

# **State of Colorado**

**Annual Progress Services Report  
June 30, 2006**

**FY 2007-2008  
FIVE YEAR PLAN**

**Submitted to**

**Administration for Children and Families**

**U.S. Department of Health and Human Services**

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## **APSR ACRONYM LIST**

**ADAD** – Alcohol Drug Abuse Division  
**AFCARS** – Adoption and Foster Care Analysis and Reporting System  
**ARD** – Administrative Review Division  
**ASFA** – Adoption and Safe Families Act  
**BOCES** – Boards of Cooperative Education Services  
**C.R.S.** – Colorado Revised Statute  
**CAC** – Colorado Assessment Continuum  
**CAPTA** – Child Abuse Prevention and Treatment Act  
**CASA** – Court Appointed Special Advocate  
**CCAR** – Colorado Client Assessment Record  
**CDHS** – Colorado Department of Human Services  
**CFCIP** – Chafee Foster Care Independence Program  
**CHRP** – Children’s Habilitation Residential Program  
**CPA** – Child Placement Agency  
**CPT** – Child Protection Team  
**RO**- Regional Office  
**DSM** – Diagnostic and Statistical Manual of Mental Disorders  
**DYC** – Division of Youth Corrections  
**EPP** – Expedited Permanency Planning  
**EPSDT** – Early and Periodic Screening, Diagnosis, and Treatment  
**FFY** – Federal Fiscal Year  
**FPP** – Family Preservation Program  
**FSP** – Family Service Plan  
**ICPC** – Interstate Compact on the Placement of Children  
**ICWA** – Indian Child Welfare Act  
**IDEA** – Individuals with Disabilities Education Act  
**IEP** – Individual Education Plan  
**IL** – Independent Living  
**MHASA**– Mental Health Assessment and Service Agency  
**NCANDS** – National Child Abuse and Neglect Data System  
**NCFAS** – North Carolina Family Assessment Scale  
**NRC** – National Resource Center  
**PIP** – Program Improvement Plan  
**PSSF** – Promoting Safe and Stable Families  
**RCCF** – Residential Child Care Facility  
**RFP** – Request for Proposal  
**RTC** – Residential Treatment Center  
**SANCA** – Strengthening Abuse and Neglect Courts in America  
**SACWIS** – State Automated Child Welfare Information System (*Colorado Trails*)  
**SFY** – State Fiscal Year  
**SHHP** – Supportive Housing and Homeless Programs  
**TANF** – Temporary Assistance to Needy Families  
**TPR**– Termination of Parental Rights

## ***I. Introduction***

Colorado's Child and Family Services Five-year Plan outlines the goals, actions steps and baseline data to accomplish the outcomes of safety, permanency and well-being for children and families in Colorado. The Plan is available to interested parties by way of the Colorado Home Page. Colorado developed the following Vision, Mission and Philosophy Statements, which are reflective of the service principals set forth in Section 1355.22 [45 CFR 1357.15(g)]. These serve to guide our work in Children and Family Services.

### **Division of Child Welfare Vision:**

Colorado's children live in a safe, healthy and stable environment.

### **Division of Child Welfare Mission:**

Everything we do enhances the delivery of child welfare services so that Colorado's children and families are safe and stable.

### **Division of Child Welfare Philosophy:**

Child Welfare Services constitutes a specialized set of services that are intended to strengthen the ability of families to protect and care for their own children, minimize harm to children and youth, and ensure timely permanency planning. Services are aimed at stabilizing the family situation and strengthening the family's capacity to care for their children. When safety is not possible within the family, services are focused on the child's need for a stable, permanent home as quickly as possible.

### **Division of Child Welfare Guiding Principles:**

- Children and youth shall have the right to be raised by their families of origin. Families have the responsibility to raise and nurture their own children. Reasonable efforts shall be made to maintain the family unit through the provision of in-home services.
- Placement shall be considered when there is evidence that leaving the child in the home would jeopardize the safety of the child or community. Reasonable efforts shall be made to reunite the family as soon as possible if removal is necessary. When reunification is not possible, adoption and other permanency options shall be aggressively and quickly pursued.
- Appropriate and culturally competent services shall be provided to families, children, and youth in their own homes and in out-of-home placements.
- Children and youth who have been removed from the care of their parents shall have the right to have extended family members considered as placement resources, to be placed in a safe environment, not to be moved indiscriminately from one placement to another, and to have the assurance of a permanent family.
- Consideration of the child's age, race, ethnicity, culture, language, religion, and special needs shall guide the choice of out-of-home and adoptive placements.
- Case planning shall involve the family so that relevant services can be provided to promote rehabilitation and reunification.
- Child Welfare Services shall be provided in collaboration with other community agencies on behalf of children, youth and families.

- Financial and programmatic accountability will be stressed using quality assurance principals to reinforce that the children and their families received all required services.
- Respect and build on staff's strengths so that their expertise can be directed toward those assignments, which will benefit the Division's mission in such areas as technical assistance, consultation, and training others.

### **Child Welfare Program Areas**

Three programmatic areas define the target populations served in child welfare at the county level and one area for resource development.

- Program Area 4 – Youth in Conflict: Services are provided to reduce or eliminate conflicts between youth and their family members or the community when conflicts affect the youth's well-being, the normal functioning of the family, or the well-being of the community. The focus of services shall be on alleviating conflicts, protecting the youth and the community, re-establishing family stability, or assisting the youth to emancipate successfully.
- Program Area 5 – Child Protection: Services are provided to protect children whose physical, mental or emotional well-being is threatened by the actions or omissions of parents, legal guardians or custodians, or persons responsible for providing out-of-home care, including a foster parent, an employee of a residential child care facility, and a provider of family child care or center-based child care. The focus of services shall be on providing for the child's safety, enhancement of family functioning, and addressing the child's need for permanency.
- Program Area 6 – Children or Youth in Need of Specialized Services: Statutorily authorized services to specified children and families when the primary focus of services is no longer protective or youth-in-conflict. These services include children with subsidized adoptions, children with Medicaid-only services, and children for whom the disposition is no longer reunification, (i.e. long-term foster care, independent living).
- Program Area 7 – Resource Development: Provides for the development, maintenance and improvement of the resources available to serve children, including recruitment, certification, training, and retention of family foster homes, county operated group homes, and adoptive homes.

### **Administration**

The Colorado Department of Human Services through the Division of Child Welfare Services is designated to administer the Title IV-B Programs for the State. The Division of Child Welfare Services consists of a group of services intended to protect children from harm and to assist families in caring for and protecting their children. These services are provided directly by the State Department or County Departments of Human/Social Services and by direct contract programs.

Colorado operates a state-supervised, county-administered social services system. All protective services are administered by County Departments of Social Services. In addition, the State will monitor County Department outcomes for children and families as identified in county specific program improvement plans.

Child Welfare Administration was established as a separate line item in FY 2000-01 in response to footnote 78 to SB 99-215. This appropriation provides funding for:

- Positions responsible to provide supervision to the county departments of social services in the provision of all Child Welfare Services as defined in 26-5-101(3), C.R.S.
- Response to legislation defining policy and fiscal issues.
- Coordination and collaboration with other Divisions including Self Sufficiency, Information Technology Services, Child Care, Mental Health, Alcohol and Drug Abuse, Youth Corrections, Developmental Disability, Departments including Public Health and Environment, Health Care Policy and Finance, Education, and with the Colorado State Judicial Branch. The purpose of this activity is to eliminate service duplication and assure service integration.
- Policy development and subsequent program development and implementation.
- Response to consumers for information as well as follow-up on complaints.

### **Child and Family Services to address Safety, Permanency, and Child and Family Well-Being:**

The Child Welfare Services allocated block provides the primary funding for County Departments of Social Services to provide child welfare services. Services that are provided through this block may include but are not limited to: Out-Of-Home Placement Including Foster Care, Residential Care, and Treatment; Adoptions; Subsidized Adoptions; Subsidized Adoption Case Services Payments; Child Welfare-Related Child Care and Burials; County Case Management and Administration; and The Administration of The Interstate Compact on the Placement of Children for children who are either moving to Colorado from another state or are being placed by Colorado in another state. Under 26-5-104(4)(a) C.R.S., county departments are authorized to use their allocation to provide child welfare services without categorical restriction. Per statute, these funds are allocated to counties under a formula developed by the Child Welfare Allocations Committee. Prior to SFY 2001-02 the formula was primarily based upon historical expenditure with increases based upon changes in child population and poverty in each county. Effective SFY 2001-02 the basis for increase was shifted to child welfare caseloads. In addition, and also effective SFY 2001-02, the Department and the Allocation Committee have implemented an Optimization Model designed to provide a more equitable, efficient, accountable, and outcome-based distribution of the Child Welfare Block Allocation.

### **Services Continuum**

Prevention and Family Support – services to keep children and families from entering the child welfare system and to promote children remaining with their families in safe and stable homes whenever possible.

- Promoting Safe and Stable Families
- Temporary Assistance for Needy Families (TANF)
- Housing Services
- Early Periodic Screening and Diagnostic Testing (EPSDT)
- Child Care
- Child Support
- Parenting Classes
- Support Groups
- Food Stamps

Early Intervention/Family Preservation – services to address the needs of families at risk or in crisis, which are designed to strengthen and stabilize families and prevent entry into out-of-home care.

- Special Circumstance Child Care
- Medicaid
- Home based Intervention
- Sexual Abuse Treatment
- Day Treatment
- Life Skills
- Intensive Family Therapy
- Mental Health Services
- Substance Abuse Treatment
- County Designed Programs
- Special Economic Assistance

Child Protective Services – investigation of cases of suspected abuse and neglect as well as provision of treatment services for children and families.

- Colorado Assessment Continuum including North Carolina Family Assessment Scale
- Team Decision Making
- Family Group Decision Making
- Interstate Compact on Placement of Children
- Concurrent Planning
- Mediation

Foster Care – placement of children in out-of-home care with services designed to meet the child’s need for safety, and well-being.

- Kinship care
- Foster homes certified by county departments or child placement agencies
- Group Homes (county and CPAs)
- Children’s Habilitation Residential Program
- Residential Child Care Facilities
- Residential Treatment Centers

Permanency – determining a permanency plan for a child.

- Reunification with the family of origin
- Permanency with kin (adoption/guardianship)
- Permanency with someone other than kin (adoption/guardianship)
- Long term foster care with kin
- Long term foster care with someone other than kin
- Independent living
- Emancipation
- Expedited Permanency Planning

Post-Permanency Services/After care – services to support a permanent placement for a child.

- Post-legal adoption services
- Reunification services



- Chafee services
- Core Services

## **II. Deficit Reduction Act - Amendments to Title IV-B Program**

### **Court Improvement**

The Department of Human Services has worked collaboratively with State Judicial to ensure that the needs of children are met in a timely and complete manner through improved case tracking and analysis of child welfare cases. State Judicial was played an active role in the past Child and Family Services Review and provided feedback from judges and magistrates toward the development of Colorado's Program Improvement Plan (PIP).

As a result of the PIP judges have been included in training about children's development and how that relates to visitation needs with parents; the need for procedural timeframes for dependency and neglect cases; and the importance of timely permanency.

The National Council of Juvenile and Family Court Judges have designated three Colorado courts as "Model Courts". The nationwide project focuses on improving court practices in child abuse and neglect cases. Colorado is the first state to have three sites awarded the Model Courts designation. The three Colorado courts selected for the 2005 project were the Fourth Judicial District (El Paso and Teller counties) with Judge Theresa Cisneros serving as the lead judge; Second Judicial District (Denver City and County), with Judge Karen Ashby, presiding judge of the juvenile court leading the project; and Seventeenth Judicial District (Adams and Broomfield counties), led by District Court Judge Chris Melonakis.

A multidisciplinary team that includes the County Department of Human Services personnel, guardians *ad litem*, attorneys, Court Appointed Special Advocates, court personnel and treatment providers, and community representatives collaborate to identify best child welfare/court practices in each location. The projects also create innovative solutions and strategically plan individualized approaches to improving court practices unique to each court, child welfare system and community.

**2006 CIP Training Grant** – The Colorado Court Improvement Program (CIP) plans to convene a training sub-committee by January 2007 as part of the training grant. This sub-committee will be tasked with creating a long term strategic training plan (2007 – 2010) which will include the development of multi-disciplinary training programs for professionals who handle dependency or neglect cases. Funds will also be utilized to support multi-disciplinary training activities such as the 2007 Family Issues Conference.

**2006 CIP Technology Grant** - The Colorado Judicial Department and CDHS have been working closely since 2004 in the development and implementation of the SANCA project. The SANCA project involves real time data exchange between the Colorado Judicial Department and CDHS. These data exchanges are being used to develop management reports to measure timeliness, permanency, safety and well-being in

dependency or neglect cases. Colorado plans to support this project with the new CIP technology grant by providing intensive training and technical assistance to judicial districts and counties over the next twelve to eighteen months. Additionally, a CIP technology sub-committee will be convened by January 2007 tasked with developing a long-term strategic plan for the utilization of technology grant funds 2007 – 2010.

**2006 Basic CIP Grant** - The 2006 Colorado Court Improvement Program Report can be found at: [http://www.courts.state.co.us/supct/committees/courtimprovementdocs/2006\\_report.pdf](http://www.courts.state.co.us/supct/committees/courtimprovementdocs/2006_report.pdf). This report summarizes the efforts and accomplishments of the Colorado Court Improvement Program July 2005 – June 2006.

The Division of Child Welfare has been engaging in meaningful, ongoing collaboration with the Colorado Judicial through involvement in the Court Improvement Project. Several of Child Welfare's staff including the Director have been involved with various regularly scheduled meetings facilitated by State Judicial. Meetings have been directed to increasing safety, permanency, and well-being of children in the child welfare system.

State judicial, Child Welfare and others have worked jointly to identify and prioritize issues that are being worked on as reflected in the most recent applications for grant funding through the court improvement project.

### ***III. Current Executive Initiatives***

#### ***Healthy Marriages***

The Colorado Department of Human Services has received two Healthy Marriage grants. The Division of Child Welfare participates with the Division of Colorado Works (TANF) in the oversight of the Strengthening Families Grant received by that Division. In an attempt to support the collaboration between family centered, community based programs and local departments of social/human services, some of the funding has been directed at joint services.

The Division of Child Support Enforcement received another Health Marriage Grant. The Division of Child Welfare participates on this grant's Advisory Council. This project has identified five family centers that serve families in high risk areas. The Centers will implement services to enhance the marital union of couples in these communities/neighborhoods.

The University of Denver through the Butler Institute for Families has also received a Healthy Marriage Grant. This federally funded training project enhances the capacity of child welfare professionals and community service providers' capacity to address healthy marriage and family formation issues as a way of improving safety, permanency, and well-being outcomes for children and families in Colorado. The project is also working to identify and promote systemic responses to barriers that might prevent implementation of the project principles.

## ***Responsible Fatherhood***

The Division of Child Welfare is working with the Healthy Marriage initiatives to promote the coordination and collaboration with community based responsible fatherhood programs. Efforts have been made to provide training for county caseworkers around the importance of outreach to all fathers – not just fathers who are involved.

The Division of Colorado Works has applied for a Responsible Fatherhood grant and has included Child Welfare as a player in the oversight of the grant. Also, the National Family Preservation Network has identified Colorado as a partner to receive training and technical assistance for the inclusion of fathers in child protection plans.

## ***IV. Juvenile Justice Transfer***

The Division of Child Welfare and Division of Youth Corrections are both in the Department of Human Services, and as set forth in Colorado Revised Statutes, 19-2-202 the Department of Human Services is the single state agency responsible for the oversight of the administration of juvenile programs and the delivery of services for juveniles and their families in this state, including juvenile parole. The judicial department is responsible for the oversight of juvenile probation. The department of public safety is responsible for the oversight of community diversion programs.

As such, the Division of Child Welfare works collaboratively with the Division of Youth Corrections to serve the needs of youth who are in the custody of Child Welfare. The intent of this collaboration is to protect, restore and improve the public safety by creating a system of juvenile justice that will appropriately sanction juveniles who violate the law and in certain cases, will provide the opportunity to bring together affected victims, the community, and juvenile offenders for restorative purposes.

### Activities:

- Data is being gathered to identify Child Welfare Youth that have been committed to the Division of Youth Corrections.
- An analysis of services for these youth will be completed by June 2008.
- These youth will be tracked on the following outcomes:
  - The number and rate of youth who re-enter placement within twelve months of reunification or other form of permanency will decrease
  - The number of moves youth experience within twelve months of placement will decrease to two or less.
  - The number and rate of youth reunified with their birth family and/or kin, will increase.

## ***V. Child Welfare Demonstration Projects***

Colorado does not have any Demonstration Projects.

## **VI. Tribal Consultation**

Tribal Consultation between the two Ute Indian Tribes, Ute Mountain Ute in Towaoc, Colorado, and the Southern Ute in Ignacio, Colorado and the Colorado Department of Human Services (CDHS) takes place in the following ways:

1. **Colorado Commission of Indian Affairs Participation** – CDHS, through its Executive Director, participates as an official member of this Commission and is a full voting member as set forth in Colorado Revised Statutes, 24-44-104. This Commission is comprised of all State Department branches (Department of Public Health and Environment, Department of Natural Resources, etc.) as well as the two Ute Tribes and two at-large members. The Commission is chaired by the Lieutenant Governor and again, according to statute, 24-44-101 through 24-44-108, is the official liaison between the state of Colorado and the two Ute Tribes. Together, the Commission members focus on:

- Coordination of intergovernmental dealings between tribal governments and the state;
- Investigating the needs of Native Americans in Colorado;
- Cooperating with and securing the assistance local, state, and federal governments in formulating and coordinating programs regarding Indian affairs;
- Reviewing legislation and amendments to existing legislation affecting Indians;
- Studying the existing status of recognition of Indian groups, tribes, and communities;
- Contracting with public or private bodies to provide services and facilities for promoting the welfare of the Indian people;
- Making legislative recommendations; and
- Making and publishing reports on findings and recommendations.

The above bulleted items were taken directly from the web site for the Colorado Commission of Indian Affairs and may be viewed in more detail at [www.colorado.gov/ltgovernor/initiatives/indianaffairs.html](http://www.colorado.gov/ltgovernor/initiatives/indianaffairs.html)

2. **Bureau of Indian Affairs Partnership** – The southwest branch of the Bureau of Indian Affairs (BIA) located in Albuquerque, New Mexico governs many social services programs for each of the two Tribes. Each of the Tribal social services offices receives program rules, funding and training in the implementation of social services programs. The paths of the BIA and CDHS cross most often in child welfare, principally because of the written contracts in place between the Tribes and CDHS allowing for the pass through of federal Title IV-E funds to the Tribes. Colorado's practice of reimbursing Tribes for placement costs for children that are found to be eligible for Title IV-E funding (budgeted this year at \$950,000) provides significant program cost savings to the Bureau as well as to the Tribes. Colorado maintains its interest in seeking federal reimbursement for these expenditures, but has yet to achieve this goal.

Additionally, CDHS makes available to each of the Tribe's staffs the ongoing listing of child welfare trainings held throughout the state. Money to attend these trainings is also available, in part or in whole, from the Bureau and from CDHS.

As well, CDHS, through its primary liaison, Jim Snyder of the Division of Field Administration, has co-trained Indian Child Welfare Act Tribal child welfare caseworkers during a multi-state training held in Albuquerque, New Mexico. The focus

was on investigation skills, documentation and court testimony. The goal was to improve the skill levels and performance of the caseworkers. Testing indicated the skill levels did improve with the training. Further trainings include Domestic Violence prevention, a teen suicide prevention workshop and ICWA trainings.

CDHS continues to work with the BIA and the Tribes, and their consultants, on ongoing projects such as providing training to new caseworkers, several new directors of Tribal social services, Title IV-E requirements necessary for reimbursement, shelter home licensing violations, Division of Youth Corrections acceptance of Tribal court orders, Minority Overrepresentation Reports, placement resource development and caseworker retention. The Bureau also recently showcased Colorado in their quarterly newsletter as a model for other states. The BIA has encouraged New Mexico to emulate Colorado's relationship with the Tribes.

CDHS has participated in all but one of Region VIII's "Listening Sessions" held in various states over the past several years. These sessions have been productive in bringing together several Tribes and states on common and pressing issues.

**3. Tribal and State Partnerships** – The state of Colorado very much respects and is committed to the Ute Mountain Ute and the Southern Ute Tribes sovereignty. This relationship is strong and effective between the parties and is based upon mutual respect, open communication and regular monthly face-to-face dealings with each other. During these visits, technical assistance is provided to the Tribes by CDHS in a myriad of topics that support the viable operation of a successful Tribal social services operation. Examples include child welfare and child protection case consultation, trainings, resource development, monitoring and fiscal management. Since the early 1970's, Colorado has had Tribal Agreements with both the Southern Ute Tribe and the Ute Mountain Ute Tribe. These agreements set forth working policies that encourage cooperation and collaboration on requirements of the Act. The State has revised its Volume 7 procedures to ensure that all 64 counties meet the requirements to protect the rights of American Indian Families. The Indian Child Welfare Act provisions of Volume 7 are found at 7.300.309.

The Indian Child Welfare Task Force, created in 2000 to address concerns voiced to the United States Justice Department that Colorado was not in compliance with ICWA, was disbanded in 2005 when it reached its goal of codifying ICWA legislation into the Colorado Children's Code, now found at 19-1-126, C.R.S.

CDHS continues to have working relationships with the following entities that serve urban American Indians: the Denver Indian Center, the Denver Indian Health and Family Services and the Denver Indian Family Resource Center. The county departments work collaboratively with the Denver Indian Health and Family Services and the Denver Indian Family Resource Center to serve American Indian children and families in the metropolitan area.

## **VII. Measures to Comply with ICWA Requirements**

### **Identification of American Indian children by Colorado Child Welfare:**

#### Activity:

In following ICWA protocol, Colorado's Administrative Review Division (ARD) asks specific ICWA questions for every child who is being reviewed. ARD documents American Indian children in out-of-home care, as defined. If a child is an American Indian child, the reviewer documents tribal or Bureau of Indian Affairs (BIA) receipt of appropriate notice as required by the Indian Child Welfare Act.

*Objective:* To ensure that all American Indian children in Colorado in out-of-home care are identified and that appropriate notice is made as required by ICWA.

*Measure of Progress:* Compliance is determined through ARD reports for each identified Indian child. Progress will be determined based on data pulled from Trails.

#### Activity:

Reviews by Child Welfare Division staff of foster care programs and procedures occur in each county throughout the state. These reviews began in 2002, and among the compliance issues reviewed is each county's active efforts in inquiring about American Indian heritage of each foster child and toward reunification. The need for ongoing inquiry is emphasized.

*Objective:* To ensure that all Indian children in Colorado in out-of-home care are identified and that ICWA is followed.

*Measure of Progress:* Record of compliance made through the review process and feedback and discussion with county administrators and caseworkers regarding their practice and policies.

#### Activity:

Colorado's SACWIS system, Trails, includes a function that requires selection for any child with American Indian heritage. Caseworkers are instructed to select this function for all children in care with American Indian heritage to ensure that all rights and privileges are afforded under ICWA.

*Objective:* To ensure that all American Indian children in Colorado in out-of-home care are identified.

*Measure of Progress:* Progress will be determined based on data pulled from Trails and matched with results of the reviews of foster care programs.

Colorado Department of Human Services will continue to utilize the reviews of foster care programs throughout the state, ARD, and Trails data elements to determine which counties are in or out of compliance and to increase compliance.

**Notification of American Indian parents and Colorado Tribes of State proceedings involving American Indian children and the right of the tribe to intervene:** Each of Colorado's 64 counties continue to notify American Indian parents involving Indian children. Most counties rely on their county attorneys to provide notification of proceedings.

**Special placement preferences for placement of Indian children:** Colorado has not negotiated a special placement preference for the placement of Indian children. Colorado seeks to comply with all provisions of ICWA, including order of preference. In its statewide recruitment campaign, the Department encourages individuals of all cultures to consider becoming foster parents.

Activity:

Four regional one-day trainings around the State were conducted in State Fiscal Year 2005-2006 to train on “Permanency and Compliance Using the Indian Child Welfare Act.”

*Objective:* Full ICWA compliance; American Indian children are identified, parents are informed of their rights under ICWA, tribes are notified, placement priority is used in determining most appropriate placements, and active efforts are provided toward reunification.

*Measure of Progress:* Trails or case records reflect that ICWA is followed; parents are informed, American Indian children identified, tribes are notified, American Indian children are placed appropriately, and active efforts are made toward reunification.

Activity:

An intensive ICWA “Train-the-Trainer” training will take place in the next APSR reporting period. Sixteen people will attend, including representatives of fourteen county child welfare agencies, one state technical consultant, and a representative of the Youth Empowerment Systems Academy. Each participant will enter into a Memorandum of Understanding agreeing to provide two trainings on ICWA.

*Objective:* Full ICWA compliance; American Indian children are identified, parents are informed of their rights under ICWA, tribes are notified, placement priority is used in determining most appropriate placements, and active efforts are provided toward reunification.

*Measure of Progress:* Trails or case records reflect that ICWA is followed; parents are informed, American Indian children identified, tribes are notified, American Indian children are placed appropriately and active efforts are made toward reunification.

**Active efforts to prevent the breakup of the Indian family:**

Activity:

The Department has set aside \$25,000 for each Colorado tribe (\$50,000 total) for preservation and reunification services.

*Objective:* To allow each tribe to administer the Core Services/Family Preservation Program in order to allow children to stay in their own homes, return children in placement to their own home and to unite children with their permanent families.

*Measure of Progress:* Each year, communication is made to each tribe encouraging their submittal of a Core Services Plan. Several technical assistance opportunities have been offered, with no response. The Core Services Program Administrator will continue with strong efforts to engage each tribe with the Core Services Program. The tribes indicate they cannot, and/or do not want to follow statute and Volume 7 criteria in order to administer the Core Services Program.

Activity:

The Denver Indian Family Resource Center has obtained a three-year planning grant through the Substance Abuse Mental Health Service Administration to design and create a mental health system of care for American Indian children, youth and families in the metropolitan Denver area. Two CDHS staff members are involved in this project.

*Objective:* Support active efforts toward family unification through culturally responsive services and treatment.

*Measure of Progress:* The completion of a mental health system of care for American Indian children, youth and families in the Denver metropolitan area.

### **Use of Tribal courts in child welfare matters, Tribal right to intervene in State proceedings, or transfer proceedings to the jurisdiction of the Tribe:**

Colorado strives to meet all of the requirements of ICWA and the Colorado Children's Code. County attorneys are among invited attendees for the State Fiscal Year 2005-2006 and prior ICWA regional trainings.

#### Activity:

ICWA quality improvement materials were provided to County Departments of Human Services during training in four regions of the state. These include:

- Understanding the Indian Child Welfare Act for State Workers Handbook by South Canadian Resource Center
- ICWA Compliance Checklist Tool for Colorado Caseworkers
- American Indian Directory for Caseworkers
- Glossary of ICWA Definitions
- Tribal Enrollment Telephone Contact List continues to meet and provide directions for counties' compliance with ICWA.

*Objective: Materials available to support ICWA compliance.*

*Measure of Progress:* Trails or case records reflect that ICWA is followed; parents are informed, American Indian children identified, tribes are notified, American Indian children are placed appropriately and active efforts are made toward reunification.

#### Activity:

During State Fiscal Year 2005-2006, an ICWA Compliance Tool that integrates the Federal and State ICWA statute and Volume 7 of the Colorado Department of Human Services Policy and Procedure Manual was provided to Colorado Child Welfare administrators, casework staff and county attorneys during ICWA training. It will be available on the Colorado State Website in State Fiscal Year 2006-2007.

*Objective: Materials available to support ICWA compliance.*

*Measure of Progress:* Trails or case records reflect that ICWA is followed; parents are informed, American Indian children identified, tribes are notified, American Indian children are placed appropriately and active efforts are made toward reunification.

## **VIII. Staff Training and Technical Assistance Report**

The following list of trainings was established as part of the State's Child and Family Services 5 years plan that was submitted in 2004. These trainings continue to provide the state's caseworkers, supervisors and foster parents as well as other providers with core information to address the needs of new and seasoned staff. The trainings are evaluated for content relevancy and impact to practice. The evaluation report follows the extensive list.

### **Outcome Domain- Safety**

1. Statewide, cross-system training will be provided on the Colorado Assessment Continuum. *Ongoing- offered monthly and will continue to be offered throughout Fiscal year 2006/2007.*



2. The Department of Human Services will provide joint Child Welfare, Youth Correction, Mental Health and Substance Abuse training in the area of child and family assessment. *Ongoing- Colorado Client Assessment Record (CCAR) - this training will be offered 10 times during Fiscal year 2006/2007.*
3. Training for county caseworkers will be provided on the assessment of child safety and risk factors for children in out-of-home placements. *Ongoing- Offered monthly and will continue to be offered through Fiscal year 2006/2007.*
4. Child Protection caseworkers and supervisors will receive training and technical assistance on issues related to Accurate Safety Assessments, *22 trainings were held between September and November 2005.*
5. Training will be provided to county Foster Care certification workers and supervisors on the protocols for assessing risk factors in Child Foster Home Studies. *Ongoing- 25 sessions were provided between July 2005 and December 2005.*
6. Ongoing training for new Child Welfare caseworkers in casework practices, interviewing techniques and substance abuse recognition using the established, computer-based training module. *CBT- The program is resident in county departments and all new caseworkers are required to complete it before receiving their first case.*
7. Ongoing joint training provided to Child Welfare caseworkers and Domestic Violence staff to enhance collaboration between the two areas. *ARD provides on-going training with the caseworkers and case managers during each 6-month periodic review.*
8. Training for caseworkers on the guidelines for appropriate intervention in child neglect to improve maltreating parents' abilities to care for their children. *Ongoing –Offered monthly and will continue to be offered throughout Fiscal year 2006/2007.*
9. Ongoing training for experienced Child Welfare, sexual abuse caseworkers on advanced sexual abuse interviewing skills. *Ongoing- Offered monthly and will continue to be offered throughout Fiscal year 2006/2007.*
10. Training provided to Child Welfare caseworkers on ethics and liability, as related to Child Protective Services. *This training was offered in May 2005 and will be offered two times during Fiscal year 2006/2007.*
11. Training for experienced Child Welfare caseworkers on Advanced Interdisciplinary Topics in Child Protection. *This class was offered in May 2005. It will be offered two times during Fiscal year 2006/2007.*
12. Child Welfare caseworkers will be trained to recognize the medical diagnosis of physical abuse and how to determine when a medical consultation should be utilized. *This class was offered in March 2005. It will be offered two times during Fiscal year 2006/2007.*

13. Training for Child Welfare caseworkers on the use of the Structured Assessment Family Evaluation (SAFE) procedure and instrument. *This training was delivered 25 times between July and December 2005.*
14. Statewide cross systems training for Child Welfare, Substance Abuse and Judicial on the use of a common assessment instrument (Protocol) in determining child safety when substance use/abuse is one of the presenting problems. *This is ongoing and the following were provided:*
  - *Kim Summer Mayer's "Reunification with substance Abuse Families" on April 28 and 29, 2005 had participation of about 100 people, including participants from all those systems.*
  - *As part of our NCSACW Technical Assistance Project, we held forums all over the State in 2004 with participants from each of those three systems to discuss the development of a common "protocol," which eventually resulted in our attached Protocol.*
  - *In August 2005 State Administrators presented at the RMOIC Conference, with representatives from child welfare, state judicial, and substance abuse.*

### **Outcome Domain- Permanency**

1. Training provided to County Department staff on child and family preparation for adoption. This class was offered three times during 2005.
2. Regional training for County Department Liaisons on the Interstate Compact on the Placement of Children and the Interstate Compact on Adoption Medical Assistance. *Training on ICAMA is offered ongoing throughout the year during face-to-face meetings of Adoptions Supervisors as issues arise and will continue through 2009.*
3. Training on Subsidized Adoption program rules, regulations, procedures, policies and strategies for negotiating subsidies. *Teleconferences were held on January 24, 2005, March 14, 2005, May 26, 2005, and August 15, 2005. In addition there were face-to-face trainings on February 14, 2005, April 18, 2005, June 13, 2005 and September 12, 2005.*
4. Training on the use of Title IV-E Subsidized Adoption Benefits for non-profit, child placement agencies. This training was offered February 15, 2005.
5. Regional training provided to county attorneys, state judicial workers and CASA staff on the new regulations for the Adoption and Safe Families Act. This training was offered three times and will be offered three more times during Fiscal year 2006/2007.
6. Training for County Child Welfare staff, Division of Youth Corrections and Out-of-Home Care Providers in multiple aspects of providing administrative and maintenance service to IV-E eligible children and their families in an annual conference. This training was offered at the annual Child Welfare Conference in May 2005.

7. Ongoing training for County Department and Youth Corrections staff on participating in administrative out-of-home placement reviews on relevant knowledge and skills for case management in the IV-E programs. Ongoing-offered monthly and will continue to be offered through out Fiscal year 2006/2007.
8. Ongoing, statewide training for judicial staff in the legal and administrative issues involved in administering the IV-E program. This training is offered through the production of a self-study training manual; Judicial Bench Book. The manual is distributed to Judges, attorneys, and child welfare workers. A new version was distributed in October 2005.
9. Ongoing, regional training for those County Department and Youth Corrections staff who serve as IV-E liaisons to the State Office, on relevant knowledge and skills for administering IV-E eligibility determination. Seven regional training were provided from April to June 2005 to Title IV-E eligibility workers and their supervisors. The training covers all aspects of determining initial and ongoing Title IV-E foster care eligibility, including judicial determinations, AFDC and provider requirements.
10. Ongoing training provided to certified and licensed Family Foster Care and Group Home providers in the requirements and basic knowledge and skills for providing maintenance services for IV-E eligible children and their families. Ongoing will be offered throughout Fiscal year 2006/2007.
11. Ongoing training for State and County Department adoption staff in relevant knowledge and skills needed to successfully implement the Multi-Ethnic Placement Act. This training was offered three times during 2005 and will be offered three times during Fiscal year 2006/2007.
12. Ongoing training provided to State and County Human Services staff on administering Core Services to IV-E eligible children and their families, independent living program youth, and youth in conflict. Ongoing training and technical assistance occurs throughout the year, as well as during quarterly Core Services Program Coordinators Meetings. These meetings focus on policies, procedures and delivery of Core Services to all populations of the state. Core Services Program Coordinator Quarterly meetings were held on a quarterly basis. Training and technical assistance on services delivery will continue to be provided on an ongoing, as requested, as needed basis.
13. Ongoing training for Child Welfare caseworkers and family support providers on the use of Kinship Care. Training will focus on the definition of Kinship Care, family assessments and the provision of support services. This training is ongoing and was provided in Denver and Mesa Counties in June 2005 and in September 2005.
14. Ongoing training for Child Welfare and child placement agency staff on the recruitment and retention of minority and therapeutic foster care providers. This training is planned for Spring 2006.

15. Ongoing training for Child Welfare caseworkers, foster and adoptive parents, and child placement agency staff on adoption practices. Training will focus on placement practices, the foster care continuum, assuring continuity in the lives of children, working with birth families and cultural diversity and matching of children with parents. This training was offered three times during 2005.
16. Ongoing training for Child Welfare caseworkers, foster parents and contract service providers on using a Common Family Study (CFS). The CFS is an assessment instrument, which is appropriate for resource families (foster, adoptive and kinship care). This training was offered 22 times between September and November 2005.
17. Ongoing training for Child Welfare caseworkers, private service providers and community members on “core” Quality Standards for service providers. No trainings were provided in 2005.
18. Ongoing training provided to County Department and Youth Services staff on current and proposed Section 422 Federal requirements under Title IV-B to assure that children receive federally mandated protection and safeguards. ARD staff provides one-on-one training during the periodic six-month reviews and during county/ARD meetings focused on their county specific results from both In-Home and Out-of-Home reviews.
19. Training for Child Welfare caseworkers on Reunification Practice and Placement Prevention. The training will focus on concepts of reasonable efforts, separation, attachment and permanency planning. This training was offered one time via videoconference to three sites throughout the state in May 2005.
20. Training provided to Child Welfare caseworkers on the relationship between Child Abuse and Developmental Delays. Training will focus on the assessment of developmental levels and the impact of abuse on these levels. This training was delivered in June 2005.
21. Training for Child Welfare caseworkers on the use of Outcome Measures in developing family service plans. Ongoing - Offered monthly and will continue to be offered through fiscal year 2006/2007.
22. Training for paraprofessionals working with families of children who meet the out-of-home placement criteria. The training will address parenting skills, interpersonal skills, communication skills, basic health care, job development skills and introductory concepts of infant and child development. This training was offered in February 2005.
23. Training for Child Welfare caseworkers, child placement agency staff, and foster and adoptive parent groups on the development of permanency planning foster homes. This training was provided on February 17, 2005.

24. Training for Child Welfare caseworkers and family support providers on the development of services and services linkages for the inclusion of and outreach to fathers. Provided in a workshop at the Child Welfare Conference in May 2005.
25. Training for Child Welfare caseworkers on the appropriate use of Other Planned Permanent Living Arrangements (OPPLA). This training was not provided in 2005.
26. Training for Child Welfare caseworkers on Assessment of Children and Youth for Adoption. This training will also include strategies for preparing children and youth for adoption. This training was provided four times in during 2005 and will be delivered three times during fiscal year 2006/2007.
27. Training provided to paraprofessionals and Child Welfare caseworkers on conducting and structuring effective visitation plans for children and youth in out of home placements. Ongoing – Offered monthly and will continue to be offered throughout fiscal year 2006/2007.

### **Outcome Domain- Child and Family Well-being:**

1. Training was provided to County Department caseworkers to enhance their ability to empower ethnic, minority parents and children, and to strengthen their family systems. *This will be provided again in 2006.*
2. County Department caseworkers and contract services providers were trained on new health related rules and issues. *This will be provided again in 2006.*
3. Child Welfare, Youth Corrections and Residential Treatment Center staff were trained on the use of the Colorado Client Assessment Record (CCAR) instrument. *Ongoing- CCAR.*
4. Training was provided for Child Welfare staff, collateral agencies, and parents on active parent involvement and participation on advisory boards as well as in treatment planning. *Ongoing.*
  - *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*
5. Training for Child Welfare staff and collateral agencies on culturally competent practices and the provision of culturally relevant services. *This training was not offered in 2005.*
6. Regional training sessions for State, County and Tribal administrators on the Indian Child Welfare Act (ICWA). This training will focus on implications for policy, program management and case practice changes needed to ensure compliance with ICWA. *This training was offered in April and May 2005.*
7. Training for Child Welfare caseworker and placement service providers on Establishing Foster Care Treatment Standards. This training will focus on

- developing a system for monitoring youth by tracking outcome measures and meeting established requirements for treatment plans. This training was offered in June 2005.
8. Training for Child Welfare caseworkers on conducting diligent searches for absent parents. The training will provide county staff with effective strategies to use in gathering information and conducting searches to find and engage absent parents. This training was not offered in 2005. The legislation went into effect July 2005. This will be provided in 2006.
  9. Training in Cultural Sensitivity for Child Welfare caseworkers and Out of Home placement providers. The emphasis of the session will be on the development of inter-cultural communication skills, techniques for cultural sensitive family assessment, interviewing, and case planning. Cultural issues related to the placement of children will also be examined. *This training was not offered in 2005.*
  10. Training for Judges and Attorneys who hear cases related to IV-E Eligible Children and Their Families. This training will educate Colorado's judiciary regarding issues related to IV-E children and their families. *This training is offered through the production of a self-study training manual (Judicial Bench Book). The manual is distributed to judges, attorneys, and Child Welfare Caseworkers. A new version will be distributed in October 2005.*
  11. Training for Child Welfare caseworkers and Educators on developing effective educational plans for children in and out of home placements. The training will provide trainees with an understanding of the relevant educational policies and processes; educational assessments and plans; methods for monitoring outcomes and services; and tools to develop successful inter-agency agreements. *This was addressed at the Educational Forum offered in June 2005 and will be offered in April 2006. In addition cross system training for educators and child welfare caseworkers will be offered spring 2006.*
  12. Training for Child Welfare supervisors, administrators and directors on the Adoptions and Safe Families Act (ASFA). This training will provide county directors, administrators, and supervisors with an understanding of effective strategies to use in implementing ASFA standards and requirements to achieve positive result for children and families. *This training was offered four times from September 2004 through June 2005.*

### **Additional Training**

1. Joint training with caseworkers and foster parents: to address their respective roles/responsibilities and to provide strategies to develop respectful and effective working relationships that benefit the child (professional team development). *This will be ongoing. This was provided for Denver, El Paso, Elbert, Grand, Mesa, and Jefferson Counties as part of the Technical Assistance from Annie E. Casey.*
2. Joint training of foster parents and caseworkers including:
  - Developmental needs of children

- The dynamics of abused and neglected children  
*This training was offered in March 2005 and will be offered two times in fiscal year 2005/2006.*
3. Joint foster parent, supervisory and caseworker training: regarding the inclusion of foster parents as an active part of the child's planning team. *Ongoing - Offered monthly and will continue to be offered throughout fiscal year 2005/2006.*
  4. Training related to allegations of abuse/neglect and the provision of support to foster parents in order to impact retention and recruitment. *Produced and distributed "A guide for Colorado Foster Parents Regarding Allegations of Child Abuse/Neglect." Also covered in Foster Parent Core training that is offered monthly.*
  5. Handbook for foster parents regarding allegations of abuse/neglect in foster homes. *Produced and distributed "A guide for Colorado Foster Parents Regarding Allegations of Child Abuse/Neglect." Also covered in Foster Parent Core training that is offered monthly.*
  6. Foster parent training: to provide information regarding requirements of the investigation process when there are allegations of abuse/neglect regarding a foster child in their home, coping strategies, and ways to receive support. *Produced and distributed "A guide for Colorado Foster Parents Regarding Allegations of Child Abuse/Neglect." Also covered in Foster Parent Core training that is offered monthly.*
  7. Training in treatment foster care program development, implementation, and quality assurance. *No training was provided in 2005. Training will be planned for 2006 and beyond.*
  8. Foster parent, caseworker, and supervisor training: regarding educational advocacy for children in foster care, and on caseworkers' caseloads. This would entail caseworkers, foster parents, etc to have some basic knowledge of the laws that impact education and information to assist them to participate on the educational teams and to know what and how to advocate for children's educational needs. *This was addressed at the Educational Forum offered in June 2005 and will be offered in April 2006. In addition cross system training for educators and child welfare caseworkers will be offered spring 2006.*
  9. Foster/kin/adoption workers: training regarding a universal assessment (home study). *This training was offered twenty-two times between September and November 2005.*
  10. Foster/kin parents: standardized pre-service foster care training (up to 27 hours). *Ongoing - Offered monthly and will continue to be offered throughout fiscal year 2006/2007.*
  11. Foster care workers and caseworkers: Safety in OOH-how to conduct ongoing safety assessments within foster homes during visits to assure safety in the environment, assess foster parent skills/needs, and to address unmet needs or

issues to prevent disruption, abuse/neglect or other breaches of safety. *Ongoing - Offered monthly and will continue to be offered through out fiscal year 2006/2007.*

12. FC Program Development: To assist counties and CPAs to develop their foster care programs, focusing on recruitment & retention strategies and the supports needed for specialized types of foster care homes. (FC Audit recommendation #13-provides TA/training to counties re: certification, recruitment, and retention). *June 6, 2005 - Treatment Foster Care Denver. This training will be done annually. There is another training planed for 2006.*

13. *Training Provided to Foster parents at the Colorado Foster Parent Association's Annual Conference, Completed: October 2005.*

- *Chafee Teen Conference Youth Surveys/Interviews, Completed: June 2005*
- *Chafee Teen Conference Youth Surveys/Interviews, Completed: June 2005*
- *Summary of Young Adult Interviews- Transitional Living Pilot Project, Competed: August 2005.*

14. Regional trainings: Provide training regarding FC requirements, certification practice, issues, etc for county FC/Kin staff (who typically are unable to receive TA and training as FC/Kin Coordinators), recruitment, retention and certification (Two Western Slope and two rural locations annually). *Competed three training in 2005:*

- *Logan County: February 2005*
- *Mesa County: April 2005*
- *Gunnison County: June 2005*
- *Garfield County: September 2005*

## **2005 Training Evaluation Report**

*Following is the attendance and participant evaluation score for training delivered through the reporting period January 1, 2005 through December 31, 2005. In addition to these items included in this report are the result of follow up surveys that were conducted with workers and their supervisors.*

### **Evaluation Data For Training Offered Between January 1, 2005 and December 31, 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 training conducted during the period January 1, 2005 and December 31, 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.*



Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 1	Mean	3.37	3.52	3.62	3.61	3.66	3.59	3.62
	N	209	208	206	212	210	211	212

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 2	Mean	3.39	3.45	3.54	3.63	3.65	3.61	3.62
	N	202	200	198	202	200	201	199

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 3	Mean	3.50	3.68	3.70	3.65	3.68	3.64	3.66
	N	181	175	177	178	178	178	177

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 4	Mean	3.61	3.58	3.68	3.68	3.69	3.69	3.71
	N	160	161	158	163	163	162	163

**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 the 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 to December 31, 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		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7	Content 8
Foster Core	Mean	3.49	3.52	3.62	3.45	3.71	3.66	3.72	3.67
	N	619	538	584	609	634	612	630	621

**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 training conducted during the period January1, 2005 to December 31, 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		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7	Content 8
Foster Ongoing	Mean	3.49	3.63	3.68	3.54	3.57	3.64	3.74	3.60
	N	506	506	506	506	506	506	506	506

**Content items by Content number**

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

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

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

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

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

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

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

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

**Ongoing Worker/Supervisor Trainings**

*The following table shows satisfaction by course with the content of ongoing worker/supervisor core trainings conducted during the period January1, 2005 to December 31, 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.*

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core Ongoing	Mean	3.51	3.61	3.67	3.64	3.64	3.58	3.59
	N	2516	2516	2516	2516	2516	2516	2516

### ***Contents 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 the 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.

### **Core series Follow-up Evaluation Results**

The following are the results of a survey conducted using a random sample of caseworkers that completed the core training series. They were asked to rate specific statements about the core series trainings that related to training content changes that were made to the core trainings based on the PIP.

**Averages are based on a scale from 1 to 4 with 1 denoting “Strongly Disagree” and 4 denoting “Strongly Agree”**

**N=56**

Item	Average
The core trainings have improved my knowledge and skills on how to incorporate safety assessment into a safety plan.	<b>3.24</b>
The core trainings have emphasized my casework practice with regard to reunification as an aspect of concurrent planning.	<b>3.30</b>
The core trainings have improved my knowledge and skills for maintaining the continuity of family relationships for children in placement.	<b>3.30</b>
The core trainings have given me strategies in supporting the connections of children in placement to their family, community, school, friends and faith.	<b>3.24</b>
The core trainings have improved my skills in incorporating Family Group Conferencing and Team Decision Making in my casework practice.	<b>3.24</b>
I have improved my knowledge and skills to ensure that children receive adequate services to meet their physical and mental health needs.	<b>3.10</b>
The core trainings have improved my skill in writing and including specific objectives in the Family Services Plan.	<b>3.06</b>
The core trainings have improved my skill in writing and including measurable outcomes in the Family Services Plan.	<b>3.13</b>
The core trainings have improved my knowledge and skills with regard to the specifics of family centered practice.	<b>3.10</b>

## **IX. Child Welfare Services and Activities**

### **A. Outcomes and Goals**

#### **Outcome Domain – Safety**

To ensure the safety of all children who come to the attention of the Colorado Department of Human Services and/or County Departments of Social Services.

#### **Outcome Measures:**

- Fewer children will have a second report of child abuse and/or neglect over time.  
Baseline, December, 2003 –3.7% of all children who were victims of substantiated or indicated child abuse and/or neglect had another substantiated or indicated report within six months.

*Update 2006: 3.74%*

- Colorado will show a reduction in the rate of child abuse and/or neglect of children in out-of-home care.  
Baseline, December, 2003 - .59% of all children in foster care in the State were the subject of substantiated or indicated maltreatment by a foster parent or facility staff.

*Update 2006: .83%*

#### **Safety Goal A:**

Children are first and foremost protected from abuse and neglect.

#### **Safety Goal B:**

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

#### **Outcome Domain – Permanency**

Children will be in a permanent living situation in a timely fashion.

#### **Outcome Measures:**

- Over time, the number of children re-entering foster care will be reduced.  
Baseline, December, 2003 –13.84% of all children in the State who left an out-of-home setting re-entered foster care within a twelve-month period.

*Update 2006: 16.13%*

- Over time, the percentage of children in out-of-home care that have two or more placements in a twelve-month period will be reduced.  
Baseline, December, 2003 – 71.6 % of all children who have been in foster care less than twelve months have had no more than two placement settings.

*Update 2006: 83.57%*

- The number of children to achieve reunification with their birth families or caretakers within twelve months will increase.

Baseline, December, 2003 – 77% of all children who were reunified with their parents or caretakers at the time of discharge from foster care achieved reunification within twelve months from the latest removal from home.

*Update 2006: 80.71%*

- The number of children who exit foster care into adoptive placements within a 24-month period will be increased.

Baseline, December, 2003 – 39.58% of all children who exited foster care to a finalized adoption did so within 24 months from the time of the latest removal from home.

*Update 2006: 53.89%*

### **Permanency Goal A:**

Children have permanency and stability in their living situation.

### **Permanency Goal B:**

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

## **Outcome Domain – Child and Family Well-Being:**

Children and families will live in safe and stable environments with access to a continuum of quality services appropriate to their needs.

### **Well-being Goal A:**

Families will have the enhanced capacity to provide for their children's needs.

### **Well-being Goal B:**

Children will receive appropriate services to meet their educational, physical and mental health need.

## ***B. Child Welfare Activities***

1. Reports of child abuse and neglect are done in a timely manner.

*Update 2006: PIP Goal was achieved September 30, 2004.*

*Colorado continues to initiate investigations in a timely manner.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- CDHS Division of Child Welfare examines ARD data from county reviews that include questions targeted at response time and timely assessments.

2. Efforts will be made to keep children safe in foster care.

*Update 2006: PIP Goal Achieved September 30, 2004.*

*Although Colorado met the goal, the percentage has increased. The Institutional Abuse Review Team continues to review county investigations of county investigations of abuse in out of home care and provides recommendations to the county regarding practice.*

*When a county investigation is questioned, The 24 hour Monitoring Team may be assigned to do a Stage 2 investigation.*

*Measure of Progress:* This continues to be measured through Trails data.

Activities:

- Institutional Abuse Review Team does monthly reviews of reported abuse in out-of-home care
- 24-hour monitoring team does Stage-2 Investigations when county practices are in question.
- The Division adopted a change to Volume VII rule requiring counties and child placement agencies to share home studies.
- Colorado began the use of California's Structured Analysis Family Evaluation program model in September 2005.

*Update 2006: Rules adopted: 7.500.2 for County Departments and 7.710.56 for Child Placement agencies mandating the use of the same tool for home studies. Training for all personnel of these agencies began in July 2005 by the Consortium For Children from California. Training has been provided for more than 800 individuals to the present time. The goal as of January 1, 2006 is to fully integrate the SAFE Model for every adoption and foster care home study completed in the State.*

*Measure of Progress:* It is too soon to determine the effectiveness of standardizing the home study process. However, individuals using the SAFE model have reported during the SAFE phone conferences and via emails to the Department that they found that there is less room for subjectivity. The measure will be that all home studies for foster care, kinship care and public and private adoptions will be completed using the SAFE model.

- Children in the Children's Habilitation Residential Program (CHRP) out-of-home care placement receive appropriate services to keep them safe, and protect them from abuse or neglect.

*2006 Update: State Trainings*

*Training for Child Welfare caseworkers and educators on developing effective educational plans for children in their own homes and in out-of-home placements. The training will provide trainees with an understanding of the relevant educational policies and processes; educational assessments and plans; methods for monitoring outcomes and services; and tools to develop successful inter-agency agreements. This was addressed at the Educational Forum offered in April 2006.*

*Foster parent, caseworker and supervisor training: regarding educational advocacy for children in foster care, and on caseworkers' caseloads. This would entail caseworkers, foster parents etc. to have some basic knowledge of the laws that impact education and information to assist them to participate on the educational teams and to know what and how to advocate for children's educational needs.*

*Training provided to Child Welfare caseworkers on the relationship between child abuse and developmental delays. Training will focus on the assessment of developmental levels and the impact of abuse on these levels.*

*Joint training of foster parents and caseworkers include:*

- *Developmental needs of children*
- *The dynamics of abused and neglected children*

*Providers are given the opportunity for training and technical assistance to address areas of deficiency.*

*State Waiver Administrator provided ongoing technical assistance by site visits, emails, and phone consultations. Monthly meetings were held to provide information, technical assistance, address training needs, and monitor providers.*

*Statewide foster parent training curriculum (Core and Advanced) provides information and suggestions to ensure that needs and behaviors of special needs children are addressed to prevent inappropriate or abusive treatment.*

*(a) Review and revise curricula as needed.*

*(b) Begin delivery of revised curricula.*

*(c) Assess training effectiveness via evaluation.*

*Foster Family Assessment training provided to county and CPA staff to improve their ability to assess and certify appropriate foster homes.*

- *Children in certified foster care homes placements are safe, free of risk of harm with risk of harm minimized.*

*Update 2006:*

*From the following training and technical assistance:*

- *Seven foster care/kin coordinator meetings occurred in either the metro area or regionally.*
- *Ten county foster care program onsite reviews were completed between October 2004 and July 2006. Foster parents are interviewed for input regarding their county's strengths and areas needing improvement in promoting communication and inclusion as a professional member of a treatment team.*
- *The Structured Analysis Family Evaluation (SAFE) was researched, piloted, and implemented effective January 2006 to assure standardized assessment of foster and adoptive families.*

*A positive impact has occurred in the following ways: Resource staff from rural and urban counties attend. The training meetings resulted in county departments implementing procedures, which impacts child safety such as comparison record checks with the Colorado Bureau of Investigation and the state judicial database to assure safety prior to certification of foster homes. Participants indicate that these meetings serve as the primary source for training and technical assistance with regard to learning new information regarding county foster care practice. In addition, cross training occurs with participants' discussion and comparison of respective practices and procedures and resources.*

*The foster care program reviews have resulted in county departments implementing new procedures to promote increased communication and participation of foster parents in planning for the foster child(ren) in care with casework staff. A measure of success is not identified, however, increased communication and support should result in the early identification of supports that are needed by foster parents to meet the needs of children in*

*their care and decrease the likelihood of abuse and neglect in the foster home placement.*

*A two-pronged evaluation of the effectiveness of SAFE by the University of North Carolina-Chapel Hill, will begin in September 2006. This will be accomplished through surveys and review of redacted family evaluations.*

3. Services are provided for families to protect child(ren) in home and prevent removal  
*Update 2006: This PIP Goal was achieved March 2005.*

*Through the use of Core Services and Promoting Safe and Stable Families as well as other initiatives such as Family-to-Family, agencies and communities are more effectively working cooperatively to provide an array of services to keep children in their homes.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- Core services are provided to keep children at imminent risk of removal in their homes
- Promoting Safe and Stable Families Program will expand the use of Family-to-Family strategies to 34 counties.
- Offer statewide diagnostic and/or therapeutic services to assist in the development of the family service plan that best meets the needs of the family. This activity is provided by county departments and their providers on a daily basis. Each county submits a Core Services Plan to the State Department in order to provide these services. The Core Services Plan is reviewed and approved annually in June.
- Assist counties in offering Core Services that improve family communication, functioning and relationships by assuring that Core Services, such as Home Based Intervention, Intensive Family Therapy, Life Skills, Day Treatment, Sexual Abuse Treatment, Special Economic Assistance, Mental Health Services, Substance Abuse Treatment, Aftercare Services and County Designed Programs are available to every eligible child, parent and family state-wide.
- Prevent future out-of-home placement of the child by providing Home Based Intervention, Intensive Family Therapy, Life Skills, Day Treatment, Sexual Abuse Treatment, Special Economic Assistance, Mental Health Services, Substance Abuse Treatment, Aftercare Services and County Designed Programs. This activity is provided by county departments and their providers on a daily basis. Each county submits a Core Services Plan to the State Department in order to provide these services. The Core Services Plan is reviewed and approved annually in June.
- The State provides technical assistance as requested and on an on-going basis to assure that Core Services, such as Home Based Intervention, Intensive Family Therapy, Life Skills, Day Treatment, Sexual Abuse Treatment, Special Economic Assistance, Mental Health Services, Substance Abuse Treatment, Aftercare Services and County Designed Programs are available to every eligible child, parent and family state-wide.
- Develop and distribute Commissions Report that indicates current service and funding gaps for all of the Core Services Program. The Report is a statutory requirement.



- Offer technical assistance to counties in order to involve other stakeholders including ADAD, the court system, TANF, community based programs and non-profit organizations with regard to serving families needing Core Services.
- For FY05, the Commission reported dispositions on 23,872 children. Of those, 18,460 children were reported as being in the home with case closed, receiving caseworker services, or other Core Services, and not needing out-of-home services 90 days from receiving Core Services. The Core Services program was successful in preventing out-of-home placement in 77 % of the reported cases.
- The FY05 statewide monthly average cost for providing Core Services was \$120. The statewide monthly average cost in out-of-home placement was \$1,910. The cost efficiency on a per case basis shows the potential cost of avoidance is \$1,790 per month per client.

4. Efforts to identify risks of harm to children will be identified and addressed.

*Update 2006: PIP Goal was achieved December 31, 2004.*

*Assessments continue to be done in a timely manner.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- The Risk Assessment of the Colorado Assessment Continuum continues to be a required assessment with each investigation
- Technical assistance from the National Resource Center for Child Protection has been provided to address the difference between safety and risk issues
- The Division's Child Welfare Fatality Review Team reviews all deaths in which the death is suspected to be the result of child abuse and/or neglect and the family received Child Welfare services within the past five years, and will identify casework practices that need improvement statewide and disseminate this information regularly via agency letter. Colorado's final NCANDS FFY 2005 report of fatal child abuse/neglect total was 20.

*Update 2006: The Team reviews cases monthly and provides recommendations to counties regarding practice.*

5. Services and support will be provided to prevent foster care re-entries.

*Update 2006: PIP Goal was achieved September 31, 2004.*

*This item continues to be in line with the goal. More effort is being done to provide supports for families to ensure stability upon reunification and prevent re-entry.*

*Measure of Progress:*

This continues to be measured through Trails data.

Activities:

- Post-reunification Core Services and Promoting Safe and Stable Families supports and services are available for families.
- Team Decision Making processes to address post-reunification issues are currently practiced in two large counties and will be expanded to 34 counties by 2009.
- Training and technical assistance will continue to be provided for county caseworkers on the North Carolina Family Assessment Scale, Reunification domains.
- Intercounty Adoptions  
Colorado is just beginning to collect this type of information. During calendar year 2005, 450 children came to Colorado as the result of foreign adoptions.

These adoptions were completed in Cambodia (1), China (262), Colombia (2), Ecuador (1), Ethiopia (9), Guatemala (48), Haiti (3), India (1), Kazakhstan (8), Kenya (2), Korea (49), Liberia (7), Mexico (1), Moldova (2), Nepal (3), Philippines (3), Poland (3), Russia (30), Sierra Leone (1), South Africa (2), Taiwan (1), Ukraine (11).

At this time, we have not begun to collect statewide information regarding disruptions and dissolutions as a result of foreign-born adoptions and placements. We are attempting to collect this information on a county-by-county basis. In addition, the following steps are being prioritized for integration in the State's SACWIS system. The Division of Child Welfare has submitted a Change Request. Once approved, an Information Technology work plan will outline the cost and timeframes to provide more complete information on this population for future reporting periods:

- 1) Modify Trails to capture this information as well as design Trails reports for computing the information.
- 2) Develop a Trails job aide to walk staff through how to put the information in Trails.
- 3) Intake and on-going staff need training on asking the questions so that they can enter the information into Trails.
- 4) Run Trails reports on dissolved or disrupted international adoptions.

6. Services and support will be provided to limit the number of placements a child experiences and attempts will be made to assure that each move supports the case plan.

*Update 2006: The number of moves a child experiences in their first twelve months of out-of-home placement continues to be in line with the national standard. However, the PIP Goal for moves in line with the case plan continues to be out of compliance. The statewide performance for this item for the period as of 3/31/06 is 59.2%. Since October 2003, this item has evaluated the reason for children's moves from the perspective of the child and has not assessed the efforts of the county to address the child's changing issues and needs. Thus each unplanned move or move that might be more restrictive rather than less restrictive, was seen as a move not in line with the child's case plan.*

*Measure of Progress:*

This continues to be measured through Trails and ARD data.

Activities:

- Team staffing processes for each move a child experiences will be implemented in 34 counties by 2009.
- The manner by which ARD assesses the appropriateness of moves is being reconsidered to assure that the needs of the child, family, and foster parents are taken into consideration with each move.
- Provide technical assistance and training to county departments, foster care providers, and community partners regarding a model of treatment foster care with standards that can be implemented.
- Foster care program development training, which included a component for the development and implementation of treatment foster care, was provided to county departments on June 29, 2004. On June 6, 2005, foster care program development training was provided to county and private foster care agencies with emphasis on both a private and public model in Colorado and national trends in treatment foster cares.

- Training was provided three times regarding treatment foster care program standards, development, models of implementation, and quality assurance. The trainings received positive feedback, however, steps to develop a funding model has not occurred. Work to define treatment foster care will occur in 2006.
- Effective the 2006 legislative session, treatment foster care is defined in statute. Rules further defining treatment foster care will be developed in 2006.

7. Appropriate permanency goals for children will be provided in a timely manner.

*Update 2006: PIP Goal was achieved March 2005.*

*This item continues to be in line with the goal. .*

*Measure of Progress:*

This continues to be measured through Trails and ARD data.

Activities:

- The expedited permanency planning legislation continues to require that children, ages 0-6, achieve their permanency plan within twelve months.
- Judges and magistrates continue to receive training with regard to permanency requirements in dependency or neglect cases.

8. When appropriate, children are reunified with their birth parents and/or caretakers, or are placed permanently with kin.

*Update 2006: Over the past three years Child Welfare data has shown a decrease in the use of residential care and an increase in reunification, and the use of family foster homes and kinship care.*

*Measure of Progress:*

This continues to be measured through Trails data.

Activities:

- Implementation of the Family-to-Family strategy of recruitment of foster homes will be implemented through 2009.
- Colorado Post Adoption Resource Center (COPARC) sponsored activities:
  - a) A conference for families from across the state in April 2006 to provide support to families, agencies and therapists who work with adoptive families and their children. This conference will be an annual event and each year will focus on a different area of need/support for families' post-finalization.
  - b) COPARC distributed the Heart to Heart Quarterly Newsletter to 3000 families and adoption professionals to provide a friendly voice and network of services to support adoptive families.
  - c) The Adoption Exchange website at [www.adoptex.org](http://www.adoptex.org) is accessible to adoptive families and other professionals and has been enhanced to include links for "Services," "Therapist," "Resources," and "Education." COPARC has had direct contact with 470 families during this fiscal year.
  - d) An online adoption support group was begun by COPARC in March 2006. Since that time, 29 members have joined the group. There have been 60 messages posted to the website.
- Disseminate information and materials regarding other states' initiatives, weekly news and case summaries regarding national adoption policies are conveyed to Foster Care/Kin Coordinators at meetings and through ongoing email communication. In addition, such information is made available at the annual Colorado Child Welfare Conference. Kinship training is scheduled for February 10, 2006 and adolescent transition training is scheduled May 12, 2006.

*Update 2006: The CWLA provided technical assistance in February 2006 for Kinship Coordinators to develop a best practice model for kinship care. The plan is to have a forum prior to the Colorado State Foster Parent Association Conference (October 2006) for foster care alumni and foster parents to provide input regarding best practices in recruitment, selection, training and support for these foster parents.*

- Training was provided to county departments and CPAs regarding kinship, retention of foster/kin homes, strategies to work with Latino/Hispanic families and their communities, and Other Planned Permanent Living Arrangements (OPPLA), including youth perspectives. Counties continue to review their kinship policies and practices. Both county departments and CPAs analyze retention strategies. Public and private agencies focus on strategies to work with and recruit and establish supports for Latino families in their communities to achieve permanency for children who are placed in their homes. OPPLA training occurs statewide.

9. Children with the goal of adoption will have an adoptive family identified at the time of termination.

*Update 2006: As of March 31, 2006 the state was at 79.3% which is short of the established PIP Goal of 81% of children with a permanency goal of adoption will have an adoptive family identified at the time of termination of parental rights.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- In September 2005, Rules were adopted by the State Board of Human Services allowing specified relatives twenty days from the date the motion to terminate parental rights is filed to come forward requesting adoption. (05 HB 1173) in order to decrease the amount of time children spend in out-of-home care.
- Information on the following strategies is conveyed to Foster Care/Kin Coordinators at meetings and through ongoing email communication:
  - a) Effective diligent searches;
  - b) Permanency planning meetings when change of a child's goal to adoption is being considered; and
  - c) Inquiring of foster parents as to their interest in adopting when children in their care are given the permanency goal of adoption.
- Collaborations between COPARC and county departments of human/social services to assist families in accessing services and information using \$71,000 from PSSF post-adoptive funds:
  - a) Adams County D.S.S. hosted an Adoption party in November 2005 to create a support network and to locate mentors. There were 175 people in attendance.
  - b) Archuleta County partnered with Christian Adoption Resources to create a program to provide post-adoptive services to families and to the local community. This partnership provided trained respite care support groups and education to 33 families in their community.
  - c) Boulder County continued monthly post-adoption and kinship support groups for 45 adoptive parents, including a new support group for children in adoptive families.

- d) Garfield County contracted with a private adoption agency to provide individual face-to-face post adoptive services on a monthly basis to five families located in the county.
  - e) La Plata County provides two nights per month for foster/adoptive parents to leave their children in a supervised setting and go out for four hours. They serve an average of 12/15 children per night.
  - f) Specialized training was provided to 38 therapists to work with adoptive families and their special needs.
  - g) Over \$100,000 in funding was made available to families for respite care, orthodontics, therapy, equine therapy, brain integration services, and therapeutic camps.
  - h) Outreach services provided:
    - (i) 100 adoptive families and professionals attended the Spotlight on Support Conference held on April 22, 2006 in metro Denver.
    - (ii) 122 participants received training on “Navigating the School System,” “Parenting your Traumatized Child,” “Where Do I Belong,” and “Will I Survive?”
    - (iii) 23 Lending Libraries located statewide in local libraries.
- Colorado was awarded \$64,000 for Federal Fiscal Year 2006/2007. The activities assigned to the funds and allocated to county departments are scheduled to be spent by September 30, 2006. Therefore, we are limited in our ability to report on measurement of effectiveness until next reporting period. These tasks, monitored by the State, are as follows:
    - a) A partnership with Denver University, the Adoption Exchange and the State to create a certificate program for post bachelor’s and master’s level clinicians working with children and families in the area of adoption. The planning for this certificate program continues and a report is expected by December 2006.
    - b) Colorado’s Heart Gallery premiered in April 2005 and closed in April 2006. It featured 48 portraits of the state’s longest-waiting children. Modeled after the Heart Gallery in Santa Fe, New Mexico, the Colorado collaborators – the Adoption Exchange, photographers, county departments of human/social services, and CDHS -- created this exhibit in order to generate mainstream exposure for Colorado’s waiting children.
- Indicators of Effectiveness
- (i) Fifteen children were placed and their adoptions finalized.
  - (ii) At least ten photographers from the 2005/2006 Heart Gallery are volunteering their time and skill for Heart Gallery 2006/2007.
  - (iii) Exhibit venues, such as Focus on the Family and Denver International Airport are welcoming Heart Gallery 2006/2007 back.
  - (iv) Across the state of Colorado, over 20,000 people viewed and were educated about Colorado’s need for finding permanent homes for children in care.
  - (v) Colorado chooses to photo list waiting children on the various websites because it allows prospective adoptive families an opportunity to educate themselves on the adoption process and the types of children available.

(vi) In FFY 05, 86 waiting children featured on AdoptUsKids were placed in permanent homes.

(vii) 130 waiting children featured on the Adoption Exchange were placed in permanent homes.

- Substantial outreach to interested foster/adoptive families outside of Colorado and outside of the United States. Also available is Hotline 1-866-229-7605. People may also access information by contacting a phone line that is identified on the website.
  - During October 04-September 05, there were 26,392 unique visits to the website.
  - The call center receives 50-75 inquiries on foster care or adoption per month.
  - Collaboration between the State and faith organizations to support families, and to recruit and retain foster/adoptive families for children in Colorado requiring out-of-home placement.
    - a) CDHS continued its support of Project 1.27 by participating in nine monthly information meetings.
    - b) The Department participated in the bi-monthly Faith Collaborative Meeting. All faiths are invited to participate.
- Update 2006:* For FFY 2005 Project 1.27 served:
- 80 plus families to become adoptive parents
  - 60 families are currently active
  - 9 families have placements
  - 18 children have been placed
  - 35 Colorado churches are represented in this population
  - 3 children have finalized their adoptions
- CDHS's Faith-Based Community Collaborative sponsored "Bringing Down the Wall -- Focusing on the Recruitment and Retention of Foster and Adoptive Families Summit" on June 15<sup>th</sup> and 16<sup>th</sup> 2006 at the Red Lion Inn, in Denver, Colorado, to encourage the continued development of very valuable relationships and partnerships amongst communities of faith, children and families, and State and local government, so that we can provide resources and support for Colorado's children and families.
  - There were 88 people who attended the Summit
  - At the scheduled Faith Collaborative meeting, which followed the Summit there was an increase in membership by 50%.
  - Comments on the evaluations from the Summit stated that this was needed and should occur at least twice each year. Many participants stated that they were impressed that the issue is being brought to the forefront and being discussed.
  - In November 2005, National Adoption Day Celebrations occurred in El Paso, Adams, Denver, Arapahoe and Jefferson and Mesa Counties. In addition, Project 1.27 assisted the celebration by providing the location for one of the celebrations and some media coverage. As a result of the passage of HB05-1173 (5)(b), allowing the public to witness adoption hearings, 72 adoptions were finalized during those festivities.

- Colorado continues to look for new and innovative ways for marketing and promoting the need for families who can foster and/or adopt children in out-of-home placement. Following are methods used during FFY 06:
- Bus Ads/Light Rail Campaign on 185 buses, 65 Light Rail Cars carried various ads to promote recruitment activities or educate and inform Colorado's public. Regional Transportation District estimates on these ads:

<u>AdoptUsKids Ad in Spanish</u>	Reached: 36,000,000
<u>AdoptUsKids Ad in Spanish Phase II</u>	Reached: 21,600,000
<u>Adolescent /Teen</u>	Reached: 36,000,000
<u>Changealifeforever</u>	Reached: 28,000,000
<u>Heart Gallery Thank You</u>	Reached: 9,600,000
<u>Support Colorado's Foster Parents</u>	Reached: 16,800,000
<u>Light Rail Heart Gallery</u>	Reached: 11,880,000
<u>Light Rail Heart Gallery Thank You</u>	Reached: 2,160,000

- Various radio ads to promote awareness for Colorado's need for foster/adoptive families. Smooth Jazz 104.3 estimates on these ads:
  - February 2006 -- Reached: 68,900
  - March 2006 -- Reached: 82,400
  - May 2006 -- Reached: 100,700
  - June 2006 -- Reached: 155,500

10. The permanency goal of other planned permanent living arrangement is being assigned appropriately, and diligent efforts are made to prepare youth for emancipation.

*Update 2006: PIP goal for OPPLA being assigned appropriately was achieved December 2005. The PIP goal for adequate independent living plans continues out of compliance at 89.3%. The issue continues to be the lack of an IL plan for all youth sixteen and older. However, youth with a goal of emancipation are receiving appropriate services.*

*Measure of Progress:*

This continues to be measured through Trails and ARD data.

Activities:

- All PIP action steps have been completed.
- The CWLA also provided technical assistance to the dedicated Family Home pilot agencies to re-examine the current model and to develop it into a more inclusive model for recruiting and training foster parents who serve adolescents.
- The Adolescent Services Administrator collaborated with the Adolescent Program Administrator to design training to educate caseworkers, care providers and administrators on writing appropriate and complete IL plans with their youth.
- The Adolescent Services Administrator attended the Adolescent Roundtable on August 29, 2005 and discussed the 4D, IL planning and PIP, Item 10.
- The Adolescent Services Administrator discussed Independent Living Planning at Chafee Program quarterly meetings.
- Training: Family Services Plan Section 4D, Permanency and Independent Living Plan (ILP) for Youth Transition To Self-Sufficiency (5 Sessions-Sites).
- Training: Indian Child Welfare Act; Permanency and Independent Living Planning For Indian Youth (5 Session-Sites).

Planned Activities:

- Oct 4-6, 2006 Independent Living Planning Tools & Resources For Caseworkers (3 days).
- TBD Indian Child Welfare Act. Permanency, and Independent Living Planning (3 days).
- Oct 25 and 26, 2006 Permanency and Independent Living Planning; Includes a one-day "Permanency Summit" (2-3 days).



- TBD Ansell-Casey Life Skills Assessment Certification (3 days).

11. When an out-of-home placement is necessary, efforts are made to place children within their own neighborhoods/communities/counties.

*Update 2006: Recruitment of local family foster homes has increased over the last three years.*

*Measure of Progress:*

This continues to be measured through county and anecdotal reports.

Activities:

- The Family-to-Family strategy of community-based recruitment of foster homes will be implemented in 34 counties by 2009.
- Training was provided to county departments and CPAs regarding kinship, retention of foster/kin homes, strategies to work with Latino/Hispanic families and their communities, and Other Planned Permanent Living Arrangements (OPPLA), including youth perspectives. Counties continue to review their kinship policies and practices. Public and private agencies focus on strategies to work with and recruit and establish supports for Latino families in their communities to achieve permanency for children who are placed in their homes.

12. Strong efforts are made to place siblings together.

*Update 2006: Baseline data is being calculated regarding the placement of siblings together.*

*Measure of Progress:*

This continues to be measured through Trails data.

Activities:

- Counties receiving PSSF funds have developed plans to improve the placement of siblings together.

13. Visiting with parents and siblings in foster care.

*Update 2006: The PIP Goal was achieved September 2004.*

*Statewide training and technical assistance continues to be provided to enhance the quality of these visits and to assure that efforts are being made to provide visitation.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- Training and technical assistance regarding outreach to fathers and the paternal side of the family continue to be provided.
- Training and technical assistance on the needs of visitation for appropriate developmental growth of children is provided for caseworkers and judicial staff.

14. The life changes a child experiences with out-of-home placement are minimized.

*Update 2006: PIP Goal measured at 93.9% in March 2006.*

*Statewide training and technical assistance continues to be provided to assure that the connections a child has are maintained when going into out of home placement. Much work is being done to recruit foster homes in the areas from which the child comes.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- Continued efforts are being made to stress the importance of localized family foster care.
- Training was provided to county departments and CPAs regarding kinship, strategies to work with Latino/Hispanic families and their communities, including youth perspectives. Counties continue to review their kinship policies and practices. Public and private agencies focus on strategies to work with and recruit and establish supports for Latino families in their communities to achieve permanency for children who are placed in their homes.

15. When out-of-home placement is needed, strong efforts are made to place with relatives.

*Update 2006: The use of kinship care has increased over the last three years.*

*Measure of Progress:*

This continues to be measured through Trails data.

Activities:

- The Family-to-Family strategy of community-based recruitment of foster homes includes the increase of family and kinship care placements.

16. Maintain and enhance the relationship of child in care with parents.

**Refer to Activity 13, and Action Step 18 under Child and Family Well-Being, “Needs and Services of Child, Parents, Foster Parents.”**

17. To assure timely placement of children, home studies for the placement of children will occur within 60 days.

*Update 2006: Addition to the plan.*

*To assure compliance with the Federal requirements, the following activities will occur.*

*Measure of Progress:*

Trails data will provide a baseline and a goal for achievement will be set.

Activities:

- Rule addition to Volume 7
- Agency letter to inform County Departments of the requirements
- Training and technical assistance for the implementation of the rule will occur during this year

18. Needs of child(ren), parents, and foster parents are assessed and appropriate services are provided.

*Update 2006: The PIP Goal was achieved September 2004.*

*County Departments continue to successfully address the needs and services of mothers, fathers, and children. These efforts are supported by the increased successful use of family foster homes, Core Services funds, PSSF funds, and community partnerships.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- A foster parent survey was developed, revised, and piloted twice at the CSFPA annual foster parent conference. The survey has been online since September 2005. Reports can be downloaded to determine trends based on the answers,

however survey participation has been limited and it is premature to analyze trends. The website is being modified to increase ease of accessibility. A printable copy is under development for individuals who prefer that medium. *Update 2006: The survey was analyzed and the information is being used to guide training and technical assistance for foster parents and county recruiters. The results were shared in the Seventh PIP Quarterly Report, submitted September 2005.*

- Partner with Colorado State Foster Parent Association (CSFPA) to inform foster parents of the process for requesting a mentor.

*Measure of Progress:* There is partial success with the three elements outlined above. The CSFPA has limited number of members and primarily serves as a source for information and referral. The organization does not have the capacity to mentor statewide. The large 10 counties have 2/3 of the 1700 county certified homes, and these counties have local foster parent associations that provide support and training to the members. Approximately 1500 foster homes are certified by 45 child placement agencies (CPA). The ten largest of the CPAs certified about 2/3 of the homes. These large agencies also have internal support groups to address their local concerns. The Department will continue to refer foster families to the CSFPA as appropriate.

- Best practices for recruitment, retention and support for placement stability that were identified in the fourteen-county foster care review will be shared statewide in the following ways:

- (1) Information shared at statewide conferences and meetings of county directors;
- (2) Information will be posted on the Child Welfare Website; and
- (3) Bi-monthly foster care coordinator meetings will highlight best practices and identify barriers to implementation.

*Measure of Progress:* (1) Anecdotal information from the online foster parent survey, and (2) Trails data showing the number of foster parents throughout the State.

*Update 2006: The statewide performance for this item for the period as of 3/31/06 is 59.2%. Since October 2003, this item has evaluated the reason for children's moves from the perspective of the child and has not assessed the efforts of the county to address the child's changing issues and needs. Thus each unplanned move or move that might be more restrictive rather than less restrictive, was seen as a move not in line with the child's case plan.*

- Foster care program onsite reviews, in which foster parents are interviewed as a group and individually to identify strengths and challenges of fostering and communication as a professional member of a treatment team. For 2006 and 2007 nine onsite reviews will be completed and in 2008, seven onsite reviews will be completed.
- Research regarding MAP, PRIDE, and curriculum that was developed in conjunction to Family-to-Family values and principles.

*Update 2006: Currently the state is not looking at a standardized model. Counties and child placement agencies (CPAs) have flexibility in developing their own training in compliance with current rules, or using the State curriculum. Several counties use a Family-to-Family model, two counties use PRIDE, small and mid-size counties and many CPAs use the State curriculum.*

- Technical assistance and training provided to county departments, foster parents, and private providers regarding support of foster families during investigations of abuse/neglect in the foster home.
- A Guide for Colorado Foster Parent Regarding Allegations of Child Abuse/Neglect was distributed to all county departments, CPAs and the CSFPA. The guide is provided to participants of the State sponsored Core Foster Parent (pre-certification) Training.  
*Update 2006: Requests for additional copies of the Guide continue to be made. The CSFPA and local foster parent associations are available to support foster parents during investigations of allegations of abuse or neglect in foster homes. Counties, CPAs and the CSFPA frequently conduct their own allegations trainings through parent support programs and/or ongoing training. State staff members also provide training upon request in a variety of venues.*
- Training for Child Welfare caseworkers on the use of the Structured Assessment Family Evaluation (SAFE) procedure and instrument. *This training was delivered 25 times between July and December 2005.*
- Training and technical assistance regarding outreach to fathers and the paternal side of the family continue to be provided.

19. Parents, and children when appropriate, are actively involved in their case planning.

*Update 2006: Goal was achieved March 2004.*

*Through documentation and case reviews Families are much more involved in the case planning process. The practice of Team Decision Making early in the life of the case and whenever a child changes placement has helped address this issue.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- The Family-to-Family strategy of team decision-making will be implemented in 34 counties by 2009.
- Family Group Decision Making processes continue to be utilized throughout the state.
- A 2-day Ounce Scale (consisting of three assessment elements: an Observational Record, a Family Album, and a Developmental Profile used to provide information about infants' and young children's development to family members, care providers, and caseworkers) was piloted using a train the trainer model with eight teams (four county and four community/private agency). Two county and two community/private agency teams continue to participate in the pilot. One community agency continues to use the assessment in the provision of in-home services but is not participating in the pilot. One community agency merged with a private agency. Feedback received from two counties that no longer participate was that they did not have the human resources to implement the procedures in the county. Participating agencies are providing training and have modified components of the training to meet their local needs. Child Welfare will not provide additional Ounce Scale training.

20. Face-to-face caseworker contacts with children receiving child protection services take place monthly and address progress on their case plans.

*Update 2006: A new goal of 90% of monthly visits with the child will be face-to-face was approved January 2005. The State continues to struggle in meeting this goal; as of*

*March 31, 2006 we achieved 81.2%. Upon further analysis of this item, Counties are found to be out of compliance if they fail to have contact on a monthly basis. If a caseworker makes monthly contact with a child, 3 out of 3 months then the performance standard is met at 100%. If the same caseworker misses one month the compliance percentage is 0% rather than 66.7% (2 out of 3) that would more accurately reflect the success rate. In the upcoming year, this will be measured based upon the number of contacts occurring rather than perfect performance.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities have been completed.
- Child protection contract consultants provide ongoing consultation regarding the importance of face-to-face contacts.

21. Timely face-to-face contact with parents will occur.

*Update 2006: Completed December 2004.*

*This continues to be in compliance. More training and technical assistance is being provided to enhance the quality of the contacts to more adequately addressing family progress on the case plan.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP items have been completed.
- Training and technical assistance regarding outreach to fathers and the paternal side of the family continue to be provided.
- Technical assistance regarding the content of contacts with parents continues to be provided for county staff.

22. The educational needs of a child in foster care and children living at home are met.

*Update 2006: The educational needs continue to be met.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- Two 2-day forums occurred that focused on the educational success of children in foster care and included school districts, Boards of Cooperative Education Services (BOCES), Colorado Department of Education, community partners, county departments of human/social services, and DYCS.

*Update 2006: Participation doubled at the second forum. Local teams developed plans to begin working relationships.*

- Provided training and technical assistance to county departments, child placement agencies, and foster parents to assist them to advocate for the educational needs for the children/youth they serve. A curriculum will be used to assist child welfare staff to identify the educational needs, services, participate on an education team, best practices such as minimizing changes of school placements, and special populations.
- A researched based training curriculum and resource manual for caseworkers and supervisors was developed, piloted, and implementation has begun. Evaluations were positive. The state will offer the training statewide to county departments upon request. Modules specific to school district/classroom training and for foster parents will be developed.

23. The physical needs of children in foster care and children living at home are met.  
*Update 2006: As of March 2006 the State had achieved 80.6%, which is below the goal of 86% of initial health assessments being done in a timely manner.*

*Update 2006: As of March 2006 the State had achieved 90.7%, which is below the goal of 94% of children in foster care having their health needs identified and services provided.*

*One major issue has been the implementation of an automated benefits management system. Many treatment providers refuse to see children without current Medicaid Card. It is anticipated that the implementation of the Deficit Reduction Act and other State Legislation and regulations, and the availability of medical services will pose further problems in meeting this goal. Efforts are being made to assist counties in the identification of medical providers who accept Medicaid. Although this is positive for Metro Counties, it is still an issue with the rural counties.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP items have been completed.
- Counties will receive current information on community health resources including EPSDT sites, Medicaid medical and dental providers, community health resources. A workgroup redesigned and distributed the Health Passport statewide.
- An agency letter was issued to inform county departments about the Health Passport. Information regarding EPSDT, Medicaid medical and dental providers, and health resources is located on the State Child Welfare web page. It is available to county departments, providers, community partners and the general public
- Identify counties that are continuing to do well in ensuring that medical needs are identified and addressed, and develop a process by which they can provide technical assistance for the rest of the state.

*Update 2006: Completed October 2005; Mesa and Montrose Counties provided Technical Assistance.*

Plans for 2007:

- 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.
  - i) Review questions will be added to Q/A instrument.
  - ii) Baseline will be established.
  - iii) Goal will be negotiated with Regional Office.

24. The mental health needs of children in foster care and children living at home are met.

*Update 2006: Completed December 2004.*

*This continues to be in compliance. Reviews have shown that caseworkers are quite resilient in finding adequate and appropriate mental health services to meet the needs of children and families.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP items have been completed.

- A monthly update of Medicaid providers is provided to the counties.
- Offer statewide mental health diagnostic and/or therapeutic services to assist in the development of the family service plan that best meet the mental health needs of the family.

25. 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.

*Update 2006: 88.5% achieved as of March 31, 2006.*

*Permanency hearings continue to be held in a timely manner Legislation was passed to allow administrative Law Judges to do permanency hearings for youth.*

*Measure of Progress:*

This continues to be measured through ARD data.

Activities:

- All PIP activities were completed

26. Provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoptions and Safe Families Act.

*Update 2006: Completed March 2005.*

*This process continues to improve as it gets documented in the Trails System.*

*Measure of Progress:*

This continues to be measured through Trails data.

Activities:

- All PIP activities were completed

## **X. Promoting Safe and Stable Families**

Colorado's Promoting Safe and Stable Families Program (PSSF) serves as a catalyst to help county departments of human/social services engage local communities to find innovative, collaborative ways to deliver services that promote safety, permanency and well-being for three targeted populations: adoptive families and families planning to adopt, time-limited reunification families, and other at-risk families and children. The local projects provide or enhance family support networks on behalf of all targeted populations to increase family well-being and family preservation services geared to families in crisis who have children at risk. The goal of the PSSF Program is to increase the capacity of all families to nurture their children. It was predicated on the beliefs that families who receive support are more capable of supporting themselves and their children, and that respect for parents is vital in the delivery of services. Local PSSF projects utilize the strengths within their neighborhood, city, county, and/or region to address the needs of families and children.

### **Program Report**

Thirty-four counties and one American Indian Reservation have received PSSF funds and have contributed to accomplishing agreed-upon goals.

#### **A. Safety Goals and Activities**

**Objective:** Improve the safety of all children served by the Promoting Safe and Stable Families Program.

**Measure of Progress:**

Children served through PSSF will not have a confirmed report of abuse/neglect or a confirmed repeat report of maltreatment during the twelve-month grant period.

**Activity:**

1. PSSF will provide family advocacy, counseling, respite care, parent education, support, emergency assistance and other services to individuals and families.
  - Update: 15,569 individuals were served and 96.7 % of the children served did not have a new or repeat confirmed report of maltreatment.
2. Individuals and families will be provided with family preservation services to prevent the removal of children from their home.
  - 5,796 individuals were provided family preservation services preventing the removal of their children from their homes.
3. Individuals will be provided family support services to protect and maintain children in their home.
  - 12,515 individuals were provided family support services to protect and maintain children in their homes.

**B. Permanency and Well-Being Goals**

**Objective:** Children served through PSSF will have achieved appropriate permanency within fifteen months.

**Measure of Progress:**

The number and rate of children re-entering placement within twelve months of reunification or other form of permanency will decrease.

**Activity:**

1. PSSF will provide family support services and preservation services to birth families and resource families.
  - 12,515 individuals were served
  - Family advocates were hired by each project to provide support and advocacy services to children and families. Family advocates will continue to learn new skills and develop resources for the families they serve.
2. Prevention services will be provided to families to maintain children in their homes.
  - 7,041 children at risk were served and 98.1% did not enter child welfare placements.
  - PSSF sites will continue to offer preventive services for families and children at risk of placement in out-of-home care.
3. Children in foster care (Time-Limited Reunification population) will receive PSSF family support or preservation services allowing seventy-five percent (75%) of them



to be reunified with their parent(s) or kin. No more than 18% of these reunified children will re-enter foster care in the annual reporting period.

- 1,384 children in foster care received services aimed towards reunification. 59.2% of them were reunified with their parents or kin. Only 3.4% of reunified children served by PSSF re-entered foster care.
4. PSSF will collaborate with intensive family preservation and early permanency planning efforts to increase reunification through educating and training staff in best practices and evidence-based reunification strategies and the provision of technical assistance from the National Center for Foster Care and Permanency Planning.
    - 2005 and ongoing: PSSF staff training in conjunction with Core services and EPP was completed in January, February, March and September of 2005. The topic was “Visitation: The Value of Preserving Connections.” Training included the value of maintaining cultural connections. Ongoing visitation training will be available in all PSSF sites 2006-2007.
  5. PSSF projects will receive training and technical assistance in how to support foster families and birth families in developing a working relationship that improves the probability of successful reunification.
    - 2005 and ongoing. PSSF staff training in conjunction with Core services and EPP was completed in January, February, March and September of 2005. The topic was “Visitation: The Value of Preserving Connections.” Training included the value of maintaining cultural connections. Ongoing visitation training will be available to all PSSF sites 2006-2007.
  6. Supervised visitation, parenting classes, help in negotiating systems including the court and legal system, case management, housing and other emergency assistance as well as other family support and preservation services will be used to reunite families and keep them together.
    - 2006 and ongoing. Training through PSSF projects.
  7. Projects will be trained to incorporate the value of a child maintaining connections to his/her neighborhood, community, faith, family (including non-custodial parent) and friends.
    - 2005 and ongoing. PSSF staff training in conjunction with Core services and EPP was completed in January, February, March, and September of 2005. The topic was “Visitation: The Value of Preserving Connections.” Training included the value of maintaining cultural connections. Ongoing visitation training will be available to all PSSF sites 2006-2007.
  8. PSSF project’s curricula for parent, foster parent and adoptive parent education and support groups will incorporate cultural sensitivity awareness training.
    - PSSF staff training in conjunction with Core services and EPP was completed in January, February, March, and September of 2005. The topic was “Visitation: The Value of Preserving Connections.” Training included the value of maintaining cultural connections. Ongoing visitation training will be available to all PSSF sites 2006-2007.
    - PSSF projects will be working together with county departments to provide foster parent training.

9. “Bone Deep: Family and Community Advocacy Training” will be provided for 30 PSSF Family Advocates, county staff, and community partners, emphasizing the need for cultural sensitivity and family connections.
  - 2006 and ongoing.
  - All PSSF projects have received training from the Bone Deep program, it will be provided throughout 2006-2007 for refreshers and to train new PSSF staff and projects.
10. PSSF sites that provide parent, foster parent, and adoptive parent education and support groups will incorporate in their curricula the value of, and strategies for, maintaining a child’s connections to his/her community, faith, family (including non-custodial parent), and friends.
  - Currently provided by PSSF programs and ongoing.
11. PSSF sites will employ bilingual staff or volunteer workers, and establish collaborative arrangements with other service providers that allow them to adequately outreach to and serve Spanish-speaking clients.
  - 2006 and ongoing.
  - Approximately ten projects have bilingual staff. More projects are recruiting Spanish-speaking staff to help address needs of the community.
12. At least one member of the American Indian community will serve on the PSSF State Advisory Council to ensure the project’s responsiveness to tribal concerns.
  - Carla Knightcantsee has been recruited to serve on the PSSF State Advisory Council, but has not responded as to whether she will sit on the board or suggest someone else from the Ute Mountain Ute Tribe.
  - PSSF coordinator will extend an invitation for a member of Denver Indian Family Resource Center to participate on the PSSF State Advisory Council.
13. PSSF sites will provide education and support groups, family advocacy, family strengthening activities, and flexible funding for basic needs to build the capacity of kin to care for their relative children when the child’s biological parents are unable to safely maintain them in the home.
  - All PSSF sites submitted plans that include activities of how they will meet the needs of their respective communities.
  - PSSF sites will continue to submit bi-annual reports to describe progress, gaps in service that have been identified, and success stories of families/individuals they have served.

### ***Program Update***

Beginning October 2006, thirty-seven (37) counties and one American Indian Reservation were targeted to receive funds through a non-competitive application process. The criteria for selection was based on:

- An existing Promoting Safe and Stable Family site,
- Proximity of a family resource center,
- The number of legalized adoptions,

- The number of children under the age of 18,
- The number of child welfare cases, and
- Family-to-Family Sites.

All counties or regions receiving PSSF funding are required to provide family preservation and family support services for the entire county's adoption promotion and support and time-limited reunification populations. Counties receiving \$25,000 will not be held to spend a certain percentage of their funding for time-limited and adoption promotion and support populations, however the local plan must reflect service strategies for these populations. Counties receiving \$100,000 or more must devote 40% of the funding to the time-limited reunification populations and 15% to adoption promotion and support populations.

The following 36 counties and one American Indian Reservation receive targeted funding: Adams, Arapahoe, Boulder, Delta, Montrose, Elbert, El Paso, Denver, Fremont, Grand, Jackson, Custer, Chaffee, Huerfano, Las Animas, Jefferson, Kit Carson, La Plata, Archuleta, Montezuma, Larimer, Mesa, Morgan, Otero, Pueblo, Prowers, Bent, Baca, Alamosa, Conejos, Costilla, Mineral, Rio Grande, Saguache, Summit, Washington, Weld, and the Ute Mountain Ute Tribe. Additionally, 15% of all state PSSF dollars is set aside for a statewide post-legal adoption services system.

In the PSSF Program years 2006-2009, new outcome measures and goals have been added to assist in meeting the needs of families and children. These new outcome measures directly support the child welfare outcomes of child safety, permanency for children, and child and family well-being.

The outcomes are being changed for PSSF to help families be successful in their own communities, build a strong network of supports, and develop an environment to raise healthy children.

### **Safety Outcomes**

1. The number and rate of children re-entering placement within twelve months of reunification or other form of permanency will decrease
2. There will be a decrease in the number and rate of children served through PSSF who have a confirmed report of abuse/neglect during the twelve-month grant period.

### **Permanency Outcomes**

3. For all children coming into care for the first time, reducing the number of children served in institutional and group care and increasing kinship care, family foster care and family centered services.
4. The number of moves children experience within the first twelve months of placement will decrease to two or less.
5. The number and rate of children reunified with their birth family and/or kin, within twelve months of first coming into foster care will increase
6. The number and rate of Children in placement who are free for adoption and have finalized adoptions within 24 months of the time of the latest removal from their home will increase.

7. The number and rate of other at-risk children who receive PSSF services and enter a child welfare placement during the twelve-month grant period will be reduced
8. The number and rate of post-legal adoptive children and families who receive PSSF services and enter a child welfare placement during the twelve-month grant period will be reduced.

### **Child and Family Well-Being Outcomes**

9. The number and rate of children placed away from their birth families will be reduced.
10. Among children coming into foster care, the proportions that are placed in their own neighborhoods, communities, or local regions will be increased.
11. The number and rate of brothers and sisters placed together will be increased.
12. The lengths of stay of children in placement will be decreased.
13. The disparities associated with race/ethnicity, gender, or age will be reduced.

In addition to the activities that were listed for previous years, PSSF sites will be receiving training with the following activities to meet the above outcomes. Some activities for PSSF in the following years may include the following:

#### Activities:

1. Partner with community agencies in neighborhoods where children are being removed from their homes to create a community to provide support and resources for families.
2. Placement planning as a team to be used for intervention and safety planning to help prevent disruption of placements.
3. Collaborative council of providers will assess the current system of care available for families when children are reunified. Programs will address gaps in services for families.
4. Family Advocates will work with families on addressing issues prohibiting children's return home.
5. Outreaching to possible families by targeting recruitment efforts, providing specialized training to potential adoptive/foster parents, and providing post-adoptive services to families.
6. Prevent out-of-home placement by providing home-based intervention through family advocates and community agencies. Ensure resources are available to families.
7. PSSF Family Advocates will be receiving training and technical assistance in Family Group Decision Making, wraparound service provision, and Family Support practice. May 2005, February 2006, May 2006 and ongoing.
8. PSSF coordinators will help with recruitment and retention efforts of foster parents in targeted areas/neighborhoods where children are being placed out of their own homes.
  - Training will be provided to PSSF Coordinators at all bi-annual coordinators meetings.
  - Quarterly, Family-to-Family meetings where strategies are emphasized and trainings provided are open for PSSF coordinators and staff to attend.
  - Individual site visits by State technical assistance team to develop plans to include Core strategies that will help achieve outcomes.

- Site visits to Denver Department of Human Services for training on outcomes and strategies will be available for PSSF staff.
- PSSF State program coordinator will work in collaboration with other program staff in the areas of recruitment and retention, adoption, permanency, prevention, and child protection.

## ***XI. CAPTA State Plan***

### **2005-2009 - CHILD ABUSE PREVENTION TREATMENT ACT (CAPTA) FIVE-YEAR STATE PLAN**

Colorado has selected the following program areas from CAPTA (42 U.S.C. 5101 et seq.), section 106 (a) (1) through (14), for improvement:

1. "The intake, assessment, screening, and investigation of reports of abuse and neglect;"
2. (A)"Creating and improving the use of multidisciplinary teams;"
3. "Case management, including ongoing case monitoring and delivery of service and treatment provided to children and their families;"
4. "Enhancing the general child protective system by developing, improving and implementing risk and safety assessment tools and protocols,"
5. "Developing, strengthening, and facilitating training opportunities including – (A) training regarding research-based strategies to promote collaboration with the families; (B) training regarding the legal duties of such individual overseeing and providing services to children and their families through the child protection system; and (C) personal safety training for caseworkers."
6. "Developing, and facilitating training protocols for individuals mandated to report child abuse or neglect."

#### **Activities:**

The following are the activities to be carried out with basic state grant funds, including the training to be provided under the Basic State Grant:

1. Provide modified training to caseworkers on substantiation of abuse and neglect cases for statewide consistency related to the requirements of CAPTA and HB03-1211 – Achieve consistency and standardization in:
  - a. Investigating reports of child abuse or neglect and advising the individual of the complaints or allegations made against the individual at the initial time of contact.
  - b. Reporting confirmed incidents of child abuse or neglect into the State Department's automated tracking system (TRAILS);
  - c. Preparing documents related to records and reports of child abuse or neglect;
  - d. Entering data into the TRAILS system; and,
  - e. State requirements related to the review and/or appeal of a confirmed report of child abuse or neglect.
  - f. Maintaining confidentiality of data.
    - Enhance the State Department's existing policy and procedures to clarify the required activity and documentation requirements related to initial contact, legal duties, notification of confirmation and the new appeal review process related to confirmed incidents of child abuse or neglect.

- Expand the State Departments contract with training institutes to modify and enhance CORE training to incorporate these new and/or revised requirements. Training will be offered to new worker as well as to county departments or regions of county departments in the State to retrain veteran caseworkers.

**CAPTA efforts related to Activity #1 in 2004 to 2005:**

1. Convened a county/state/provider work group to review recently developed child protection confirmation and appeals rules and procedures and make recommendations for improvement.
2. As a result of the work group's recommendations, made changes to the appeals process and educated county staff how to make the process more effective and efficient. Education occurred via written materials and two ½ day trainings on the appeals process. The training reached 20 of the 64 counties, including all of the large volume counties.
3. In collaboration with the contract agency, Kempe Children's Center, developed statewide training as required in statute for child protection investigations, with the goal to provide the following:
  - Additional practice and ability in using direct experience to acquire important information and then translate what is experienced/observed into evidence-based decision-making;
  - Improved skills in describing the basis in theory and practice of founding/confirming child maltreatment (or reaching a result of "inconclusive") based on available facts.
  - Increased skill in articulating elements of investigation of child maltreatment, including practices important to any subsequent administrative review hearings.
  - Better understanding of how others evaluate comparable cases of suspected child maltreatment so that investigations and decisions to confirm or not confirm child maltreatment cases in all 64 Colorado counties will become more consistent across the state.
4. To date, three two-day trainings have been held and 46 caseworkers and supervisors have attended (6/20-21/05, 7/25-26/05, and 8/22-23/05) and submitted positive reviews. CDHS is expecting three additional trainings within the next three months.

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1. The University of Denver provides caseworker core training and has been a consultant on this project. They will be incorporating the training into the core curriculum within the next year.
  2. As needed additional joint training by Division of Child Welfare and the Office of Appeals will be coordinated and scheduled as changes to policy and/or rules occur.  
*Update: CAPTA efforts related to Activity #1 in 2006 to 2007:*
1. An additional Consistency Training occurred in March 2006. To date, four two-day trainings have been held and 74 caseworkers and supervisors have attended.
  2. The training contract with Kempe Children's Center was reauthorized to deliver six more Consistency trainings. Additional requirements of the work plan specifies that Kempe will work with Metro State College to incorporate the Consistency course on the state-wide, web-based calendar, and Kempe will schedule at least two sessions outside of the Denver Metropolitan area in consultation with CDHS, one of which will be scheduled before December 31, 2006 in Ft. Morgan, and one other rural training to be scheduled before June 30, 2007 in either Pueblo or Colorado Springs.

### Objectives:

These modifications are intended to ensure that the state department is able to provide reliable, consistent, accurate, and timely information concerning records of and reports of child abuse and neglect.

### *Measure of Progress:*

For each competency area identified in the workshop evaluation, at least 80% of the training participants will be able to evaluate factual situations at the end of the two-day training with at least 70% inter rater agreement.

### Activities

1. Provide training and case-specific consultation to county department intake staff and ongoing child protective services staff on assessing safety and developing safety plans.
  - Contract with Action for Child Protection to provide expert consultation and technical assistance to child protection intake units to improve the workers' capacity to provide accurate assessments of safety and to develop effective safety plans. Action for Child Protection will go to the individual county departments and work with groups and individuals to consult and train around specific cases. The technical assistance will be provided to 300 child protection intake workers and supervisors.
  - Request technical assistance from the NCCPS to provide assistance with the development and revision of Colorado's safety intervention policy. This request for technical assistance is associated with the PIP strategies for the safety Outcome(s): 1 and 2 of the Children and Family Services Review.

### *Update: CAPTA efforts related to Activity #1 in 2006 to 2007:*

1. Technical assistance from NCCPS with CDHS Child Welfare staff, county intake staff and CORE child protective services trainers has facilitated CDHS's continued efforts to establish a cohesive safety intervention system. The specific working objectives have been:
  - To consider the consistent application of safety concepts, criteria and standards for practice and decision-makings;
  - The development of a safety intervention policy that is conceptual and criteria-based, and sufficiently clear and precise enough to provide direction regarding what must occur in terms of practice and decision-making standards;
  - To enhance staff development related to safety intervention and increase consistency among the various training efforts;
2. Three two-day trainings have been completed. Additional trainings will be scheduled as the safety intervention policies and practices are incorporated into the training.

### *Objective:*

To improve the capacity of the county departments to help children who come to their attention to remain safe from serious harm.

### *Measure of Progress:*

Reduced number of fatalities on open cases and reduced number of incidents of serious abuse/neglect on open cases.

Activity:

2. Publish and disseminate guidelines developed at a statewide consensus conference for investigation of child abuse and neglect in out-of-home care. Provide easy-to-read reference books for all Child Welfare caseworkers, supervisors, administrators and out-of-home care providers.

*Update: CAPTA efforts related to Activity #2 in 2006 to 2007:*

1. The revised “Colorado’s Guide for Investigating Abuse and Neglect in Out-of-Home Child Care Settings” is near completion. Before it is finalized the next step is to have members of the Institutional Abuse/Neglect Review Team and select county investigators review the guide for accuracy and thoroughness. This is targeted for the fall of 2006.

*Objective:*

Improved investigations to assure safety and protection of children in out-of-home care.

*Measure of Progress:*

Improved investigations determined by review of State Institutional Abuse Team.

Activity:

3. Conduct training conference for county staff and other entities designated (C.R.S. § 19-3-308(4.5)(a) to investigate abuse or neglect allegations in 24-hour out-of-home care settings to improve their knowledge and skills in investigating and assessing for safety issues and safety planning for children in the care and custody of the Department of Human Services.
  - Provide two days of training for 130 casework staff and other entities designated to investigate allegations of institutional abuse.

*Update: CAPTA efforts related to Activity #3 in 2006 to 2007:*

1. This is scheduled to occur in the fall of 2006 after the revised “Colorado’s Guide for Investigating Abuse and Neglect in Out-of-Home Child Care Setting” is finalized. The revised guide will be a key component of the conference.

*Objective:*

Improve the skills of county staff and other entities designated (C.R.S. § 19-3-308(4.5)(a) to investigate institutional abuse. Provide accuracy and consistency in the manner in which investigations are to occur in order to assure the safety of children in 24-hour out-of-home care.

*Measure of Progress:*

95% of children alleged to be victims of institutional abuse or neglect will be seen by the investigating entity within 24 hours.

90% of completed investigative reports will be submitted to the Institutional Abuse Review Team within 60 days of the referral being made.

Activity:

4. Provide training on assessing safety in out-of-home care to 1000 caseworkers and supervisors involved in the placement and supervision of placements of children in out-of-home care.
  - Action for Child Protection will provide two-day training sessions for small groups of 20 to 25 workers and supervisors on assessing the safety of children in foster care.

*Update: CAPTA efforts related to Activity #4 in 2006 to 2007:*



1. "Confirming Safe Environments" training was put on hold while Colorado implemented the Structured Analysis Family (SAFE) assessment training for caseworkers, supervisors and administrators involved in the assessment of foster/adoptive parents. "Confirming Safe Environments" trainings are again being offered for caseworkers and supervisors.

*Objective:*

Assure the safety of children in out-of-home care.

*Measure of Progress:*

Reduced number of substantiated reports of abuse of children in foster homes.

Activity:

5. Institutional Abuse Review Team will review all reports of investigation of abuse of children in 24-hour out-of-home care settings to determine adequacy of investigations and recommend needed corrective action. This team is designated as one of the State's Citizen Review Panels.

*Update: CAPTA efforts related to Activity #5 in 2006 to 2007:*

1. This is ongoing: The Institutional abuse Review Team continues to review approximately 55 cases a month.

*Objective:*

Assure safety of children in out-of-home care.

*Measure of Progress:*

Corrective Action implemented on cases identified by the Team.

Activity:

6. Conduct training conference for Child Protection Team members to improve their knowledge and skills in reviewing cases for safety issues and safety planning.
  - Provide two days of training for 300 multidisciplinary professionals who are members of child protection teams statewide. The Pueblo County Department of Social Service's Child Protection Team is designated as one of the State's Citizen Review Panels.

*Update: CAPTA efforts related to Activity #6 in 2006 to 2007:*

1. This conference is targeted for the fall of 2006. In the interim a consultant has been contracted to provide child protection team-specific technical assistance. Two county child protection teams have utilized the consultant. The focus has been the development of a strategic plan to ensure the ongoing vitality of the county child protection team.

*Objective:*

Improve the capacity of 60 community-based child protection teams to assure the safety of children reported to the county departments of human/social services.

*Measure of Progress:*

Reduce the number of child fatalities and serious abuse incidents on children whom are under the supervision of the county departments.

Activity:

7. Conduct training at satellite downlink sites for 350 professionals mandated by law to report child abuse and neglect.
  - Provide four hours of training based on the Recognizing Child Abuse and Neglect, A Guide for the Concerned. The training will be conducted by the author of the book at a studio at the University of Maryland. The training will be open to other states that can arrange for their own downlink sites.

*Update: CAPTA efforts related to Activity # 7 in 2006 to 2007:*

1. Completed
2. Explore the viability of developing a guide for mandated reports (i.e. The State of Washington's CD, "Making a CPS Referral a Guide for Mandated Reports" developed by the State of Washington Department of Human Services in conjunction with their Children's Justice Task Force).

Activity:

8. Provide Child Protection Legal & Ethical Training for county staff on direct examination and testifying as required by county departments.
  - Contract for sessions to be provided at the local county department of human/social services for small groups of 20 to 25 county caseworkers and supervisors on direct examination and testifying as required by the county department.

*Update: CAPTA efforts related to Activity #8 in 2006 to 2007:*

1. Completed, this training has become a caseworker mandatory training offered by the Department's Child Welfare CORE training mandatory requirements.

CAPTA funds continue to be utilized to provide ongoing training as requested and/or needed in the following areas:

- | <b>Type of Training</b>  | <b>Type of Training</b>  |
|--|--|
| <ul style="list-style-type: none"><li>• Intake Screening</li><li>• Referral Stages</li><li>• Safety Assessment &amp; Safety Planning</li><br/><li>• Child Fatality Investigations</li><li>• Visitation (Judicial)</li><li>• Child Protection Team Plan</li></ul> | <ul style="list-style-type: none"><li>• Intake Consistency Training</li><li>• Confirming Safe Environments</li><li>• Institutional Abuse Investigation Training</li><br/><li>• Legal/Court Testimony</li><li>• Visitation (County Staff)</li></ul> |

**2006-07 PLAN Addendum**

The above listed trainings will continue to be scheduled over the next year. The trainings will be offered at a minimum two to three times. Additional activities will be crafted as areas of concern are identified in the quarterly PIP.

Activity:

9. Curriculum and training is in the process of being developed to clarify and enhance the work done to date between the Department of Education and Department of Human Services on the Federal Requirement under CAPTA that all children under three years with a confirmed child abuse/neglect incident be referred for screening to

a local Early Intervention Program (Part C – Program of the Individuals with Disabilities Education Act (IDEA)) for possible early intervention and support.

*Update: CAPTA efforts related to Activity #9 in 2006 to 2007:*

1. In January 2006, the lead agency for the Early Intervention Program (part C-IDEA) changed from the Department of Education to Colorado Department of Human Services Division of Developmental Disabilities. Training is being revised to accommodate the changes made by this restructure.
2. The Legal Center for People with Disabilities and Older People was contracted to develop a Q & A aid on “The IDEA Part C, CAPTA, and Child Welfare Services”

***Objective:***

Develop and strengthen the requirements for casework staff charged with overseeing and providing services to children and their families.

***Measure of Progress:***

Child Welfare practice will assure that services for children and families will follow the identified needs.

**Activity:**

10. The three teams designated to be the State’s Citizen Review Panel (Institutional Abuse/Neglect Review Team, Children’s Justice Task Force and Pueblo Department of Human Service’s Child Protection Team) will continue to be a stakeholder for the Department’s Child and Family Services Plan by:
  - Examining the practices, policies and procedures of the State and local agencies;
  - Providing public outreach and comment;
  - Making recommendations to the State and public on improving the child protective services system at the State and local level.

***Objective:***

Assure protection, safety, permanency and well-being of children.

***Measure of Progress:***

Improved performance of child protective system.

**Activity:**

11. The Child Welfare Division joined forces with the ten large child welfare counties and contracted with Colorado State University to:
  - Create formal links between human services agencies and higher education such that child protection services to individuals, families, groups, organizations and communities are improved.
  - Conduct research and evaluate innovative and standard social work interventions.
  - Advance social work practice and theory, promote social welfare and social justice, and enhance learning and practice through the dissemination of research-affirmed practices to social service organizations and agencies and through professional publication venues.
  - Strengthen the relationship between theoretical research and actual social work practice and desired outcomes.
  - Develop measures that can be used in research, evaluation, policy analysis, training and program development activities.

- Engage in collaborative research, professional and program development and consultancy work with schools, social services, and public and community agencies.
- Create a formal steering committee with various counties.
- Provide specific reports as requested by the Steering Committee.
- Create a formal advisory council.

*Objective:*

Assure protection, safety, permanency and well-being of children by creating formal links between human services, higher education and the community.

*Measure of Progress:*

Improved performance of the child protective system.

Activity:

12. Child protection consultants to aid with case management, including ongoing case monitoring and delivery of service and treatment provided to children and their families. The Child Welfare Division developed a list of contracted consultants for the county child welfare staff. These consultants have a wide range of expertise in child protection issues. Below is a listing of areas of specialty:

- Early childhood development and attachment, visitation
- Child protection treatment planning, visitation, foster care placement issues
- Child neglect, child protection supervision issues
- Substance abuse and dependence
- Childhood mental health
- Engaging children and parents in assessment and treatment
- “Stuck” child protection cases, parental rights, foster care, placement decisions, social work practice, belligerent clients
- Child protection assessment and case planning

*Objective:*

Develop and strengthen the requirements for casework staff charged with overseeing and providing services to children and their families.

*Measure of Progress:*

Improved performance of the child protective system.

*Update: CAPTA efforts related to Activity #11 in 2006 to 2007:*

**2006 Colorado CAPTA: Citizen Review Panels**

1. Citizen Review Panel- Colorado’s Children’s Justice Task Force
2. Citizen Review Panel- Institutional Abuse and Neglect Review Team
3. Citizen Review Panel- Pueblo County Children Protection Team

The Colorado Department of Human Services has designated the above three teams as the State’s three Citizen Review Panels in order to meet the CAPTA requirement of June 20, 1999. The Children’s Justice Task Force is in Federal Statute. The State Institutional Abuse Team and the Pueblo County Child Protection Team are in Colorado Statute.

## **REPORT AND RESPONSE TO CITIZEN REVIEW PANELS**

Responses to panel reports occur verbally. Updates are provided quarterly unless there is a particular area of concern or request that requires immediate action. Members of the panel are often a part of any training offered and/or participate on the workgroups initiated in part to address their areas of concern. The panels are provided quarterly progress reports on the PIP.

### **Colorado's Children's Justice Task Force (CJTF) Report:**

The CJTF meets quarterly and is comprised of volunteers who represent agencies that are involved in children's issues that are encompassed within the Colorado Children's Code and the Criminal Code. The Task Force is possible due to the Children's Justice Act which provides grants to states to improve the investigations, prosecutions and judicial handling of cases of child abuse and neglect, particularly child sexual abuse and exploitation, in a manner that limits additional trauma to the child victim. This also includes the handling of child fatality cases in which child abuse or neglect is suspected and some cases of children with disabilities and serious health problems who are also victims of abuse and neglect.

The CJTF Panel provides valuable input and oversight to Colorado's Child and Family Services Review and Performance Improvement Plan and in making recommendations for the allocation of resources. Other areas that they focus on include: interagency collaboration, the relationships and interaction among child fatalities, abuse and neglect, domestic violence and substance abuse and coordination of protective service programs.

This panel has been actively reviewing the current practices and statutes regarding the judicial and administrative handling of the investigation of child abuse and child fatalities as well as legislative reforms and model programs. The CJTF is currently working on their three-year report. The Department has been an integral part and is assisting with requested reports and documents. The following activities were funded by the CJA Grant and address the recommendations of the Task Force.

#### **Team Recommendations:**

1. Ensure that all available resources are utilized for cases that need more specialized interviews and evaluations. This would include using consultants to assist with the investigation.
  - The Kempe Children's Center START (State and Regional Team) has provided expert consultants and trainings on difficult cases for multidisciplinary staff in local communities.
2. Provided support in order to decrease burnout, improve staff performance, and prevent staff turnover by offering training and debriefing for staff members involved in child abuse and fatality investigations.
  - The Secondary Trauma Training Prevention Project has provided the following for child protection staff and other multidisciplinary professionals involved in the investigation of child fatalities and serious child abuse; 37 Individual Consultations, 23 Secondary Trauma Training Seminars with a total of over 201 attending, eleven Stress Debriefings and 81 Traumatic Stress Educational support Group sessions and five training sessions to Child Welfare supervisors on Trauma and Workplace Stress.

- Expanded the above by offering “Secondary Trauma for Foster Parents” which was well received.
- 3. Continue utilization of the pediatrician on contract with the CDHS to provide assistance and training to physicians and caseworkers to assist with evaluating and determining abuse and neglect.
  - Pediatric consultations were provided for child protection staff, law enforcement and prosecutors on 57 cases from across the state.
- 4. Provide review of child fatality cases and training in the investigation of child fatalities.
  - On-site fatality reviews are conducted when the child was previously known to a county department.
  - “INFANT AND CHILD FATALITY INVESTIGATION: A Multi Disciplinary Approach” is specific training offered to county departments, law enforcement and local fatality review teams.

To further address the CJTF recommendations Children’s Justice Act funds have been utilized to fund:

- A fifteen-year report on the findings and prevention recommendation of the Colorado Child Fatality Review Committee
- Two-day training on interviewing children with disabilities
- Five-day training on forensic interviews provided by Corner House
- Scholarships for the 2006 Child Maltreatment Symposium – sponsored by the Colorado Children’s Alliance
- Keynote presenter for the above conference

In addition, a request for proposals for mini-grants has been requested from:

- Office of the Children’s Representative
- Child Advocacy Centers
- The Fatality Review Team - Colorado Department of Public Health

**Institutional Abuse Review Team (IART) Report:**

IART meets monthly to review reports of investigations of abuse and neglect in 24-hour out-of-home childcare settings. These reports are completed by the counties and submitted for review. This Panel reviews cases of alleged incidents of abuse and neglect, including child fatalities and near fatalities. Investigations are completed on children in department-licensed or certified out-of-home settings such as foster care and adoptive homes, Residential Child Care Facilities, child placement agency foster or group homes, kin homes, as well as the Division of Youth Corrections’ Juvenile Correctional Facilities and State Mental Health Investigations. The Team is made up of volunteers who are representative of the community at large as well as those who possess expertise in the prevention and treatment of child abuse and neglect. The team continues to review an average of 50-55 cases a month. This team reviewed 232 reports from October 2005 through March 2006.

This team as a Panel was specifically designated to focus on the extent to which the child protective service system is coordinated with the foster care and the adoption programs. Institutional Abuse Review Team members review each investigation and make recommendations regarding follow-up. These recommendations are sent to all involved

state and county agencies. The State has provided assistance to the panel with training, secretarial, and administrative support.

Team Recommendations:

1. That counties improve current investigation practices, and be consistent in the applications of rules when conducting an investigation.
  - Team members are currently attending work groups focused on the review of current practices in place regarding investigating allegations of out-of-home abuse and/or neglect. The outcomes will be to make recommendations for improving current investigations practices.

*Update: Completed September 2005*

2. The Colorado's Guide for Investigating Abuse and Neglect in Out-Of- Home Child Care Settings be updated.
  - Panel members are currently working on updating this booklet. The target date for completion and dissemination to the counties is January 2006.

*Update: Recommendations from #1 above are being incorporated in the guide. Target date for completion and dissemination to the counties is December 2006.*

3. That CDHS provide training to county department staff that place children and monitor placements so that they know how to assess safety in out-of-home care.
  - This training continues to be provided by ACTION for Child Protection and is available to all county departments.

*Update: Completed. Colorado implemented the Structured Analysis Family (SAFE) assessment training for caseworkers, supervisors and administrators involved in the assessment of foster/adoptive parents.*

4. That CDHS provide training to county staff and certifies foster homes in order to select appropriate persons to be foster parents.
  - This training continues to be available to county staff and also to child placement agency staff that certify foster parents.
5. Out-of-home placement facilities need to have medical exams done immediately on children who report being raped, regardless of whether the outcry is "credible" or time has elapsed from the date of the occurrence. The medical exam will determine if a rape kit is necessary.
6. There should be ongoing training for caseworkers and child care providers that most children in foster care have been exposed or subjected to sexual abuse. Whether it is in the child's "known" history or not, care providers should provide adequate supervision of children to prevent child-on-child abuse.
  - At the minimum according to the SOMB standards, caregivers who supervise sex offenders must be certified as an informed supervision through an offender training program for county caseworkers and other approved DYC staff throughout the calendar year. The Child Welfare Division will explore whether it would be appropriate to modify portions of this training and offer it to all childcare providers.
7. County institutional abuse investigators should be invited to the exit interview of the State Integrated Monitoring Team (Monitoring Without Boundaries) Audit for facilities in their county.
  - The involvement managers of Monitoring Without Boundaries will review their operational policies and determine the appropriateness of this request.

The Investigational Abuse Team provides yearly training for county staff regarding the investigation of institutional abuse. In 2006 the focus will be on:

- Review of the revised guide
- Assessing the appropriate use of physical and mechanical restraints
- Proper storage and administration of medications
- Consistent practices and application of rules when conducting investigations, most especially in providing notification of the outcome of the investigation to those outlined in the rules and regulations.

**Pueblo County Child Protection Team Report:**

The Pueblo County Child Protection Team meets weekly to review investigated reports of all cases of child abuse (physical and sexual), fatal child abuse, emotional abuse, neglect, abandonment and institutional abuse incidents made to the Pueblo County Department of Social Services. Recommendations are made addressing the investigation and the proposed treatment plan. The Pueblo County Citizen Review Panel evaluates, as per statute, the timeliness and appropriate response of the department, and also functions as both a review and resource panel. Guidance and suggestions are provided to the reporting intake or ongoing worker by the members of the team made up of medical, mental health, educational, law enforcement and legal experts. The Pueblo County Child Protection Team reviews approximately 15-20 cases per week.

The membership panel is diverse in its make up of professional and dutiful individuals. Members consist of representatives from:

School District #60 and School District # 70, Colorado Mental Health Institute at Pueblo (CMHIP), foster parents, a judicial liaison, Pueblo County Health Department, a medical doctor, the El Pueblo Boys and Girls Ranch (an RTC), Spanish Peaks Mental Health Center, Pueblo Child Advocacy Center, one representative of the minority groups within the community, deputy district attorneys, Pueblo Police Department, Pueblo Sheriffs Department, and the Department of Social Services.

Each caseworker, either intake or ongoing, present the cases they were assigned to investigate. The team reviews all the information available in regards to the outcome of the investigation. From the synopsis the team will make recommendations to include, but not limited to, filing a dependency or neglect petition, seeking additional medical or mental health information, whether to confirm an individual on the Trails Automated System, or listing certain individuals as special respondents. On occasion the Team will request that the ongoing worker and the supervisor attend the review so they can be available for questions or recommendations.

Because the Child Protection Team reviews a large number of cases they have become aware of the strengths and deficits in the system. So in addition to the recommendations on specific cases the Child Protection Team consistently recommends: The involvement of the State 24-hour monitoring team (even though at times they do not agree with the findings) and the improvement of the communication between the Department and the monitoring team. In addition, they have recommended the need for an enhancement to include a Child Protection Team report on TRAILS.

The Child Protection Team has seen various trends in our community that have had a major impact on the Department of Social Services in Pueblo County. The major trends continue to consist of the following:

1. Economic issues;
2. Increase in mental health issues of parents and children;



3. Availability and use of drugs (increased during a methamphetamine, cocaine and alcohol is a paramount issue) that has led to increases in drug-exposed newborns; and
4. Our community is growing with a large number of families moving into the Pueblo area.

Referrals reporting abuse and neglect in 2005 reflected more substance abuse by parents. Completed investigations resulted in a significant increase in the number of open cases of abuse and neglect due to the increase of cocaine and methamphetamine drug use by parents.

- The Department is working with Pueblo Department of Human Services to provide case consultation on early identification of substance abuse. A Methamphetamine Conference targeted for southern Colorado will be arranged in the fall of 2006.

## ***XII. Colorado's Chafee Program Report FFY 2005***

**Using Chafee Foster Care Independence Program funds FY 2006, the Chafee Foster Care Independence Program Coordinator organized the following activities.**

**Objective: Increase awareness in communities of the needs of Colorado's youth as it relates to making permanent, long-term connections.**

Activity:

Chose a slogan to promote the needs of youth in Colorado and distributed promotional items to county Chafee staff, foster parents, Child Welfare staff, community youth workers through various forums/ activities to highlight the needs of youth who are planning to emancipation and the necessity of long-term connections with caring community members

*Update 2006: Completed. Logo used on promotional items as a way to educate the community on the needs of older youth in foster care. Items distributed to eighteen counties, at the Child Welfare Conference, the CASA Conference, the Educational Forum, the Teen Conference, and various faith-based and adoption groups. Ongoing in 2007.*

**Objective: Further define Chafee goals submitted in the five-year IV-B plan.**

Activity:

Created a work group that included county Chafee counselors and supervisors and state staff to clarify the Chafee 5-year goals and to make them realistic/achievable/measurable

*Update 2006: Chafee Goals Revision 7 is in progress and will be implemented in 2007. The process allowed priorities to be set for the program. Goals highlight the State's efforts to diligently prepare youth for transitioning from foster care per PIP Item 10. Ongoing in 2007.*

**Objective: Explore the development of a database to track Chafee data and new outcomes.**

Activity:

Research and meetings completed toward incorporating a Chafee module within Trails that is based on the National Youth in Transition Database (NYTD) that will encompass the anticipated Colorado outcomes.

*Update 2006: The plan is to incorporate the NYTD criteria into Trails. Ongoing in 2007.*

**Objective: To develop a State-supported youth website (if appropriate after determining cost and maintenance).**

Activity:

Preliminary research on websites and the RFP process was completed.

*Update 2006: On-hold due to the prioritization of the Chafee Trails module.*

**Objective: Increase training to care providers, casework staff, and County Administrators on adequate Independent Living Planning.**

Activity:

- The Chafee Foster Care Independence Program Coordinator attended the Adolescent Roundtable on August 29, 2005 and discussed the 4D, IL planning and PIP, Item 10.
- The Chafee Foster Care Independence Program Coordinator discussed Independent Living Planning at Chafee Program quarterly meetings.
- Trainings were planned and facilitated by the Adolescent Program Administrator.

*Update 2006: Ongoing.*

**Objective: Develop an updated Chafee Manual.**

Activity:

Contracted to have an updated Chafee Manual created.

*Update 2006: The Chafee Manual was last updated in 1999 when the program was still called ALIVE/E. The new Manual reflects all policies and procedures, required and suggested forms, including instructions. This will be especially helpful for new Chafee workers. To be completed by September 30, 2006 and distributed to counties in 2007.*

**Objective: Annual Celebration of Educational Excellence.**

Activity

Organized the committee members to identify the location, date, speakers, and graduates from June 2005-May 2006 to be recognized at the event

*Update 2006: This activity was completed. Attendees increased from 215 in 2005 to 258 in 2006. The event was covered on the front page of The Denver Post, including an interview with a foster care graduate/youth keynote speaker, the Chafee Program and the event. New this year, Senator Kenneth Salazar sent letters of congratulations to each graduate.*

**Objective: Annual Chafee Teen Conference.**

Activity:

Organized the Annual Chafee Teen Conference after identifying the date, committee members, location, workshops and activities, and attendees for the event.

*Update 2006: The event was held on June 20-22, 2006 at Colorado Mountain College in Glenwood Springs, CO. It allowed youth an opportunity in a professional conference to have the opportunity to be heard and to exercise their rights in advocating for themselves. Contracted with FosterClub to assist in facilitating the event, and for the second year offered a sponsorship of a Colorado All-Star, an internship program for*

*former foster youth to learn leadership and peer mentoring. Attendance increased in 2006 from 39 to 44 youth. Also in attendance were state staff, county Chafee staff, FosterClub staff including five All-Stars.*

Activities to be Continued in 2007:

- To allocate funding to Individual County programs to provide specialized Independent Living services to the eligible youth in Colorado.
- To continue working with state data group to get a Chafee Program module added to the existing Trails system.
- To continue to increase the awareness in communities of the needs of Colorado's youth as it relates to making permanent, long-term connections.
- To finalize Chafee goals to be amended in the five-year IV-B plan.
- Annual Celebration of Educational Excellence (date to be determined).
- Annual Teen Conference (date to be determined).
- Complete the Chafee Program Manual and distribute to the county workers and supervisors.

New activities for 2007:

- Select a foster parent/independent living curriculum to train county foster parents/caseworkers on how to support youth in successfully transitioning from care (Goal #3 in Amended Chafee Goals).
- Create a rule to clarify eligibility to DYC youth for Chafee services.

**The Chafee Foster Care Independence Program Coordinator worked with local county departments of human/social services on the following activities.**

The key services provided to youth participating in the Chafee Program are:

1. An individualized, comprehensive assessment using a standardized instrument. Assessments are scored, results are shared with the youth, caseworker, etc. and are available in the youth's file.
2. Completion of a Plan for Transition to Independent Living for each eligible youth voluntarily participating in the program, which is based on the strengths and needs established in the assessment. A copy of completed IL plan is filed in the youth's file and copies given to youth, caseworker, etc. IL plans are updated as the youth's goals change or when they are achieved.
3. Provision of individual and group services, including individually tailored services to youth who have unique needs, are geographically distant or who may require intensive services.

Skills that are taught to the youth participants may include

- Education Planning
- Self esteem building
- Communication skills
- Money management skills
- Household management
- Housing
- Problem-solving and decision-making
- Employment skills
- Community resource utilization

- Health and Wellness
4. Transportation
  5. Educational services are provided to youth, which highlight the importance of education and vocational programming, and facilitate their utilization of resources for obtaining educational and vocational programming. Youth are encouraged and given incentives to complete an education program. Post-high school programs are similarly encouraged. Chafee counselors often accompany youth to vocational and educational programs to support them in the process of exploring educational opportunities, applying to the school and obtaining financial aid to an institution of their choice.
  6. Career planning for youth entails both short- and long-term planning. Youth are taking a realistic look at a career path and corresponding salary paths based on their interests and strengths. Youths learn to look at current employment options and also at the longer-term possibilities inherent in the current position.

**The geographic areas where Chafee are available:**

For FY 2006, twenty-seven Chafee counselors/contacts staff provided Chafee services to eighteen counties/regions and included 42 county departments of human/social services. The metro area departments of social services are able to staff Chafee counselors at 100%. The outlying departments rely on workers who are generalists and provide independent living services. In Federal Fiscal Year 2006, the State continued to provide technical support while encouraging direct services to be provided at the county level. The State continues its planning and coordination of the Teen Conference, the Celebration of Educational Excellence, and Transitional Living Program.

Services will continue in this capacity in FY 2007.

**Eligible Population as reported in TRAILS**

- For FY 2006 there were 5,246 youth ages 14-21 in out of home care.
- A total of 210 youth emancipated from out-of-home care between the ages of 18-21.
- Of the eligible population of youth in out-of-home care, ages 14-21
  - 2337 or 44% were female.
  - 2990 or 56% were male.
- Of the eligible population of youth in out-of-home care, ages 14-21
  - American Indian/or Alaska Native                      85 or 1.6%
  - Asian                      87 or .64%
  - Black or African American                      692 or 13%
  - Native Hawaiian/ Other Pacific Islander                      8 or .015%
  - White                      4335 or 81.37%
  - Hispanic Origin                      1569 or 29.45%

**State Summary - Chafee for FY 2006**

- Total youth served during FY 2006                      1130
- Gender of Participants
  - Male                      528 or 46.73%
  - Female                      602 or 53.27%
- Age of Participants
  - 20+                      130 or 11.50%

19	<u>173</u> or 15.31%
18	<u>299</u> or 26.46%
17	<u>345</u> or 30.53%
16	<u>149</u> or 13.19%
15 and Less	<u>34</u> or 3.01%
• Ethnicity of Participants	
White	<u>912</u> or 80.71%
Black	<u>148</u> or 13.10%
Native American	<u>56</u> or 4.96%
Asian/Pacific Islander	<u>12</u> or 1.06%
Unknown	<u>2</u> or 0.17%
Hispanic:	Yes <u>279</u>
	No <u>851</u>
• Participants Completing GED or Receiving HS Diploma:	<u>387</u>
• Employed While in Chafee Program	<u>666</u>
• Total Participants Closed during 2004-2005:	<u>539</u>

It is anticipated that the level of youth served in FY 2006 will be maintained or exceeded in FY 2007.

### **Services to Youth 16 and Under**

Chafee Foster Care Independence Program funding has provided States the opportunity to broaden the eligible services population to include youth in out-of-home care, under the age of sixteen, who have a current permanency goal of long-term foster care. County departments are identifying youth between the ages of 14-16 as a priority of Chafee services, and continue to discuss the plan about how to best serve this population. Youth are currently being served in the following ways:

- Working with the aftercare groups to provide orientation and group discussion about IL to youth under the age of 16.
- Treatment Plan Reviews at RTCs and RCCFs.
- Multidisciplinary Team meetings that include the youth.
- Promoting the use of the Ansell-Casey Assessment to caseworkers, group homes and foster parents.
- Referrals to programs that serve youth 13-23 years of age.
- Chafee staff involvement in Permanency Planning Review Teams that meet weekly to discuss permanency issues for the youth in care.
- Education and collaboration with foster parents.
- Orientation for 14 and 15-year olds that introduce and explain the Chafee Program. The Ansell-Casey assessment is used to identify the youth's strengths and weaknesses.
- Youth Advisory Board, supervised by the Chafee counselor, mentors the younger youth in a social atmosphere.
- Socialization groups offered to youth beginning at 14 as a door opener to Chafee services.
- Direct consultation with youth about the Chafee Program services with appropriate goal planning, long range education planning, employment assistance and information on the emancipation law.

It is anticipated that the services available to the under 16 population will remain the same during FY 2007.

### **Services to Emancipated Youth Who Choose to Remain Connected: 18-21**

With the increase in funding specifically earmarked for this population, Colorado uses up to 30% of its total allocation for housing. County departments determine how best to serve those youth who are eligible. The additional funds have created opportunities to enhance the required support to provide quality programming.

Youth access funding by either being referred for Chafee services or by making a self-referral. Once a referral has been received and it is determined that the youth is eligible, an initial visit with the youth takes place to assess their current situation. An independent living assessment and plan are completed with the youth and counselors work intensively to take immediate action on their independent living plan. The youth are assisted in accessing the necessary resources beginning with the goal that is determined to be the priority as determined by the planning process.

Counties have developed “aftercare support” groups where youth are encouraged to provide support to one another and to be confrontational when needed. County staff have found that this method empowers the youth. When the youth is no longer “pushed” to attend school and /or treatment, they often return to the Chafee Program and request assistance getting into college, accessing mental health and/or other community resources. Typically when a youth requests that their case be reopened, their motivation has changed and they are actively involved in their plan.

It is anticipated that the services available to the 18-21 year old population will remain the same during FY 2007.

### **Services for Emancipated Homeless Youth**

#### ***The Chafee Foster Care Independence Transitional Living Pilot Project***

For FY 2006 the partners for the TLPP were Urban Peak Runaway Homeless Youth Center, Urban Peak Colorado Springs, Volunteers of America-Colorado Branch, Family Tree Housing and Family Services, Denver Department of Human Services, Larimer County Department of Human Services and Mile High United Way.

Supportive Housing and Homeless Programs (SHHP) is the administrator for the Family Unification Program (FUP) Vouchers. The following additional requirements must be met in order for a youth to qualify for a FUP Voucher:

- Meet HUD established income limit for the county of residence
- Be a U.S. citizen or have eligible immigration status
- Provide Social Security number documentation
- Pass a criminal background screen

Participants in the Transitional Living Pilot Program in FY 2006 received the following services:

- Employment
- Education
- Personal and Community Engagement
- Housing
- Health-Physical and Mental

- Independent Living Case Plan Development (ILP)
- Additional Resources as needed by youth

**TLPP Program Statistics and Outcomes**

The TLPP has been able to assist young adults in moving toward self-sufficiency. During FY 2006, 87 were served through the FUP Section 8 Vouchers.

**Outcomes for Youth who left the TLPP during FY 2006 are as follows:**

Number of participants served by the TLPP:	<u>87</u>
Number of youth who reported having a housing plan post-TLPP:	<u>16</u>
Number of youth with an education plan or who received their basic education:	<u>24</u>
Number of youth continuing their education:	<u>4</u>
Number of youth employed:	<u>6</u>
Number of youth with health coverage:	<u>12</u>
Number of youth with a community connections at exit:	<u>27</u>

State participation on the Interagency Committee on Homelessness, which specifically focuses on services for single families and unaccompanied youth.

**Coordination With Community Resources**

***Community Resources Coordination Efforts Include:***

- Coordination with Colorado Supportive Housing for Homeless Program (SHHP) and homeless youth providers.
- Collaboration with the Orphan Foundation of America to administer the Colorado ETV Program.
- Coordination with Division of Vocational Rehabilitation.
- Coordination with sex offender treatment providers.
- Coordination with higher education and community colleges to provide information on housing and lease information, food and nutrition programs and financial aid.
- Coordination with Planned Parenthood through the Department of Health to provide information on sexually transmitted diseases and pregnancy prevention and support.
- Coordination and collaboration with foster parents, CPA group homes and proctor homes to educate staff and parents on provision of independent living skills and services and attitudes toward adolescents trying to reach independence. These agencies also refer clients to Chafee Program Counselors.
- Partnerships with community agencies to help DHA youth become self-sufficient. The partners will provide housing opportunities, mental health services, employment links, career assessments, college scholarship and financial aid planning and mentoring.
- Partnerships with community agencies to house many of the teen self-sufficient services and group teaching independent living skills.
- Collaboration with Job Services, financial institutions, vocational rehabilitation, school to work programs, educational institutions, Job Corps, Workforce Centers and Housing locators for life skills group.
- Provide groups that combine individual support and counseling for clients, who are 18-21, closed with county departments of human/social services and living on their own.

**Trainings planned for FY 2007 toward the goals and objectives of the State's CFCIP:**

- Chafee Quarterly Meetings
- Education Forum
- Child Welfare Conference
- Chafee Manual Training
- Foster Parent Training on the IL needs of Youth
- Chafee Assessment Training to New Workers
- County Reviews

**Activities planned for FY 2007 involving youth up to age 21 in State agency efforts:**

- Education Forum (State level)
- Child Welfare Conference (State level)
- CEEEX Planning Committee (State level)
- Youth Advisory Board (County level)
- CFSR Stakeholders (State level)
- FosterClub All-Star Sponsorship

**Residential Programs**

These treatment facilities are expected to provide independent living services within the structure of their program. RCCFs and RTCs served 3092 youth over the age of 16 in FY 2006. Services are available to those youth who are eligible for Chafee services when the youth 3-months from their discharge/transition from the facility.

**Record of Expenditures**

Expenditures for current FY06 (FFY 2005 grant expenditures):

Salaries, Benefits	\$200,576.00
Purchased Services	\$1,934,851.00
Operating Expenditures (Rent, utilities, office and educational supplies, travel, printing, postage, state and national teen conferences, incentives and services to youth, contractors)	\$ 115,850.00
Total Expenditures	\$2,251,277.00
State Match	\$3,466,330.00

Projected Expenditures for FY07 (FFY 2006 grant expenditures):

Salaries, Benefits	\$200,576.00
Purchased Services	\$1,798,023.65
Operating Expenditures (Rent, utilities, office and educational supplies, travel, printing, postage, state and national teen conferences, incentives and services to youth, contractors)	\$ 108,294.35
Total Expenditures	\$2,106,894.00
State Match	\$3,243,984.69



Expenditures include the base grant and the Federal matching funds. The state match is composed of funds expended by state and counties on independent living programs and other non-Chafee county provided independent living services.

### ***XIII. Education and Training Voucher***

The Orphan Foundation of America (OFA) a national non-profit organization with twenty plus years of experience providing scholarship funding and support services in Colorado youth administers Colorado's Education and Training Voucher Program (ETV).

In FY 2005, the Colorado ETV Program disbursed \$499,039 to 118 youth throughout the State of Colorado. In FY 2006, the Colorado ETV Program distributed \$640,346.32 to 186 youth from 29 Colorado counties.

Letters regarding Education and Training Vouchers (ETV) and a copy of the ETV brochure sent to all Colorado Community Colleges, state colleges, and universities to educate financial aid departments and to improve the chances of youth being knowledgeable about the benefits.

#### **Eligibility**

The ETV Program was designed to meet the complex needs of a diverse population. As outlined in the State plan, eligible students must be:

1. Currently in foster care or adopted from foster care after their 16<sup>th</sup> birthday.
2. A citizen or qualified non-citizen. Youth may not have personal assets of more than \$10,000.00.
3. Between 15 and 20 years old and have obtained a GED or high school diploma.
4. Enrolled in the ETV Program before their 21<sup>st</sup> birthday. Participation is renewable until age 23 if they are enrolled by their 21<sup>st</sup> birthday.
5. Enrolled in a minimum of nine credit hours for freshman in the first semester with a gradual increase to 18 maximum credits per semester and minimum of three credit hours if enrolled for a summer session.
6. Show continued progress towards their degree or certificate and maintain at least a 2.0 GPA to remain eligible.

#### **Conclusion & Recommendations**

The FY 2006 ETV Program successfully met the goals developed for this new program and learned from experience. The program was designed to meet two different needs – fiscally assessing student needs and disbursing the funds in a responsible way, while helping recipient's progress in their studies and transition to responsible adulthood. OFA has the capacity and ability to manage these two different responsibilities and worked diligently on the State's behalf to develop a comprehensive program based on positive youth development principals, Federal and State guidelines and standard accounting principals.

The Colorado Department of Human Services' Division of Child Welfare has embraced the ETV Program and it is valued and made a priority within the DHS, which includes Chafee Counselors and Adolescent Social Workers. It is well received by stakeholders and youth.

The Colorado ETV recipients are as a whole doing well but most need ongoing intensive support and guidance if they are to succeed academically. The funding is making a difference in their lives, but it is important that program expectations are clearly stated so students view ETV funding as an opportunity rather than an entitlement.

**OFA recommendations for the FY 2007 Colorado ETV Program**

1. Future contracts for the program should be for multiple years, this would maintain the program’s momentum and allow OFA as the administrators to build the program rather than play catch-up
2. 06-07 funding and that of subsequent years be available as close to Oct.1, 2005 as possible so students can plan ahead be and be put on regular disbursement schedule
3. As the state’s administrator OFA should work closely with the counties to assure their full understanding and participation in the ETV Program. OFA would like to offer quarterly conference calls to Chafee workers and others to answer questions and educate them workers on post-secondary planning and funding
4. Engage local community foundations in a dialogue about how they can support the academic goals of high school and college age foster youth; however this is dependent on consecutive contracts so there is no lapse in service to youth
5. Train and educate CO foster parents about the need to help their youth develop goals and plans for higher education at a younger age
6. Increased focus on student retention - IL/Social Workers and the ETV coordinators will be asked to refer at-risk students to Project Grad, OFA’s Academic Success Program rather than solely identifying students after they fail to meet the minimum GPA standards

• The Colorado ETV Coordinators estimate that nearly 55% of those who applied did not seem fully prepared for the transition to post-secondary education and training. Many were not fully aware of issues such as housing choices, employment, study skills, realistic planning to succeed in the open environment of a college campus. Some youth grapple with mental and physical health problems and need more intensive services they currently receive. These challenges can easily derail ETV recipients if they do not have a circle of supportive people in their life.

**State Summary – ETV Program for FY 2006**

**228 ELIGIBLE STUDENTS**

<b>GENDER</b>	<b>STUDENTS</b>
Male	84
Female	144

<b>RACE</b>	<b>STUDENTS</b>
African-American	32
Asian-American	6
Caucasian	106
Latino	31

Mixed-Race	15
Native-American	3
Pacific-Islander	2
Prefer Not To Answer	33

AGE	STUDENTS
18	68
19	55
20	53
21	41
22	10

YEAR IN SCHOOL	STUDENTS
1st Year College (Freshman)	157
2nd Year College (Sophomore)	37
3rd Year College (Junior)	12
4th Year College (Senior)	4
1st Year Vocational	17
2nd Year Vocational	1

FUNDING	STUDENTS
\$0 - \$999	3
\$1000 - \$1999	15
\$2000 - \$2999	56
\$3000 - \$3999	42
\$4000 - \$4999	29
\$5000	39

RE-APPLICANTS	STUDENTS
From 2003 - 2004	94
Continued 2005 - 2006	110

DISBURSEMENTS	AMOUNT
Tuition	\$117,965.14
Loans	\$ 35,735.89
School Supplies	\$ 94,361.98
Computer	\$ 94,159.16
Housing	\$ 17,022.64
Childcare	\$ 1,210.00
Healthcare	\$ 4,721.40
Transportation	\$ 38,640.00
Living Expenses	\$239,266.78

The State is in the process of contracting with Orphan Foundation of America to continue the administration of the ETV Program for Colorado in FY 2007.

## ***XIV. Estimated Expenditures***

**CFS-101, Part I: Annual Budget Request For Title IV-B, Subpart 1 & 2 Funds, CAPTA, Chafee Foster Care Independence Program (CFCIP) and Education and Training Vouchers (ETV):  
Fiscal Year 2006, October 1, 2006 through September 30, 2007**

1. State or ITO: Colorado	2. EIN: 840644739
3. Address: Colorado Department of Human Services 1575 Sherman Street Denver, CO 80203-1714	4. Submission:  [X] New [ ] Revision
5. Estimated Federal title IV-B, Subpart 1 Funds.	\$ 4,047,780
6. Total Estimated Federal title IV-B, Subpart 2 Funds. (This amount should equal the sum of lines a – f.)	\$ 3,513,867
a) Total Family Preservation Services.	\$ 790,620
b) Total Family Support Services.	\$ 790,620
c) Total Time-Limited Family Reunification Services.	\$ 790,620
d) Total Adoption Promotion and Support Services.	\$ 790,620
e) Total for Other Service Related Activities (e.g. planning).	\$ 87,847
f) Total Administration (not to exceed 10% of estimated allotment).	\$ 263,540
7. Re-allotment of Title IV-B, Subpart 2 funds for State and Indian Tribal Organizations	
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the Promoting Safe and Stable Families program. \$ <u>0</u>	
b) If additional funds become available to States and ITOs, specify the amount of additional funds the State or Tribes is requesting. \$ <u>100,000</u>	
8. Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required)	
Estimated Amount \$ <u>412,456</u> , plus additional allocation, as available.	
9. Estimated Chafee Foster Care Independence Program (CFCIP) funds.	\$2,106,894
10. Estimated Education and Training Voucher (ETV) funds.	\$719,688
11. Re-allotment of CFCIP and ETV Funds:	
a) Indicate the amount of the State's allotment that will not be required to carry out CFCIP \$ <u>0</u> .	
b) Indicate the amount of the State's allotment that will not be required to carry out ETV \$ <u>0</u> .	
c) If additional funds become available to States, specify the amount of additional funds the State is requesting for CFCIP \$ <u>500,000</u> for ETV \$ <u>50,000</u> .	
12. Certification by State Agency and/or Indian Tribal Organization. The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant and CFCIP, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the ACF Regional Office, for the Fiscal Year ending September 30.	
Signature and Title of State/Tribal Agency Official	Signature and Title of Regional Office Official
Date	Date

SERVICES/ACTIVITIES	TITLE IV-B		(c) CAPTA*	(d) CFCIP* including ETV	(e) TITLE IV-E	(f) TITLE XX (SSBG)	(g) TITLE IV-A (TANF)	(h) Title XIX (Medicaid)	(i) Other Fed Prog	(j) State Local Donated Funds	(k) NUMBER TO BE SERVED	(l) POP. TO BE SERVED	(m) GEOG. AREA TO BE SERVED
	(a) I-CWS	(b) II-PSSF									[x] Families	[x] Individuals	
1) PREVENTION & SUPPORT SERVICES  (FAMILY SUPPORT)	490	791				3,174	3,576			23,838	13,500	Reports of abuse/neglect	Statewide/Reservation
2) PROTECTIVE SERVICES	2,360		412			7,502	16,390			17,634	21,000	Reports of abuse/neglect	
3) CRISIS INTERVENTION (FAMILY PRESERVATION)												Children at risk of OOH placement	
(A) PREPLACEMENT PREVENTION	445	791				2,909	3,278			12,007	2,500	All children in foster care	Statewide/Reservation
(B) REUNIFICATION SERVICES	45					5,006	6,465	12,953		110,214	40,000		
4) TIME-LIMITED FAMILY REUNIFICATION SERVICES		791				280	91			1,858	1,825		
5.) ADOPTION PROMOTION AND SUPPORT SERVICES		790								4,848	2,818	All eligible children	Statewide/Reservation
6) FOSTER CARE MAINTENANCE: (A) FOSTER FAMILY & RELATIVE FOSTER CARE	354				12,586					6,782	15,000		
(B) GROUP/INST CARE					4,670					2,160	5,000		Statewide/Reservation
7) ADOPTION SUBSIDY PMTS.	354				20,356					8,942	10,000		
8) INDEPENDENT LIVING SERVICES				2827						427			
9) ADMIN & MGMT		351			37,403					35,719			
10) STAFF TRAINING					1,650					2,688			
11) FOSTER PARENT RECRUITMENT & TRAINING					37					126			
12) ADOPTIVE PARENT RECRUITMENT & TRAINING					36					126			
13) CHILD CARE RELATED TO EMPLOYMENT/TRAINING									53,784	26,086	30,000		
14) TOTAL	4,048	3,514	4126	3,020	76,738	18,871	29,800	12,953	53,784	253,455			

\* States Only, Indian Tribes are not required to include information on these programs

## **Appendix A**

### ***Names and Titles of Stakeholders***

#### ***Children's Justice Task Force Members 2005***

Ms. Kittie Arnold, MSW  
CPS Consultant

Ms. Pamela Gorden-Wakefield  
Chief Deputy District Attorney  
Arapahoe County Office of District Attorney

Ms. Jill Jordan, BS  
Colorado Department of Human Services

Dr. Clare Haynes-Seman Ph.D.  
Mental Health Professional

Ms. Lorin Weiser  
Assistant Denver City Attorney  
Denver Department of Human Services

Dr. Larry Matthews, M.D.  
Pediatric Consultant  
Colorado Department of Human Services

Ms. Vivian Burgos  
Guardian Ad Litem

Ms. Jennifer Richardson, LPC, CAC III  
(Parent Group Representative)  
Families First

Detective Walt Parsons (Law Enforcement)  
Arvada Police Department

Ms. Kim Slaughter, Director,  
Victim-Witness Assistance Unit  
Jefferson County District Attorney's Office

Ms. Barbara Mattison, Executive Director  
Colorado CASA

Mr. Pat Sweeney, MSW, LCSW  
Administrator  
Douglas County Department of Social Services

Ms. Elizabeth Turner, JD  
Deputy State Public Defender  
Arapahoe County Public Defender's Office

The Honorable Anthony F. Vollack  
Senior Judge Program

The Honorable Dana Wakefield  
Denver Juvenile Court

Mr. Daniel Gallagher,  
Policy Analyst & Court Improvement Project Coordinator  
Colorado State Court Administrator's Office

Ms. Diana Goldberg, Executive Director  
Sungate, Children's Advocacy and Family Resource Center, Inc.

Ms. Mary McGhee, JD  
Director of Boards and Commissions  
Colorado State Department of Human Services

Ms. Jamie Gladish, Special Projects Director  
Colorado Coalition Against Domestic Violence

Ms. Shirley Mondragon, MSW  
Task Force Chair, Children's Justice Act Grant  
Child Protection Grant Programs Administrator, Division of Child Welfare  
Colorado Department of Human Services

Ms. Bev Dodds, MSW, LCSW  
Children's Justice Act Grant Task Force – Coordinator,  
Colorado Department of Human Services

***State Institutional Child Abuse Review Team Members 2005***

Michael Gallegos, MSW, LCSW  
Program Manager, 24-hour Monitoring Unit  
Division of Child Welfare

Wade Livingston, JD  
First Assistant Attorney General

Larry Matthews, MD  
Pediatric Consultant  
Colorado Department of Human Services

Shirley Mondragón, MSW  
Task Force Chair, Children's Justice Act Grant  
Child Protection Grant Programs Administrator, Division of Child Welfare  
Colorado Department of Human Services

Karen Peregoy, MA  
Investigator  
Attorney General's Medicaid Fraud Control Unit

Mary Griffin, MSW  
Foster Care Program Administrator  
Division of Child Welfare

Paul Targoff, MPA  
Director of Quality Assurance  
Division of Youth Corrections

Bev Dodds, MSW, LCSW  
Consultant to the Institutional Child Abuse Review Team

Kittie Arnold, MSW  
Executive Director  
Human Services Managing Enterprises.

Ed Lowery  
Child Protection Intake Supervisor  
Denver Department of Human Services.

Joe Sprague  
Executive Director  
Center for Governmental Training and Community Learning Centers.

Patrick Sweeney, MSW, LCSW  
Administrator  
Douglas County Department of Social Services

Bonnie McNulty  
Executive Director  
Presidio, Inc.



Lawrence Marsh  
Residential Treatment Center Liaison  
Colorado Department of Human Services.

Gayle Ziska Stack  
Director, Administrative Review Division  
Colorado Department of Human

Sue McDonald, MA  
Child Welfare Coordinator, Child Protection Intake and Placement Evaluation  
Jefferson County Department of Human Services

Corinne Parisi, MA  
Intake Supervisor  
El Paso County Department of Human Services

**Child Protection Team – Pueblo**

Diana Bellarde- Chairperson  
Lay Community- Minority Representative

Jim Cardinal  
Lay Community- El Pueblo Boys and Girls Ranch

Sgt. Troy Davenport  
Pueblo Police Department

Debra Eyer  
10<sup>th</sup> Judicial Court Representative

Linda Gonzales  
Pueblo School District #60

Ed Hill  
Pueblo School District #70

Elizabeth Hoglund  
Mental Health- Spanish Peaks Mental Health Center

Patty Kester  
Lay Community- Pueblo Child Advocacy Center

Dr. Rona Knudsen  
Physician Community

Mike Mitchell  
Mental Health Community-Colorado Mental Health Institute at Pueblo

Janet Nevins  
Lay Community- Foster Parent

Lynn Procell  
Pueblo City-County Health Department

Detective Tom Proud  
Pueblo County Sheriff's Office

Karl Tamer  
10<sup>th</sup> Judicial Court District Attorney

Annette Zimmer  
CPS Intake Administrator  
Pueblo County Department of Social Services

### ***Chafee Stakeholders***

John Beltz  
Chafee Counselor  
Denver County Department of Human Services

Valerie Varan  
Court House Inc, Beacon Center

Anne Powley  
Chafee Counselor  
Jefferson County Department of Human Services

Kristin Waites  
Chafee Counselor  
Jefferson County Department of Human Services

Crystal Nelson-Youth  
Denver County Department of Human Services (A former stakeholder)

Brandy Darling  
TLP Coordinator  
Colorado Department of Human Services

Brooke Davidson  
Director  
Family Tree

Nicole Sherwood  
Family Tree

Becky Tierney  
Chafee Counselor  
Broomfield County Department of Human Services

Leslie Sakato  
Chafee Counselor  
Adams County Department of Human Services

Holly Haman-Marcum  
Chafee Supervisor  
Jefferson County Department of Human Services

Tamy Ingram  
Chafee Counselor  
Weld County Department of Human Services

Linda Larsen  
Chafee Counselor  
Weld County Department of Human Services

Robin Thielemier  
Chafee Counselor  
Pueblo County Department of Human Services

Dale Falini  
Chafee Counselor  
El Paso County Department of Human Services

Stacy Frost  
Chafee Counselor  
El Paso County Department of Human Services

Hannah Garside  
Chafee Counselor  
El Paso County Department of Human Services

Lee Patke  
Emily Griffith Center

Tami Lack  
Third Way Center

David Fisher  
Youth Ventures, CPA

Tanya Hammar-Amicus  
Joint Action in Community Service

Richard Kendall  
Shiloh Home

Sherri Adams  
Beacon Center

Melody Barnes  
Chafee Counselor  
Arapahoe County Department of Human Services

Emily Roby  
Chafee Counselor  
Arapahoe County Department of Human Services

Susan Adams  
Chafee Counselor  
Adams County Department of Human Services

Joel Green  
Urban Peak-Denver

Tony Passariello  
Adolescent Supervisor  
Larimer County Department of Human Services

Andrea Falvey  
Urban Peak Colorado Springs

Nancy Gettler  
Chafee Counselor  
Fremont County Department of Human Services

Vanessa Collins  
Adoption Alliance

Maureen Margevanne  
Chafee Counselor  
Denver County Department of Human Services

Rachel Josephson  
Volunteers of America

Brenda Redding  
Colorado Department of Human Services

Sarah LeBlanc and Shelby DeWolfe  
Chafee Counselors  
Larimer County Department of Human Services

Philippe Marquis,  
Bridging the Gap, Mile High United Way

Wendy Schiller-Youth  
FosterClub All-Star

Michele Martinez  
Chafee Counselor  
Alamosa County Department of Human Services

Monica De Maio  
Chafee Counselor  
Boulder County Department of Social Services

Korrine Winstead  
Chafee Counselor  
Garfield County Department of Human Services

Carson Jones  
Chafee Counselor  
La Plata County Department of Human Services

Amy Prouty  
Chafee Counselor  
Morgan County Department of Human Services

Celeste Bodner  
Foster Club, Inc.

Laura Demaree  
Mile High Hope, Inc.

La Terra Cole - Youth  
Adams County Department of Social Services

Darrell DeLack -Youth  
Larimer County Department of Human Services

Hollie Hillman  
Chafee Counselor  
Yuma County Department of Human Services

Jim Pyle  
“Speaking Out” Facilitator

Shaina Morphis -Youth  
Arapahoe County Department of Human Services

Val Hyde  
Adams County Department of Human Services  
AmeriCorp Member

Paul Hatchett  
Denver County Department of Human Services  
AmeriCorps Member

Melissa Barela  
Denver County Department of Human Services  
AmeriCorps Member

Tad Giyan  
Boulder County Department of Human Services  
AmeriCorps Member

Kellie Culver-Ward  
Denver County Department of Human Services  
AmeriCorps Member

### ***Promoting Safe and Stable Family Stakeholders***

Myra Stroup, Community Liaison  
Denver Department of Human Services

Art Rimando, Program Officer  
Mile High United Way

Deborah Cave, President  
Colorado Coalition of Adoptive Families

Claudia Zundel, Early Childhood Mental Health Specialist  
CDHS, Division of Mental Health

Jerri Spear, Director  
Washington County Department of Human Services

Margaret Booker, Administrator  
Denver Department of Human Services

Susan Ludwig, Child Protection Intake Program Administrator  
CDHS Child Welfare

Terri James-Banks, Director of Social Work, Senior Instructor  
Kempe Children's Center

Bunny Nicholson, Chief Executive Officer  
Nicholson, Spencer & Associates

Robert Slay, Administrator, The Family Center  
Metropolitan State College of Denver

William Bane, Program Administrator  
CDHS, Division of Mental Health

Shelli Howard, Child and Family Advocacy Coordinator  
Jefferson Center for Mental Health

Scott Bates, Program Director,  
Colorado Children's Trust Fund and Family Resource Centers  
Colorado Department of Public Health and Environment

David Carson, Assistant Director  
La Gente

Sherry Bethurum, Foster Care Coordinator  
Broomfield County

### ***Tribal Stakeholders***

Carla Knightcantsee, Department of Social Services Director  
Ute Mountain Ute Tribe

Dan Ukestine, Department of Social Services  
Southern Ute Tribe