

State of Colorado

**Annual Progress Services Report
June 30, 2008**

**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

AFCARS – Adoption and Foster Care Analysis and Reporting System
AFDC – Aid to Families with Dependent Children
ARD – Administrative Review Division
C.R.S. – Colorado Revised Statute
CAPTA – Child Abuse Prevention and Treatment Act
CBT – Computer Based Training
CCAR – Colorado Client Assessment Record
CDHS – Colorado Department of Human Services
CFCIP – Chafee Foster Care Independence Program
CFSR – Child and Family Service Review
CHP+ – Child Health Plan Plus
CPA – Child Placement Agency
CPT – Child Protection Team
COPARC – Colorado Post Adoption Resource Center
CQA – Continuous Quality Assurance
DCW – Division of Child Welfare
DIFRC – Denver Indian Family Resource Center
EPSDT – Early and Periodic Screening, Diagnosis, and Treatment
FCG – Family Group Conferencing
FFY – Federal Fiscal Year
FTE – Full Time Employee
GAL – Guardian ad litem
HCPF – Health Care Policy and Financing, Colorado’s Medicaid Single State Agency
ICAMA – Interstate Compact on Adoption Medical Assistance
ICPC – Interstate Compact on the Placement of Children
ICWA – Indian Child Welfare Act
IEP – Individual Education Plan
NCANDS – National Child Abuse and Neglect Data System
NILA – National Independent Living
NRC – National Resource Center
OPPLA – Other Planned Permanent Living Arrangement
OOH – Out-of-home
PIP – Program Improvement Plan
PSSF – Promoting Safe and Stable Families
SACWIS – State Automated Child Welfare Information System (*Colorado Trails*)
SFY – State Fiscal Year
TANF – Temporary Assistance to Needy Families
TDM – Team Decision Making
TRAILS - is the State’s automated case management system and is the official record for the Department.
YES! – Youth Empowerment System
YLT – Youth Leadership Team

I. Service Description

Colorado's Child and Family Services Five-year Plan outlines Colorado's vision, mission, philosophy statements, guiding principles and program area information that guide that state's work with children and families. Additionally the plan outlines 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 Department of Human Services Website at <http://www.cdhs.state.co.us/childwelfare/reports.htm>.

The Service Description section of this report responds to the following Federal direction for response structure:

- a) A report on the specific accomplishments and progress toward meeting each goal and objective, including improved outcomes for children and families, and a more comprehensive, coordinated, and effective child and family services continuum.**
- b) Describe the steps the State agency will take to expand and strengthen the range of existing services and develop and implement services to improve child outcomes. (Planned activities, new strategies for improvement and methods to measure progress in the upcoming year.)**
- c) Update the goals and objectives to incorporate areas needing improvement identified in the CFSR Reviews, Title IV-E, AFCARS, SACWIS, or other review and activities proposed and completed in subsequent Program Improvement Plans.**
- d) Describe the services to be provided in FY 2008, highlighting any changes or additions in services or program design and how the services will achieve program purposes.**
- e) For each service, report the population to be served, geographic areas where services will be available, and estimated number of individuals and/or families to be served.**
- f) Indicate if there are no planned changes to the program.**

A. Report of Specific Accomplishments:

Administration

The Colorado Department of Human Services (CDHS) through the Division of Child Welfare Services (DCW) is designated to administer Title IV-B and IV-E 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. Colorado operates a state-supervised, county-administered social service system. Services are provided directly by County Departments of Human/Social Services or by the State Department through direct contract programs.

Services Continuum

The Child Welfare Services allocated block provides the primary funding for county departments of social services to provide the continuum of child welfare services and county departments are authorized to use their allocation to provide child welfare services without categorical restriction. Funds are allocated to counties under a formula developed in consultation with the Child Welfare Allocations Committee.

Colorado's service continuum includes a broad array of services clustered in the following areas:

- Prevention and family support services
- Early intervention and family preservation services
- Child protection services
- Foster care
- Permanency
- Aftercare and post-permanency services

Prevention and family support services are 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. Prevention and family support services include:

- Services funded through Temporary Assistance for Needy Families (TANF) including: Home Based Intervention, Intensive Family Therapy, Life Skills, Day Treatment, Sexual Abuse Treatment, Special Economic Assistance, Mental Health Services, Substance Abuse Treatment Services: Aftercare Services. County Designed Services, Supervised Therapeutic Visitation Service, Youth Intervention Program, Discovery Group, Family Decision Making/Conferencing, Intensive Mentoring Program, Family Empowerment, Multi-Systemic Therapy, Direct Link Program, High school Wellness Center, High School Responsibility/Mentoring, Community Evaluation Team, Adoption Counseling, Family Group Decision Making, Day Treatment Alternative, Family Coaching/Youth Mentoring, Mediation Services, Nurturing Programs. Domestic Violence, Functional Family Therapy, Parenting Skills, Supervised Visitation, Family Treatment Drug Court, Adolescent Mediation, Family-to-Family Team Decision Making, Reconnecting Youth, Play Therapy, Substance Abuse Petty Offenders, Youth Services, Life Nurse Visiting Program, Community Based Family Services and Support, Foster Adopt Parents Support Services, Child Care)

Prevention and family support services (continued)

- Services, Counseling/Therapy, Disability Services, Education Services, Out-of-Wedlock Pregnancy Prevention, Transportation Services, Employment Services, Formation of Two Parent Family Services, Immigrant Services, Marriage & Family Services, Non-Medical Substance Abuse Treatment.
- Housing Services
 - Medicaid funded services when indicated as a result of Early Periodic Screening and Diagnostic Testing (EPSDT)
 - Child Care
 - Child Support
 - Parenting Classes
 - Support Groups
 - Food Stamps
 - Family support services funded by Promoting Safe and Stable Families (PSSF) funding including: home visitation programs, respite child care, tutoring, developmental screening, health education and drop-in centers that provide a wide range of activities, Family Advocacy Services, strengths based family plans, assistance for families in navigating systems (school, legal, mental health, social services) and accessing resources. Support activities may also include: parenting classes, community education, linking to health care and immunizations

Early intervention and family preservation services are to address the needs of families at risk or in crisis, services are designed to strengthen and stabilize families and prevent entry into out-of-home care.

- Family preservation activities funded by PSSF funding including: respite care, home visitation, advocacy, referrals and linkages to resources, flexible funds, translation, parenting classes, kinship care certification and support, adoption support groups, and crisis intervention.
- Special Circumstance Child Care
- 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 (CPS) include investigations of cases of suspected abuse and neglect and the provision of case planning, case management, and treatment services for children and families. County departments carry out these mandates through:

- Conducting investigations, including forensic interviewing.
- Child and Family Assessment utilizing the required Colorado Assessment Continuum of Safety, Risk and Needs (North Carolina Family Assessment Scale) Assessment.
- Case Planning and casework intervention services
- Case Management services
- Collaboration with community agencies
- Team Decision Making (TDM) and Family Group Conferencing (FGC)
- Mediation
- Initiation and utilization of court intervention as needed
- Services to children through the Interstate Compact on the Placement of Children (ICPC)

Foster Care is the 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 (CPA)
- Group Homes supervised by the county or CPAs
- Specialized placements for children with developmental disabilities
- Residential Child Care Facilities
- Psychiatric Residential Treatment Facilities

Permanency includes determining a permanency plan for a child which includes:

- Concurrent permanency planning
- Expedited permanency planning,
- Provide new home starter kits to Chafe-eligible youth on the Family Unification Program (FUP) housing voucher.
- Special Circumstance Child Care
- 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
- Adoption promotion services and activities funded by PSSF

Post Permanency Services/After care services are to support a permanent placement for a child and can include:

- Services funded through PSSF including: family advocacy, home visitation, information and referral, and case management services
- Post-legal adoption services
- Reunification services
- Chafee services
 - Promote post-secondary education through collaboration with colleges, universities, and vocational schools
 - Activities on college campuses
 - Accompanying youth for enrollment and registration
 - Individual and group training to build job readiness and retention, daily living skills, financial literacy, positive youth development and leadership activities
- Referral to culturally competent services/resources; for urban rural and Indian youth, families, counties inquiries
 - Short-term needs; immediate shelter, food, etc.
 - Long-term needs connect and navigate with education and employment: obtaining a portfolio all vital documents; birth certificate, SSAN, etc. to efficiently access services.
- Assessments using the Ansel Casey Life Skills Assessments and learning plans for youth and their caregivers while still in care (Chafee wait lists due to overflow cases) and aftercare when a youth emancipates from care.
- Outreach to shelter and street youth who may be Chafee-eligible and connect/reconnect them to resources
- Connect and link homeless youth and their “youth voice” who are Chafee-eligible with systems change opportunities via the State youth leadership team, youth panels at conferences, task groups, child welfare committees.
- Special Circumstance Child Care
- 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

The following information discusses Colorado's activities according to State established goals to assure child safety, permanency and well-being. The individual program reports from PSSF, CAPTA, and Chafee will also include activities and plans to address child safety, permanency and well-being.

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.

CAPTA activities related to safety of children are defined in detail in the CAPTA Annual Report beginning on page 69 of this document.

Outcome Measures:

Safety One -Fewer children will have a 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 2008: 4.7%

Colorado continues to meet the National Standard on this indicator; however, performance has declined slightly over the past 6 months.

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

In 2007 the basis for determining the response time in assessing allegations of abuse and neglect was changed. It is now based on whether present danger or impending danger is reported. If such dangers are reported, a more timely response is required by State policy. The State provides training to these requirements via the Core training curriculum.

Administrative Review Division (ARD) reviews to elements of safety during the review of out-of-home cases. The State's performance for this measure for the period of April 1, 2007 through December 31, 2007 was 80.3%.

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

Colorado monitors county child protection activities and modifies policy as needed to identify and address risks of harm to children. ARD monitors to the use of safety and risk assessments and DCW reviews fatality cases and reports fatality data to National Child Abuse and Neglect Data System (NCANDS). The Federal Fiscal Year (FFY) 2007 NCANDS report showed a total of 27 fatal child abuse/neglect deaths in Colorado. Colorado also submitted one additional fatality in the agency file that should have been reported in 2005.

State policy was modified in February 2007 to revise the safety management model. The National Resource Center for Child Protection was used to provide technical assistance and inform the revisions. DCW provided training to child welfare caseworkers on the safety model.

ARD information indicates that safety needs of children or youth were adequately addressed in those cases in which there was a new allegation of abuse or neglect in 94.9% of the cases for the period of April 1, 2007 to December 31, 2007.

Under the leadership of the Executive Director, the State initiated a broad review of the child protection system in January of 2008 after determining that there were 13 fatalities in which the family had prior involvement with a county department. Gaps identified in the child protection system are to be addressed through several short-term and long-term strategies.

Key findings of the report are:

- Approximately 90% of the victims were under the age of 5 and 40% of the victims were infants.
- Parents of victims tend to have their own history of prior involvement with CPS.
- 70% of the families had some history of identified domestic violence
- 54% of families had experienced substance abuse issues.

The “Child Maltreatment Fatality Report, 2007” is available at <http://www.cdhs.state.co.us/childwelfare>.

3. Services are provided for families to protect child(ren) in home and prevent removal.

Several counties have focused increased services and support to prevent removal of children from their homes and to safely serve children in their communities. Counties report using Family-to-Family principles of TDM and FGC to identify the needs of the family at the outset of the case.

Family preservation and family support services were provided to families in forty counties and one American Indian tribe to help prevent removal of children from the home, through the PSSF program to assure safety, well-being and to prevent removal. Services provided are outlined in the service continuum information on page 7.

Training and outreach to include fathers in their children’s lives was provided through the fatherhood grant in regional areas across the state. Identification of fathers and getting them engaged helps increase children’s resources to prevent out-of-home placement. Father’s tool kit training was provided in Salida, Colorado, county staff and community programs learned about the different styles of parenting between mothers and fathers, how to engage father’s in services, and how to keep children safe in a family where there is domestic violence.

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

Quality assurance information from ARD for the period of April 1, 2007 to December 31, 2007 indicates that face-to-face contact occurred with children in 97.8% of the cases according to policy requirements. In 98.3% of those cases, contact focused on issues pertinent to case planning, service delivery and goal attainment.

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

Quality assurance information from ARD for the period of April 1, 2007 to December 1, 2007 indicates that state policy requirements were met regarding contact with parents in 78.7% of cases reviewed. Additionally in 96.2% of those cases, contact focused on issues pertinent to case planning service delivery and goal attainments.

Safety Two - 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 2008: 99.41% (expressed as a positive number consistent with federal change)

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

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

The State's performance in this area has remained constant and is below the National Standard. The Department has engaged in numerous activities through monitoring and technical assistance to positively impact performance. Following are the activities that have occurred.

Monitoring:

During State Fiscal Year (SFY) 2008, the Child Welfare Division's 24-Hour Monitoring Unit monitored 67 state licensed facilities including Child Placement Agencies (CPAs) that certify foster parents that provide out-of-home care to children. The purpose of the visit is to ensure that agencies are in compliance with minimum rules and regulations, to evaluate the quality of services being provided and the provision of services to children and families. All observed violations are documented in a Report of Inspection and violations are required to be corrected within 30-days or the agency must submit a corrective action plan outlining when the violations will be corrected.

The Monitoring Unit also works in collaboration with the Division of Child Care and submits recommendations to the Adverse Licensing Action Review Team for adverse licensing action for agencies that exhibit consistent and/or willful licensing violations. The outcome may include probation, fines or revocation of the license to operate in Colorado.

In cases of founded institutional child abuse and/or neglect (assessed by county departments) the Monitoring Unit submits a recommendation for adverse licensing action. This may result in termination of employment of the alleged perpetrator or closure and denial of foster parent certification.

During SFY 2008, the Monitoring Unit investigated over 150 complaints filed against state licensed facilities and conducted over 450 Stage II investigations that determine administrative culpability in cases of alleged child abuse and/or neglect.

The Monitoring Unit is also responsible for reviewing and following-up with “critical incident reports” that state licensed facilities are required to submit to the Department within 24-hours of occurrence. A “critical incident” is a serious life safety or potential life safety incident or concern that poses a danger to the life, health and/or well being of a child or children at a facility or a staff member at a facility. During SFY 2008 over 5000 critical incidents were submitted to the department.

Two county foster care program reviews, conducted by child welfare staff, occurred from October-December 2007. The CFSR onsite review instrument was used to review child and adolescent cases, foster care provider files, and the interviews with staff regarding child welfare practice. In addition, a mock CFSR was conducted in Denver County. In all of the reviews, “Caseworker Visits with Child” was a strength and “Caseworker Visits with Parents” was an area needing improvement, primarily due to lack of documentation of the quality of the visit.

Desk audits of provider files from the county program reviews and three other counties were completed between October 2007 and April 2008. Additional desk audits will occur through September 2008. The desk audit focus is to determine whether foster parents certified by the county department have met all requirements for certification and re-certification. The primary compliance issue is foster parents completing annual training timely.

Technical Assistance and Training:

Placement stability training was provided in August 2007 for caseworker, administrators, supervisors, foster, kin, and adoptive families. The focus was the importance of sustaining and supporting their relationships in order to best serve children. The training was taped and a DVD was distributed in December 2007 to 64 county departments and about 35 child placement agencies so that ongoing training could be provided to caseworkers, other applicable staff, and foster, kin, and adoptive families.

Training was piloted in May 2008 for foster parents to assist in the transition of youth in foster care to the community. This training was adapted from Utah’s “Transition to Adult Living” curriculum. The intent of the training is to engage foster parents of adolescents to be actively involved in helping youth learn the skills needed for adulthood, and to work in tandem with the Chafee worker (when applicable). Adequate preparation of foster parents is important for reducing disruptions, and to promote permanent connections. A “Train the Trainer” model will be completed in June 2008 and will be offered to county departments and child placement agencies willing to provide the training to their foster parents.

Metro and regional foster care/kinship care coordinator training meetings provide a forum for foster care and kinship staff to be apprised of new requirements, practice, and trends in foster and kinship care. Information exchange occurs as participants' discuss issues and provide updates about their specific programs. Four training meetings will be scheduled from October 2007 through September 2008.

Two-day core training for new county foster care certification workers was provided regarding certification requirements for foster care homes. The training incorporates safety requirements such as background checks, the home study process, and the entire continuum of the process from inquiry to certification and recertification. The purpose of the training is to assure the quality and consistency of foster care certification statewide for child safety, recruitment, and retention. Training was provided in November 2007 and in June 2008 and is scheduled for September 2008. The training will continue in SFY 2009.

Statewide training was initiated in April-June 2008 for county departments and child placement agencies regarding appropriate and timely critical incident reporting in foster care homes. Critical incidents are required to be entered in the Trails system. State staff, as needed, provides additional technical assistance and training.

8. To ensure completion of interstate home study requests within 60 days.

Rules to comply with the new federal requirements were promulgated October 2006. Training regarding Public Law 109-239 was delivered to County Departments several times between December 06 and October 07. The training and technical assistance regarding PL 109-239 continues to be provided on a regular basis. The ICPC handbook has been revised to comply with the new time frame requirements of Public Law 109-239.

The State will be able to measure the completion of interstate home study requests within 60 days when the necessary fields are added to the Trails system. A report showing the number of timely home study requests will be developed once the additional fields have been implemented in Trails. Compliance will be measured using Trails' data as soon as it becomes available.

Outcome Domain – Permanency

9. 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.

10. Appropriate permanency goals for children will be provided in a timely manner. ARD results for this area from April 1, 2007 through December 31, 2007 are that court orders exist in 96.4% of the cases reviewed that document that permanency hearings were held within the last 12 months and that the signed order contains language that reasonable efforts were made to achieve permanency for the child.

Permanency Outcome 1: Timeliness and Permanency of Reunification

Colorado's score for the year ending September 30, 2007 was 124.5 and exceeded the National Standard of 122.6. Following are Colorado's goals related to Permanency Outcome 1:

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

The PSSF program is currently being provided in 40 counties and one American Indian Tribe. Family support services such as family advocacy, home visitation, case management and referral and information services are provided to families and kin involved with the PSSF program. When these services are provided kinship providers gain competence in their parenting abilities and are able to maintain children in their homes.

TDM meetings have been utilized in many counties bringing kin to the table to discuss safety and placement decisions for children. When family members participate in the process they are more inclined to come up with solutions for keeping their children with family. Other counties have used FGC successfully to determine services needed to safely reunify the child with parents or other family members.

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

In county foster care program reviews that were conducted, placement with relatives is a county value and practice, which was verbally acknowledged in interviews. In the Denver mock CFSR, this was rated a strength in 13 of 17 applicable cases. In two other foster care program reviews in mid-size counties, it was rated as a strength in two of two applicable cases in one county, and in one of two applicable cases in the second county. Counties have varying policies regarding certification of all kinship homes when a child is placed in out-of-home care. Counties state that sometimes the relative cannot pass background checks due to a historical criminal history where the behavior was remediated but it is in violation of statute. In these cases, following assessment, the county may place the child in an uncertified home and the relatives are awarded custody.

County practice varies in this type of arrangement; however, the relatives rarely receive the same level of supports and services as certified kin foster homes receive.

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

Focus groups were conducted for two days in November 2007 with certified and non-certified kinship families. The purpose was to determine the services that were needed, provided, and gaps or barriers to receiving services for kin families. For families where the county department has an open case, families have access to services. Kin thought that the cases should remain open longer to allow more time for the success of the parent of the child. For families that had informal placements (by the relatives without county department involvement), kin often were not aware of the services available through county department and some kin were hesitant to have county department involvement. In general there was a sense of isolation and a desire to become aware of available community resources. This was the primary source of community resource information and support for those who attended the groups.

Family support services through PSSF such as family advocacy, home visitation, case management and referral and information services are provided to families in the 40 counties and one American Indian Tribe involved with the PSSF program. Time-limited services in the home also have helped to prevent re-entry into foster care. Services help to maintain children in their homes with the support of community involvement.

Family-to-Family principles and core strategies are becoming a part of some county departments practice. The strategies such as TDM and community partners have helped provide wraparound services for a child or family that will help keep the child safe in their home. Training to learn and implement the Family-to-Family strategies have been provided through quarterly meetings (four meetings yearly), and two conferences, involving county department staff, state staff, community partners, and parents. Five regional conferences around the State are scheduled.

Through May and June of 2008 in numerous locations throughout the State, the Department and a county administrator met with county directors, administrators and supervisors to identify and problem solve county specific issues causing re-entry of children in out-of-home care. Issues identified included lack of appropriate aftercare services, lack of reunification planning with family and kin, and a need for greater communication with all parties involved with the family. Counties are being asked to develop county specific action plans, including supervisor specific plans, to address issues that cause re-entry of children into out-of-home placement. The county will also be responsible to monitor the plans to completion and improved performance. The State will oversee the county's activity.

Preserving adoptive placements is another way is minimize re-entry of children into foster care. Colorado continues to partner with the Adoption Exchange in providing services to families who adopted through the public welfare system – Colorado Post-Adoption Resource Center (COPARC). The agency provides direct services to families via several venues – monetary, information and referral, lending libraries, training,

advocacy and networking. Four regional resource coordinators across the state have direct, one-on-one contact with adoptive families. These same coordinators assist families with information, training and encouragement to create and sustain adoption support groups. COPARC has provided monetary assistance to families for various needs that are related to their adoption and family issues such as therapy (not available through Medicaid resources), orthodontia, special equipment (not covered by Medicaid), sibling visitation, therapeutic activities, education and respite. Monetary assistance has also been provided to families who desire to start adoption support groups. Presentations have been made by COPARC staff to Colorado's Mental Health organizations to advocate for statewide adoption-competent therapists and ongoing training for adoption-related issues; various county departments of human and social services regarding available activities for their post-adoptive families; and, local school districts to advocate for adoption-friendly teaching techniques. COPARC has created a database of 1,081 Colorado post-adoptive families, 71 adoption-competent therapists, 69 adoptive family support groups, 6 respite providers and numerous adoption-friendly resources for recreation, support, and education.

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

Information and training about using TDM as a tool for planning for safety and permanency has been provided at the Family-to-Family conferences and at the quarterly Family-to-Family meetings. Five counties are currently holding TDMs for placement decisions. Other counties are using some model of making decisions as a team that includes family members and community representatives.

TDM facilitation training has been provided to twenty staff for various county departments. TDMs help provide a through safety plan for each child, when trying to decide placement. The TDMs have shown that when the family is involved they tend to be more successful in completing their case plan when their input is considered. Currently Colorado is sending three county department staff to training on being TDM facilitator trainers. Building this internal capacity will increase county department access to the facilitator training and result in increase use of TDM.

Icebreaker training will be held in August and made available for all county departments and community partners providing PSSF services. Icebreakers increase the success of out-of-home placements by increasing the foster parent's knowledge about the child's needs and behaviors. The biological parent also feels more comfortable in supporting the idea of the child's placement after meeting the foster parents who will be caring for their child. Many foster parents and parents are meeting informally on their own already. This training will provide community members and caseworkers the skills to facilitate and to remain focused on the child.

PSSF programs have implemented self-evaluation through geo mapping. The geo mapping can provide information about community neighborhoods, school districts, and other identifying information. With the data provided, targeted recruitment for placements can occur so that children are kept close to their schools, churches, and community supports.

Permanency Composite 2: Timeliness of adoptions for children exiting foster care

Colorado exceeds the National Standard of 106.4 with a score of 118.5.

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

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

Child-specific and diligent recruitment is important in order to make sure that children with the goal of adoption will have an adoptive family identified at the time of termination. Information regarding mining case files; interviewing the child regarding his/her desires in an adoptive home; interviewing members of the child's current community (church, school, extracurricular activities, mentors, friends and other possible resources with information about the child) will be provided to counties. Intrinsic in this training is the philosophy that every child deserves (and requires) permanent connections.

The activities that are required for this goal continue to be recruitment of families who are trained, willing and able to meet the needs of the children who are in care. This necessitates education of workers to communicate with all of the individuals involved with the children – birth family – immediate and extended; foster parents, teachers, mentors, neighbors.

Child-specific recruitment of adoptive families occurs. The Department contracts with the Adoption Exchange to register the entire children-awaiting placement with their forever families on the Adoption Exchange (www.adoptex.org) and the AdoptUsKids (www.adoptuskids.org) web sites. These two sites link with Colorado's (www.changealifeforever.org) so that when a family comes to this web site, only the children from Colorado appear. It has proven to be helpful to workers who are looking for adoptive families for their waiting children.

As a result of the Heart Gallery Presentation, 30% of the children featured have been placed in their respective adoptive homes during the first two years of the Heart Gallery's existence.

County and State partnership with Project 127 which includes several communities of faith has created families for 89 children, 43 finalized adoptions and encouraged 258 families to become involved with the project since its inception.

The staff and a contracted employee provided technical assistance to Moffat, Lake, Rio Grande, Montrose, Prowers, Weld, Gunnison, Arapahoe, Montezuma and Archuleta counties. This assistance included child-specific recruitment, data entry into the Trails system, negotiation of Adoption Assistance Agreements, testimony at Administrative Law Hearings, development of a quality adoption program and updating county Adoption Assistance Agreement policies and procedures.

Colorado has begun a partnership between the public and private adoption programs across the state. A group of representatives from many Colorado agencies gathered to discuss the need for families to adopt children in the State. At the end of the meeting, it was agreed that private agencies would “share” their families who were interested in adopting a child (or children) from the public welfare system with any county from whom the family would like to consider adopting. Child welfare rules will be amended to reflect this new partnership.

The Adoption Assistance program has proven to be an important resource for families. Adoption assistance often provides families with the reassurance that the State and county understands and acknowledges that the family needs assistance in raising their adopted child. Colorado will clarify requirements of adoption assistance by updating Volume 7. Additionally, the State forms will be changed to match the revision of Volume 7. Following these two changes, training will be provided to counties via face-to-face and long-distance learning models. Staff will continue to be available on the phone to any county staff or state citizen who have questions. Supplementary assistance will be available to counties as needed through contractors provided by the State.

In January, child welfare staff worked with several county attorneys to create a presentation for counties related to preserving confidentiality of birth families and providing adequate information to prospective adoptive families. This training will help counties to provide as much information as possible to prospective adoptive families to allow them to make educated decisions when choosing to adopt a specific child. It also creates a family that is more prepared to be parents to the child and provide the guidance that the child will need in the future.

Permanency Composite 3: Achieving permanency for children in foster care for extended periods of time

Colorado’s score for the year ending September 30, 2007 was 123.7 and exceeded the National Standard of 121.7. Following are Colorado’s goals for Permanency Outcome 3

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

Quality assurance information from ARD for the period of April 1, 2007 to December 31, 2007 indicates that Independent Living Services were sufficient to address the independent living needs of the child in 92% of the cases reviewed.

Child welfare staff presented a workshop at the State Foster Parent Association’s annual conference on the different types of permanency for children who are part of the Child Welfare system and how to assist workers and children in reaching permanency.

Child Welfare staff conducted training to improve the appropriate use of the OPPLA permanency option to include effective diligent searches and active efforts with OPPLA as a secondary goal. Training stressed the importance of a more permanent but appropriate goal for the youth as the primary goal so the youth can maximize their “forever family” connections and access to Chafee entitlements before and after emancipation

DCW completed Region VIII Break-Through-Collaborative “Training on Youth Permanency” with a partnered team El Paso County, and youth participants. Trainers completed the “NRC for Youth Development Training on Train-The-Trainer for Youth Permanency” with El Paso County. Co-trainers were blended adult and youth teams using the State/El Paso County/Youth Permanency Training Team to conducted two Youth Permanency Summits. Summit #1 occurred in El Paso County where 44 attended on Jan 12, 2007 and Summit #2 occurred in the Denver Metro Area where 66 attended on Mar 31, 2007.

The Denver Model Court Steering Committee and its Permanency Sub-Committee is collaborating on activities to increase youth participation in court hearings, increase Guardian ad litem contact with the children and youth they represent, and identifying barriers for permanence for children and youth with Other Planned Permanent Living Arrangement as the permanency goal.

Permanency Composite 4: Placement stability

The State’s score of 98.5 on this composite did not meet the National Standard of 101.5. Following are some of the activities and goal to improve this measure.

18. 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.

Many counties use TDMs as a tool for planning for or preventing the move of a child. Supports and services discussed at the TDM are offered to the foster family in order to preserve the placement.

Through May and June of 2008 in numerous locations throughout the State, the Department and a county administrator met with county directors, administrators and supervisors to identify and problem solve county specific issues causing moves of children in out-of-home care. Issues identified included lack of foster and kinship care supports, lack of thorough planning with kinship care providers, and a need for greater communication with all parties involved with the family. Counties are being asked to develop county specific action plans, including supervisor specific plans, to reduce the numbers of moves children experience in out-of-home placement. The county will also be responsible to monitor the plans to completion and improved performance. The State will oversee the county’s activity.

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 Outcome 1: Needs and services are met: Families will have enhanced capacity to provide for their children's needs.

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

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

ARD case review information for the period of 4/1/2007 to 12/31/2007 indicate that the identified needs of all required parties, as they relate to the child's needs for permanency are being addressed through appropriate services in 98.6% of the cases reviewed.

ARD convenes six-month review of out-of-home placement cases. Participation in the review is coordinated by the county and parents, children when appropriate, foster parents and other providers are invited to join the discussion of the case. This process provides a non-adversarial method for parents, foster parents and children to have further discussion about the services and supports that are needed.

Parents and youth are involved in every aspect of the PSSF program. There are parents and youth that sit on the Community Advisory Councils in the local districts, parents that act as family advocates, some are prior clients, and parents and youth that take an active role in developing their own service plans.

21. Visiting with parents and siblings in foster care.

For the period April 1, 2007 to December 31, 2007 ARD case review data reflected the following about visitation:

- The frequency of visitation with the mother/guardian adequately addresses the needs of the child/youth to maintain or promote continuity of the relationship in 81.4% of the cases.
- The frequency of visitation with the father/guardian adequately addresses the needs of the child/youth to maintain or promote continuity of the relationship in 74.6% of the cases.
- The frequency of visitation with the sibling(s) adequately addresses the needs of the child/youth to maintain or promote continuity of the relationship in 92.64% of the cases.

Visitation was rated a strength in 11 of 15 applicable cases in county foster care program reviews that were conducted and in the Denver mock CFSR. In two foster care program reviews in mid-size counties, it was rated strength in two of two applicable cases in the first county, and an area needing improvement in two of two applicable cases for the second county.

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

This area was determined to need improvement in the county foster care program reviews that were conducted. In the Denver mock CFSR review, this was rated a strength in 8 of 13 applicable cases. In two other foster care program reviews in mid-size counties, it was rated as a strength in two of three applicable cases in one county, and a strength in one of two applicable cases in the second county.

23. Strong efforts are made to place siblings together.

In county foster care program reviews that were conducted, placement of siblings together when possible is a county value and practice, which was verbally acknowledged and the data contained in Trails, also confirmed it. In the Denver County mock CFSR the staff stated that if children have to be separated, focus is on placing the children in foster homes in close proximity to one another to support the sibling relationships.

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

Training around geo mapping to show neighborhoods and the placements of children into foster care was presented by Jefferson and Denver County at a Family-to-Family site visit. The training was offered to all county staff from PSSF sites. Information helped to provide data about where more foster homes were needed to serve the numbers of children coming into placement in identified neighborhoods. Several county departments are now using some form of data collection or geo mapping to improve recruitment of resource families in their community.

Hilltop, another PSSF site, presented their mentoring families' project, Tandem Families, at the Mental Health Conference, and the Family-to-Family Conference. People learned that by getting other parents in the community involved in the at-risk families services are able to be provided within the child's own community. Children are frequently placed with the mentoring family in those situation in which the child cannot be safely maintained with their family.

Well-being Outcome 2: Educational needs are met: Children receive appropriate services to meet their educational needs:

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

Quality assurance data from ARD indicates that for the period of April 1, 2007 to December 31, 2007, education needs were adequately addressed for children in out-of-home placement in 98.6% of the cases reviewed.

A pilot training for foster parents regarding "Advocating for the Educational Needs of Children in Out-of-Home Care" was completed in January 2008. Training is scheduled for June 2008. The training is intended to increase the knowledge and skills of foster parents to advocate and support the educational needs of children in their care.

The Department provides “Advocating for the Educational Needs of Children in Out-of-Home Care” training for caseworkers and supervisors. The training was completed in El Paso County and in Denver County between October 2007 and April 2008. The training is available upon request. A trainer with expertise in education and another trainer with expertise in child welfare co-train. The purpose of the training is to provide caseworkers and supervisors information about educational requirements, issues with educating children in out-of-home care, and skills to advocate for the children’s educational needs.

The 4th Annual Spring Forum for the Educational Success of Children and Youth in Out-of-Home care occurred in April 2008. The forum brought together county departments, school districts, DYCS, and community partners, to identify ways to reduce barriers regarding education among the systems.

Development of an in-service module for teachers will begin in July 2008. The purpose of the module will be to provide information to teachers and school districts about the effects of trauma on children and the needs of children and youth in out-of-home care.

During monitoring visits the 24 Hour Monitoring Unit is responsible for reviewing children’s educational records and ensuring each child has an educational plan or an Individualized Educational Plan (IEP) is being followed.

Well-being Outcome 3: Physical and mental health needs met: Children receive adequate services to meet their physical and mental health needs.

26. The physical needs of children in foster care and children living at home are met.

The Governor signed legislation in May of 2008 that extended Medicaid eligibility to all youth age 18 or older that had exited foster care, irrespective of their IV-E status. As of July 1, 2007, Medicaid eligibility was added for former foster and adoption youth, who received Title IV-E Medicaid the day before emancipation at age eighteen or older and under twenty-one years of age. Training occurred in October 2007 with the PSSF coordinators to help family advocates instruct/help families regarding the Child Health Plan *Plus*(CHP+), how to complete medical forms, eligibility for Medicaid, and how to access medical and dental care.

Health Care Policy and Financing (HCPF) developed a spreadsheet of medical and dental providers by profession and location. This is available to county departments to improve access to medical and dental care. The list is on the Department’s website for providers, community partners and the general public to access.

During monitoring visits the 24 Hour Monitoring Unit verifies if children’s physical and/or dental exams are current and routine medical/dental services are being provided in a timely manner.

For the period of April 1, 2007 to December 31, 2007, ARD quality assurance information for children in out-of-home placement indicates that children's physical health needs were met in 93.5% of the cases reviewed.

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

Quality assurance information from ARD indicates that mental health needs of children in out-of-home placement were met in 90.5% of the cases reviewed.

The CHP+ Behavior added mental health and substance abuse conditions covered under CHP+. Senate Bill 07-036 effective 1/1/08 added eight new conditions to the biologically-based mental illness list, including but not limited to, post-traumatic stress disorder, dysthymia, anorexia nervosa, and bulimia nervosa. Outpatient and inpatient care are time-limited benefits: outpatient care is limited to 20-30 visits per calendar year depending on the health plan, and inpatient care is limited to a total of 45 inpatient days or 90 partial hospitalization days during the calendar year. Residential treatment center services may be substituted for inpatient services with every two residential days counting as one inpatient day and will be applied against the 45-day maximum inpatient benefit.

During monitoring visits the 24 Hour Monitoring Unit verifies if children's mental health needs are being met by reviewing Service/Treatment plans and reason(s) for placement. In addition all treatment notes, progress reports are reviewed for continuity and verification if clinical services are being provided in accordance with the child's Service/Treatment Plan.

HCPF has been working with the Department to identify gaps in mental health services available to Medicaid eligible children. HCPF is preparing for the next 5 year Medicaid Capitation contract and will be addressing service issues in the contract.

Following is the annual report for PSSF. Other annual report such as CAPTA and Chafee will be provided in a separate section.

Promoting Safe and Stable Families

Program Report

Colorado's PSSF Program (PSSF) serves as a catalyst to help local communities 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 (family preservation/support services). A goal of the PSSF is to increase the capacity of all families to nurture their children. It was predicated on the belief 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.

PSSF programs submit yearly assessments of local program capacity, strengths, and gaps in services. They use this assessment to develop the program plan activities in their communities and to determine where the funding will be most beneficial.

Forty (40) counties and one Indian Reservation were targeted to receive funds through a non-competitive application process, the amounts depending on the population served and services provide. A counties or regions receiving PSSF funding are required to provide family preservation and family support services for the county's adoption promotion and support and time-limited reunification populations. Counties receiving \$25,000 are not held to spend a certain percentage of 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 services for the time-limited reunification populations and 15% to services for adoption promotion and support populations.

Funds are used to promote partnerships between community- based organizations and the local departments of human/social services. Programs submit a plan as to services that will be provided, yearly budgets, and goals and objectives for the year. As a state the 20% of dollars were spent on each of the four identified populations including time-limited reunification, family preservation, family support, and adoption promotion support services.

Family Preservation Services:

PSSF programs have focused on working with community partners to provide outreach for families that are at risk for maltreatment of their children. Intensive family services are offered through the programs to eliminate or decrease the risk of out-of-home placement for children who can remain safely at home. Programs provide mentors for parents who have poor parenting skills or special needs in education around appropriate parenting and coping skills. Programs are connecting with the faith based partners in diaper programs, connecting with businesses to provide funding services such as car repairs, respite, after school programs for those children of working parents, and education in the home regarding budgeting, nutrition, and job skills.

Family Support Services:

The family preservation/family support services that were offered across the state included intense intervention services; mental health counseling services; medical, dental and vision services; substance abuse treatment; domestic violence services; parenting classes and parent advocacy.

Colorado's PSSF programs provide family support services, and out , twenty-eight programs have full time family advocacy positions. Family advocates operate by developing a strengths based family service plan, providing services in coordination with support from the community, and helping the family navigate through the different service systems. The family advocates provide services such as home visitation services, referral to other services, budgeting assistance, emergency assistance, and crisis intervention. Advocates seek out funding or donations during times of crisis in the community to help families in need, at holiday times, or when children need supplies.

Time-Limited Reunification Services:

Programs are working closely with county departments to facilitate and support those children returning to their homes after being placed in foster care. PSSF sites have been implementing making decisions as a team, meetings to help with placement decisions, safety planning, and service planning to help families maintain stability. The programs are engaging community members to help support those families by being active participants in what is happening with their community's children, and doing needs assessments to determine the areas of challenges and strengths in the area.

Adoption Support Services:

PSSF programs that receive the bulk of the funding are responsible for using 25% of their funding for adoption promotion and support services. Other services come from the Adoption Exchange (COPARC), which receives yearly funding to provide adoption support services.

COPARC continues to be a viable and productive support to families who adopted children from the public welfare system. Training has been provided around the state regarding issues related to post-adoption, education and marriage support.

The agency has provided monetary support to families for mental health therapy, transportation to specialized medical treatment, orthodontia, equipment for therapeutic needs, and respite for families.

COPARC presented a day-long conference for adoptive families. This conference sponsors a keynote that speaks on current issues related to post-adoption concerns. Additionally, there are breakout groups of more specific interest to families.

COPARC has also sponsored and supported support groups around the state. They Training and some monetary support is provided to get the groups started. Additionally, individual attention is provided when there are concerns in the group about special issues.

The agency has regional individuals housed around the state to provide one-on-one attention to families who request assistance. These employees of COPARC are trained quarterly and provide updates regarding the happenings around the state.

A. Safety Goals and Activities

Objective:

Improve the safety of all children served by the PSSF Program.

Measure of Progress:

This year 94% of all children served through PSSF funding did not have a confirmed abuse or neglect report.

PSSF will provide family advocacy, counseling, respite care, parent education and support, emergency assistance, and other services to provide family support services to help eliminate child abuse. Services will continue to be provided to decrease the number of confirmed abuse and neglect reports for those children served with PSSF funding.

Individuals will be provided family preservation services to prevent the removal of children from their families. These services will continue to be provided to maintain the low rate of removal from the home when receiving PSSF services.

Of the individuals served through PSSF who received preventative services, 98% did not enter a child welfare placement.

B. Permanency and Well-Being Goals

Objective:

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

Children will not experience a re-entry into foster care after being reunified with family or kin.

Measure of Progress:

For those children who were receiving time-limited reunification services through PSSF, 38% were reunified with family or kin.

Trainings around what time-limited services include and what services need to be reward provided is needed in all of the program sites. Data collected may have varied as to how each site reported this outcome. The goal is to improve this percentage to 80% of timely reunifications.

Of those children who had been reunited with family or kin, that were receiving services through PSSF, 91% did not re-enter a foster care placement.

The number of children/families receiving adoption promotion and support services from PSSF that resulted in an adoption was 31%. The goal for the next year will be that 80% of those children/families served through PSSF with adoption support will be adopted.

Those families that received post-legal adoption services through PSSF funds resulted in 98% of those children not entering a child welfare placement.

The rate will be improved by having the PSSF sites and the Adoption Exchange outreaching to possible families by targeting recruitment efforts, providing specialized training to potential adoptive/foster parents, and providing post-adoptive services to families.

Planned Activities:

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. PSSF project's curricula for parent, foster parent and adoptive parent education and support groups will incorporate cultural sensitivity awareness training. "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.

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.

At least one member of the Native American community will serve on the PSSF State Advisory Council to ensure the project's responsiveness to tribal concerns. PSSF state coordinator will address concerns regarding Native American Indians/Alaskan Indians with the staff at Denver Indian Family Resource Center (DIFRC). DIFRC will provide training in the metro area and the southwest area to address cultural concerns when providing services to this population.

PSSF sites will 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. Training will be provided during the two yearly PSSF coordinators meetings on how to build community partnerships.

Other planned activities in the PSSF program are as follows:

Family Preservation:

The PSSF Program Administrator will collaborate with other state agencies regarding the prevention of abuse of children. Programs will meet as the prevention leadership council to determine reasonable outcomes for all programs and attempt to streamline services as to not duplicate. The council will address community factors that contribute to child abuse and neglect in families.

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.

Family Support:

Family support services such as family advocacy, home visitation, case management and referral and information will be provided to family members to avoid the re-entry of children into foster care.

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.

Community Advisory Councils composed of local service agencies, community leaders, family advocates and parents will operate in each PSSF project to identify family needs, gaps in services, and implement strategies for strengthening families and preventing the out-of-home placement of children.

Timely Reunification:

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. Family advocates will work with the family on addressing issues

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. preventing a child's return home.

Placement planning as a team will be used for intervention and safety planning to help prevent disruption of placements. Team Decision Making facilitators training will be available for county departments.

The 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.

Adoption:

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.

B. Steps the Department Will Take:

The Department is engaging in several actions over the next 6 months and beyond that have the potential to significantly change the operation of child welfare both at the State and local levels. The Department is responding to public scrutiny and criticism of many aspects of child welfare related to accountability, oversight of county departments, child fatalities and child protection in the following ways:

- Under the leadership of the Executive Director, a review was conducted of 13 child fatalities in which county departments had involvement with the family in the previous 5 years. The analysis of the reviews is summarized in the Child Maltreatment Fatality Report of 2007, and is available on Child Welfare's Web Page. The report outlines a series of short term steps that will be taken by July 15, 2008 including:
 - Clarification of regulations.
 - Implementation of numerous initiatives to include:
 - Legislation for the Department to have access to county department employee records (signed into law by the Governor on May 28, 2008).
 - Access for counties to COGNOS, a business intelligence platform, for county specific CFSR performance measures.
 - Hiring of 6 new FTE to address oversight of county department foster home certification programs, Trails accountability, and kinship care programming.
 - Legislation for the Department to conduct an organizational assessment.
 - Request an Executive Order to establish a child welfare action committee.
 - Initiating a State Organizational Effectiveness Assessment.

The longer-term initiatives in the report include:

- Training activities include identification and provision of training for caseworkers and supervisors in various areas of child safety and assessment, developing a training academy, review and modification of training modules, and partnering with Schools of Social Work so better trained workers are entering the county workforce.
- Initiatives outline partnering with public health to positively impact child maltreatment rates in general, developing and conducting a pilot related to domestic abuse and considering recommendations for the Child Foster Care Adoption Task Force (Senate Bill 07-64).
- Collaborations/Communications includes 5 areas that relate to partnering with counties to improve communication, cross system information sharing, and partnering with Judicial in communications related to restraining orders involving children and background checks for possible sexual offenders.
- State Oversight recommendations relate to analyzing all of Volume VII rules, requesting technical assistance as needed from National Resource Centers and working with counties on the fatality review processes used by the counties and the State.

- Workload Analysis recommends a rigorous and sound analysis of the workload required to complete child welfare functions at the county level.
- Trails recommendations are made to address data issues uncovered in the review and to develop data integrity.

The short-term recommendations and several of the long-term recommendations are well on the way to completion.

- Governor Ritter issued an Executive Order on April 15, 2008 that created a Child Welfare Action Committee that will begin making immediate improvements to Colorado's child protection system. The 25-member action committee will be composed of statewide stakeholders and will deliver an interim report to Governor Ritter by October 31, 2008 and final recommendations by December 31, 2009. The action committee will:
 - Analyze Colorado's current state-supervised/county administered child-welfare system to determine whether this system is most effective in protecting children.
 - Examine the quality and quantity of training that child-protection caseworkers should receive.
 - Recommend ways to make the system more responsive to people reporting child maltreatment.
 - Explore the role that independent oversight committees can play in ensuring that human services agencies are held accountable and recommend how these bodies can be incorporated into Colorado's child-welfare system.
 - Develop recommendations as to how public/private partnerships can improve the services and care provided to children who reside within the child welfare system.
- The recommendations of the Child Foster Care Adoption Task Force are nearing completion and will guide decision making related to future Department action. The Task Force was created to study the State's foster care and adoption system to identify problems and concerns and then to recommend solutions to the problems and concerns identified.
- Significant action has been taken to implement recommendations of the two State Legislative Audits of the Foster Care System that occurred in 2007.
- The Department will engage in an assessment of the operation of the Child Welfare Division using an independent contractor.

C. Update The Goals And Objectives

The Department will use the numerous assessment and activities that will be occurring in all aspects of the child welfare system over the coming months to define Colorado's goals and objectives. These changes will be communicated in the Department's 5 year APSR plan that will be submitted next year.

The Department is meeting AFCARS and SACWIS Program Improvement Plan tasks and timeframes. The Department is also finalizing the implementation of the IV-E Automation project in Trails. The Department has shifted focus from the Program Improvement Plan to the State-wide Assessment and associated performance issues.

D. Services To Be Provided In FY2008

Services provided in FY2008 will be the same as services provided in FY2007 for the most part. Changes are anticipated but not yet defined in areas related to safety assessment of children, preventing abuse of children in out-of-home placement, preventing re-entry of children into care, minimizing the numbers of moves of children in care and services and supports for children in uncertified and certified kinship care placements.

E. Population To Be Served

Any new services provided would be available to eligible clients across the State.

F. Planned Changes to the Program

Changes to the child welfare program and operation will occur over the coming months, but are not defined at this time.

II. Collaboration

The Collaboration Section of this report responds to the following Federal direction for response structure:

- a) **Describe activities in the ongoing process of coordination and collaboration efforts conducted across the entire spectrum of the child and family service delivery system.**
- b) **Update the State's description of substantial, ongoing, and meaningful collaboration between the State child welfare agency and the courts in the development of the APSR and any CFSR or Title IV-E Program Improvements.**
- c) **Healthy Marriage, Fatherhood, Youth Development, Rural Faith-Based, and Community Initiatives. Describe services provided using only IV-B funds during FY 2007 that support the above initiatives, and how these initiatives are improving outcomes for children; identify who is providing the service and services to be provided using IV-B funds in FY2008.**

A. Coordination and Collaboration Efforts

Numerous coordination and collaboration efforts occur across Colorado's child serving systems. Many of the collaborative efforts are discussed in depth throughout the report and will not be repeated here. Other collaborative efforts include:

- The work with and among counties in the Collaborative Management Program. Eighteen counties are currently involved in Collaborative Management and five additional counties have expressed interest. In order to be in the Collaborative Management, the county and its community partners must enter into a Memorandum of Understanding (MOU) that defines the children and their families to be served, the services to be provided and the funding to be invested by each agency. Additionally, the MOU identifies the operational structure of the local collaborative and any plans to invest savings or incentives earned.

Required partners in the collaboratives include Judicial, Probation, Education, Public Health, Community Mental Health, Behavioral Health Organization, Youth Corrections, and Managed Service Organization for substance abuse treatment. Collaboratives may receive incentives for meeting outcomes for children in the areas of child welfare, juvenile justice, education and public health. A county may also elect to keep general fund savings realized as a result of involvement in the collaborative. Additionally, any agency involved in the Collaborative may request rule waivers in order to streamline the service deliver to children and their families.

A State Steering Committee comprised of the supervising agencies and county departments guide the development of the program. State Executive Directors of each of the involved agencies meet annually per statute to review the program and address barriers to the effective operation of the program.

- The work of refining the program for residential care for children and youth. The group originally charged with the redesign of Colorado's residential mental health

program in FY2006 continues to meet to evaluate program operation, approve rate setting processes, and fine-tune any remaining program design issues.

- The work occurring on the CFSR involving key stakeholders across the system at the State level and community partners and county departments at the local level. The work involved education about the CFSR, preparation of the Statewide Assessment by the six geographic regions, and preparation for both the onsite review and areas for improvement identified in the Assessment. The Executive Oversight Committee membership is listed below on page 41. The six geographic regions stakeholder groups are reflective of the child serving agencies in the local areas.

Collaboration occurs with many stakeholders in the PSSF, CAPTA, Children’s Justice Task Force, State Institutional Abuse Review Team, The Pueblo County Child Protection Team, Chafee, Tribal and the CFSR. Following are the lists of stakeholders or group members.

Promoting Safe and Stable Families

PSSF local programs are required to have Community Advisory Councils that develop the program plans and approve the financial budget for the program. The advisory council members can include members from county departments of social services, mental health agencies, law enforcement, education, local businesses, community programs, parents, foster parents, and youth. These local community advisory councils have been encouraged to serve as other local boards, for example the Collaboration Management Program Interagency oversight interagency group, that provides incentive dollars for achieving agreed upon outcomes.

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, Field Administration Division
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

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CAPTA

Please refer to **Section VIII** to view the CAPTA Collaboration efforts.

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Senior Judge Program

The Honorable Dana Wakefield (Civil
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Jim Cardinal Lay Community – El Pueblo Boys and Girls Ranch

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Chafee

Please Refer to Section IX to view the Chafee Collaboration efforts.

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AmeriCorps Member of Human Services

Jim Pyle
“Speaking Out” Facilitator

Shaina Morphis -Youth
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CFSR Executive Oversight Committee Membership:

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Second Judicial District

Skip Barber, Executive Director
Colorado Association of Children and
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Ember Beamon
Youth Representative

Terencia Beauvais-Nikl
Adoptive Mother

Valerie Brooks, Interim Manager
Denver County Department of Human
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Deborah Cave, Director

Colorado Coalition of Adoptive Families

Sheri Danz, Family Representation
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State Court Administrator's Office

Bill DeLisio Court Improvement Office
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Betty Donovan, Director
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Fourteenth Judicial District

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Colorado Department of Human
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Charles Smith, Deputy Director
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Theresa Spahn, Director
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Gayle Ziska Stack, Director
Administrative Review Divis

Tribal

Please Refer to Section IV to view the Tribal Collaboration efforts.

Tribal Stakeholders

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Ute Mountain Ute Tribe

Dan Ukestine, Department of Social Services
Southern Ute Tribe

B. Substantial, Ongoing and Meaningful Collaboration with the Courts

The Department works with State Judicial in numerous activities related to the CFSR, Court Improvement activities, and IV-E activities.

Child Welfare and State Court Administrative Staff meet routinely to plan the activities that will occur related to the CFSR. This included working together on surveys to administrators and judges regarding judicial impact on all outcomes of the CFSR. In a survey administered last year on all elements of the CFSR, the majority of judges felt they had a direct or indirect impact on most of the elements. Areas that the majority of judges thought there was no impact were: the statewide automated system, training of child welfare staff, the quality assurance process, and recruitment and retention of foster and adoptive homes.

The Department staff are working with State Judicial to update court order formats so that appropriate findings are made regarding youth involved in the juvenile justice system.

The State Court Administrator, staff, and 4 Chief Judges work with the Department on the Executive Oversight Committee to the CFSR. Additionally, Respondent Counsel and the Office of the Child's Representative serve on the Committee.

The Department participates on the Court Improvement Project (CIP) on several committees. The Director of Child Welfare is a member of the CIP Committee. Additionally, child welfare staff participates on the CIP Training Subcommittee, the model court projects, and the data committee.

CIP Training Subcommittee - Under the aegis of the Court Improvement Program (CIP), the purpose of the Training Subcommittee is to develop and deliver training curriculum that will effect systems change to improve the safety, permanency, and well being of children across the child welfare system in Colorado. To this end, Colorado State Judicial and Child Welfare have worked closely together in the past year on two major projects: (1) development of system fundamental training core competencies and (2) statewide multi-disciplinary training.

System Fundamental Training Core Competencies: Systems change across the child welfare system through System Fundamental training has not been attempted before. Colorado consists of twenty-two judicial districts and sixty-four counties. Additionally, county departments of social/human services are county administered. The Training Subcommittee meets on a monthly basis to write cross training core competencies for nine different training areas: Information, Child Development, Education, Collaborative Process, Community & Culture, Law, Services, Roles & Responsibilities, and Procedure and Practice. The core competencies for each of these areas have been completed in the last year and the Training Subcommittee has finished writing goals and objectives in four of the subject areas: Collaborative process, Child Development, Law, and Procedure & Practice.

Statewide Multi-disciplinary Training: The Child Welfare and Judicial members of the Training Subcommittee formed a subgroup to work on a major statewide training project. Beginning in August 2007, this group began collaboration to combine their two yearly conferences, the Family Issues Conference and the Child Welfare Conference. The subcommittee met monthly, sometimes bi-weekly, to plan and coordinate a new event, the *2008 Summit on Children, Youth & Families (Summit)*. The *Summit* is a four-day event scheduled to begin on May 27, 2008. Beginning the second day of the *Summit* is a team track consisting of nineteen collaborative juvenile stakeholder teams from eighteen of Colorado's twenty-one judicial districts. The focus of the team track is "Frontloading Services" and each team will write goals to accomplish at the local level in the ensuing year. The last two and a half days of the *Summit* will consist of sessions for presentation to multi-disciplinary audiences of child welfare workers, attorneys, judges, and other stakeholders. Child Welfare and Colorado Judicial worked together to accomplish the following collaborative goals for the sessions: create sessions that are designed to appeal to all stakeholders; co-designed by multiple stakeholders; or delivered by multiple stakeholders.

Model Court: Child Welfare will continue to provide representation on the Denver Model Court Steering Committee and its Permanency Sub-Committee where through interagency collaboration activities such as increasing youth participation in court hearings, increasing GAL contact with the children and youth they represent, and identifying barriers to permanency for children and youth with Other Planned Living Arrangement as a permanency goal will be promoted during the next year.

C. Health Marriage, Fatherhood, Youth Development, Rural, Faith-Based, and Community Initiatives

Healthy Marriages

CDHS has received three Healthy Marriage grants. DCW staff participates with the Division of Colorado Works. The funding from the Strengthening Families Grant has been directed at joint services to support the collaboration between family centered, community based programs, and local departments of social/human services.

The Division of Child Support Enforcement received another Health Marriage Grant and DCW staff participates on this grant's Advisory Council. This project has identified five family centers that serve families in high-risk areas and 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. Training project enhances the capacity of child welfare professionals and community service providers' 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.

CDHS began the last year of the three-year grant that was awarded to the Office of Child Support Enforcement. The grant program offers healthy marriage curriculums in five Family Resource Centers.

This grant continues to work with parents on a voluntary basis and teach communication skills and components that lead to a healthy marriage. The program is also attempting to get father's engaged with their children even if they are not married to the mother of the children.

Responsible Fatherhood

DCW 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 was awarded a Responsible Fatherhood grant and has included Child Welfare on the Advisory Council in the oversight of the grant. Also,

The Division of Colorado Works received 2 million dollars in funding through the responsible fatherhood grant. DCW works with Colorado Works on the State Steering Committee for the fatherhood initiative in Colorado. Members of the committee are involved in the selection of awarding fatherhood programs in the state that are currently providing services to fathers. The Division of Colorado Works and Child Welfare collaborate on training efforts around the state to try to get fathers engaged and to stress the importance of their involvement to enhance the lives of their children. The grant has

provided funding for an awareness campaign that has provided posters, a website and commercials about fatherhood programs.

DCW along with the Fatherhood Steering Committee are working on developing plans to improve fatherhood involvement, achieve better outcomes for children, based on what is good practice by building strategies to increase fatherhood participation.

Youth Development

The PSSF program collaborated with two county social services departments and several community partners to bring in speaker Michael Sanders, from the Annie E. Casey Foundation, to provide training on youth engagement. The speaker trained fifty people including caseworkers, administrators, parents, legal representatives, and foster parents on how to effectively include youth in their own case planning and how to let youth have a voice in matters affecting their lives.

Rural

The PSSF program funds many rural communities and offers those rural counties training opportunities. Rural communities such as Elbert, Fremont, Bent, and Grand County have all participated in presentations at conferences to teach other rural communities how to work more effectively together to provide services for families. There are two rural county department staff members on the PSSF State Steering Advisory Board, which ensures that the rural prospective will be represented at each meeting. Rural community members have also been asked to sit on the fatherhood state steering committee, the database group for the PSSF program, and the Family-to-Family initiative state steering committee.

Faith-based

PSSF programs work closely with faith based organizations in each of their communities. Jefferson County, a PSSF site, has collaborated with several faith based organizations in which they operate a diaper drive for families needing diapers, engage in recruitment efforts of adoptive parents, and share other resources such as office space. Other PSSF programs are encouraged to collaborate with the faith-based organizations.

CDHS is partnering with several communities of faith in recruiting for foster and adoptive families. The groups meet every other month and strategize on the best resources for reaching out to families. As a result of this collaboration, a gallery of pictures of waiting children is traveling among churches in a county. Each month, the pastor of the hosting church preaches a sermon related to foster care and adoption. A booth and staff have been present at several local activities to answer questions and provide information about the collaboration.

Community Initiatives

The promotion of the Family-to-Family principles pairs Family-to-Family strategies with PSSF outcome measures. The four strategies that are emphasized in Family-to-Family include recruiting, developing, and supporting resource families; building community partnerships; making decisions as a team; and evaluating results.

III. Program Support

The Program Support Section of this report responds to the following Federal direction for response structure:

- a) Discuss anticipated updates to the training plan, including staff development plans based on new caseworker visit requirements (improve retention, recruitment, training, and access to technology) and training with Title IV-E funds (courses offered, numbers and positions of prospective attendees, and estimated costs).**
- b) Discuss the State technical assistance provided to counties and other entities that operate State programs.**
- c) Discuss the technical assistance the State anticipates receiving as it implements current or new Federal requirements.**
- d) Discuss the child and family programs research, evaluation, management information systems, and quality assurance systems that will be updated or implemented in the upcoming fiscal year. Specify any additions or changes in services or program design that the State has found particularly effective or ineffective.**

A. Anticipated Updates to the Training Plan

Significant update to the Training Plan will occur after completion of the various assessments and Interim Report from the Child Welfare Action Committee.

Minor changes to the Training Plan are anticipated immediately related to training on the safety protocols. Various technical assistance and training activities are planned related to improving the State's performance on the monthly face-to face contacts with children by their caseworkers is planned as noted below; however, significant training is not planned as Colorado policy is already aligned with federal regulation.

1. Effectively implement the Realistic Job Preview video, just completed in Colorado, in county department hiring practice across Colorado.
2. Conduct evaluation of the usefulness of the RJP video related to caseworker recruitment and retention. The Realistic Job Preview video will provide counties with the ability to hire caseworkers who are a better "fit" with the job than was previously possible. The tool will allow prospective caseworker applicants to self-select whether or not to continue the job application process. The RJP video premiered at the May 2008 Colorado Child Welfare Conference.
3. Eighty county department directors, administrators, supervisors, caseworkers and human resources staff will be funded to attend "Scaling the Summit," an August 2008 conference that focuses on child welfare recruitment and retention, featuring the latest information known in this area. The conference will be held in Denver, and will be sponsored by the Butler Institute for Families (University of Denver).
4. Funds will be directed to assist qualifying counties in purchasing technologies to improve caseworker visitation that were identified in a statewide survey, such as wireless laptops, digital pens, digital cameras, and Blackberries. This campaign is titled, "Ten Through Technology," with the goal of achieving 10 more percentage points of compliance between now and 2011.

B. State Technical Assistance Provided to Counties and Other Entities

Training with Judicial, County Departments and NYC related to IV-E and IV-B:

1. Statewide training occurred for judicial staff in the legal and administrative issues involved in administering the IV-E program. This training was offered through the production of a self-study training manual: Judicial Bench Book. The manual was distributed to Judges, attorneys, and child welfare workers. A new version was distributed in September 2007. The newest version will be ready for distribution in May 2008.
2. Regional training was provided for county department and youth corrections staff that serve as IV-E liaisons, on relevant knowledge and skills for administering IV-E eligibility determination. The training covers all aspects of determining initial and ongoing Title IV-E foster care eligibility, including judicial determinations, Aid to Family of Dependent Children (AFDC) and provider requirements. Regional training were provided to Title IV-E eligibility workers and their supervisors.
3. Training was 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. Training and technical assistance on services delivery will continue to be provided on an ongoing, as requested, or as needed basis.
4. Training was 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. Administrative Review Division (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.
5. Training was provided 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 during SFY 2008 and will continue to be offered through out SFY 2009.
6. Joint training occurred 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 was provided for Denver, El Paso, Elbert, Grand, Mesa, and Jefferson Counties as part of the Technical Assistance from Annie E. Casey and will continue in SFY 2009.

Training of county departments staff, providers and other entities related to CFSR Outcomes:

Outcome Domain- Safety

1. Statewide, cross-system training was provided on the Colorado Assessment Continuum throughout SFY 2008. This training will continue for SFY 2009.
2. CDHS provided 10 joint child welfare, youth correction, mental health and substance abuse training sessions in the area of child and family assessment including the Colorado Client Assessment Record (CCAR) during SFY 2008. Additional sessions are planned for SFY 2009
3. Training for county caseworkers was provided on the assessment of child safety and risk factors for children in out-of-home placements during SFY 2008. This training will continue to be offered through SFY 2009.
4. Child protection caseworkers and supervisors received training and technical assistance on issues related to accurate safety assessments beginning June 2007.
5. Monthly training were provided to county foster care certification workers and supervisors on the protocols for assessing risk factors in child foster home studies between July 2007 and June 2008. This training is to be offered on an ongoing-basis through SFY 2009
6. Ongoing training provided 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 was provided to child welfare caseworkers and domestic violence staff to enhance collaboration between the two areas during SFY 2008. This training will be offered during SFY 2009.
8. Monthly training for caseworkers on the guidelines for appropriate intervention in child neglect to improve maltreating parents' abilities to care for their children was offered during SFY 2008 and will continue to be offered throughout SFY 2009.
9. Ten training sessions were provided for experienced, sexual abuse caseworkers on advanced sexual abuse interviewing skills during SFY 2008 and sessions will continue to be offered throughout SFY 2009.
10. Training was provided to child welfare caseworkers on ethics and liability, as related to child protective services once during SFY 2008 and will be repeated in SFY 2009.

11. Training was provided for experienced child welfare caseworkers on advanced interdisciplinary topics in child protection two times during SFY 2008. This training will be offered during SFY 2009.
12. Child welfare caseworkers were trained to recognize the medical diagnosis of physical abuse and how to determine when a medical consultation should be utilized. This class was conducted twice during SFY 2008 and it will be offered two times during SFY 2009.
13. Monthly training for child welfare caseworkers was provided on the use of the Structured Assessment Family Evaluation (SAFE) procedure and instrument in SFY 2008. It will continue to be offered through SFY 2009.
14. Training and technical assistance will continue to be provided by Child Welfare staff and consultants for county caseworkers and supervisors in individual counties on an as needed basis on the “North Carolina Family Assessment Scale, Reunification domains”. It is estimated that approximately 100 caseworkers and supervisors and community agency/court partners will participate in this across the state.
15. “Assuring Safety and Building Parental Capacity in Ongoing Children’s Protective Services” will continue to be offered in 2-day sessions until all Ongoing Children’s Protective Services caseworkers and supervisors statewide have had the opportunity to participate in this training that is designed to teach caseworkers and supervisors how to manage to safety across the life of child protection cases.
16. Joint training was offered two times in SFY 2008 of foster parents and caseworkers occurred and included:
 - Developmental needs of children
 - The dynamics of abused and neglected children
17. Training was provided related to allegations of abuse/neglect and the provision of support to foster parents in order to impact retention and recruitment. This was provided monthly in Foster Parent Core training.
18. Foster care workers and caseworkers were trained on safety in OOH. The training covered: how to conduct ongoing safety assessments within foster homes during visits to assure safety in the environment, assessing foster parent skills/needs, and addressing unmet needs or issues to prevent disruption, abuse/neglect or other breaches of safety. The training was offered monthly throughout SFY 2008.

Outcome Domain- Permanency

1. Regional training occurred for county department liaisons on ICPC and the Interstate Compact on Adoption Medical Assistance. Training on ICAMA was offered ongoing throughout the year during face-to-face meetings of Adoptions Supervisors as issues arose and will continue through SFY 2009.
2. Training occurred on Subsidized Adoption program rules, regulations, procedures, policies and strategies for negotiating subsidies. Teleconferences were held during the SFY 2008. This training will continue through SFY 2009
3. Training was 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 throughout SFY 2008 and will be offered during SFY 2009.
4. Training was provided for state and county department adoption staff in relevant knowledge and skills needed to successfully implement the Multi-Ethnic Placement Act during SFY 2008 and will be offered during SFY 2009.
5. Monthly training for child welfare caseworkers and family support providers occurred on the use of kinship care occurred during SFY2008. Training focused on the definition of kinship care, family assessments and the provision of support services.
6. Three trainings were offered during SFY 2008 for child welfare caseworkers, foster and adoptive parents, and child placement agency staff on adoption practices. Training focused 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.
7. Training was provided for child welfare caseworkers on Reunification Practice and Placement Prevention. The training focused on concepts of reasonable efforts, separation, attachment and permanency planning. This training was offered twice during 2008.
8. Training was provided during SFY 2008 to child welfare caseworkers on the relationship between child abuse and developmental delays and focused on the assessment of developmental levels and the impact of abuse on these levels.
9. Training was provided monthly during SFY 2008 for child welfare caseworkers on the use of outcome measures in developing family service plans. The training will continue to be offered through SFY 2009.
10. Training occurred for paraprofessionals working with families of children who meet the out-of-home placement criteria. The training addressed parenting skills, interpersonal skills, communication skills, basic health care, job development

skills and introductory concepts of infant and child development. This training was offered three times during SFY 2008.

11. Training for child welfare caseworkers, child placement agency staff, and foster and adoptive parent groups was provided on the development of permanency planning foster homes. This training was provided during SFY 2008.
12. Training for child welfare caseworkers on assessment of children and youth for adoption. This training included strategies for preparing children and youth for adoption and was provided three times during SFY 2008 and will be delivered three times during SFY 2009.
13. Monthly training was provided in SFY 2008 to paraprofessionals and child welfare caseworkers on conducting and structuring effective visitation plans for children and youth in out-of-home placements. The training will continue to be offered throughout SFY 2009.
14. In FY 2008, training, technical assistance, and programmatic services was provided to build Colorado's statewide capacity and sustainability for improving field best practices and CFSR/PIP scores in youth permanency outcomes. SFY 2009 goals are to provide additional youth permanency trainings; "Colorado Youth Permanency Summit 2008 and "Tips for Successful Youth Adoptions".
15. Technical assistance and training activities occurred to improve the appropriate use and completion of the Family Services Plan Part 4D (Independent Living Plan) to prepare youth for permanency and to achieve and maintain the Colorado self-sufficiency standard with and then without work supports.
16. Technical assistance and training occurred on completing the Ansel-Casey Life Skills Train-the-Trainer using the NRC for Youth Development (Independent living skills assessments to include special youth populations, planning, and resources for caregivers and youth). Training occurred on Sept 11-13, 2007 and November 6-8, 2007 yielding a total of 32 regional network of statewide trainers who an in-house agency expert and resource for offering training to neighboring counties and Tribes. The SFY 2009 goal is to provide an additional Colorado capacity-building Ansel-Casey Train-The-Trainer course for 16-32 county staff
17. Initiatives included:
 - Providing "Emancipation Excellence" training to Foster Care Coordinators, Adolescent Supervisors, and the Think Big (Workforce), State Foster parents Association, State Child Welfare, and National Independent Living (NILA) conferences.
 - Creating the Youth Leadership Team (YLT) a monthly statewide forum that includes youth voice (meetings, surveys, and focus groups) on needs assessment and shaping child welfare trainings, public policy, programming, and best practices.

- Providing monthly Colorado Adolescent Network (CAN) state wide adolescent stakeholder roundtables and technical assistance via video and teleconferencing on youth safety, permanency, and well being topics.

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 training was provided and will be provided again in SFY2009.
2. Child welfare, youth corrections and therapeutic residential treatment child care center staff were trained on the use of the Colorado Client Assessment Record (CCAR) instrument in SYF 2008.
3. 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 during SYF 2008.
4. Training during SFY 2008 was provided for child welfare caseworkers on conducting diligent searches for absent parents. The training provided county staff with effective strategies to use in gathering information and conducting searches to find and engage absent parents.
5. Training was provided for child welfare caseworkers and educators on developing effective educational plans for children in and out-of-home placements. The training provided 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. Cross system training for educators and child welfare caseworkers was offered during SFY2008. The fourth annual Educational Forum offered in April 2008 and during SFY 2008 training on meeting the educational needs was provided to child welfare caseworkers, foster parents and judicial personnel.
6. Visitation training called “Maintaining Connections” will be provided by a Colorado training team, experienced in providing this training, in at least two separate one and one-half day sessions during the next year in diverse geographic locations for approximately 150 county department child welfare staff, judges, court staff, Court Appointed Special Advocates, GALs, respondent attorneys, and community partners who are stakeholders regarding the children and youth in our Child Welfare system who are subject to Dependency and Neglect proceedings.

C. Technical Assistance Needs of the State:

It is anticipated that the State will be assessing the technical assistance needed to implemented changes to the child serving system as identified in the various assessments the Child Welfare Action Committee. Following are the requests that will be or have been made for technical assistance related to improving services to children and families as measured by the CFSR:

- Colorado persists in its desire to decrease the amount of time between a child’s initial removal and achievement of permanency. The state will request Technical Assistance from the National Resource Center for Adoption and/or the Collaboration to AdoptUsKids regarding techniques for workers to achieve this goal. A training curriculum will be created to meet Colorado’s needs and dispersed to counties throughout the year and into the future.
- Concurrent Planning training will be provided by a national expert on this topic in at least two separate two-day sessions during the next year in diverse geographic locations for approximately 150 county department child welfare staff, judges, court staff, CASAs, GALs, respondent attorneys, and community partners who are stakeholders regarding the children and youth in our Child Welfare system who are subject to Dependency and Neglect proceedings.
- Technical Assistance will be requested in 2009, beginning August 2008, through the National Resource Center on Permanency and Family Centered Practice, with a focus on the following:
 - How the supervisor uses the supervisory process to enhance workers’ thinking regarding placement stability and supports needed to wrap around families to ensure child safety while in care.
 - Family engagement skills, linking research re. the correlation between child safety and family engagement, and the increased likelihood for successful reunification.
 - Using monthly meetings with children and youth to ensure their safety.
 - The importance of “relationship” in positively moving case plans forward.
 - Engaging the birth family in visits in the resource family’s home.

D. Child and Family Programs Research, Evaluation, Management Information Systems, and Quality Assurance Systems

Child and Family Research:

DCW, along with the ten large Child Welfare counties contracted with Colorado State University to:

- Create formal links between human services agencies and higher education to identify and research effective child protection practices for individuals, families, groups, organizations and communities.
- Conduct research and evaluate innovative and standard social work interventions.
- Advance social work practice, promote social welfare and social justice, and enhance learning and practice through the dissemination of research-affirmed practices to social service organizations and through professional publication venues.
- Strengthen the relationship between theoretical research and actual social work practice and desired outcomes.
- Develop outcome 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.
- Develop a steering committee and provide specific reports as requested by the Steering Committee.

This partnership has yielded information to the State in the area of Kinship Care practices, treatment of juvenile sex offenders, and effectiveness of Core Services programs in the counties involved in the project.

Evaluation:

Following is the attendance and participant evaluation score for training delivered through the reporting period July 1, 2007 through April 15, 2008. 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 TRAININGS OFFERED BETWEEN July 1, 2007 AND April 15, 2008.

Satisfaction with Courses based on the CONTENT of the course

NEW WORKER CORE

The following table shows satisfaction by course with the content of new worker core trainings conducted during the period July 1, 2007 and April 15, 2008.

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

<u>Course</u>		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>
CORE1	<u>Mean</u>	3.48	3.51	3.60	3.59	3.62	3.60	3.63
	<u>N</u>	233	233	233	233	233	233	233

<u>Course</u>		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>
CORE2	<u>Mean</u>	3.31	3.34	3.40	3.42	3.48	3.43	3.48
	<u>N</u>	202	202	202	202	202	202	202

<u>Course</u>		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>
CORE3	<u>Mean</u>	3.41	3.51	3.54	3.51	3.60	3.52	3.57
	<u>N</u>	150	150	150	150	150	150	150

<u>Course</u>		<u>Content 1</u>	<u>Content 2</u>	<u>Content 3</u>	<u>Content 4</u>	<u>Content 5</u>	<u>Content 6</u>	<u>Content 7</u>
CORE4	<u>Mean</u>	3.45	3.39	3.43	3.53	3.53	3.49	3.59
	<u>N</u>	174	174	174	174	174	174	174

Course Titles

Core 1: Family-Centered Child Welfare

Core 2: Case Planning and Family-Centered Casework

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

Core 4: Separation, Placement and Reunification in Child Welfare

Content items by Content number

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

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

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

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

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

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

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

FOSTER PARENT CORE

The following table shows satisfaction by course with the content of foster parent core trainings conducted during the period July 1, 2007 and April 15, 2008.

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

Satisfaction with Courses based on the content of the course

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>	<u>Content</u> <u>8</u>
<u>Foster</u> <u>Core</u>	<u>Mean</u>	3.51	3.53	3.63	3.52	3.69	3.68	3.71	3.51
	<u>N</u>	429	429	429	429	429	429	429	429

Content items by Content number

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

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

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

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

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

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

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

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

FOSTER PARENT ONGOING

The following table shows satisfaction by course with the content of foster parent ongoing trainings conducted during the period July 1, 2007 and April 15, 2008.

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

Satisfaction with Courses based on the content of the course

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>	<u>Content</u> <u>8</u>
<u>Foster</u> <u>Ongoing</u>	<u>Mean</u>	3.55	3.59	3.48	3.45	3.57	3.61	3.63	3.66
	<u>N</u>	234	234	234	234	234	234	234	234

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.

SUPERVISOR CORE TRAININGS

The following table shows satisfaction by course with the content of supervisor core trainings conducted during the period July 1, 2007 and April 15, 2008.

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

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>Worker</u>	<u>Mean</u>	3.14	3.28	3.42	3.28	3.34	3.27	3.21
<u>Ongoing</u>	<u>N</u>	147	147	147	147	147	147	147

ONGOING TRAININGS

The following table shows satisfaction by course with the content of ongoing worker/supervisor trainings conducted during the period July 1, 2007 and April 15, 2008.

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

<u>Course</u>		<u>Content</u> <u>1</u>	<u>Content</u> <u>2</u>	<u>Content</u> <u>3</u>	<u>Content</u> <u>4</u>	<u>Content</u> <u>5</u>	<u>Content</u> <u>6</u>	<u>Content</u> <u>7</u>
<u>Worker</u>	<u>Mean</u>	3.54	3.57	3.59	3.58	3.63	3.61	3.63
<u>Ongoing</u>	<u>N</u>	2205	2205	2205	2205	2205	2205	2205

Content items by Content number

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

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

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

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

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

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

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

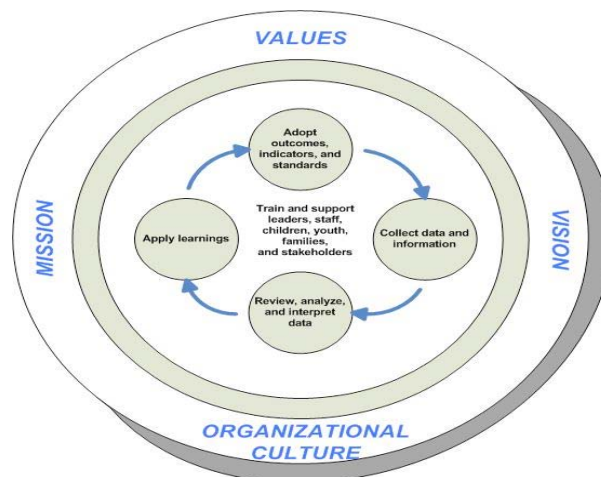
Quality Assurance

CDHS is committed to improving its oversight and Quality Assurance programs by:

- Partnering more closely with State Judicial in the Court Improvement Projects and cross trainings.
- Requesting and receiving 6 additional FTE to monitor foster homes and state programs.
- Using the supplemental received to conduct a state level organizational effectiveness study that will explore the extent to which some of the systemic issues identified in the Fatality Review Report (e.g., difficulty of communicating new policies and practice models down through the various levels of child welfare professionals) are due to the organizational structure of Colorado's child welfare system.
- Supporting the Child Welfare Action Committee in its successful discharge of the Executive Order related to the State's Child Welfare System.
- Collaborating between DCW and the Division of Child Care to assure quality standards are maintained by providers of 24 hour out of home care to children in the custody of county departments.

As a result of quality assurance activity, the Screen Out Review Process, the Fatality Review Process and the Administrative Review Division's In-Home Service Review processes indicated inconsistent training and application of the new Safety Rules and Processes by county departments. There are many changes being implemented that address the systemic issues identified through those reviews.

Although the Division of Child Welfare (DCW) and the ARD have worked with the National Child Welfare Resource Center for Organizational Improvement for many years, and have adopted the circle of Continuous Quality Assurance (CQA) (as shown below), the CQA model has not yet been fully implemented. Colorado is implementing and piloting the following CQI Mini Logic Model in FY 2009. This model will provide the framework for meetings with county departments when ARD discusses the counties data from both of the Out-of-Home Reviews and In-Home Reviews. In addition, ARD will utilize this model internally for the ARD processes and it will be piloted on other systemic issues identified through the course of reviews.



CQI Mini Logic Model

Collect Data and Information	Review, Analyze, and Interpret Data		Apply Learnings		Adopt Indicators and Outcomes	
<i>Reports and Data Sources</i>	<i>Issue Statement (what is the problem we are trying to address)</i>	<i>Desired Results (what end result do we desire?)</i>	<i>Strategies (based on the prior analysis, what strategies will help us achieve our desired results)</i>	<i>Tasks (what specific events must occur to implement our strategies)</i>	<i>Indicators (how will we know our tasks achieved their desired results)</i>	<i>Outcomes (how will we know our strategies achieved their desired results and addressed the identified problem)</i>
Quarterly ARD results	Children experience too many placement changes in foster care	Children will have more stable placement settings in foster care	Recruit more foster homes		Increase in number of placement resources	Improvement in the number of children experiencing two or fewer placements as shown by AFCARS data on placement stability.
			Improve efforts to match children appropriately to placement settings	Create matching process/logic		Improved performance on permanency outcomes?
			Increase supports to foster parents and providers			Children in Colorado will have higher rates of placement stability while in out-of-home care
			Reduce shelter placements			
			Develop county case review method to examine placement stability issues			
			Conduct focus groups with youth, foster parents and providers			

IV. Tribal Consultation

CDHS, Casey Family Programs, DIFRC and several Denver metropolitan area county departments of human/social services convened a meeting in December 2007 to address the social/human services needs of the Native American population in the Denver metropolitan area. The majority of the Colorado Native American population resides in this area. This meeting resulted in the creation of additional service contracts between DIFRC and several county departments to address the needs of this population, the sharing of data with the county departments, the creation of a task force in conjunction with DIFRC to address service needs on a long term basis, and the pilot design of an ICWA training session to be initially held in conjunction with the Ute Mountain Ute Tribe, Southern Ute Tribe, and several adjacent county departments.

In SFY 2008, training, technical assistance, and programmatic services were provided to build Colorado's state-wide capacity and sustainability for improving best practices in ICWA compliance and cultural competency outcomes by:

- Improving the appropriate use of ICWA through educating, equipping and empowering caseworkers with ICWA requirements, cultural competency sensitivity, and supportive resources

Tribal Consultation between the Denver Indian Family Resource Center, 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:

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 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, 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.

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 Colorado 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 provides significant program cost savings to the Bureau as well as to the Tribes.

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.

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, and Title IV-E requirements necessary for reimbursement.

CDHS has participated in 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.

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.

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.

Measures to Comply with ICWA Requirements

Identification of American Indian children by Colorado Child Welfare:

Training was delivered by the Denver Indian Family Resource Center to county departments of social/human services in the Denver metropolitan area, the home of the majority of the American Indian population in Colorado. This training covered identification of American Indian families and provided knowledge and resources regarding ICWA requirements. It is anticipated that a similar training will occur before July 1, 2008. This training will be replicated in September 2008 for the Ute Mountain Ute

and Southern Ute tribes in conjunction with surrounding county departments of social/human services.

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.

Reviews by Child Welfare Division staff of county foster care programs and procedures determined with 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.

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. The Denver Indian Family Center has developed SAFE training capacity in conjunction with CDHS. This permits this nationally recognized assessment tool to be applied in the recruitment and retention of American Indian foster and kinship care homes.

- Ansel-Casey Life Skills Train-The-Trainer Course with Indian youth supplemental independent living assessment, planning, and resources links
- September 11-13, 2007, 16 trained November 6-8, 2007, 16 trained
- YES! Academy @ DIFRC (Chaffee services access for Indian youth), started 10/15/07, provider is DIFRC

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.

Active efforts to prevent the breakup of the Indian family:

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

The Department has consulted with local county departments in an effort to support the application of county resources to culturally competent organizations in an effort to more effectively work with identified American Indian families. Specifically, additional local county departments in the Denver metropolitan area have contracted with and are collaborating with the Denver Indian Family Resource Center to extend the delivery of these services. These services are funded through CORE and PSSF funds.

The Denver Indian Family Resource Center has applied for a three-year planning and implementation grant through the Substance Abuse Mental Health Service Administration designed to create a mental health system of care for American Indian SIEBD children/youth and families in the metropolitan Denver area. CDHS staff members in the Division of Mental Health and Child Welfare are involved in the development of this project and will be involved in the implementation process.

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 SFY 2009 ICWA regional trainings.

ICWA quality improvement materials were provided to County Departments of Human Services.

- Understanding the Indian Child Welfare Act for State Workers Handbook
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.
- Reference material from the Native American Rights Fund.

V. Consultations with Physicians or Appropriate Medical Profession

Colorado continues to practice in the areas mentioned in the 2007 APSR.

VI. Disaster Plans

Each of the sixty-four counties was required by agency letter CW-07-23-A to submit a disaster plan that met the requirements in Section 422(b)(16) of the Act. The format for county disaster plans as expressed on this agency letter is compliant with this Section. These disaster plans were received and are on file and available for review at the Colorado Department of Human Services, Child Welfare Division, 1575 Sherman St., Denver, CO 80203.

DCW developed a disaster/pandemic plan for application to Division staff. Managers and key staff within the Division will be provided with “GEM” cards that permit priority telephonic communication during times of disaster or pandemic.

In addition there is information that is accessed through the CDHS web page at <http://www.cdhs.state.co.us/Pandemic/index.htm> that specifically address pandemic issues.

VII. Monthly Caseworker Visit Data and State Plan Requirements

The Monthly Caseworker Visit Section of this report responds to the following Federal direction for response structure.

a) The State must describe:

- **How it will use additional funds under IV-B 2 to support monthly caseworker visits with children who are in foster care.**
- **Procedures to track and report caseworker visit data.**
- **State standards for content and frequency of caseworker visits to ensure children are visited monthly.**

b) By October 31, 2007, report FY 2007 data on percent of children in foster care visited monthly and percent of visits that occurred in the residence of the child (baseline data)

c) By June 30, 2008, provide an outline of steps to ensure 90 percent of children in foster care are visited monthly and visits occur in the residence of the child. Must include target percentages for each fiscal year and a description of how the steps will be implemented.

A. State Description

Use of IV-B, Part 2 Funds:

Title IV-B part 2 funds will be used for the following activities to support monthly caseworker visits with children who are in foster care. During 2009, PSSF funds earmarked to support Caseworker Contacts will be used to purchase the technologies identified in a statewide survey (wireless laptops, digital pens and Blackberries) for qualifying counties that submit requests for this assistance and provide a 25% match.

Procedures to Track Contacts:

Monthly caseworker visit data will be tracked and reported through the Trails system using data on visits occurring with children in foster care. The State does not anticipate using any of the sampling methodologies allowable by ACF at this time.

State Standards for Contacts and Frequency:

The State's standards for contacts and frequency to ensure children are visited monthly are:

Children in foster care will be visited monthly by:

- The primary county caseworker of record or
- The caseworker's supervisor or,
- The member of the interagency team identified in writing as responsible for monthly contact for those counties participating in the Collaborative Management Program, or
- The designated visitation caseworker.

The primary county caseworker will meet the State's standard for education and training unless a waiver is granted according to Volume 7.

Over half of the monthly face-to face- contacts will occur in the child/youth's out-of-home placement. "Over half" will be defined as at least 7 out of 12 or 6 out of 11 calendar month visits per year. Up to two of the total number of visits per calendar year may be done through video conferencing with the reasons being documented in the case file for this being necessary, in lieu of a visit to see the child in person.

In some county departments, a visitation caseworker will be designated who will make contacts with the children and youth in out-of-home care. Special in-state geography challenges, or out-of-state placements, are examples of the kinds of situations in which use of a visitation worker is appropriate and in the best interests of the child/youth.

B. Baseline Information

The State baseline submitted in October 2007 does not conform to the newly published ACF methodology for calculating monthly caseworker contacts. The new baseline is

_____.

C. Steps to Achieve 90%

Colorado sets the following target compliance rates to be attained over the next three years.

- 2008 –current%
- 2009 – current percentage plus 5%
- 2010 - 2009 percentage plus 5%
- 2011 – 2010 percentage plus 5%

The Department does not believe that Colorado will be able to achieve face-to-face visits occurring 90% of the time by 2011 under the current formula for calculating monthly visits required by ACF.

The realities that Colorado faces related to size of workloads, worker turnover, a younger workforce raising and attending to their own families, and supporting foster families does not allow the State to commit to achieve a level of performance consistent with the 90% requested by ACF. Colorado's concerns with the federal calculation formula is as follows:

- The methodology does not allow for normal life circumstance of caseworkers, or clients. Life circumstance of bad weather because of Colorado's harsh geography, a worker being ill, an emergency situation requiring the worker to attend to another child's safety, may cause a visit to occur outside of the monthly timeframe. Visits that are made across the span of a year should be counted in the calculation, even if one is missed.
- If one month's visit is missed for a child there is financial incentive (due to federal fiscal penalty) to ignore further visit of the child and focus resources on not missing visits with other children. Given the penalty structure, this conflicts with the goals of the CFSR to assure safety, permanency and well-being for all children.
- Including runaway children in the counted population adds a population requiring visitation for situations beyond the State's control.
- Including runaway children in the counted population will lead to attempts to prevent runaway by placing children in locked restrictive settings such as detention. This will create a ripple effect of issues for Colorado as the State already operates under detention caps.

Colorado's plan for increasing the percentage of monthly face-to-face contacts will utilize the following key strategies:

- Statewide sharing of strategy recommendations for success developed at regional county meetings. These recommendations include the following suggestions that will be pursued through multiple initiatives as available in the next year.
 - Visit parents and children together in the foster home or other out-of-home placement setting.
 - Incorporate/expand Family-to-Family strategies into county practice
 - Use technology such as laptops and digital pens to do "paperwork" in the field.

- Counties will be provided access to Trails report of monthly caseworker contacts data for self-monitoring by counties.
- Initiate the “Ten Through Technology” campaign to raise caseworker contacts compliance by 10 percentage points between 2009 and 2010.
- Ongoing use of State/County Caseworker Contacts Steering Committee for updating policy related to caseworker contacts. This Committee of approximately 30 county and state representatives will meet quarterly through 2011.

Caseworker recruitment and retention is a key aspect of assuring monthly face-to face contacts. Following are strategies related to caseworker recruitment and retention.

- Publish and incorporate lessons learned from Colorado’s participation in the Western Regional Recruitment and Retention Project (WRRRP),
- Use PSSF funds earmarked for supporting Caseworker Contacts to provide scholarships to county department staff to attend the August 2008 WRRRP sponsored recruitment and retention conference, “Scaling the Summit.”
- Realistic Job Preview (RJP) film provides counties with the ability to hire caseworkers who are a better “fit” with the job than was previously possible when there was no tool for prospective caseworker applicants to use to self-select whether or not to continue the job application process. RJP premieres at Colorado’s May 2008 annual Child Welfare Conference.

VIII. CAPTA State Plan

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

2007-2008 Annual Report

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 and updating systems of technology that support the program and track report of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange"
6. "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."
7. "Developing, and facilitating training protocols for individuals mandated to report child abuse or neglect."

ACTIVITIES:

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

RE: PROGRAM Area 1. "The intake, assessment, screening, and investigation of reports of abuse and neglect;"

Activity 1:

1. Training was provided to caseworkers on substantiation of abuse and neglect cases for statewide consistency related to the requirements of CAPTA and HB03-1211. The goal was to achieve consistency and standardization in:
 - a. Investigating reports of child abuse or neglect and advising the person responsible for the alleged child abuse or neglect 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 TRAILS on a timely basis.
 - c. Preparing documents related to records and reports of child abuse or neglect
 - d. Entering data into the TRAILS system

- e. State requirements related to the review and/or appeal of a confirmed report of child abuse or neglect
- f. Maintaining confidentiality of data

CAPTA efforts related to PROGRAM 1: C/AN

intake/assessments/screening/investigations - Activity #1 in 2007 to 2008:

1. In continued collaboration with the contract agency, Kempe Children’s Center, statewide training was developed and delivered 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

In this last year the CPS Intake Consistency of Investigations Training provided by Kempe Center for Child Abuse and Neglect delivered six 2-day trainings involving 122 CPS intake caseworkers.

2008-09 PLAN:

1. The training contract with Kempe Children’s Center will be reauthorized to quarterly deliver consistency trainings, including one training that must be on the western slope of the State.
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.

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.

Activity 2:

2. The Department explored the viability of Colorado participating in Half a Nation by 2010 - APRI's National Center for Prosecution of Child Abuse has established a high

quality, five-day forensic interviewing course modeled after Finding Words. The concept is patterned after Minnesota where 85 out of 87 counties have received training through the partnering agent, CornerHouse. Work occurs with state, and local officials and child abuse professionals to develop state of the art courses that are tailored to the unique dynamics of individual states. The Department was not able to get commitment from other partners to join in this effort.

2008-09 PLAN:

The Department will continue to explore the viability of Colorado participating in Half a Nation by 2010. (Judy feels there is probably more than one objective for this)

Objectives:

- To provide comprehensive forensic interview training to frontline child abuse professionals who need it.
- To train professionals to work together throughout the investigation, from receipt of the initial CPS report to the interview of the child, and to prosecution when appropriate.

Measure of Progress:

Active involvement by other agencies in different regions of the state will be demonstrated by identification of appropriate staff and resources.

Activity 3:

3. Provide another training on “Interviewing Skills to Use With Victims Who Have Disabilities”:

CAPTA efforts related to PROGRAM 1: C/AN

intake/assessments/screening/investigations - Activity #3 in 2007 to 2008:

- Training was not accomplished
- The Department acquired an initial supply and began distribution of “The Forensic Interview – Techniques for Interviewing Victims with Communication and Cognitive Disabilities.” produced by The Arc of Riverside with a grant provided by the U. S. Department of Justice’s Office for Victims of Crime.

2008-09 PLAN:

Department will acquire the most recent release of the training guide “The Forensic Interview – Techniques for Interviewing Victims with Communication and Cognitive Disabilities.” produced by The Arc of Riverside with a grant provided by the U. S. Department of Justice’s Office for Victims of Crime. The guide will be distributed to counties.

Objectives:

- To provide county departments and their communities with a mechanism to assist county casework staff and community agencies with information about the techniques for interviewing victims with communication and cognitive disabilities.

- To provide counties this resource to train new casework staff.

Measure of Progress:

Caseworker will be better able to interview alleged child victim with special needs in order to ensure safety and provide services that will meet their needs.

Activity 4:

4. Publish and disseminate guidelines developed at a statewide consensus conference for investigation of child abuse and neglect in out-of-home care. This will provide an easy-to-read reference for all Child Welfare caseworkers, supervisors, administrators, and out-of-home care providers that will incorporate the new expectations for out-of-home care investigations.

Update: CAPTA efforts related to PROGRAM 1: C/AN intake/assessments/screening/investigations -Activity #4 in 2007 to 2008:

The revised “Colorado’s Guide for Investigating Abuse and Neglect in Out-of-Home Child Care Settings” is near completion. Members of the Institutional Abuse/Neglect Review Team will review the guide.

2008-09 PLAN:

The plan is to incorporate agreed upon changes from the State’s Auditors final report and in state rules. These rules are targeted to be presented to State Human Services Board at the September 2008 hearing.

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 5:

5. Conduct a training conference for county staff and other entities including the Division of Youth Corrections designated to investigate abuse or neglect allegations in 24-hour out-of-home care settings. The training will improve knowledge and skills in investigating and assessing for safety issues and safety planning for children in the care and custody of the respective county departments of human services, as well as children who are in the custody of the Colorado Department of Human Services. Two days of training will be provided for 130 casework staff and other individuals designated to investigate allegations of institutional abuse.

Update: CAPTA efforts related to PROGRAM 1: C/AN intake/assessments/screening/investigations - Activity #5 in 2007 to 2008:

1. A 1-day training was held that encompassed how to evaluate the use of restraints of children in 24 hr. out-of-home care. Child Welfare staff trained on the goals of crisis intervention, the definition of restraint, when to restrain, quality standards and

restraint expectations, and therapeutic holds. There was also a live demonstration of restraint techniques and a discussion of what questions intake workers should ask during intake assessments. This was followed by a presentation of investigating allegations of child abuse involving the use of physical management in the Division of Youth Corrections facilities. This included a discussion and demonstration of Phase 1-4, which are used in DYC facilities: Verbal de-escalation, pressure point control tactics, spontaneous knife defense, and mechanical restraints. 45 investigators attended the training.

2. Major changes to the TRAILS system occurred in 2006. All reports of institutional abuse/neglect and critical incidents are now captured in the Trails system. The results of the Institutional Abuse Review Team's reviews, as well as the Stage II reviews conducted by the 24-Hour Monitoring Team of all licensed facilities and the county certifying staff, are all now captured in TRAILS.
3. The Department worked with the counties to come to agreement about revising department regulations to allow county departments of human/social services to prioritize response times for institutional abuse allegations based on the risk to the child's safety. The Trails system captures information on the reasons county departments of human/social services do not meet Stage I investigation reporting deadlines. Acceptable criterion for county responses were established by a state/county workgroup.

2008-09 PLAN:

The plan is to incorporate agreed upon recommendations from State's Auditors final report and subsequent rule changes targeted for September 2007.

Objective:

- Improve the skills of county staff and other entities designated (C.R.S. § 19-3-308(4.5)(a) to investigate and provide oversight of institutional abuse/neglect referrals.
- 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 assessed for risk to child's safety within 24 hours and a determination will be made as to the need for an immediate response time, unless it can be documented that there is no present danger. 90% of completed investigative reports will be submitted to the Institutional Abuse Review Team within 60 days of the referral being made, as required in statute.

Activity 6:

6. 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 in Confirming Safe Environments, for small groups of 20 to 25 workers and supervisors on assessing the safety of children in certified foster care homes

and kinship placements and licensed facilities, including Department of Youth Corrections facilities.

Update: CAPTA efforts related to PROGRAM 1: C/AN intake/assessments/screening/investigations #6 in 2007 to 2008:

“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” will be considered when all SAFE trainings are completed.

2008-09 PLAN:

This activity is no longer necessary. The Department has adopted SAFE as its assessment protocol that will be utilized.

Objective:

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

Measure of Progress:

Reduced number of substantiated reports of abuse of children in certified foster homes and kinship placements.

Activity 7:

7. Curriculum and training are in the process of development to clarify and update 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 #7 in 2007 to 2008:

1. Four 1-day joint training sessions were completed, bringing together staff from county departments of human/social services and early childhood connection/community center boards (ECC/CCB). A total of 185 people were trained. The training covered:
 - Overview of CAPTA and IDEA requirements.
 - What happens when a family is referred to Child Welfare?
 - What happens when a child is referred to Early Intervention?
 - Collaboration -Local Teaming & Next Steps
 - Developing a local MOU
 - Convening appropriate partners
 - a. identifying roles and responsibilities
 - b. Developing a local system of referral, screening & evaluation
 - c. Establishing a system for communication
2. The ECC/CCB's have been working with their respective county departments to develop and finalize the MOU's for county CPS referrals to the CCB of founded

C/A/N assessments of children under 3. The target goal for completion of the MOU's is June 30. A telephone survey has been conducted for the CCB's on the CAPTA implementation. We will be reporting out on this survey at the end of state Fiscal Year.

FFY2008-2009 PLAN:

Additional training will be scheduled throughout the state. Adjustments to the training will be modified based on the survey results.

Objective:

- Develop and strengthen the requirements for casework staff charged with identifying and making appropriate referrals for early interventions services for children and their families.

Measure of Progress:

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

RE: PROGRAM Area 2. "Creating and improving the use of multidisciplinary teams"

Activity 1:

1. Conduct a training conference for Child Protection Team (CPT) members to improve their knowledge and skills in reviewing cases for safety issues and safety planning.

CAPTA efforts related to PROGRAM Area 2: improving multidisciplinary teams Activity #1 in 2007 to 2008:

County specific CPT consultation/training has been offered. The consultant has met with eight small to mid-size rural counties. Team building and strategic planning have been provided and approximately 150 CPT members have participated in this training. To date 3 additional counties have requested this county specific technical assistance, consultation and training that will be scheduled over the next 6 months.

2008-09 PLAN:

1. Conduct a training conference for mandated, county CPT 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 county CPT's statewide.
 - Provide expert consultation for county child protection multidisciplinary child abuse and neglect review teams who are experiencing difficulties in effectively meeting their mandates.
 - A consultant was contracted to address county specific requests for CPT/Multidisciplinary Team (MDT) technical assistance. The focus has been on the development of a strategic plan to ensure the ongoing efficacy of the county CPT's. The consultant is contracted to:
 - Provide CPT/MDT team development and/or team building

- Provide the basics as to what constitutes the legal definition of child abuse and neglect.
- Delineate the mandated role of the CPT/MDT.
- Delineate the role of the CPT/MDT in relation to the CSFR and the State's PIP.

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 and to assure that mandate are being met.

Measure of Progress:

Reduce the number of child fatalities and serious abuse incidents on children who are referred to county departments for investigation.

Activity 2:

2. 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 stakeholders 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.

Update: CAPTA efforts related to PROGRAM Area: multidisciplinary teams- Activity #2 in 2007 to 2008:

See the annual Citizen Review Panel Reports accompanying the IV B Plan update.

1. The Institutional Abuse Review Team continues to review approximately 55 cases a month.
2. The Pueblo Child Protection Team reviews 15-20 weekly
3. The Children's Justice Task Force does not review specific cases but does a system review of involved agencies including the review of pending legislation, the state child death review finding, and the CFSR.

Objective:

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

Measure of Progress:

Performance of child protective system will be improved as evidenced by positive changes in the CFSR safety outcomes.

RE: Program Area 3. "Case management, including ongoing case monitoring and delivery of service and treatment provided to children and their families, and

Program Area 4: “Enhancing the general child protective system by developing, improving and implementing risk and safety assessment tools and protocols,”

Activity 1:

1. Provide case-specific consultation to county department intake staff and ongoing child protective services staff on assessing safety and developing safety plans. Child protection consultants are available to assist with case management, monitoring and delivery of service and treatment provided to children and their families. The Child Welfare Division developed a list of contracted consultants for county child welfare staff. These consultants have a wide range of expertise in child protection issues. Below is a listing of areas of specialty of expertise in child protection issues including, but not limited to:

- Early childhood development and attachment
 - Childhood mental health
 - Child protection treatment planning
 - Child neglect
 - Child Protection & Clinical Supervision issues
 - Child Protection Assessment & Case Planning
 - Child Protection cases with any type of Domestic Violence issue
 - Difficult CPS cases
 - Engagement of families in assessment and treatment
 - Hostile families
 - Issues of visitation, placement, decisions related to out-of-home care and kinship placements
 - Parental rights
 - Forensic interviewing
 - Working with foster parents with CPS families and placements
 - Secondary Trauma debriefings and training
-
- The Kempe START Team (State and Regional Team) is contracted to provide consultation and training. The contract provides for the services of a pediatric radiologist, a forensic child psychiatrist, a forensic odontologist, other medical specialists and expertise in criminal and civil issues.
 - Technical assistance from the National Center for Child protection Services (NCCPS) was used to provide assistance with the development and revision of Colorado’s safety intervention policy. This request for technical assistance is associated with the strategies for the Safety Outcome(s): 1 and 2 of the Children and Family Services Review.

CAPTA efforts related to Program Area 3 and 4: Case management & implementing safety assessment tools and protocols - Activity #1 in 2007 to 2008:

1. The Department has developed a list of 12 consultants whose child protective services expertise as listed above assisted county departments. Access to the consultants is a streamlined process.
2. The Kempe START Team provided expert consultations on 171 difficult cases to county departments of social services staff, district attorneys, county attorneys, and law enforcement agencies statewide.

2008-09 PLAN:

Expert consultation will be ongoing to provide county departments with training and expertise for difficult issues related to children's safety decisions and case resolution.

Objective:

- To improve the capacity of the county departments to help children who come to their attention to remain safe from serious harm to develop
- To strengthen the requirements for casework staff charged with overseeing and providing services to children and their families.

Measure of Progress:

Progress is measured through and improved performance of the child protective system as measured in the CFSR safety outcomes. Reductions in number of incidents of serious abuse/neglect or fatality on open cases.

Activity 2:

2. CPS Safety Management assessment trainings

CAPTA efforts related to Program Area 3 and 4: Case management & implementing safety assessment tools and protocols - Activity #2 in 2007 to 2008:

- In continued collaboration with the NC CPS, major rule and regulation revisions occurred and safety assessment tools were developed to incorporate the principals of CPS safety management assessments and planning.
- Training was developed and delivered statewide for child protection staff that investigate child abuse/neglect. Eighteen 2-day trainings were presented to a total of 530 county CPS intake workers. Nine 2-day safety management training for on-going CPS caseworkers were presented to a total of 288 caseworkers.
- The Butler Institute for Families at the University of Denver provides caseworker Core Training and has been a consultant with this training. They institute is working to incorporate key elements/principals of the Safety Management Assessment & Planning training into the CORE training curriculum to reinforce principles and to ensure conformance with the changes in Rules & Regulations.

2008-09 PLAN:

Given the Safety Model has been in policy for one year, counties will be assessed on utilization of the model. Supervisors and caseworkers will be trained in the relevant concepts to assure application is crucial to its valid implementation of the safety model.

Objective:

- These modifications are intended to ensure that the Department is able to provide the necessary training on safety to CPS caseworkers and supervisors.

Measure of Progress:

The Safety Assessment instruments, Protective Plan and Service Plan are recorded in TRAILS and are reviewed by the supervisor. A baseline of county performance will be determined by the fall of 2008. This baseline will serve to analyze the progress of compliance in meeting these expectations.

RE: Program Area 5: Developing, strengthening, and facilitating training opportunities including: (A) training regarding research-based strategies to promote family engagement; (B) training child welfare staff on the legal duties of overseeing and providing services to children and their families through the child protection system; and (C) personal safety training for caseworkers.

Activity 1:

1. The Child Welfare Division, along with the ten large Child Welfare counties contracted with Colorado State University to:
 - Create formal links between human services agencies and higher education to identify and research effective child protection practices for individuals, families, groups, organizations and communities.
 - Conduct research and evaluate innovative and standard social work interventions.
 - Advance social work practice, promote social welfare and social justice, and enhance learning and practice through the dissemination of research-affirmed practices to social service organizations and through professional publication venues.
 - Strengthen the relationship between theoretical research and actual social work practice and desired outcomes.
 - Develop outcome 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.
 - Develop a steering committee and provide specific reports as requested by the Steering Committee.

CAPTA efforts related to Program Area5: – (A) training regarding research-based strategies to promote family engagement; Activity #1 in 2007 to 2008:

The Department has received preliminary draft of the following research projects:

1. “Core Services Outcome Study” this study employed a service independent approach, in which the analyses were conducted on a per child and per service basis for child specific outcomes. For this study, closed service authorizations between 6/1/04 and 3/31/06 from the following Core Services were eligible for inclusion: (1)

Day Treatment, (2) Home-Based Intervention, (3) Intensive Family Therapy, (4) Life Skills, (5) Mental Health Services, (6) Sexual Abuse Treatment, (7) Substance Abuse Treatment, and (8) County-Designed Services.

2. "Out-of-Home Care Study of Literature Review" the purpose of this literature review is to synthesize current research and identify best practices for children placed in out-of-home (OOH) care. Specifically, this review will examine the demographics, costs, and outcomes associated with different types of OOH placements.

- For a listing of completed reports please see:
<http://www.ssw.cahs.colostate.edu/centers/ARCh/index.aspx>

Objective:

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

Measure of Progress:

Improved performance of the child protective system as evidenced by the Children and Family Services Review safety outcomes.

RE: Program Area 6: "Developing, and facilitating training protocols for individuals mandated to report child abuse or neglect."

Activity 1:

1. Collaborate with Colorado's Children Trust project to revise and update the manual, Child Abuse and Neglect: An Introductory Manual for Professionals and Paraprofessionals. This will provide a reference for all professional and paraprofessionals to assist them with recognizing and dealing with issues of child abuse and neglect in their respective setting and provide them with direction on the process of reporting of child abuse or neglect.

CAPTA efforts related to Program Area: –Activity #1 "Developing, and facilitating training protocols for individuals mandated to report child abuse or neglect." in 2007 to 2008:

Completed: See <http://www.cdphe.state.co.us/ps/cctf/canmanual/index.html>

2008-09 PLAN:

Determine if more specific training is needed and explore the development of a training curriculum for mandated reporters.

Objective:

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

Measure of Progress:

Improved performance of the child protective system as evidenced by the CSFR safety outcomes.

CAPTA Summary:

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

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

2008-09 PLAN

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 statewide assessment.

2007-2008 Colorado CAPTA: Citizen Review Panels

1. Colorado’s Children’s Justice Task Force
2. Institutional Abuse and Neglect Review Team
3. 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. Federal Statute authorizes the Children’s Justice Task Force. The CDHS Institutional Abuse Team is authorized by CDHS–Child Welfare Code of Colorado Regulations and the Pueblo County Child Protection Team as a child protection team is authorized by Colorado Revised Statutes and the Code of Colorado Regulations.

REPORT AND RESPONSE TO CITIZEN REVIEW PANELS

Annual report responses are verbally transmitted back to the teams. Updates are provided quarterly unless there is a particular area of concern or request that requires immediate action. Members of the panels are often involved in any training offered and/or participate on the workgroups initiated in part to address the panels' areas of concern. The panels are provided quarterly progress reports on the PIP and the plans for the next Child & Family Services Review.

2007-2008 CHILDREN'S JUSTICE ACT TASK FORCE Citizen Review Panel

The **Colorado's Children's Justice Task Force (CJTF)** is a designated citizen review panel that is comprised of volunteers who represent agencies and professionals involved in children's issues. The Task Force is a requirement of 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 child fatality cases in which child abuse or neglect is suspected and specific cases of children with disabilities and serious health problems who are victims of abuse and neglect.

At the quarterly meetings, the CJTF panel provides ongoing input and oversight to Colorado's progress on the Child and Family Services Review, Performance Improvement Plan, interagency collaboration, child fatalities, abuse and neglect, domestic violence, substance abuse and coordination and collaboration with agencies and professionals with CPS investigations. This past year members have received the CDHS-CW Child and Family Services Review Newsletters with regular updates and progress toward reaching the goals. County directors, judges and state court administrators wrote many informative articles.

This task force has continued to actively review the current practices and statutes regarding the judicial and administrative handling of the investigation of child abuse, child fatalities as well as proposed legislative changes and model programs. The CJA Grant funded the following activities in the past year to address the recommendations of the Task Force.

Task Force Recommendations:

(Department response to recommendations are indicated by ●)

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 consultations on 171 difficult cases for multidisciplinary staff in local communities.

- The Department has developed a list of 12 consultants whose child protective services expertise as listed above assisted county departments. Access to the consultants is a streamlined process.
2. Provide support in order to improve staff performance, and prevent staff turnover by offering training and debriefing for staff members involved in child abuse and child fatality investigations.
 - This year there was increased number of staff accessing the Secondary Trauma Training Prevention Project. This is partly due to the unfortunate fact that in Colorado, in 2007 there were 12 child fatalities in families previously known to the county departments. The Project provided the following for county child protection staff, and other multidisciplinary professionals involved in the investigation of child fatalities and serious child abuse: 1) 74 Individual Consultations; 2) 21 Secondary Trauma Training Seminars with a total of over 142 attending; 3) 15 Group Stress Debriefings; and 4) 74 Traumatic Stress Educational Support Group sessions throughout the state. Another presentation this year was given to the directors of county departments at the social services directory association annual meeting. The focus was on how to assist their staff following a child death. This project and its benefits have been published by the National Resource Center on Organizational Improvement.
 3. Continued 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 and to provide testimony, when necessary, to the court on difficult cases when expert medical testimony is necessary.
 - Pediatric consultations were provided for child protection staff, law enforcement and prosecutors on over 30 child abuse/neglect cases from across the State.
 4. Improvement of investigative, judicial and administrative handling of cases of child abuse and neglect, including children with disabilities and serious health problems.
 - Yearly training is provided to Institutional Abuse Investigators. This year the training encompassed how to evaluate the use of restraints on children in 24 hr. out-of-home care. Child welfare staff trained on the goals of crisis intervention, the definition of restraint, when to restrain, quality standards and restraint expectations, and therapeutic holds. There was also a live demonstration of restraint techniques and a discussion of what questions intake workers should ask during their intake assessments. This was followed by a presentation of investigating allegations of child abuse involving the use of physical management in the Division of Youth Corrections facilities. This included a discussion and demonstration of Phase 1-4, which are used in DYC facilities: verbal de-escalation, pressure point control tactics, spontaneous knife defense, and mechanical restraints. 45 investigators attended the training.
 - 18-2 day Safety Management trainings were presented to a total of 530 county CPS intake caseworkers.
 - 9 –2 day Ongoing Safety Management trainings were presented to a total of 288 county CPS on-going caseworkers

- Six-2 day CPS Intake Consistency trainings for CPS intake caseworkers were provided throughout the state by the Kempe Center for Child Abuse and Neglect.
- Representatives from the child welfare system and representation from the judicial system jointly planned the 2007 Annual Colorado Child Welfare Conference. The Conference was attended by approximately 600 participants from the child welfare system and judicial officers, court staff, county attorneys, Guardians at Litem and parents' counsel, all of whom work with Dependency and Neglect cases. The keynote speakers and workshops for the Child Welfare Conference were selected in collaboration with representation from the Colorado State Court Administrators' Office. The annual Colorado Judicial Conference on Families and the annual Colorado Child Welfare Conference were held "back-to-back" in order to encourage attendance by judicial officers at the child welfare conference, which immediately followed the judicial conference at the same large conference site.
- Training was developed and delivered to approximately 30 judges, other judicial officers and legal staff connected with Dependency and Neglect cases regarding use of the Colorado Assessment Continuum's valid and reliable Safety, Risk and Needs (North Carolina Family Assessment Scale-Reunification) assessment instruments in developing and monitoring child protection case plans from "the bench" at the Colorado Child Welfare Conference held in May 2007.
- A 2-day training for approximately 75 representatives of the child welfare system was provided on May 24 and 25, 2007, to which direct and indirect representatives of the judicial system were invited. Numerous individuals, representing various roles in our judicial system, attended. The training focused on how to reduce child and youth moves in foster care, how to maximize effective use of kinship care, how to increase the positive interaction between foster parents and biological parents, and the importance of caseworker contacts with parents as mechanisms to enhance the likelihood of successful reunification.
- Training in best practice regarding visitation between parents and children that is intended to enhance safe and timely reunification of abused and neglected children was delivered again this year to approximately 75 participants, many of them directly or indirectly representatives from the judicial system, through the Child Welfare Division. This two-day training includes protocols specific to children who have been sexually abused.
- The Child Welfare Division continues to be represented by its Director, a Child Welfare Manager and a Child Protection Administrator on the Denver Model Court Multidisciplinary Team that commenced work in May 2005 to implement various protocols and procedures recommended by the National Model Courts Project to better serve the best interests of children and families who come before the Court. This was an ongoing commitment to engage in inter-agency collaborative work through at least 2007. The Denver Model Court Project identified and is developing interventions to address the following areas:
 - a. Overrepresentation of minority children in the juvenile court system
 - b. The need for timely permanent homes for children and youth with a permanent plan of "other planned living arrangement," rather than a permanent home.

- c. The need to reduce the number of moves children and youth make while in foster care.
 - d. Diligent search
 - e. Early identification of and placement with appropriate relatives
 - f. Improving outcomes for children and families and developing means to measure progress towards goals
 - g. Balancing early provision of services with meaningful family involvement in process
 - h. Increasing the presence of youth in court to self-advocate for their desired case plans
- The Child Welfare Division continues dialogue about the State's Court Improvement Plan and Family Services Plan at the State Court Administrators Office at regularly scheduled meetings to discuss, strategize and coordinate program issues relevant to Child Welfare and Judicial.
 - Child Welfare and the State Court Administrators Office continue to work collaboratively on a regular and ongoing basis on Colorado's Collaboration Management Program initiative that is developing meaningful collaborative strategies between agencies that serve abused and neglected children and youth.
 - Training was provided to 7 county child protection teams. This included safety issues.
5. Improvement in the system response to child fatalities through review and evaluation of fatalities in order to identify and correct system gaps that may have contributed to the failure to protect the child.
- In January 2008, 21 staff members of the Department to conduct of an emergency investigation after a year in which a dozen children died in families previously known to the county departments.
 - Child Welfare staff conduct on-site fatality reviews, along with county internal reviews.
 - Statewide training was provided for confirming allegations of child abuse/neglect.
 - The Colorado Child Fatality Review Committee is managed and coordinated by the Colorado Department of Public Health and Environment. It is a multidisciplinary team consisting of professionals representing public health, medicine, law and law enforcement, child welfare, forensics, mental health, and other special interests related to the health and safety of children that reviews all child deaths that occur in Colorado. The goals of the committee include describing patterns of child death in Colorado, identifying the prevalence of risk factors for child death, characterizing high risk groups in terms compatible with the development of public policy, evaluating system responses to children and families who are at high risk and offering recommendations for improvement in those responses, and improving the quality of data necessary for child death investigation and review. A fundamental purpose of the review process is the development and implementation of prevention strategies that are suggested by the in-depth review of the circumstances of each child fatality. Specific benefits have resulted from the child fatality review process. These include, but are not limited to, a better understanding of how children are dying in Colorado, greater accountability among professionals, participation in the development of

prevention strategies, statewide child death investigation training, stimulation of policy assessment, and improvement in dialogue with the media. CAPTA/CJC funding remains a shared funding that supports this endeavor.

6. Conduct training for county child protection team members to improve their knowledge and skills in reviewing cases for safety issues and safety planning
 - The child protection team conference was delayed, as specific county issues related to child protection teams became a priority. As such, county specific consultation/training has been offered. To date the consultant has met with eleven mid size to small (rural) counties. Team building and strategic planning. Three more counties have requested this county specific technical assistance has occurred, consultation and training that will be scheduled over next 6 months.

2007-2008 INSTITUTIONAL ABUSE REVIEW TEAM ANNUAL REPORT

Citizen Review Panel

The **Institutional Abuse Review Team** (IART) meets monthly to review reports of investigations of abuse and neglect in 24 hour out-of-home childcare settings. These referral/assessments are completed by the counties and submitted for review. The team reviews cases of alleged incidents of abuse and neglect, including child fatalities and near fatalities. Investigations are completed on children in Department licensed and certified out-of-home care settings such as foster care and kinship homes, Residential Child Care Facilities, Child Placement Agency Foster or Group Homes, as well as the Division of Youth Corrections' Juvenile Facilities and Colorado Division of Mental Health Institutions. 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 and it reviews an average of 50-55 cases per month. The Team reviewed 642 reports from January to December 2007.

This Team 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 referral/assessment 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 and administrative support.

As stated last year, as of October 2006 enhancements of the Trails system improved the states ability to identify and provide a team review of the county referral/assessments of abuse/neglect in 24 hour care. The purpose of this change was to ensure more statewide consistency in institutional referral /assessments.

System changes a) specifically identified the referral as an institutional abuse/neglect referral; b) connected the care provider identification number with county referral/assessment; c) added specific assessment questions that the county investigator had to complete as a part of the investigation/assessment; d) electronically sent to the state the completed assessment/investigation upon the county supervisor's approval of the closure of investigation/assessment; and e) captures the state's team review of the county's investigation/assessment.

The Institutional Abuse Review Team completes a Findings and Recommendations report on each referral/assessment, which is sent electronically via TRAILS to the county intake supervisor who approved the closure. As expected, in 2007 there were an increased number of cases submitted to the state for review. The Team met twice in August because 100 cases were submitted for review that month.

The team supported and participated in the yearly training provided to Institutional Abuse Investigators. This year the training encompassed how to evaluate the use of restraints on children in 24 hour. out-of-home care. Child welfare staff trained on the goals of crisis intervention, the definition of restraint, when to restrain, quality standards and restraint

expectations, and therapeutic holds. There was also a live demonstration of restraint techniques and a discussion of what questions intake workers should ask during their intake assessments. This was followed by a presentation of investigating allegations of child abuse involving the use of physical management in the Division of Youth Corrections facilities. This included a discussion and demonstration of Phase 1-4, which are used in DYC facilities: verbal de-escalation, pressure point control tactics, spontaneous knife defense, and mechanical restraints. 45 investigators attended the training.

Last year's recommendations and progress:

(Department response to recommendations are indicated ●)

1. Expectations of accurate and timely entry of information in TRAILS should be reinforced, so that caseworkers have access to previous history of the child and placements.
 - This has been a focus of ongoing training between child welfare staff and county intake workers and supervisors. The issue of timely entry of data into TRAILS is being examined as a need to review and strengthen policy requirements with the added enforcement of state sanctions.
2. Ongoing training for abuse investigators and intake supervisors regarding the importance of entering their referral/assessment data correctly in the TRAILS system.
 - Child welfare staff has worked closely with county intake supervisors and workers to accomplish this. Due to the high turnover in county intake workers and supervisors, this training will be ongoing.
 - As noted, major enhancements were made to TRAILS in 2006. A number of fixes to the system are still outstanding. Instructions have been sent to the counties outlining the TRAILS changes and operational recommendations.
3. Institutional Abuse investigators must have access to prior reports of child abuse/neglect on the placement facility in order to be more thorough in their investigation.
 - Child welfare staff as well as county intake workers and county intake supervisors have been providing training on how to access this information in TRAILS.
4. Institutional Abuse Investigators need to be more diligent about reviewing the placement agency's records for such things as training requirements of staff, and policies and procedures regarding such things as medication storage and administration and the use of both mechanical and physical restraints.
 - These recommendations were a focus of the 2007 Institutional Abuse/ Neglect Training for the IA (institutional abuse) investigators.
5. Out-of-Home Placements:
 - a. Placement facilities need to report alleged abuse immediately.
 - b. Staff in some residential facilities should interact with clients more and observe clients through video cameras less often.
 - c. The temperature setting of water heaters in foster homes should be checked to ensure that they are not on the highest setting.

- The above recommendations have been forwarded to Department licensing entities as well as the Departments monitoring units.

2008-2009 Team recommendations:

1. Improve the Institutional Abuse Review Team Findings and Recommendations report in order to improve feedback to county intake workers and supervisors.
2. The Colorado TRAILS User Group should make corrections in the referral/assessment so that the investigating county clearly shows. This is especially important when one county transfers the referral to another county. This affects the Attorney General's office when contact was made with the investigating county for reports during the appeals process.
3. The Office of Appeals Division should get copies of the Institutional Abuse Review Team reports on institutional abuse/neglect cases, when the person responsible for the abuse/neglect appeals the confirmation of child abuse/neglect.
4. Foster homes should not accept 8-10 children even if they are sibling groups. The number should be determined based on the foster parents' ability to meet the needs of the children, not on the number that is legally allowed.
5. Due to concerns about foster children being moved too often from one placement to another, the Team recommends that:
 - a. Placement moves be more closely monitored by the county placement reviews teams.
 - b. Provide appropriate treatment resources for children in out-of-home placements
 - c. Provide supportive services for providers.

- The Department has already initiated action on the above 5 recommendations.

Recommendation 1:

The Department has modified the IART report and initiated TRAILS project requests and/or fixes to alert the counties of action(s) required related to the teams findings. It is anticipated that system enhances will occur by the fall of the 2008 build.

Recommendation 2:

This has been accomplished, as of the April 2008 TRAILS build.

Recommendation 3:

The Office of Appeals will be advised of this recommendation. A presentation to the team by appeals office will be explored to review the thresholds to be met in order to sustain a confirmation. In addition, the appeals office will be asked to consider having a representative from the office be a member of the IART.

Recommendation 4:

This recommendation will be forwarded to the Department and County licensing entities as well as the Department's monitoring units

Recommendation 5:

This recommendation will be discussed with county supervisors in CFSR meetings.

Pueblo County Child Protection Team 2007-2008 Yearly Report Citizen Review Panel

The Pueblo County Citizen Review Panel 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 plus 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, Foster parents, a judicial liaison, Pueblo County Health Department, a medical doctor, the El Pueblo Boys and Girls Ranch, Spanish Peaks Mental Health Center, Pueblo Child Advocacy Center, a representative of the minority groups within the community, Deputy District Attorneys, Pueblo Police Department, Pueblo Sheriffs Department, and the Department of Social Services.

The assigned caseworker or their supervisor presents the cases investigated. The team reviews all the information available in regards to the outcome of the assessment. From the synopsis, the team will make recommendations to include but not limited to filing a dependency and neglect petition, seek additional medical or mental health information, whether to confirm an individual as responsible for abuse/neglect on the Trails system, or if the assigned caseworker needs to provide additional information. On occasion the Team will request the ongoing worker and the supervisor to attend the review so to available for questions or recommendations.

The Child Protection Team reviews a large number of cases and is aware of the strengths and deficits in the system.

The Child Protection Team has seen various trends in the community that has had a major impact on the Pueblo County Department of Social Services' Child Welfare Division. The trends consist of the following:

1. Marijuana use is becoming very commonplace.
2. An increase in the number and severity of custody disputes.
3. Mothers choosing boyfriends/significant other over the welfare of their children.
4. An increase in younger children (under 13 years old) being out of their caregiver's control.

5. More children with ADHD symptoms being referred to the local mental health center who are diagnosed with stress related issues rather than ADHD.
6. Generally, poor parenting skills in the families presented to the Child Protection Team.

Referrals reporting abuse and neglect in 2007 continue to reflect substance abuse by parents and teens. Completed investigations resulted in an increase in the number of open cases of abuse and neglect due to the increase of cocaine and methamphetamine drug use by parents.

2007-2008 STATE'S PROVISIONS AND PROCEDURES FOR CRIMINAL BACKGROUND CHECKS –

Updated report on the State's CFSP for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household (Section 106(b)(2)(A)(xxii) of CAPTA).

Confirming amendments were made in statute and in department policies. The department facilitated work groups and generated Departmental Agency Letters outlining the requirements. Trails system enhancements and access was implemented.

- Colorado Revised Statutes (C.R.S.)§26-2-107. Investigation and inspections-local authority – reports – rules and §26-6-104 Licenses – out-of-state notices and consent – demonstration pilot program – repeal.
- Colorado Department of Human Services' Code of Colorado Regulations – Resource Development (12-CCR 2509-6) Volume 7, Section 7.500.2 ASSESSMENT OF FOSTER HOME AND ADOPTIVE HOMES and Code of Colorado Regulations –Child Care Facility Licensing (12-CCR 2509-8) Volume 7, Section 7.710 RULES AND REGULATIONS FOR CHILD PLACEMENT AGENCIES.
- The procedures to retrieve CBI (Colorado Bureau of Investigations) and FBI (Federal Bureau of Investigations) history record of information the secure document delivery system was formalized. This process is outlined in the Department's Agency Letter Number: CW-07-02-P to the counties.
- The Department finalized the implementation of the counties ability to access Lexis-Nexis and the states contracted system ICON.

IX. Colorado's Chafee Program Report FFY 2005

Program Report

Colorado Chafee Foster Care Independence Program goal is to prepare eligible foster/emancipated foster youth for adult self-sufficiency through activities that promote secondary and post-secondary education, employment, financial and housing stability, and community, peer and family connections. Twenty-seven Chafee counselors provide services to youth in forty-two counties. Youth in all sixty-four counties have availability to Chafee Program services through special events such as the Celebration of Educational Excellence and the Teen Conference.

Eligible Population as reported in TRAILS

- For FFY 2006-2007 there were 2,062 youth ages 14-21 in out-of-home care with a Permanency Goal of Other Permanent Planned Living Arrangement.
- A total of 268 youth, age 18 up to 21, emancipated from out-of-home care.
- Of the eligible population of youth in out-of-home care, ages 14-21
 - 2461 or 44.52% were female.
 - 3062 or 55.48 % were male.
- Of the eligible population of youth in out-of-home care, ages 14-21
 - American Indian/or Alaska Native 69 or 1.25%
 - Asian 40 or 0.72%
 - Black or African American 830 or 5.01%
 - Native Hawaiian/ Other Pacific Islander 16 or 0.29 %
 - White 4350 or 78.69 %
 - Hispanic Origin 1815 or 32.83%

Number of Chafee Youth Served and Outcomes for FFY 2006-2007

Total youth served during FFY 2006-2007	1281		
○ Gender of Participants			
Male	569	or	44.42%
Female	662	or	51.67%
○ Age of Participants			
20+	176	or	13.74%
19	196	or	17.75%
18	360	or	15.30%
17	361	or	28.18%
16	159	or	12.41%
15 and Less	29	or	2.26%
○ Ethnicity of Participants			
White	879	or	68.62%
Black	213	or	16.63%
Native American	36	or	2.81%
Asian/Pacific Islander	97	or	7.57%
Unknown	20	or	1.56%
Hispanic:	Yes 417	No 795	

Goal Achievement

1. Participants Completing GED or Receiving HS Diploma	473
2. Participants in or completed post-secondary education	363
3. Employed While in Chafee Program	699

It is anticipated that the level of youth served in FFY 2006-2007 will be maintained or be exceeded in FFY 2008.

Transitional Living Program for Emancipated Homeless Youth

The Youth Empowerment Systems Academy is the Transitional Living Program in Colorado. The Departments of Divisions of Child Welfare and Supportive Housing and Homeless Program collaborated to provide 100 prioritized Transitional Living/Family Unification Program Section 8 housing vouchers and voluntary case management for up to 18 months.

Eligible Population, Number Served and Outcomes

- **Family Unification Vouchers**-Former foster youth, ages 18-21 who were in foster care on or after their 16th birthday, and who are homeless, in dilapidated or overcrowded housing, in a domestic violence situation, or in housing that does not accommodate their disability.
- **Chafee Transitional Living Services**-Foster youth that exited foster care on or after their 18th birthday and have not reached age 21.

1. Participants receiving vouchers or searching for housing	100
2. Participants receiving Transitional Living services	70
3. Participants reporting post housing plans	68
4. Participants completed high school or GED	32
5. Participants seeking employment with skills	56
6. Participants informed of low/no cost medical care	70
7. Participants with community connections	60

Youth Development Activities

- Colorado Department of Human Services/Chafee Youth Board
- Youth speakers at conferences (CDHS)
- Youth speaker Celebration of Educational Excellence (CDHS and county)
- Youth facilitators Colorado Chafee Teen Conference (CDHS and county)
- Youth participation in special projects (CDHS and county)
- Multidisciplinary Team meetings (county) include the youth
- Youth advisory boards (county)
- Chafee News Letter (Adams County)
- Workforce Summer Leadership Program (Broomfield County)

Training and Technical Assistance Provided in FFY 2006-2007

- Train-The-Trainer-Ansell-Casey Life Skills Assessment
- Colorado Chafee Teen Conference

- Chafee Supervisor and Coordinator Quarterly Meetings
- Child Welfare Conference, workshop
- Technical assistance to county directors, supervisors and caseworkers by phone, email and in person

Technical Assistance Requested FFY 2007-2008

- National Resource Center for Youth Development to increase capacity for positive youth leadership and positive youth development, May 20, June 16, 17, 18 and 19, 2008

Technical Assistance Provided/To Be Provided in FFY 2007-2008

- Continued technical assistance to county directors, supervisors and caseworkers by phone, email and in person
- Chafee Supervisor and Coordinator Quarterly Meetings
- Provided training and technical assistance on Chafee eligibility, goals and independent living planning to Continental Divide CASA
- Provided Chafee eligibility and program goals at the Office of Child's Representative Conference
- To increase skills and build capacity for positive youth development and positive youth leadership for State and county Departments of Human/Social Services. Technical Assistance from National Resource Center for Youth Development on May 20, June 16, 17, 18 and 19, 2008

Collaboration - State

- Keeping the Circle Whole, Steering Committee, Denver Indian Family Resource Center
- Jim Casey Youth Opportunities Initiative, Bridging the Gap, with youth participation
- Mile High United Way
- CDHS, Supportive Housing and Homeless Program
- Sex Offender Management Board
- Urban Peak Shelter
- CDHS, Division of Mental Health Youth/Young Adult Transition Committee
- County departments of social/human services
- Foster Club and All-Stars
- Metropolitan State College, Social Work Student Association
- Universities, colleges and technical schools
- Court Appointed Special Advocates, Continental Divide
- Court Appointed Special Advocates, Arapahoe, Douglas and Elbert Counties
- Colorado Office of Child's Representatives
- Colorado Department of Health Care Policy and Finance
- Epworth Foundation, United Methodist Church
- Denver Indian Family Resource Center, Chafee
- CDHS Information Technology, Trails

Collaboration – County

- CDHS Chafee Program staff provide outreach to and technical assistance for county supervisors as the Chafee and adolescent units evolve to improve permanency outcomes for older youth
- Referrals to programs that serve youth 13-23 years of age
- Chafee staff involvement in Permanency Planning Review Teams
- Education and collaboration with foster parents
- Universities, colleges and technical schools
- Workforce Centers
- Community Departments of Health
- CSU Extension county offices
- North Metro Community Services, services for developmentally delayed, (Adams County)
- Mile High Hope
- Medicine Horse Equine Center
- Academy for Urban Learning
- Young American's Bank
- Arapahoe/Douglas Works
- Rainbow Alley, GLBTQ
- Governor's Summer Job Hunt
- Job Corp
- Americorp
- Chafee Transitional Apartments (El Paso County)
- Faith Communities
- Social Security Administration

1. Objective

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

Update for FFY 2006-2007

Permanent Youth Connections logo or wording on promotional items were provided to community, conferences, collaborative partners and events to promote awareness of youth need for long-term connections

Activities FFY 2006-2007

- Permanent youth connections promotional items provided
- Celebration of Educational Excellence family, chosen family and community invitations
- TLP/YES! Academy providers facilitated youth opportunities for family and community connections
- Jim Casey Youth Opportunities Initiative/Bridging The Gap, Board
- CDHS Division of Mental Health Youth/Young Adult Transitions Committee

Activities FFY 2007-2008

- Continue to promote awareness of foster youth need for permanent connections through promotional items, technical assistance with counties, collaborative partnerships, committees, boards and events
- Promote permanent youth connections during technical assistance with counties and the Chafee Quarterly meetings

Measurement

- Provide permanent youth connections promotional items
- Promote youth need for permanent and meaningful connections to foster parents, collaborative partners, committee meetings, board meetings and events
- 10th Annual Celebration of Educational Excellence
- County Chafee staff as consultants and trainers for county permanency teams, foster parent groups and on-going adolescent caseworkers promotion of youth partnerships
- Foster parents will report increased knowledge and skills in training exit evaluations and foster parents and youth will report at least one identified permanent connection, during program reviews

2. Objective

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

Update for FFY 2006-2007

Work group convened and Chafee goals defined

3. Objective

Statewide automated data collection for Chafee Foster Care Independence Program meeting the requirements of the Federal Rule

Update for FFY 2006-2007

For best utilization of resources, this is on-hold waiting for Final Federal Rule

Activities for FFY 2007-2008

- Attend available ACF Webinars
- Collaborate with CDHS/Division of Child Welfare Data Unit and CDHS/IT/Trails staff to assure Federal Rules for CFCIP data collection will be met
- Collaborate with the County Trails User Group for user feedback throughout the development of the CFCIP data collection system build and implementation
- Provide information and technical assistance to county departments of social/human services and provide opportunities for feedback

Measurement

Statewide automated data collection will capture data that meets the Federal Rule for CFCIP data collection and meets the timeframe

4. Objective

Explore a State-supported youth website (if appropriate after determining cost and maintenance)

Update for FFY 2006-2007

This remains on-hold, due to higher priorities

5. Objective

Increase training to care providers, casework staff, and county administrators on adequate independent living planning

Update for FFY 2006-2007

- Ansell-Casey Life Skills Assessment Train-The-Trainer was provided
- Ansell-Casey Life Skills Assessment on-line training walk-through demonstration was provided
- Ansell-Casey Life Skills Assessment information and website were provided at the November 2007 and January 2008 Chafee Quarterly

6. Annual Chafee Teen Conference

Organize the Annual Chafee Teen Conference

Update for FFY 2006-2007

A 2006-2007 Chafee Teen Conference was held in June 2007 at the Colorado Mountain College and focused on the goals of self-sufficiency, money management, secondary and post-secondary education and employment

Activity for FFY 2007-2008

The 2008 Colorado Chafee Teen Conference will be held June 17, 18 and 19, 2008

7. Celebration of Educational Excellence

Organize the Annual Celebration of Educational Excellence

Update for FFY 2006-2007

The 9th Annual Celebration of Educational Excellence including a college fair, ceremony and reception was held on June 14, 2007

Activity for FFY 2007-2008

The 10th Annual Celebration of Educational Excellence including a college fair, ceremony and reception will be held on June 4, 2008

8. Objective

Medical Well-Being for Chafee eligible youth

Activities FFY 2006-2007

- Supported Medicaid legislation, S.B. 07-002, for emancipated youth leaving the child welfare system at age 18 or above but under age 21 and that were eligible for Title IV-E one day prior to emancipation
- Wrote implementing policy and procedures
- Provided technical assistance to county departments of social/human services
- Collaborated with Department of Health Care Policy and Finance to implement the new Medicaid population
- Collaborated with Trails staff to develop edits and interface with MMIS to issue Medicaid cards to the new population

Measurement

- Emancipation Medicaid availability for eligible population receiving Title IV-E one day prior to the youth's 18th birthday

Activities FFY 2007-2008

- Supported Medicaid legislation, S.B. 08-099, for all emancipated youth leaving the child welfare system at age 18 or above but under age 21.
- Write implementing rules and procedures
- Provide technical assistance to county department of social/human services
- Develop work group to standardize county implementation practices
- Collaborate with Department of Health Care Policy and Finance to implement the expanded Medicaid population
- Collaborate with Trails staff to develop edits and continue interface with MMIS to issue Medicaid cards to the new population

Measurement

Medicaid availability for all youth exiting foster care or subsidized adoption on or after their 18th birthday and who have not reached their 21st birthday.

X. Education and Training Vouchers

Program Report

The Education and Training Voucher (ETV) goal is to promote self-sufficiency and connections for foster/emancipated foster youth through post-secondary education. The Orphan Foundation of America (OFA) is a national non-profit organization contracted by Colorado to provide ETV student fund administration and support services.

Number of Students Receiving ETV and Outcomes for FFY 2006-2007

Total students receiving vouchers FFY 2006-2007	169
○ Student Gender	
Female Students	120
Male Students	49
○ Student Age	
17	35
18	44
19	44
20	22
21	18
22	6
○ Student Ethnicity	
African-American	28
Asian-American	6
Caucasian	96
Hispanic	24
Native-American	2
Pacific-Islander	2
○ Educational Status	
Freshman	102
Sophomore	37
Junior	17
Senior	5
1 st Year Vocational	5
2 nd Year Vocational	3

RETENTION

ETV Retention across school years:				
	Year 1 2003-04	Year2 2004-05	Year3 2005-06	Year4 2006-07
Cohort 1 *	118	76	47	27
retention%		64%	62%	57%
Cohort 2		109	44	33
retention%			40%	75%
Cohort 3			77	39
retention%				51%
Cohort 4				70
OVERALL	118	185	168	169
NEW		109	77	70
RETURNING		76	91	99
RETENTION %		41%	54%	59%

23 students (**Cohort 1**) received funding for all 4 years consecutively.

XI. Financial and Statistical Information Reporting

CFS-101, Part I

U.S. Department of Health and Human Services
Administration for Children and Families

XII. Attachment B

OMB Approval #0980-0047
Approved through October 31, 2008

CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV

Fiscal Year 2008, October 1, 2008 through September 30, 2009

1. State or ITO: Colorado	2. EIN:84-0644739
3. Address: Colorado Department of Human Services 1575 Sherman St., 2 nd Floor Denver, Colorado 80203-1714	4. Submission: [X] New [] Revision
5. Total estimated title IV-B, Subpart 1 Funds	\$3,970,912
a) Total administration (not to exceed 10% of estimated allotment)	\$397,091
6. Total estimated title IV-B, Subpart 2 Funds (FOR STATES: This amount should equal the sum of lines a-g.)	\$3,688,478
a) Total Family Preservation Services	\$727,804
b) Total Family Support Services	\$727,804
c) Total Time-Limited Family Reunification Services	\$727,804
d) Total Adoption Promotion and Support Services	\$727,804
e) Total for Other Service Related Activities (e.g. planning)	\$66,165
f) Monthly Caseworker Visits (STATES ONLY)	\$380,276
g) Total administration (FOR STATES: not to exceed 10% of estimated allotment)	\$330,821
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. \$ 0	
b) If additional funds become available to States and ITOs, specify the amount of additional funds the State or Tribe is requesting. \$500,000	
8. Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required) Estimated Amount \$423,611, plus additional allocation, as available.	
9. Estimated Chafee Foster Care Independence Program (CFCIP) funds. (FOR STATES ONLY)	\$2,112,690
a) Indicate the amount of State's allotment to be spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment).	\$633,653
10. Estimated Education and Training Voucher (ETV) funds.	\$
11. Re-allotment of CFCIP and ETV Program Funds:	
a) Indicate the amount of the State's allotment that will not be required to carry out CFCIP \$ 0 .	
b) Indicate the amount of the State's allotment that will not be required to carry out ETV \$ 0 .	
c) If additional funds become available to States, specify the amount of additional funds the State is requesting for CFCIP \$600,000 for ETV program \$200,000.	

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, CFCIP and ETV programs, 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, 2009.	
Signature and Title of State/Tribal Agency Official	Signature and Title of Central Office Official

The State assures that no more than 10 percent of expenditures under the plan for any Fiscal Year with respect to which the State is eligible for payment under section 434 of the Act for the Fiscal Year shall be for administrative costs and that the remaining expenditures shall be for programs each expending at least 20% of the total award on family preservation services, community-based family support services, time-limited reunification services and adoption promotion and support services, with significant portions of such expenditures for each such program.

The State assures that Federal funds provided to the State for title IV-B, Subpart 2 programs will not be used to supplant Federal or non-Federal funds for existing services and activities.

The State assures that, in administering and conducting service programs under this plan, the safety of the children to be served shall be of paramount concern.

State or ITO COLORADO For FFY OCTOBER, 2008 TO SEPTEMBER 30, 2009 estimates

Services/Activities	TITLE IV-B		(c) CAPTA*	(d) CFCIP*	(e) ETV*	(f) TITLE IV-E	(g) State Local Donated Funds	(h) Number to be Served		(i) Population to be Served	(j) Geog. Area to be Served
	(a) I-CWS	(b) II-PSSF						Individuals	Families		
1) Prevention & Support Services (Family Support)	476	728					18,352	10665		Reports of Abuse and Neglect	Statewide/Reservation
2) Protective Services			423				13,576	9660		Reports of Abuse and Neglect	Statewide
3) Crisis Intervention (Family Preservation)		728					46,000	20,000		Children at risk of OOH placement	Statewide
4) Time-Limited Family Reunification Services	476	728					1430	1606		All Eligible Children	Statewide/Reservation
5) Adoption Promotion and Support Services	2303	728					3732	2818		All Eligible Children	Statewide/Reservation
6) Foster Care Maintenance:											
(A) Foster Family & Relative Foster Care	358					13,285	53,140	12,000		All Eligible Children	Statewide/Reservation
(B) Group/Inst. Care						4929	19,716	5,000		All Eligible Children	Statewide/Reservation
7) Adoption Subsidy Pmts..	358					15,532	25,240	10,000		All Eligible Children	Statewide
8) Independent Living Services				2112			422				
9) Education and Training Vouchers					711		142				
10) Administrative Costs		331				45,763	183,052				
11) Staff Training		66				617	204				
12) Foster Parent Recruitment & Training						34	134				
13) Adoptive Parent Recruitment & Training						33	133				
14) Child Care Related to Employment/Training							20083	30,000			
15) Monthly Caseworker Visits		380									
16) Total	3971	3689	423	2112	711	80,193	385,356				

The numbers are reported per 1000.

XIII. Additional Required Support Information

Juvenile Justice Transfers

DCW and DYC are both in CDHS, 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, DCW works collaboratively with DYC to serve the needs of youth who are in the custody of county departments. 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.

Of all children that exited care (end removal date is within the year parameter) in FFY 2006 with a removal end reason of “transferred to another agency” there were 191 children that were Child Welfare. 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.

Inter-country Adoptions

In order to comply with AFCARS requirements, the Adoption Program is working with the Trails developers to be able to enter and collect information regarding adoption disruption and dissolution in domestic and international adoptions in Colorado families. This new data will be a part of the system by the end of April 2008. It will help the state to identify the programs that are accessed by adoptive families and children when the placement is struggling.

Child Welfare Demonstration Projects

Colorado no longer participates in a Child Welfare Demonstration Project.

Foster and Adoptive Parent Recruitment

The Department engages in multiple activities related to recruitment including: DCW staff activities; county and state collaborative activities; advertising; and collaborations with other agencies.

Division Activities:

DCW focuses recruitment toward finding families who will provide cultural matches for the Colorado children in care in order to improve placement stability and to maintain children's cultural connections. Efforts to assess foster parent needs will continue and will be increased in FFY 2008-2009.

In August 2007, national speaker Denise Goodman provided training for the Division and this training was filmed and sent to all fostering agencies within the State to use in recruitment and retention. Dr. Goodman speaks at length about cross-cultural issues, especially as it pertains to older adolescents, and she gave numerous examples of tending to cultural needs.

Adoption Alliance, a Denver metro area child placement agency has staff equipped to conduct interviews and home studies in Spanish. The Division contracts with Adoption Alliance in order to provide easy access to becoming a resource family for those families who are Spanish-speaking.

Online foster care training was offered to the Southern Ute Indian Tribe beginning in June 2007. Following a change in tribal staff, the Division is working with a new tribal representative to assist the Tribe in receiving this State-paid training in June 2008. The Tribe will assess the training for cultural relevancy and will work with the Division to tailor training to best meet the Tribe's needs in recruitment and retention.

The Colorado Heart Gallery, premiering for its 3rd year, is a primary recruitment tool for permanent placements for children. This photo exhibit of waiting children in Colorado was placed in a variety of locations throughout the State to reach out to diverse groups in communities across the state. It is currently in Longmont to touch the large Hispanic community in that region, after having been at Denver International Airport, and in Colorado Springs and central Denver. Each year the Heart Gallery has received progressively more attention and publicity from the public via the mainstream media, faith-based communities and private corporations who sponsor some of the activities related to the display.

Children who have been featured in the Colorado Heart Gallery for two consecutive years will be offered an opportunity to participate in a ten-week Family Bound Group. The Group will assist the children in addressing the issues of loyalty, loss, self-esteem, self-determination, and behavior management and to gain strength in these areas.

A Foster Parent Exit Survey was developed in January 2008. An independent contractor was hired to administer the surveys by phone to resource families leaving their roles as child care providers. The goal of these surveys is to assess the needs of foster parents,

and to determine what are the predominant reasons for terminating foster parenting. These surveys allow the Department to track challenges reported that relate to cultural, and other, issues.

The Division of Child Welfare will purchase memberships to the Colorado State Foster Parent Association (CSFPA) for all foster parents throughout the State beginning in June 2008. Fostering Families Today magazine will be sent to each family as part of a each membership. The Division will directly communicate support to foster parents through articles in the six CSFPA newsletters throughout the next year.

A Trails project was implemented in April 2008 to track the progress of families inquiring into fostering and adopting in Colorado. This will allow the Division to observe any patterns in which potential resource families stop the application process and to investigate with counties the reasons that families are not continuing.

Recruitment strategies across the State will be assessed through the new prospective provider Trails tracking and through discussions at Foster/Kinship Care Coordinator meetings, Adoption Supervisor meetings, and through discussions with county recruiters. Training and technical assistance also will be provided during these times.

Examination will occur of Volume VII rules pertaining to foster care to ensure that rules adequately represent legislation and best practice regarding the needs of foster parents.

Activities for recruiting foster and adoptive families planned for in FFY 2009 include; The Division of Child Welfare is submitting an application for a Federal Adoption Opportunities grant by May 29, 2008, that if awarded, would go into effect on September 1, 2008. The proposal calls for targeted recruitment of families to match characteristics of those families from whom children in care come. The proposal also calls for focus groups and permanency teams throughout the State, and four Resource Coordinators to ensure that families and children waiting across the State are matched as soon as possible.

State and County Activities:

In Colorado, recruitment occurs mainly at the county level with support from the State via training, resource development, technical assistance and one-on-one support. This year, the Child Welfare's Adoption program has provided ongoing training and support to county staff at all levels as well as foster parents and prospective adoptive parents across the state.

Celebration of the act and end result of adoption is one way of recruitment. It creates a public forum to provide information to the community that is not familiar with the process and the fact that there are children awaiting a forever family in the state and the country. Colorado celebrated National Adoption Month and National Adoption Day in November. Most of Colorado's counties held celebrations at some time during that month or on Friday or Saturday, November 16 or 17. They collaborated with their individual judicial districts and finalized many adoptions. They also had receptions and recognition activities for adoptive and prospective adoptive families. There were also

proclamations made by county commissioners and local county officials regarding the celebration of Adoption across the state.

For Foster Care Month 2008, mini-grants were awarded to counties to create regional foster care celebrations that reflect the ethnic and racial diversity of children in regions throughout the State.

The November celebration of National Adoption Month and National Adoption Day planning has already begun in Colorado. The goal is to increase the number of counties who participate in the celebration. Each county has its own plan for the celebrations.

For the future, counties will continue to diligently recruit adoptive families who are able to meet the needs of the children in its custody. In order to meet Federal guidelines Colorado must continue to recruit families who closely match its children in race, ethnicity, religion and other areas that provide the best support and opportunity for maximum growth and development.

The best recruitment resource for Colorado's prospective adoptive families is via "word-of-mouth." Good publicity from current and past adoptive families has proven to be and will continue to be the best advertising and most profitable recruitment resource for Colorado's adoption program. Ongoing support of these good "marketing" resources will be the goal for the future. COPARC and its many programs will be ongoing in the next year. Continuing education and information to the counties of Colorado regarding the necessity of supporting their respective adoptive families will remain in the forefront of the next year's plan. In quarterly adoption meetings, there will be day-long training relating to adoption issues such as availability of services for families who have adopted children with developmental disabilities; assistance to birth children when transitioning adoptive children into the home; advocacy with the schools for adoption-friendly curricula; advocacy with the child's teacher in order to obtain the necessary special services that are required for the child.

Advertising:

The Division contracted with LeSEA, a Christian television station airing in both the Denver metro area and in Colorado Springs, to create foster and adoption programs for airing on its stations, and for the Division's use in recruitment. Award-winning director, Adam Dempsey, who is African-American, has a special talent for featuring culturally-sensitive subject matter with ethnically and racially diverse individuals speaking to the joys and challenges of fostering and adopting. The Division received an adoption DVD and a Heart Gallery DVD through this contract, and will soon receive the foster care DVD.

The \$100,000 annual advertising budget for recruitment is targeted toward diverse ethnic and racial groups. The mainstay for our advertising has been with the Smooth Jazz 104.3 radio station until March 2008 when that station left the Denver market. The audience for that station was approximately 23% African American, 12% Hispanic, and 65% non-

ethnic. The funds for the remainder of the Smooth Jazz contract has been transferred to a contract with KUVO, a National Public Radio station that is primarily jazz and salsa music. KUVO's audience is 15% African American, 26% Hispanic, and 59% non-ethnic.

Hazel Miller, a local jazz singer whose songs were played on Smooth Jazz, and continue to be played on KUVO, has a large following of African-American families. For the last three years the foster care and adoption events provided by the Division of Child Welfare have featured her appearance in order to draw this same diverse group to the events to hear the message that Colorado needs a diverse group of resource families. A Celebration of Adoption was one such event held in November 2007.

Through the KUVO contract, promotion ads and products will be given out at community fairs, including:

- Cinco de Mayo 2008, at which Mary Griffin was interviewed live on the air to appeal to Hispanic families to become foster parents, and
- 5 Points Jazz Festival in June 2008 with a large African American attendance

Collaborations With Other Agencies:

The adoption program has continued in a partnership with several communities of faith. The State and these communities meet on a regular basis to compare recruitment strategies, talk about new programs and resources, share ideas regarding publicizing the need for foster and adoptive families and brainstorm about support for the families who foster and adopt. Project 127 grew out of this collaboration. This group is designed to present the need for adoptive families to churches in Colorado. Information meetings and training is provided for adoptive families and families who are going to support adoptive families. Project 127 works in harmony with several counties in Colorado by sending the trained families to the county when the family is ready to adopt. Since its inception, Project 127 and the partnership have created families for 89 children, finalized 43 adoptions and encouraged 258 families to become involved with the project.

Colorado will continue to work with Project 127 in the next year. This affiliation has proven to be fruitful and successful in permanence for waiting children. State staff will be present as frequently as possible when Project 127 hosts information meetings for prospective adoptive families. Staff will also provide assistance and information as needed to members of Project 127. State staff will also continue to encourage more counties to consider becoming a part of the affiliation with Project 127.

Adoption Incentive Payments

Colorado has not received any Adoption Incentive Payments.

Payment Limitations- Title IV-B Subpart 1

Title IV-B subpart 1 funds were not expended for childcare, foster care maintenance or adoption assistance payments in FY2005. All Title IV-B subpart 1 funds were spent in the Core Services Program. The total dollar amount of foster care maintenance payments for FFY05 is \$74,212,626.47.