Annie E. Casey Foundation and were provided by Neil Tift of the National Practitioners Network for Fathers and Families. The participants were primarily child welfare staff; however, some TANF caseworkers, child support enforcement caseworkers, and community based organizations also participated. The trainings covered the following ten topics:
 1. Assessment Guide on Father Inclusion
 2. Best Practices in Fatherhood Programs
 3. Doing More Than Just Inviting Dads
 4. Strategies that Encourage Mothers to Support Father Involvement
 5. Retention Strategies for Fatherhood Programs
 6. Strategies for Fathers to Eliminate Family Violence

7. Ten Best Practices for Working With Young Fathers
 8. Ten Things to Avoid in Fatherhood Programs
 9. Four Major Findings about Adolescent Father Involvement
- c. March 2006 – David Mandel, MA, co-founder of The Non-Violence Alliance presented “How to Engage Fathers When There are Domestic Violence Concerns.” This training took place on March 2, 2006. Approximately 80 people from county departments (child protection, TANF and Child Support and Enforcement) and community-based organizations attended.

Item 19 – Worker Visits with the Child: This item attempts to assure that when the County Department has an open case, monthly face-to-face contacts occur with children in foster care as well as with children living in their homes. Colorado’s goal is 90%. The actual performance has declined over the past year to approximately 80%. Only three counties of the 21 are in compliance as of this report. Counties continue to struggle to meet the revised State rule requiring monthly face-to-face contact with children who live in their homes. The State will address with each of the counties these problems, and any others that are preventing compliance.

Item 22 – Timely Initial Health Assessments: This item attempts to assure that children with open cases receive timely initial health and dental assessments. For children in foster care, the initial assessments continue to hover around 80% (6% short of the State goal). New State program staff is addressing the systemic issue of lack of access to physicians and dentists taking Medicaid by working with other program staff, divisions, and departments to implement new strategies to improve upon the medical services for children. These strategies include monthly updates on the State Child Welfare website of the current Medicaid physicians and dentists, and coordination with the Department of Health Care Policy and Financing (HCPF) to bring HCPF staff together with foster parents and caseworkers to answer questions about Medical benefits. In addition, State Child Welfare is supporting recently proposed legislation calling for changes to the limited numbers of physicians and dentists who take Medicaid, and those calling for swifter and timely services provided by Medicaid physicians and dentists. Implementation of the Collaborative Management Program (see below) is expected to increase the timeliness of physical and dental health assessments by increasing advocacy.

Item 22 – Health Needs Identified and Services Provided: This Item attempts to assure that children’s health needs are identified, and that health services are provided on a regular basis. State compliance consistently hovers around 4% short of the 94% goal. Noncompliance by seven of the ten large counties continues to negatively impact statewide compliance. Implementation of strategies and support of legislation that contribute to a more accessible and responsive Medicaid system across the State are expected to strengthen the statewide performance by March 31, 2006.

AREAS FOR CONTINUED ANALYSIS

Training: Through Colorado’s Program Improvement Plan the training curriculum for caseworkers as well as foster parent training was reviewed, and in some situations changed. Currently State Child Welfare is working with the county departments and the State Training Division to assess the impact of the revised curriculum.

Changes in Training Curriculum related to the PIP

1. Reviewed all curricula to determine relatedness to the PIP. The curricula review and revision process began in November 2004, and was completed in May 2005.
 - Revisions drafted and completed to clearly identify and enhance skills related to the PIP. PIP elements are clearly stated in curricula and participant handouts and trained to and reinforced in each class.

- PIP related curricula revisions are reviewed at each quarterly training provider contract review meeting.
2. Trails - Each training provider met with Kimber Johnson, contract Trails specialist, and CGT to develop curriculum aids to assist in more effective implementation of Trails documentation, which clearly impacts the PIP. This process began in June 2004, and was completed by October 2004. We continue to monitor each provider's curricula in relation to Trails.

Survey of trainees: The State is in the process of conducting a survey design-based evaluation of the specific areas that were changed in the training curricula in response to the PIP. Foster parent Core training and the new worker Core training were modified as a result of the PIP curriculum review process to include greater emphasis in specific knowledge, skills and attitudes that needed increased emphasis. The survey design attempts to elicit trainee opinions and satisfaction with the modified training curriculum. The sample for the study consists of a random selection of caseworkers and foster parents who attended the respective Core training during the 2004 calendar year. The survey items ask respondents to rate their acquisition of specific skills from the training and increase in knowledge with regard to specific content areas. The survey items include both qualitative and quantitative data.

Family to Family: Family to Family practice has been instrumental in accomplishing many of the goals within Colorado's PIP. The following strategies have been found to be successful. Through the use of Promoting Safe and Stable Families funding, these strategies will be implemented in 30 additional counties by September 2009.

1. Team Decision Making staffings:

The implementation of a team decision-making process whenever a child changes placement allows the county to address service provision and support for the family before a placement occurs. The State continues to provide technical assistance for counties toward the implementation of a structured team decision-making process when determining services and placement moves for children.

2. Recruitment strategies:

Foster and adoptive parent recruitment efforts during this quarter include the implementation of a standardized Structured Analysis Family Evaluation home study format to be used throughout the state. Training was provided to 750 individuals who conduct home studies for foster care, kinship foster care, and adoption. The State continues to encourage the interest and involvement of communities of faith to recruit foster and adoptive families. To date 35 families have committed to adopting through this effort. The Change A Life Forever website, and the call center which uses a toll-free phone line with rapid follow-up responses to families inquiring about adoption, have continued to aid families in answering their questions about foster care and adoption.

With the focus on recruitment of foster homes within the communities, Denver County DHS has significantly reduced the use of congregate care while increasing the use of family foster home and kinship placements. Thus, allowing children to remain in family settings within their own communities

3. Community partnerships:

Denver and El Paso, Jefferson, Grand/Jackson, Elbert and Mesa County Departments have established outreach processes to identified communities. Technical assistance on developing community partnerships was provided for approximately eight counties and 50 people in January 2005. Developing community partnerships is a critical strategy in order to recruit more family foster homes, keep children in their counties/communities/neighborhoods, increase culturally-relevant services for families and children, and engage the community around Child Welfare practice.

4. Self Evaluation:

Denver County and El Paso County are currently collecting data on nine outcomes that support their practice. As additional counties look at this practice, they will be provided with baseline data around the nine outcomes. The outcomes are as follows:

- Reducing the number and rate of children placed away from their birth families
- Among children coming into foster care, increasing the proportion who are placed in their own county, community or neighborhood
- Reducing the number of children served in institutional and group care and shifting resources from group and institutional care to kinship care, family foster care and family centered services
- Decreasing lengths of stay of children in placement
- Increasing the number and rate of children reunified with their birth families
- Decreasing the number and rate of children entering placement
- Reducing the number of placement moves children in care experience
- Increasing the number and rate of brothers and sisters placed together
- Reducing any disparities associated with race/ethnicity, gender, and/or age in each of these outcomes.

Foster Parent Survey: The Foster Parent Survey, previously provided to only a select group of foster parents, now is on the State Child Welfare website and available to any foster parent in the State. Although this change is too recent to reflect significant data at this time, results of the survey will continue to be assessed on a yearly basis. The State will continue to make efforts to address concerns at both a statewide and local level.

Collaborative Management Program: Managed by Interagency Oversight Groups, these voluntary collaboratives involve county departments of human services and local judicial districts, health departments, school districts, community mental health centers, and Mental Health Assessment and Service Agencies in an effort to share costs and reduce duplication and fragmentation of services. Collaboratives receive incentives for meeting identified outcomes. Incentives include the ability to request waivers of rules, and reinvest any general fund savings into additional services to children and families that will benefit from multi-agency services. The State expects to realize reduced abuse in out-of-home placements, reduced reentries into placement, increased stability in foster care, and increased timely physical and dental health assessments.

Colorado has completed the agreed-upon and negotiated action steps for this Program Improvement Plan. The items above that continue to be out of compliance are currently being addressed. Further cause and effect analysis must be done to establish what practice will significantly impact the outcomes. The manner by which these items are being measured must also be examined to assure that what is being evaluated accurately depicts the practice.

Child and Family Services Review Program Improvement Plan Quarterly Report

**October 1, 2005 through December 31, 2005
Submitted March 2006**

Outcomes Or Systemic Factors And Item(s) Contributing To Nonconformity	Goal/Negotiated Measure/Percent Of Improvement	Action Steps And (Agency Responsible)	<u>Benchmarks</u> Toward Achieving Goal	<u>Benchmarks</u> Dates of Achievement Goals <i>Projected</i>	<u>Benchmarks</u> Dates of Achievement Goals <i>Actual</i>	Date of Goal Achievement <i>Projected</i>	Date of Goal Achievement <i>Actual</i>	Barriers Or Discussion	Other PIP Related Activities
Outcomes S1 Children are first and foremost protected from abuse and neglect									
Outcome S2 Children are safely maintained in their homes whenever possible and appropriate									
Outcome P1: Children have permanency and stability in their living situations									
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	Mar 2005 70.0% Jun 2005 67.1% Sep 2005 64.6% Dec 2005 62.4%	12/31/05 This measure continues out of compliance	See narrative on page 2
		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.	5a. Presentations made. 5b. Web posting. 5c. FC Coord. Mtg.		5a June, 2003 5b Oct, 2003 5c Oct, 2003		Completed June 2004		

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
		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.							
		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		
Item 9: Adoption		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% Sep 2005 79.0% Dec 2005 80.9%	The measure has fallen below the goal, but remains above the benchmark.	See narrative on page 2
Item 10: Permanency goal of other planned permanent living arrangement.	2. 93% of the IL cases will reflect diligent efforts to prepare youth for emancipation		2. ARD report will indicate achievement of benchmark at 91%	Aug, 2004		Oct, 2005	Mar 2005 90.8% Jun 2005 90.2% Sep 2005 89.2% Dec 2005 89.3%	2. 12/31/05 This measure continues out of compliance	See Narrative on Page 2.
		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. 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. c. State policies that have been identified as barriers will be reviewed	1a. Review completed 1b. Focus groups held. (if needed)	1a. Dec, 2003 1b. Feb, 2004			1a Completed Jun 2004 1b Not needed		

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
		and if possible revised to meet the outcome of maintaining permanency 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) 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	1c. State policy review. 1d. Training provided 1e. Doc produced and distributed. If appropriate, policy change initiated	1c. March, 2004 1d June, 2004 1e. July, 2004			1c Completed Dec 2004 1d Completed May 2004 Completed 2005		
Outcome P2: The continuity of family relationships and connections is preserved for children.									
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% Sep 2005 93.2% Dec 2005 93%	12/31/05 This measure continues out of compliance	See narrative on Page 2
Outcome WB1: Families have enhanced capacity to provide for their children's needs.									
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% Sep 2005 81.6% Dec 2005 80.4%	12/31/05 This measure continues to be out of compliance	See narrative on page 4.
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% Sept 2005 79.2% Dec 2005 79.6% Mar 2005 89.6% June 2005 90.4% Sep 2005 90.3% Dec 2005 90.4%	12/31/05 This measure continues to be out of compliance 12/31/05 This measure continues to be out of compliance	See narrative on page 4.
		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		
		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	4a. List compiled 4b. List sent to counties	4a. Oct 2004 4b. Nov, 2004			Completed August 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 <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
		children in need of health care. a. List compiled. b. List distributed to all counties.							
		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 Sep 2005		
		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 services for children.				New program staff began working 10/31/05	Completed 10/31/05		
Systemic Factor 2: Case Review System									

County Action Plans on PIP Items Out of Compliance

County	1	2	3	4	5	6	7
	Moves in line with case plan Item 6	Adoptive family has been identified Item 9	Diligent efforts to prepare youth for emancipation Item 10	Case records address maintaining family and cultural connections Item 14	Worker visits with child Item 19	Foster Care – Initial health assessments are timely Item 22	Foster Care - Health needs identified, services provided Item 22
Adams	X	X	X			X	
Arapahoe	X					X	
Boulder	X		X		X	X	X
Denver			X		X	X	X
El Paso		X	X				X
Jefferson		X	X				X
Larimer	X				X	X	X
Mesa			X		X		
Pueblo	X		X				X
Weld	X				X	X	X
Alamosa	X						
Broomfield	X		X		X	X	X
Douglas	X					X	
Fremont	X				X	X	
Garfield					X		X
La Plata	X				X		
Logan	X	X					
Moffat		X	X				X
Montezuma			X		X	X	
Montrose			X		X		
Morgan	X		X			X	X

County Progress on PIP Items Out of Compliance

County	1 Moves in line with case plan Goal -- 76%	2 Adoptive family has been identified Goal – 81%	3 Diligent efforts to prepare youth for emancipation Goal – 93%	4 Case records address maintaining family and cultural connections Goal -- 96%	5 Worker visits with child Goal – 90%	6 Foster Care – Initial health assessments are timely Goal – 86%	7 Foster Care - Health needs identified, services provided Goal -- 94%
	12/31/05 Statewide Performance: 62.4% Item 6	12/31/05 Statewide Performance: 80.9% Item 9	12/31/05 Statewide Performance: 89.3% Item 10	12/31/05 Statewide Performance: 93.0% Item 14	12/31/05 Statewide Performance: 80.4% Item 19	12/31/05 Statewide Performance: 79.6% Item 22	12/31/05 Statewide Performance: 90.4% Item 22
Adams	06/30/05 68.8% 09/30/05 61.6% 12/31/05 58.9%	06/30/05 52.5% 09/30/05 41.7% 12/31/05 49.3%	06/30/05 93.4% 09/30/05 87.5% 12/31/05 81.9%	06/30/05 98.1% 09/30/05 97.1% 12/31/05 93.1%	06/30/05 89.5% 09/30/05 88.9% 12/31/05 91.3%	6/30/05 80.2% 9/30/05 82.5% 12/31/05 85.7%	06/30/05 95.2% 09/30/05 94.5% 12/31/05 95.2%
Arapahoe	06/30/05 70.2% 09/30/05 60.6% 12/31/05 51.8%	06/30/05 77.3% 09/30/05 75.0% 12/31/05 78.5%	06/30/05 95.0% 09/30/05 92.1% 12/31/05 90.4%	06/30/05 96.9% 09/30/05 96.6% 12/31/05 97.6%	06/30/05 92.4% 09/30/05 87.3% 12/31/05 83.5%	06/30/05 86.2% 09/30/05 81.4% 12/31/05 81.8%	06/30/05 94.9% 09/30/05 92.0% 12/31/05 94.6%
Boulder	06/30/05 72.9% 09/30/05 82.3% 12/31/05 90.9%	06/30/05 97.0% 09/30/05 96.4% 12/31/05 96.3%	06/30/05 71.6% 09/30/05 73.3% 12/31/05 72.8%	06/30/05 98.8% 09/30/05 96.4% 12/31/05 96.7%	06/30/05 87.6% 09/30/05 88.8% 12/31/05 84.6%	06/30/05 85.8% 09/30/05 84.1% 12/31/05 83.8%	06/30/05 87.3% 09/30/05 91.8% 12/31/05 91.9%
Denver	06/30/05 76.0% 09/30/05 76.2% 12/31/05 71.1%	06/30/05 84.6% 09/30/05 84.1% 12/31/05 84.1%	06/30/05 90.1% 09/30/05 89.6% 12/31/05 90.1%	06/30/05 90.7% 09/30/05 90.2% 12/31/05 90.3%	06/30/05 80.4% 09/30/05 78.5% 12/31/05 78.8%	06/30/05 81.5% 09/30/05 81.8% 12/31/05 70.5%	06/30/05 86.7% 09/30/05 88.8% 12/31/05 88.2%
El Paso	06/30/05 53.0% 09/30/05 53.8% 12/31/05 51.3%	06/30/05 70.3% 09/30/05 71.4% 12/31/05 67.6%	06/30/05 88.0% 09/30/05 89.6% 12/31/05 85.6%	06/30/05 98.6% 09/30/05 97.3% 12/31/05 94.9%	06/30/05 89.0% 09/30/05 82.9% 12/31/05 80.2%	06/30/05 84.7% 09/30/05 73.2% 12/31/05 69.1%	06/30/05 90.4% 09/30/05 90.8% 12/31/05 92.0%
Jefferson	06/30/05 78.3% 09/30/05 71.5% 12/31/05 70.9%	06/30/05 82.5% 09/30/05 80.0% 12/31/05 82.7%	06/30/05 87.4% 09/30/05 85.0% 12/31/05 84.9%	06/30/05 94.7% 09/30/05 92.2% 12/31/05 92.9%	06/30/05 76.4% 09/30/05 70.7% 12/31/05 71.7%	06/30/05 63.8% 09/30/05 64.2% 12/31/05 70.8%	06/30/05 91.9% 09/30/05 89.6% 12/31/05 90.9%

County	1 Moves in line with case plan Goal -- 76% 12/31/05 Statewide Performance: 62.4% Item 6	2 Adoptive family has been identified Goal – 81% 12/31/05 Statewide Performance: 80.9% Item 9	3 Diligent efforts to prepare youth for emancipation Goal – 93% 12/31/05 Statewide Performance: 89.3% Item 10	4 Case records address maintaining family and cultural connections Goal -- 96% 12/31/05 Statewide Performance: 93.0% Item 14	5 Worker visits with child Goal – 90% 12/31/05 Statewide Performance: 80.4% Item 19	6 Foster Care – Initial health assessments are timely Goal – 86% 12/31/05 Statewide Performance: 79.6% Item 22	7 Foster Care - Health needs identified, services provided Goal -- 94% 12/31/05 Statewide Performance: 90.4% Item 22
Mesa	06/30/05 77.5% 09/30/05 83.3% 12/31/05 77.3%	06/30/05 87.2% 09/30/05 89.6% 12/31/05 88.2%	06/30/05 90.0% 09/30/05 88.8% 12/31/05 87.5%	06/30/05 91.0% 09/30/05 95.2% 12/31/05 92.9%	06/30/05 84.0% 09/30/05 80.2% 12/31/05 77.2%	06/30/05 92.7% 09/30/05 89.6% 12/31/05 92.4%	06/30/05 94.4% 09/30/05 93.7% 12/31/05 94.4%
Pueblo	06/30/05 43.6% 09/30/05 46.1% 12/31/05 47.9%	06/30/05 100.0% 09/30/05 90.0% 12/31/05 82.4%	06/30/05 89.6% 09/30/05 89.3% 12/31/05 86.4%	06/30/05 96.1% 09/30/05 94.8% 12/31/05 95.1%	06/30/05 93.7% 09/30/05 91.9% 12/31/05 92.5%	06/30/05 79.8% 09/30/05 73.7% 12/31/05 75.1%	06/30/05 92.1% 09/30/05 91.1% 12/31/05 90.8%
Weld	06/30/05 39.0% 09/30/05 38.2% 12/31/05 37.4%	06/30/05 85.4% 09/30/05 82.9% 12/31/05 88.0%	06/30/05 81.8% 09/30/05 79.7% 12/31/05 81.3%	06/30/05 94.4% 09/30/05 91.8% 12/31/05 91.2%	06/30/05 61.0% 09/30/05 70.3% 12/31/05 68.3%	06/30/05 57.1% 09/30/05 58.5% 12/31/05 76.2%	06/30/05 80.8% 09/30/05 81.1% 12/31/05 80.1%
Alamosa	06/30/05 64.3% 09/30/05 66.7% 12/31/05 68.8%	06/30/05 100.0% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 100.0% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 100.0% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 97.3% 09/30/05 76.8% 12/31/05 77.2%	06/30/05 86.4% 09/30/05 95.0% 12/31/05 76.2%	06/30/05 100.0% 09/30/05 100.0% 12/31/05 100.0%
Broomfield	06/30/05 60.0% 09/30/05 80.0% 12/31/05 100.0%	06/30/05 100.0% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 44.4% 09/30/05 52.9% 12/31/05 68.2%	06/30/05 95.7% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 80.4% 09/30/05 80.8% 12/31/05 55.6%	06/30/05 80.0% 09/30/05 82.4% 12/31/05 87.5%	06/30/05 93.0% 09/30/05 90.5% 12/31/05 86.4%
Douglas	06/30/05 77.8% 09/30/05 83.3% 12/31/05 83.3%	06/30/05 33.3% 09/30/05 0.0% 12/31/05 100.0%	06/30/05 97.1% 09/30/05 95.3% 12/31/05 98.0%	06/30/05 97.0% 09/30/05 100.0% 12/31/05 100.0%	06/30/05 100.0% 09/30/05 95.5% 12/31/05 95.4%	06/30/05 95.2% 09/30/05 100.0% 12/31/05 96.0%	06/30/05 92.4% 09/30/05 97.2% 12/31/05 92.5%
Fremont	06/30/05 35.9% 09/30/05 40.4% 12/31/05 53.3%	06/30/05 83.3% 09/30/05 100.0% 12/31/05 85.7%	06/30/05 72.9% 09/30/05 83.1% 12/31/05 90.4%	06/30/05 87.5% 09/30/05 90.5% 12/31/05 94.6%	06/30/05 77.9% 09/30/05 76.6% 12/31/05 72.4%	06/30/05 61.6% 09/30/05 76.5% 12/31/05 90.0%	06/30/05 86.3% 09/30/05 88.0% 12/31/05 88.9%

County	1 Moves in line with case plan Goal -- 76%			2 Adoptive family has been identified Goal – 81%			3 Diligent efforts to prepare youth for emancipation Goal – 93%			4 Case records address maintaining family and cultural connections Goal -- 96%			5 Worker visits with child Goal – 90%			6 Foster Care – Initial health assessments are timely Goal – 86%			7 Foster Care - Health needs identified, services provided Goal -- 94%																																												
	12/31/05 Statewide Performance: 62.4% Item 6			12/31/05 Statewide Performance: 80.9% Item 9			12/31/05 Statewide Performance: 89.3% Item 10			12/31/05 Statewide Performance: 93.0% Item 14			12/31/05 Statewide Performance: 80.4% Item 19			12/31/05 Statewide Performance: 79.6% Item 22			12/31/05 Statewide Performance: 90.4% Item 22																																												
Garfield	06/30/05	88.2%		06/30/05	100.0%		06/30/05	97.0%		06/30/05	100.0%		06/30/05	86.8%		06/30/05	100.0%		06/30/05	95.1%		09/30/05	90.9%		09/30/05	90.9%		09/30/05	93.4%		12/31/05	63.6%		12/31/05	75.0%		12/31/05	94.1%		12/31/05	100.0%		12/31/05	70.8%		12/31/05	93.3%		12/31/05	94.7%													
La Plata	06/30/05	66.7%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	81.9%		06/30/05	50.0%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	66.7%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	71.4%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	84.9%		06/30/05	78.9%		06/30/05	100.0%		06/30/05	100.0%										
Logan	06/30/05	47.1%		06/30/05	83.3%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	93.3%		06/30/05	98.4%		06/30/05	47.1%		06/30/05	61.5%		06/30/05	83.3%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	81.8%		06/30/05	91.7%		06/30/05	95.3%		06/30/05	76.9%		06/30/05	81.5%		06/30/05	97.4%										
Moffat	06/30/05	75.0%		06/30/05	75.0%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	66.2%		06/30/05	52.4%		06/30/05	50.0%		06/30/05	75.0%		06/30/05	50.0%		06/30/05	83.3%		06/30/05	83.3%		06/30/05	90.0%		06/30/05	92.3%		06/30/05	84.4%		06/30/05	69.7%		06/30/05	50.0%		06/30/05	69.1%		06/30/05	45.5%		06/30/05	83.3%		06/30/05	84.4%		06/30/05	78.3%	
Montezuma	06/30/05	50.0%		06/30/05	100.0%		06/30/05	81.3%		06/30/05	88.9%		06/30/05	68.8%		06/30/05	100.0%		06/30/05	100.0%		06/30/05	50.0%		06/30/05	50.0%		06/30/05	100.0%		06/30/05	81.3%		06/30/05	80.0%		06/30/05	92.3%		06/30/05	84.6%		06/30/05	92.9%		06/30/05	98.0%		06/30/05	60.0%		06/30/05	80.0%		06/30/05	84.6%		06/30/05	97.9%				
Montrose	06/30/05	75.0%		06/30/05	90.9%		06/30/05	90.0%		06/30/05	80.0%		06/30/05	87.8%		06/30/05	88.9%		06/30/05	98.4%		06/30/05	75.0%		06/30/05	78.6%		06/30/05	100.0%		06/30/05	87.5%		06/30/05	90.9%		06/30/05	89.7%		06/30/05	84.6%		06/30/05	89.5%		06/30/05	93.2%		06/30/05	44.4%		06/30/05	90.9%		06/30/05	68.6%		06/30/05	85.3%		06/30/05	88.2%	
Morgan	06/30/05	46.2%		06/30/05	80.0%		06/30/05	93.8%		06/30/05	90.6%		06/30/05	98.0%		06/30/05	86.7%		06/30/05	88.5%		06/30/05	46.2%		06/30/05	76.5%		06/30/05	83.3%		06/30/05	96.8%		06/30/05	92.1%		06/30/05	78.7%		06/30/05	91.9%		06/30/05	94.0%		06/30/05	100.0%		06/30/05	92.6%		06/30/05	73.1%		06/30/05	92.5%		06/30/05	95.1%				

