

State of Colorado

**Annual Progress and Services Report
June 30, 2009**

FY 2008-2009

Submitted to

Administration for Children and Families

U.S. Department of Health and Human Services

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APSR ACRONYM LIST

AFDC	Aid to Families with Dependent Children
ARD	Administrative Review Division
BPC	Best Practice Courts Program
C.R.S.	Colorado Revised Statute
CAPTA	Child Abuse Prevention and Treatment Act
CASA	Court Appointed Special Advocate
CCB	Community Center Board
CDHS	Colorado Department of Human Services
CFCIP	Chafee Foster Care Independence Program
CFSP	Child and Family Services Plan
CFSR	Child and Family Service Review
CHP+	Child Health Plan Plus
CJFT	Colorado's Children's Justice Task Force
CPA	Child Placement Agency
CPT	Child Protective Services
CPT	Child Protection Team
COPARC	Colorado Post Adoption Resource Center
CQA	Continuous Quality Assurance
CFSPA	Colorado State Foster Parent Association
DCW	Division of Child Welfare Services
DIFRC	Denver Indian Family Resource Center
D & N	Dependency and Neglect
DYC	Division of Youth Corrections
ETV	Education and Training Vouchers
FGC	Family Group Conferencing
FFY	Federal Fiscal Year
FSP	Family Services Plan
FUP	Family Unification Program
FY	Fiscal Year
GAL	Guardian ad litem
HCPF	Health Care Policy and Financing, Colorado's Medicaid Single State Agency
ICAMA	Interstate Compact on Adoption and Medical Assistance
ICPC	Interstate Compact on the Placement of Children
ICWA	Indian Child Welfare Act
IEP	Individualized Education Plan
NCCPS	National Center for Child Protection Services
NYTD	National Youth in Transition Database
OFA	Orphan Foundation of America
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 (<i>Colorado Trails</i>)
SAFE	Structured Analysis Family Evaluation
SFY	State Fiscal Year
TDM	Team Decision Making
YES!	Youth Empowerment System

INTRODUCTION

This report summarizes the accomplishments and changes that have occurred in Colorado for FY 2005 to 2009 and serves as the Final Report for the previous five-year plan. Included in the report are demographic data on children served in the child welfare and Promoting Safe and Stable Families (PSSF) programs. Activities are summarized which represent Colorado's fulfillment of objectives under the outcomes of Safety, Permanency, and Well-being. This report integrates and summarizes information from Colorado's 2009 Statewide Assessment, 2002 Child and Family Services Review (CFSR), and 2002 Program Improvement Plan (PIP) in the areas of training, technical assistance, management information systems and research and evaluation.

The accomplishments and changes that have taken place in Colorado from 2005-2009 have been significantly impacted by Colorado's and the nation's economy. Colorado is impacted by a tax and expenditure limitation named the Taxpayer Bill of Rights (TABOR), which was adopted by voters in 1992. Because TABOR limits government revenues to the previous year's revenues plus population increase and inflation or actual revenues, **whichever is less**, it creates what has been termed a "ratcheting down" effect. When revenues fall because of weak economic conditions, the revenue cap falls with them. When the economy rebounds, government revenues begin increasing from the lower base. Therefore, financial cuts that are made during weak economic times are not quickly restored when the economy rebounds.

Child and Family Services Plan (CFSP)

This "ratcheting down" effect has impacted the Colorado Department of Human Services (CDHS) by forcing staff and program cuts and has resulted in a reduced ability to supervise and provide technical assistance to counties. Allocations to counties for programming, county administration, and contingency funding are reduced. In addition, counties have experienced reduced revenues from declining property values and decreased sales taxes. The lack of funding for Child Welfare services has translated into reduced service options and large caseloads in most agencies, which has led to casework and child welfare support staff turnover. The turnover has resulted in disruption of service continuity for families and children, further increased workloads, and increased training costs. The economic circumstances have had a significant negative impact on the state of Colorado in the past five years. In spite of the financial situation and a growing population, Colorado has achieved some significant accomplishments that are described in this report.

Simultaneous to the economic impacts, the concern about Colorado's Child Welfare system has grown. Subsequent to a 2007 child fatality report, Governor Bill Ritter commissioned a Child Welfare Action Committee to analyze and develop action steps for system transformation that would result in improved outcomes for families and children involved in the Child Welfare system. Recommendations were made in an interim report submitted October 31, 2008 and further recommendations will be forthcoming with the final report in July 2009. Due in part to the recommendations of the Committee, some requests for staff by CDHS have received wide support and have been approved by the legislature. The committee's work will have resounding impact on

Colorado's work in the next five years and will be detailed in the 2010-2014 Child and Family Services Plan (CFSP).

The following items have significantly impacted the accomplishments and changes that have taken place in Colorado from 2005-2009:

- Review of child fatalities triggering significant system examination and change
- Formation of the Governor's Child Welfare Action Committee
- Successful completion of the Round One PIP
- The development of the Youth Leadership Team
- Statewide adoption of the Structured Analysis Family Evaluation (SAFE) for foster, kin and adoptive family homes
- Implementation of a new child protection safety model
- Enhanced monitoring of the State's foster care facilities
- The 2009 CFSR Onsite Review
- Development of the 2009 PIP
- Maintenance and regular upgrades to the State's Tier Two Statewide Automated Child Welfare Information System (SACWIS) system have resulted in increased monitoring capacity and data availability
- Significant legislation for youth and their siblings
- Preparation for the 2009 CFSR Onsite Review

Child Welfare Services Demographic Data on All Children Served for State Fiscal Years 2005 through 2009

The following table shows Colorado's Child Welfare Population from SFY 2005 through SFY 2008. It is noteworthy that referrals and new involvements have increased, while open involvements have remained stable. Additionally, involvements in which the child is placed out of home have decreased during the same time by about 7%. Colorado's population increased by 17% between 1998 and 2006.

Colorado's Child Welfare Population

Data	FY 2005	FY 2006	FY2007	FY 2008
Child Population 0-17	1,184,216	1,202,978	1,223,474	1,244,134
Referrals (families)	62,767	68,424	70,216	74,807
Assessments	50,830	54,474	57,545	62,868
New Involvements	16,380	16,345	15,794	15,507
New OOH Involvements	13,754	13,715	13,042	12,838
Open Involvements	40,690	40,916	41,536	41,841

Data Source: Combined Historical Summary CO
I Drive—CWS DATA

OUTLINE OF REPORT

The 2009 APSR will provide information in the following outline:

- A. A report on the specific accomplishments and progress toward meeting each goal and objective, including information on outcomes for children and families, and a more comprehensive, coordinated, and effective child and family services continuum.
- B. A description of the progress made in the areas of training, technical assistance, research, evaluation or management information systems in support of the goals and objectives.
- C. A description of the progress and accomplishments made with regard to the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed.
- D. A description of the State's activities as a result of receiving adoption incentive payments.
- E. A description of activities that the State has undertaken for children adopted from other countries including the provision of adoption and post-adoption services.
- F. A description of the activities implemented by the State to make yearly progress to meet caseworker contact requirements.
- G. A description of the progress and accomplishments regarding the Indian Child Welfare Act (ICWA) and coordination of permanency provisions afforded to Indian children.
- H. CAPTA FFY2008 Annual Report
- I. CFCIP FFY2008 Annual Report
- J. ETV FFY2008 Annual Report

A. SERVICE DESCRIPTION

The services description section of the report includes information on the Colorado Department as well as a report on the specific accomplishments and progress toward meeting each goal and objective, including information on outcomes for children and families, and a more comprehensive, coordinated, and effective child and family services continuum.

Colorado's last CFSP outlines Colorado's vision, mission, philosophy statements, guiding principles and program area information that guide the State's work with children and families. Additionally the plan outlines goals, action 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 CDHS Website at <http://www.cdhs.state.co.us/childwelfare/reports.htm>.

Administration

CDHS through the Division of Child Welfare Services (DCW) is designated to administer Title IV-B and IV-E Programs for the State. The DCW 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 social/human services or by CDHS through direct contract programs.

DCW Vision

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

DCW Mission

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

Services Continuum

The Child Welfare Services allocated block is the primary funding for county departments of social/human 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 statutorily established Child Welfare Allocation Committee.

Colorado's service continuum includes a broad array of services and is supported and enhanced by community partnerships and collaborations. Information about community partnerships and collaborations will be included after the detailed services continuum which is structured as follows:

- 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 provided 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 the following:

- 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 services, youth intervention programs, discovery groups, Family Group Decision-Making, intensive mentoring programs, family empowerment, Multi-Systemic Therapy, direct link programs, high school wellness centers, high school responsibility and mentoring, community evaluation teams, adoption counseling, day treatment alternatives, family coaching, youth mentoring, mediation services, nurturing programs, domestic violence treatment programs, Functional Family Therapy, parenting skills, supervised visitation, Family Treatment Drug Courts, adolescent mediation, Family-to-Family Team Decision Making (TDM), reconnecting youth, play therapy, substance abuse treatment, youth services, nurse visiting programs, community-based family services and support, foster and adoptive parents support services, child care services, counseling and therapy services, disability services, education services, out-of-wedlock pregnancy prevention, transportation services, employment services, formation of two-parent family services, immigrant services, marriage and family services, housing services, and non-medical substance abuse treatment
- Family support services funded by PSSF funding include 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, and linking to health care and immunizations.

Early intervention and family preservation services are provided 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 (OOH) care. These services include the following:

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

- Conducting investigations, including forensic interviewing
- Child and family assessments utilizing the required Colorado Assessment Continuum of Safety, Risk and Needs Assessment (North Carolina Family Assessment Scale)
- Case planning and casework intervention services
- Case management services
- Collaboration with community agencies
- TDMs and Family Group Conferencing (FGC)
- Mediation
- Initiation and utilization of court intervention
- Services to children through the Interstate Compact on the Placement of Children (ICPC)

Foster Care is the placement of children in OOH care with services designed to meet the child's needs for safety, permanency, and well-being. Foster care services include the following:

- Kinship care
- Foster homes certified by county departments or child placement agencies (CPA)
- Group homes supervised by the counties or CPAs
- Specialized placements for children with developmental disabilities
- Residential child care facilities
- Psychiatric residential treatment facilities.

Permanency is the determination of a permanent plan for a child that includes the following:

- Concurrent permanency planning
- Expedited permanency planning
- Provision of the new home starter kits to Chafee-eligible youth on the Family Unification Program (FUP) housing voucher
- Child welfare related 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.

Aftercare and post-permanency services support a permanent placement for a child and may include the following:

- Services funded through PSSF such as family advocacy, home visitation, information and referral, and case management services
- Post-legal adoption services
- Reunification services
- Chafee services
 - Promotion of 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
 - Leadership activities
- Referrals to culturally-competent services and resources for urban, rural and Indian youth and families
 - Short-term needs such as shelter and food
 - Long-term needs such as education, employment, and creating a portfolio of vital documents
- An assessment using the Ansell Casey Life Skills Assessment and learning plans for youth and their caregivers, and aftercare when a youth emancipates
- Outreach to shelter and street youth who may be Chafee-eligible to connect them to resources
- Connect homeless youth that are Chafee-eligible with systems-change opportunities through the State Youth Leadership Team, youth panels at conferences, task groups, and child welfare committees
- Child Welfare Related 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

Community Partnerships and Collaborations:

Community partnerships and collaborations have a key role in strengthening Child Welfare's services continuum. These include court collaborations, PSSF community partnerships, Collaborative Management Program information, and other stakeholder collaborations that support the development and implementation of the CFSR.

The collaboration between Colorado's Courts and the Department contributes positively to Colorado's comprehensive, coordinated child and family services continuum as follows:

- The Best Practice Courts Program (BPC) initiatives supports increased outcomes success. The focus of the program is 1) develop multi-disciplinary teams in each jurisdiction; and, 2) implement Chief Justice Directives 96-08 and 98-02 that direct local jurisdictions to develop local district plans for handling Dependency and Neglect cases and recommend court and child welfare agency collaboration and other best practices. Colorado is divided into twenty-two judicial districts and twenty-one of those districts have formed multi-disciplinary teams designated as Colorado Best Practice Court Teams (BPC Teams). The Colorado Court Improvement Program (CIP) and the DCW addressed this need by collaborating to create the *Colorado BPC Team Website*. The goal of the website is to encourage an electronic culture that provides access to expertise and consultation.
- The Family Justice Information System (FAMJIS), recognized as one of the nation's best child welfare data exchange projects, is a result of collaboration between Human Services and State Judicial. The information from the data exchange measure performance on specific items related to safety, timeliness, due process, and permanency.

PSSF provides important funding for the continuum of services in Colorado to 40 counties or local programs and one Indian tribe, the Ute Mountain Ute, to promote local collaborations and to provide services. Funds are used to promote partnerships between community-based organizations and the local departments of human/social services. Programs submit a plan delineating the services that will be provided, yearly budgets, and goals and objectives for the year. Colorado spent 20% of the funds on each of the four identified populations, including time-limited reunification, family preservation, family support, and adoption promotion support services. The following are examples of collaborations occurring in local projects:

- Agreements between the community and public Child Welfare agencies with regard to family and child interventions, supports and outcomes
- Mechanisms for parent and professional partnerships
- Individualized treatment planning with family members as experts
- Formal and informal supports and services for families through neighborhood and community-based networking
- Flexible and pooled funding strategies to leverage funding
- Development and maintenance of trusting environments, fostering coordination and collaboration.

The work with and among counties in the Collaborative Management Program contributes to a full continuum of care. It is anticipated that 30 counties will comprise the program by July 1, 2009.

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

Another key collaboration for CDHS is 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 methodology processes, and fine-tune any remaining program design issues.

The CFSR Executive Oversight Committee is another important collaboration and has continued to meet monthly and provide advice and information for the CFSR process. Two district court judges, who are members of the EOC, also were reviewers for the onsite review. The Committee has also been instrumental in starting work on the State's PIP, beginning with initial planning in December 2008. The preparation and ongoing work for the PIP is an integrated, inclusive process.

Progress Towards Meeting Goals

Outcome Domain – Safety

Services provided in this domain are intended to ensure the safety of all children who come to the attention of CDHS and county departments.

CAPTA activities related to the safety of children are defined in detail in the CAPTA Annual Report later in this document.

Safety One

Following are Colorado's goals and activities related to Safety One.

Fewer children will have a report of child abuse and/or neglect over time.

- From the baseline of 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. In 2008, the measurement was 4.7%. Colorado continues to meet the National Standard on this indicator; however, performance has declined slightly over the past 6 months.
- In 2008, 94% of all children served through PSSF funding did not have a confirmed abuse or neglect report. Of the 98% who received preventive services, 98% did not enter a child welfare placement.

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

- In 2008, Colorado modified the Safety Model adopted in 2007 by deleting the distinction between present and impending danger. The threshold for determination of safety issues became “danger”. The distinction between the initial Protective Plan and a Safety Plan was modified to require the completion of a Safety Plan when safety factors are identified. The modifications were made to make the model more user-friendly.
- The court may appoint a Court Appointed Special Advocate (CASA) volunteer if the court finds the appointment is in the best interest of the child. The mission of the CASA program is to provide effective volunteer advocacy for the best interests of children involved in the court system to help ensure that these children have an appropriate permanent home. County department staff, Guardians Ad Litem (GALs), and CASA volunteers work closely together. Typically CASA volunteers present reports to the court and the parties. There are fourteen CASA agencies with over 900 volunteers serving 30 counties and the Ute Mountain Ute Tribe.
- The ARD reviews elements of safety during the review of OOH cases. The State’s performance for this measure for the period of April 1, 2008 through December 31, 2008 was 78.3%.

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

- DCW reviews fatality cases and reports fatality data to the National Child Abuse and Neglect Data System. There were 32 fatalities in 2008, an increase from 27 in 2007.
- 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 93.5% of the cases for the period of April 1, 2008 to December 31, 2008.
- Governor Bill Ritter, Jr., issued Executive Order B006 08 creating the Governor’s Child Welfare Action Committee, which began meeting in July, 2008. The charge of the Executive Order is to provide recommendations on how to improve Colorado’s child welfare system. Because the protection of children is the responsibility of many parties, the committee is comprised of individuals selected for their knowledge, geography, experience, diversity and energy. The first Interim Report was submitted to the Governor on October 31, 2008. The work of the Child Welfare Action Committee promises to produce sweeping transformations in Colorado’s Child Welfare System. The intensity of the work being completed by the subcommittees may impact the state-county working relationship, the training and retention of staff, and the issue of the disproportionate minority overrepresentation of children in foster care. The changes that result from the Committee’s work will be integrated into CDHS programs and funding.

Services are provided for families to protect children in their homes 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. PSSF services were provided to families in 40 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. The services provided were described earlier in this report.
- The PSSF Program administrator and CFSR Coordinator attend Fatherhood Council Meetings. There is an emphasis on delivering fatherhood programs through PSSF funding. Further planning for partnering between DCW and the Promoting Responsible Fatherhood Initiative are in progress. A child welfare track will be added to the Fatherhood Training Academy, scheduled for October 2009.
- El Paso County currently is working on a Quality Improvement Center Grant for Non-Resident Fathers through American Humane Association, which is focused on fathers in the child welfare system.

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, 2008 to December 31, 2008 indicates that face-to-face contact occurred with children in 89.8% of the cases according to policy requirements. In 97.8% of those cases, contact focused on issues pertinent to case planning, service delivery and goal attainment.

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

- Quality assurance information from ARD for the period of April 1, 2008 to December 1, 2008 indicates that state policy requirements were met regarding contact with parents in 79.8% of cases reviewed. Additionally in 94.7% of those cases, contact focused on issues pertinent to case planning service delivery and goal attainments.

Safety Two

Following are Colorado's goals and activities related to Safety Two.

Colorado will show a reduction in the rate of child abuse and/or neglect of children in OOH care.

- As of the baseline in December 2003, 0.59% of all children in foster care in the State were the subjects of substantiated or indicated maltreatment by a foster parent or facility staff. In 2008, 99.49% were not the subject of such

maltreatment (expressed as a positive number consistent with the federal change). This is an increase from 99.13% in 2005 and 99.41% in 2007.

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. CDHS has engaged in numerous activities through monitoring and technical assistance to positively impact performance. Following are the monitoring activities that have occurred.
 - The 24-Hour Monitoring Unit augmented its capacity with the hiring of 4 new monitors and a supervisor in April 2009. This new staff has begun monitoring county-certified family foster homes and facilities. In addition, a supervisor vacancy was filled, bringing the total monitoring capacity to 11 monitors, 2 supervisors, 1 unit manager and 1 program assistant.
 - During 2008, the Child Welfare Division's 24-Hour Monitoring Unit monitored 67 state licensed facilities including CPAs that certify foster parents who provide OOH care to children. The purpose of the visit is to ensure that agencies comply 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 2008, the Monitoring Unit investigated over 150 complaints filed against state licensed facilities and conducted over 506 Stage II investigations that determine administrative culpability in cases of alleged child abuse and/or neglect. Twenty-five facilities were formally monitored and 220 different facilities were actually visited during the year based on complaints, Stage IIs, critical incidents, investigations, probation, and technical assistance.
 - The Monitoring Unit is also responsible for reviewing and following-up with "critical incident reports" that state licensed facilities are required to submit to CDHS 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 2008, over 6000 critical incidents were submitted to CDHS.

- 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 of nine counties were completed between August 2008 and January 2009. 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 identified was foster parents not completing annual training timely.

Outcome Domain – Permanency

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.

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

- ARD results for this area from April 1, 2008 through December 31, 2008 demonstrate that court orders exist in 96.8% of the cases reviewed which 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 Composite 1: Timeliness and Permanency of Reunification

The national standard is 122.6 and Colorado's score was 125.3 in FFY 2007 and 120.1 in the most recent 12-month period. Colorado ranked 10th of 47 states in FFY 2007 and 16th of 47 states in the most recent 12-month period for Composite 1. There are two components to Composite 1: timeliness of reunification; and, permanency of reunification. In two of the three measures of timeliness of reunification, exits to reunification in less than 12 months and entry cohort reunification in less than 12 months, Colorado exceeds the 75th percentile. In the measure of median stay, Colorado is lower than the national median of 6.5 months and does not meet the 25th percentile of 5.4 months with a median stay of 5.7 months in FFY 2007 and 5.9 month in the most recent 12-month period. In the second component of permanency of reunification, the measure is re-entries to foster care in less than 12 months. Colorado does not meet the 25th percentile of 9.9% (or lower); Colorado's measure was 15.2% in FFY 2007 and 17.3% in the most recent 12-month period.

Following are Colorado's goals and activities related to Permanency Composite 1.

When OOH care is needed, strong efforts are made to place with relatives.

- 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.

- In county foster care program reviews that were conducted, placement with relatives was identified as a county value and practice, which was confirmed in interviews. Counties have varying policies regarding certification of all kinship homes when a child is placed in OOH care. Recent data indicate that there were 258 kinship foster homes caring for 425 children.

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, The Ute Mountain Ute Tribe. These areas represent nearly 90% of the children under the age of 18 in Colorado. 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.

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 information from these focus groups guided the discussion and activity in the Foster Care/Kin Care Supervisors Group during 2008.
- DCW received an additional staff position in the 2008 State's budget process to develop programming and infrastructure for non-certified kinship families to link them with community services regardless of whether kin are receiving kinship services through a county department.
- 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 part of a number of county departments' practice. The strategies such as TDM and involvement with community partners have helped provide wraparound services for children and families that will help keep children safe in their homes. Family to Family principles and core strategies have been implemented in 11 county departments and at least 2 of the core strategies are implemented in 30 other county departments.
- In August 2008, county departments implemented work plan strategies to address reducing the number of children that re-entered the system.
- Preserving adoptive placements minimizes the re-entry of children into foster care. Colorado continues to partner with the Adoption Exchange in providing services to families who adopted through county departments in providing the Colorado Post-Adoption Resource Center (COPARC). Families are able to receive funds, information and referral, publications through 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 such as therapy that is not available through Medicaid, orthodontia, special equipment not covered by Medicaid, sibling visitation, therapeutic activities, education, and respite care. 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, to county departments regarding available activities for their post-adoptive families, and to 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. The work of COPARC will be completed in 2009 as the grant funding is exhausted. At this time, sustainable funding has not been obtained.

The life changes a child experiences with OOH care are minimized.

- Five counties are currently holding TDMs for placement decisions. Other counties are using some model of team decision-making that includes family members and community representatives. TDMs help provide a thorough safety plan for each child. The TDMs have shown that when the family members are involved they tend to be more successful in completing their case plan. 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.
- For those children who were receiving time-limited reunification services through PSSF, 38% were reunified with family or kin. Of those children who had been reunited with family or kin and were receiving services through PSSF, 91% did not re-enter a foster care placement.
- The percentage of children and 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 and families served through PSSF with adoption support will be adopted.
- Ninety-eight percent of families that received post-legal adoption services through PSSF funds did not have a child entering a child welfare placement. The rate will be improved by having the PSSF sites and the Adoption Exchange outreaching to families by targeting recruitment efforts, providing specialized training to potential adoptive/foster parents, and providing post-adoptive services to families.

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

The national standard is 106.4 and Colorado's score was 118.4 in FFY 2007 and 120.0 in the most recent 12-month period. There are three components to Composite 2: timeliness of adoptions of children discharged from foster care; progress toward adoption for children in foster care for 17 months or longer; and, progress toward adoption of children who are legally free for adoption. Colorado does not meet the national 75th percentiles of the two measures of progress toward adoption for children in foster care for 17 months or longer. However, the system exceeds the 75th percentile in timeliness of adoptions and progress toward adoption of children who are legally free, resulting in a ranking of 8th out of 47 states in FFY 2007 and 6th of 47 states in the most recent 12-month period. Colorado's performance has generally been increasing in these measures.

Following are Colorado's goals and activities related to Permanency Composite 2.

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

- DCW contracts with the Adoption Exchange to register all children waiting 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 the CDHS site (www.changealifeforever.org) so that only the children from Colorado appear. It has proven to be helpful to workers who are looking for adoptive families for their waiting children.
- Because 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. The Heart Gallery continues to be used, with pictures of Colorado's Heart Gallery children on the state's adoption website.
- County and State partnership with Project 127 includes several communities of faith and has created families for 89 children, 43 finalized adoptions and encouraged 258 families to become involved with the project since its inception.
- Adoption assistance caseloads were reviewed in a number of counties in 2008 and four more are currently scheduled. Review exit information is provided to the counties and follow-up correspondence is sent. Smaller counties that do not have a high volume of adoptions are encouraged to contact State adoption program staff for guidance on adoptions and adoption assistance agreements.
- DCW staff and a contract employee provided technical assistance to Moffat, Lake, Rio Grande, Montrose, Prowers, Weld, Gunnison, Arapahoe, Montezuma and Archuleta counties in 2008. 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 with the purpose of discussing the need for families to

adopt children. Agreements were made that private agencies will share information about families who were interested in adopting children from county departments with the counties identified by the adoptive families. Child Welfare rules were amended to reflect the partnership.

- The Adoption Assistance program has proven to be an important resource for families. Adoption assistance often provides families with the ongoing reassurance that the State and county understands and acknowledges that the family needs assistance in raising their adopted child. Colorado has clarified the requirements of adoption assistance by updating Volume 7 and changing State forms to accommodate the revisions made in September 2007.
- The Colorado Supreme Court adopted Colorado Appellate Rule 3.4 on February 10, 2005. It expedites the Dependency and Neglect (D & N) appeals process and has led to a decrease in the amount of time between the notice of appeal and the issuance of an opinion. The data below show the number of cases filed in Colorado for the last five calendar years (CY) for D & N and Expedited Permanency Planning. Since the CFSP Plan, the numbers of D & N appeals have increased from 131 to 155. During the same period, the length of time between notice of appeal and issuance of opinion decreased from 258 to 151 days.

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

The national standard is 121.7 and Colorado's score was 124.0 in FFY 2007 and 124.4 in the most recent 12-month period. There are two components to Composite 3: achieving permanency for children in foster care for long periods; and, growing up in foster care. Colorado does not meet the national 75th percentile in exits to permanency for children in care for 24 months or longer and does not meet the national 75th percentile in exits to permanency for children with termination of parental rights. The system exceeds the 25th percentile in the measure of children growing up in foster care, ranking 12th of 51 states (including Puerto Rico). Performance in all three measures has declined somewhat from FFY 2005 to the most recent 12-month period.

Following are Colorado's goals and activities for Permanency Composite 3.

The permanency goal of Other Planned Permanent Living Arrangement (OPPLA) 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, 2008 to December 31, 2008 indicates that Independent Living Services were sufficient to address the independent living needs of the child in 93.3% of the cases reviewed.
- 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 identify barriers for permanence for children and youth with

OPPLA as the permanency goal. In 2009, CASA volunteers conducted in-depth reviews in a random selection of Denver Department of Human Services cases to find potential “forever connections” for children and youth with OPPLA goals. Youth are attending their own court hearings and report overall satisfaction in survey results.

Permanency Composite 4: Placement stability

The national standard is 101.5 and Colorado’s score was 97.9 in FFY 2007 and 98.5 in the most recent 12-month period. There are three measures in this composite. In the measure concerning children in care for 12 months or less experiencing two or fewer moves, the system exceeds the federal 75th percentile. In the measure concerning children in care for 12 to 24 months that experienced two or fewer moves during their entire time in care, the system is below the 75th percentile. In the measure concerning children in care for 24 months or longer that experienced two or fewer moves during their entire time in care, the system is below the 75th percentile. Colorado ranks 13th of 51 states (including Puerto Rico) in Composite 4.

Following are some of the activities and goals for Permanency Composite 4.

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. Facilitators are now using TDMs to help design safety options for children, and to involve parents, other family members, caregivers, service providers, GALs, and community partners. Open and thorough discussion often results in high quality placement decisions. Supports and services discussed at the TDM are offered to the foster family in order to preserve the placement.
- Counties implemented work plans in August of 2008 to reduce the number of moves that children experience in OOH placement.

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

Several data elements are collected by ARD to measure Well-Being Outcome 1. In the first quarter of SFY 2008, those data elements and the results of the responses are:

- Were the identified needs of all required parties, as they relate to the child’s permanency addressed through appropriate services? In 98.4% or 2,291 cases, needs were identified.
- Did the FSP and/or court reports document the services needed by the foster

parents or kin to maintain the stability of the placement? The response was positive in 95.3% or 1,669 cases.

- Were children placed in the most appropriate, least restrictive setting available to meet their needs? Children were placed in the most appropriate setting in 98.8% (2,250) cases.
- If the child was returning home and substance abuse treatment issues were identified for the parents, were services offered? In 344 cases (56.6%), substance abuse treatment was offered to the parents. Nearly 70% of the time, the reason that services were not provided were the parents' refusal of services. Lack of referral by the agency only occurred in 2.6% of the cases.
- Were parents and children over the age of 12 involved in case planning? Mothers were involved in case planning 99.2% (1,356 cases) of the time, fathers were involved in 1,025 cases (97.7%) and children were involved 99.6% of the time or in 1,126 cases.
- Were monthly face-to-face contacts made with children? Agencies made 93.6% of the contacts for children residing within Colorado as required by policy. For children placed outside of Colorado, 84 of 116 cases documented quarterly visitation (72.4%).
- Did face-to-face contacts with the child focus on issues pertinent to case planning, service delivery, or goal attainment? This activity was documented in 97.8% (2,178 cases) of the cases reviewed.
- Quality and frequency of parental contact was also measured. ARD reviewed 1,087 cases in the first quarter of 2008 and found that the contacts required by Colorado policy took place in 908 (83.5%) of them. ARD determined that of 1,118 parental contacts, 1,054 (94.3%) of them were documented as focused on issues pertinent to case planning, service delivery, or goal attainment.

Following are Colorado's goals and activities for Well-being Outcome 1.

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

- ARD case review information for the period of April 2008 to December 2008 indicates 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 98.7% of the cases reviewed.
- ARD convenes six-month reviews of OOH cases. Participation in the reviews is coordinated by the county with parents, children when appropriate, foster parents, and other providers. The process provides a non-adversarial method for parents, foster parents and children to discuss the services and supports that are needed.
- Parents and youth are involved in every aspect of the PSSF program. Parents and youth sit on the Community Advisory Councils in the local districts. Some parents act as family advocates, some are prior clients, and some are parents and youth that take an active role in developing their own service plans.

Visiting with parents and siblings in foster care.

- For the period April 1, 2008 to December 31, 2008, 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 81.2 % 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 72.8 % 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 91.9% of the cases.
- As a result of foster care alumni advocating for visits with their siblings who are in OOH care, legislation and corresponding rules were passed in 2008 (effective November 1, 2008). This assures that when siblings (biological, step, and half siblings) mutually agree they want to visit or a Guardian ad litem requests visits on behalf of a child, then the county department must provide the opportunity, unless it is not in the child's best interests. The statute and rule also require that if either sibling is a victim or a witness in a criminal proceeding and the district attorney does not approve of the visits because of the impact on the criminal proceeding, then the county department shall not provide visitation.

When an OOH is necessary, efforts are made to place children within their own neighborhoods, communities, and counties.

- Geo mapping provides data about where foster homes are needed. Several county departments are now using some form of data collection or geo mapping to improve recruitment of resource families in their community. Proximity of placement to the family home continues to be a strength in most areas of Colorado.

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

ARD determined whether the educational needs of children were adequately addressed during the review period. For the first quarter of SFY 2008 of 1,720 files reviewed, the reviewers determined that in 1,697 (98.7%) of them the educational needs of children were adequately addressed.

Following are Colorado's goals and activities for Well-being Outcome 2.

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

- In 2008, the legislature passed House Bill 1019 which provided additional safeguards for children and youth in OOH care, in order to support their educational success. County departments are given information about the entitlements in the statute so that the county can advocate for children and youth. The following items outline the entitlements:

- School districts must designate an employee or contractor to be the Child Welfare Education Liaison
- Timeframes for transfer of education records were identified and this includes allowing a county designee to physically transport records to a new school
- Record transfers may not be delayed for any reason, including unpaid fines the student may have
- Timeframes for enrollment were identified
- The school district must certify course work fully or partially completed and the receiving school must accept certified course work as if it had been completed at the receiving school
- Students in OOH must receive an excused absence for court ordered activities (visitation, therapy, court appearances, etc.)
- School fees must be waived for students in OOH
- Opportunities for participation in extracurricular activities may not be limited due to fees
- To the extent possible, prior to a change of placement, all parties must consider the child's existing educational placement; and select a change of placement in the child's best interest, that enables the child to remain in the existing educational situation or to transfer to a new educational setting that is comparable
- If immunization records are not received prior to enrollment, the school must notify the legal guardian that the records must be received within 14 days of enrollment
- Quality assurance data from ARD indicates that for the period of April 1, 2008 to December 31, 2008, education needs were adequately addressed for children in OOH in 98.1% of the cases reviewed.
- 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) that 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.

Following are Colorado's goals and activities for Well-being Outcome 3.

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

- During monitoring visits, the 24 Hour Monitoring Unit verifies whether children's physical and dental exams are current and whether routine medical and dental services are being provided in a timely manner.
- Health Care Policy and Financing (HCPF) developed a spreadsheet of medical and dental providers by profession and location. The data is available to county departments to improve access to medical and dental care. The list is on the CDHS website for providers, community partners, and the public to access.

- For the period of April 1, 2008 to December 31, 2008, ARD quality assurance information for children in OOH indicates those children's physical health needs were met in 93.1% of the cases reviewed.
- Quality assurance information from ARD indicates that mental health needs of children in OOH were met in 86.5% of the cases reviewed.
- The Colorado Health Plan Plus (CHP+) plan added mental health and substance abuse conditions as covered under CHP+. Senate Bill 07-036 effective January 1, 2008 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 services may be substituted for inpatient services with every two residential days counting as one inpatient day that is applied against the 45-day maximum inpatient benefit.
- During monitoring visits the 24 Hour Monitoring Unit verifies whether children's mental health needs are being met by reviewing Service/Treatment Plans and the reason(s) for placement. In addition, all treatment notes and progress reports are reviewed for continuity and verification whether clinical services are being provided in accordance with the child's Service/Treatment Plan.
- HCPF has been working with CDHS 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. CDHS provided input to this process with information obtained from the 2009 CFSR.
- 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.
- Health Passport information was added to Trails in October 2008 and is available for county departments to document all health related information.
- Legislation passed during Colorado's 2008 Legislative Session (H.B. 08-1167) requires county departments to refer children under the age of 5, for whom there is a substantiated child abuse or neglect finding, for developmental screening within 60 days of the substantiation. The rules to implement this legislation became effective January 1, 2009.
- C.R.S. 19-3-208 authorized the development of a Pilot Program designed to integrate child welfare and behavioral health services in a minimum of three counties or regions in Colorado for four years. The Pilot Program is a collaborative partnership between CDHS, Pilot Program sites, family advocates, and a contractor who will develop the Pilot Program components of mental health research, screenings, evaluations, and services needed to help children and youth (four through ten years of age) and their siblings who are the subject of an open case of substantiated abuse or neglect. Six counties and regions have

expressed their intent to apply to become a pilot. This pilot is on hold pending easing of Colorado's fiscal environment.

B. TRAINING, TECHNICAL ASSISTANCE, RESEARCH

This section includes a description of the progress made in the areas of training, technical assistance, research, evaluation or management information systems in support of the goals and objectives.

Child and Family Research

DCW, along with the ten large Child Welfare counties contract with Colorado State University to complete the following:

- 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 CDHS in the areas of kinship care practices, treatment of juvenile sex offenders, effectiveness of Core Services programs and a study of outcomes of children in OOH in the counties involved in the project.

Quality Assurance

CDHS is committed to improving its oversight and quality assurance programs through the following:

- Partnering more closely with State Judicial in the CIP and cross trainings.
- Hiring 6 additional staff to monitor foster homes and state programs.
- Completing a state-level organizational effectiveness study of DCW.
- Requesting and receiving 9 new staff for DCW management, programs and support.

- Supporting the Child Welfare Action Committee in its successful discharge of the Executive Order related to the State's Child Welfare system.
- Collaboration between DCW and the Division of Child Care to assure quality standards are maintained by providers of 24-hour OOH care to children in the custody of county departments.

Training Activities Summary

Policy Training

CDHS provides training on policy requirements through the Core training curriculum for caseworkers statewide. Ongoing training was provided for new child welfare caseworkers in casework practices, interviewing techniques and substance abuse recognition using the established, computer-based training module.

Safety Training

DCW provided training to child welfare caseworkers on the safety model contracting for multiple statewide sessions of follow-up to Safety Training for Families beginning in the summer of 2007. This training was entitled "Assuring Safety in Ongoing Child Protection Services." Subsequently, eight sessions of revised Safety Training for both intake and ongoing CPS were provided from August 2008 to February 2009. Updated safety training that reflects the modifications made to Colorado's Safety Model in November 2008 are currently being conducted through 10 one-day sessions statewide.

Six 2-day sessions of "Connecting the Dots with Caseworker Contacts: Keeping Kids Safe and Connected" are being held between May and November 2009. The goals for this training include assessing how federal practice requirements for caseworker contacts impact child safety, permanency and well being, particularly focusing on the supervisor and caseworker roles.

Training for county caseworkers was provided on the assessment of child safety and risk factors for children in OOH during SFY 2008. This training will continue to be offered through SFY 2009.

Foster Care, Kinship Care, Independent Living, and Adoption Training

Two-day core training for new county foster care certification workers was provided. The purpose of the training is to assure the quality and consistency of foster care certification statewide to assure child safety and to promote recruitment and retention. The training incorporates safety requirements, such as background checks, the home study process and a review of the entire certification process, from inquiry to certification and recertification as required in rule. The trainings were provided in November 2008, February 2009 and one is scheduled for June 2009.

Critical incident reporting training was provided to county departments and CPAs.

Metro and regional foster care and 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. Training was held in September 2008.

Training for county child welfare staff, GALs, CASAs, Judicial Officers, foster parents and other community partners was conducted during 2008 and 2009 for the purpose of supporting increased successful reunification with birth parents or, if this is not possible, early safe permanency with kin or others.

A training entitled “Preserving Connections for Children: Making Effective Visitation Decisions” was conducted in Denver in December 2008. The target audience was all individuals with responsibilities for providing visitation in D & N cases in which the child is in OOH care. The purpose of the training was to establish effective decision-making regarding visits between children in placement and their parents. Topics included development of initial visitation plans, visitation roles, and managing visits within the context of child maltreatment allegations.

A one-day “Concurrent Planning” training session was held in October 2008 with the purpose of exploring the challenges in the day-to-day implementation of the principles of Child Welfare practice. Colorado’s statutes are permissive as to concurrent planning. This training focused on finding collaborative solutions that would ensure every child’s right to permanency.

Adoption program staff met quarterly with adoption supervisors from across the state through SFY 2009. The meetings include training related to adoption, recruitment, support, matching, and adoption assistance.

DCW staff presented a workshop at the State Foster Parent Association’s annual conference on the types of permanency for children who are part of the Child Welfare system and how to assist workers and children in reaching permanency. DCW staff conducted training to improve the appropriate use of the OPPLA permanency option by including effective diligent searches in the work with these youth. The training stressed the importance of a permanent and appropriate goal for the youth as the primary goal so the youth can maximize their “forever family” connections and access to CFCIP entitlements before and after emancipation.

When OOH care is necessary, efforts are made to place children within their own neighborhoods, communities, and counties. Training around geo mapping, which shows neighborhoods and the placements of children, was presented by Jefferson County and Denver County at a Family-to-Family site visit. The training was offered to all county staff from PSSF sites. Geo mapping provides data about where more foster homes are needed to serve children coming into placement.

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

COPARC presented a daylong conference for adoptive families. This conference sponsored a keynote that spoke on issues related to post-adoption concerns. Additionally, there were breakout groups of more specific interest to families.

Joint training occurred with caseworkers and foster parents to address their respective roles and responsibilities and to provide strategies to develop respectful and effective working relationships that benefit the child (professional team development). The training was provided for Denver, El Paso, Elbert, Grand, Mesa, and Jefferson Counties as part of technical assistance from Annie E. Casey in SFY 2009.

Training was provided related to allegations of abuse and 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.

Training occurred on Subsidized Adoption program rules, regulations, procedures, policies and strategies for negotiating subsidies. Teleconferences were held during SFY 2009.

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 2009.

Training was provided for DCW and county department adoption staff in relevant knowledge and skills needed to successfully implement the Multi-Ethnic Placement Act during SFY 2009.

Training was provided 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 2009.

Monthly training was provided in SFY 2009 to paraprofessionals and child welfare caseworkers on conducting and structuring effective visitation plans for children and youth in OOH.

ICPC Training

Regional training occurred for county department liaisons on ICPC and the Interstate Compact on Adoption Medical Assistance (ICAMA). 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.

Specific Practice Training

Icebreaker training held in August 2008 was made available to all county departments and community partners providing PSSF services. The training focused on how the needs of children can be met.

Hilltop, another PSSF site, presented their mentoring families project, Tandem Families, at the Mental Health Conference and the Family-to-Family Conference. Attendees learned that by getting other parents in the community involved with at-risk families,

services can be provided within the children's own community. Children are frequently placed with mentoring families in situations in which the child cannot be safely maintained with his/her family.

Monthly training for caseworkers on the guidelines for appropriate intervention in child neglect situations to improve maltreating parents' abilities to care for their children were offered during SFY 2009.

Ten training sessions were provided for experienced, sexual abuse caseworkers on advanced sexual abuse interviewing skills during SFY 2009.

Training was provided to child welfare caseworkers on ethics and liability, as related to child protective services once during SFY 2009.

Training was provided for experienced child welfare caseworkers on advanced interdisciplinary topics in child protection two times during SFY 2009.

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 2009.

Monthly training for child welfare caseworkers was provided on the use of the Structured Assessment Family Evaluation (SAFE) procedure and instrument in SFY 2009.

Education Issues Training

Development of an in-service module for teachers began in July 2008. The purpose of the module is to provide information to teachers and school districts about the effects of trauma on children and the needs of children and youth in OOH care.

Native American Training

Training was delivered by the Denver Indian Family Resource Center (DIFRC) to county departments 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. This training was replicated in September 2008 for the Ute Mountain Ute and Southern Ute tribes in conjunction with surrounding county departments.

Community Partnership and Multi-Disciplinary Training

The second annual DCW and Judicial Summit is scheduled for June 3-5, 2009 in Keystone, Colorado. The Conference, "Tune In, Power Up", will feature a similar format to the 2008 Summit.

Statewide, cross-system training was provided on the Colorado Assessment Continuum throughout SFY 2009.

Systems Change Training

Under the auspices of the 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 DCW have continued to work closely in the past year on two major projects: (1) development of system fundamental core training competencies; and, (2) statewide multi-disciplinary training.

Systems change across the Child Welfare system through system fundamental training is a new concept. The Training Subcommittee meets on a monthly basis to write cross system core training competencies for nine different areas: information, child development, education, collaborative processes, community and culture, law, services, roles and responsibilities, and procedure and practice. The core competencies for each of these areas were completed and the Training Subcommittee has finished writing goals and objectives in four subject areas: collaborative process; child development; law; and, procedure and practice.

Strengthening Families and Fatherhood Training

Training on the importance of fatherhood for child welfare workers has been developed and will be piloted in El Paso County in 2009.

Training has been provided for county caseworkers around the importance of outreach to all fathers, not just fathers who are involved.

The Division of Colorado Works and DCW collaborated on training efforts around the State to get fathers engaged and to stress the importance of their involvement to enhance the lives of their children. A grant has provided funding for an awareness campaign that has provided posters and a website and commercials about fatherhood programs which have been distributed to the counties.

The University of Denver through the Butler Institute for Families has received a Healthy Marriage grant. The training element of the 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.

CDHS began the last year of the three-year grant that was awarded to the Office of Child Support Enforcement. The grant program provides funding for healthy marriage curriculums in five Family Resource Centers. This grant funding is used 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 fathers engaged with their children even if they are not married to the mother of the children.

Ongoing joint training was provided to child welfare caseworkers and domestic violence staff to enhance collaboration between the two areas during SFY 2009.

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 will be provided in SFY 2009.

IV-E and IV-B Training

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 and Aid to Families of Dependent Children (AFDC) and provider requirements. Regional trainings were provided to Title IV-E eligibility workers and their supervisors.

Training was provided to CDHS and county staff on administering Core Services to IV-E eligible children and their families, Independent Living Program (ILP) 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 basis.

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. ARD staff provide one-on-one training during the periodic six-month reviews and during county and ARD meetings focused on county-specific results from both in-home and OOH reviews.

Training was provided for county department and youth corrections staff on participating in administrative OOH reviews on relevant knowledge and skills for case management in the IV-E programs. Ongoing training was offered during SFY 2009.

Evaluation

Following is evaluation data for trainings offered between July 1, 2008 and March 31, 2009. Satisfaction with courses is 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. The ratings are on a scale from 1 to 4 with “1” denoting the least amount of satisfaction and “4” denoting the highest level of satisfaction.

Course		<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>
CORE1	Mean	3.53	3.55	3.69	3.63	3.65	3.64	3.63
	N	164	164	164	164	164	164	164
CORE2	Mean	3.41	3.46	3.52	3.55	3.58	3.53	3.56
	N	167	167	167	167	167	167	167
CORE3	Mean	3.51	3.65	3.66	3.63	3.65	3.66	3.69
	N	167	167	167	167	167	167	167
CORE4	Mean	3.40	3.48	3.54	3.53	3.56	3.5244	3.56
	N	169	169	169	169	169	169	169

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, 2008 and March 31, 2009. 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>
Foster Core	<u>Mean</u>	3.66	3.64	3.69	3.64	3.79	3.78	3.81	3.79
	<u>N</u>	484	484	484	484	484	484	484	484

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, 2008 and March 31, 2009. 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>
Foster Ongoing	<u>Mean</u>	3.56	3.58	3.51	3.51	3.57	3.65	3.67	3.61
	<u>N</u>	229	229	229	229	229	229	229	229

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, 2008 and March 31, 2009. 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>	3.12	3.23	3.42	3.25	3.44	3.37	3.33
	<u>N</u>	36	36	36	36	36	36	36
Core2	<u>Mean</u>	3.03	3.43	3.49	3.29	3.40	3.29	3.30
	<u>N</u>	35	35	35	35	35	35	35
Core3	<u>Mean</u>	3.20	3.41	3.38	3.49	3.37	3.37	3.29
	<u>N</u>	35	35	35	35	35	35	35

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.

Ongoing Trainings

The following table shows satisfaction by course with the content of ongoing worker/supervisor trainings conducted during the period July 1, 2008 and March 31, 2009. 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>
Worker Ongoing	<u>Mean</u>	3.51	3.51	3.59	3.61	3.62	3.58	3.58
	<u>N</u>	2038	2038	2038	2038	2038	2038	2038

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.

C. DILIGENT RECRUITMENT

This section provides a description of the progress and accomplishments made with regard to the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the State for whom foster and adoptive homes are needed.

CDHS 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.

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

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 has been in Longmont to touch the large Hispanic community in that region, at Denver International Airport, in Colorado Springs, and central Denver. Each year the Heart Gallery has received progressively more attention and publicity from the public through 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 the predominant reasons are for terminating foster parenting. These surveys allow CDHS to track challenges reported that relate to cultural and other issues.

DCW purchased memberships to the Colorado State Foster Parent Association (CFSPA) for all foster parents throughout the State beginning in June 2008. Fostering Families Today magazine is sent to each family as part of the membership. DCW

directly communicated support to foster parents through articles in 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 DCW 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.

Activities for recruiting foster and adoptive families in FFY 2009 include a grant submission for a Federal Adoption Opportunities grant that 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

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.

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.

The \$100,000 annual advertising budget for recruitment is targeted toward diverse ethnic and racial groups. The mainstay for advertising has been KUVU, a National Public Radio station that is primarily jazz and salsa music. KUVU's audience is 15% African American, 26% Hispanic, and 59% non-ethnic.

Hazel Miller, a local jazz singer whose songs are played on KUVU, has a large following of African-American families. For the last three years the foster care and adoption events provided by DCW 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.

Collaborations With Other Agencies

The adoption program has continued in a partnership with several communities of faith. CDHS 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 are 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.

D. ADOPTION INCENTIVES

This section describes the State's activities as a result of receiving adoption incentive payments.

Colorado was awarded \$504,000 Adoption Incentive funds in October 2008. The funds were divided into three categories:

- \$123,179 went to statewide initiatives on recruitment and retention including:
 - Recruiting resource families and increasing awareness of every child's need for permanency
 - Partnering with the faith community to recruit resource families that ethnically match children in care
 - Collaboration with the private sector partners to share home studies of families interested in adopting from county departments
 - Increasing visibility of over 500 of Colorado's waiting children by photo listing on the AdoptUSKids website
- \$191,821 was allocated to county departments that increased adoptions above the baseline. Counties can use the funds to provide direct post-legal adoption support services. Nineteen counties qualified to received funding.
- \$189,000 was set aside for county-designed activities for counties that develop a plan for recruitment of permanent homes for children who are within 6 months of their 18th birthday and have a primary goal of adoption.

E. CHILDREN ADOPTED FROM OTHER COUNTRIES

This information shares a description of activities that the State has undertaken for children adopted from other countries including the provision of adoption and post-adoption services.

Colorado Adoptive Families provide post-adoption supports to Colorado families who have adopted children from other countries. Core and OOH services are also provided

as needed to support the families. Finally, DCW adoption program staff provides technical assistance and information regarding accessing non-recurring adoption expenses and tax credits related to adoption.

F. CASEWORKER CONTACTS

This section provides a description of the activities implemented by the State to make yearly progress to meet caseworker contact requirements.

Colorado's has implemented the following strategies to increasing the percentage of monthly face-to-face contacts:

- Statewide sharing of recommendations for success developed at regional county meetings. These recommendations include the following suggestions that are being pursued through multiple initiatives.
 - Visit parents and children together in the foster home or other OOH setting
 - Incorporate and expand Family-to-Family strategies into county practice
- Counties are provided access to Trails reports of monthly caseworker contacts data for self-monitoring by counties.
- Continue the “Ten Through Technology” campaign to raise caseworker contacts compliance by 10 percentage points between 2009 and 2010.
- County applications are being approved for funding to purchase digital pens. This will assist caseworkers in accurately and timely documenting contacts with children and their families.

The baseline is 58.9%. The actual number for the 12-month period beginning October 1, 2007 through September 30, 2008 was 69.1%. The most current data year to date through April 30, 2009 for monthly caseworker contacts is 71.31%. The targeted numbers are as follows: 2009—74.1%; 2009-2010—79.1%; 2010-2011—90%.

G. ICWA

This area describes the progress and accomplishments regarding the ICWA and coordination of permanency provisions afforded to Indian children.

CDHS, Casey Family Programs, DIFRC and several Denver metropolitan area county departments convened a meeting in December 2007 to address the social/human services needs of the Native American population in the Denver metropolitan area. This meeting resulted in the creation of additional service contracts between DIFRC and several county departments to address the needs of the population. Services include: sharing of data with the county departments, 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.

Identification of American Indian Children by Colorado Child Welfare

In following ICWA protocol, Colorado's ARD asks specific ICWA questions about every child who is being reviewed. ARD documents American Indian children in OOH care. If a child is an American Indian child, the reviewer documents Tribal or BIA receipt of appropriate notice as required by the Indian Child Welfare Act.

Reviews by DCW staff of county foster care programs and procedures determine the level of each county's efforts in inquiring about American Indian heritage of each foster child. 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 continues to notify American Indian parents about 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, CDHS encourages individuals of all cultures to consider becoming foster parents. The Denver Indian Family Center has developed SAFE training capacity in conjunction with CDHS. Therefore, the nationally recognized assessment tool is applied in the recruitment and retention of American Indian foster and kinship care homes.

Active Efforts to Prevent the Breakup of the Indian family

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

CDHS 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, county departments in the Denver metropolitan area have contracted with and are collaborating with the DIFRC to extend the delivery of these services. These services are funded through Core and PSSF funds.

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.

H. CAPTA FFY2008 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 HB 03-1211. 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 Trails
 - 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, 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 was delivered in six 2-day trainings involving 122 CPS intake caseworkers.

Activity 2:

1. CDHS explored the viability of Colorado participating in Half a Nation by 2010. CDHS was not able to get commitment from other partners to join in this effort.
2. A 2-day training was provided to child advocacy center staff on “Introduction to Forensic Interviewing”.

Activity 3:

1. Provide additional training on “Interviewing Skills to Use With Victims Who Have Disabilities”
2. CDHS 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.
3. CDHS provides training to caseworkers and supervisors that focuses specifically on children ages 0-20 with developmental disabilities.

Activity 4:

1. The revised “Colorado’s Guide for Investigating Abuse and Neglect in OOH Child Care Settings” is near completion. Members of the Institutional Abuse/Neglect Review Team will review the guide. This will provide an easy-to-read reference for all Child Welfare caseworkers, supervisors, administrators, and OOH care providers that will incorporate the new expectations for OOH care investigations.

Activity 5:

1. Conduct trainings and/or a conference for county staff and other entities including the Division of Youth Corrections designated to investigate abuse or neglect allegations in 24-hour OOH 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, as well as children who are in the custody of CDHS (Division of Youth Corrections). Trainings were provided for 130 casework staff and other individuals designated to investigate allegations of institutional abuse.
2. CDHS worked with the counties to come to agreement about revising CDHS regulations to allow county departments 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 do not meet Stage I investigation reporting deadlines. Acceptable criteria for county responses were established by a state/county workgroup.

Activity 6:

1. Provide training on assessing safety in OOH care to 1000 caseworkers and supervisors involved in the placement and supervision of placements of children in OOH care. Eight sessions of a revised Safety Training for both Intake and Ongoing Child Protection Services were held statewide in August 2008 and February 2009.

Activity 7:

1. Curriculum and training are in the process of development to clarify and update the work done to date between the Department of Education and CDHS on the Federal Requirement under CAPTA. Work addresses 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 for possible early intervention and support.
2. During the 2007-08 session the Colorado Legislature created statutory language that requires county departments to refer each child under five years of age, who is the subject of a substantiated case of child abuse or neglect, to the appropriate state or local agency for developmental screening within sixty days after the abuse or neglect has been substantiated. The State Board of Human Services adopted corresponding rules on December 5, 2008 in compliance with H.B. 08-1167 now found at C.R.S. 26-5-108.
3. The ECC/Community Center Boards (CCBs) have been working with their respective county departments to develop and finalize the MOUs for county CPS referrals to the CCB of founded C/A/N assessments of children under 3. The target goal for completion of the MOUs is June 30. A telephone survey has been conducted for the CCBs on the CAPTA implementation. Reporting out on this survey will occur at the end of state Fiscal Year.

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.

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. Additional counties have requested this county specific technical assistance, consultation and training that will be scheduled over the next 6 months.

Multidisciplinary team training was provided for five Colorado multidisciplinary teams associated with the Children’s Advocacy Center. This was a 3 ½ day training and follows the Team Academy curricula developed in Huntsville, Alabama. This training is offered to teams that want to improve their team response to child abuse through the Children’s Advocacy Center. The training objective is to better equip caseworkers and other community service providers when they are investigating and confirming cases of child abuse. This was a joint training project funded through a grant from the Colorado Children’s Justice Act (CJA) Grant and a grant from the Office of Justice Programs, Office of Juvenile Justice Delinquency and Prevention, Department of Justice Grants.

Activity 2:

1. 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 CDHS’ CFSP 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.

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 cases 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.

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. DCW developed a list of contracted consultants for county child welfare staff.
 - The State contracts 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. Expert consultations were provided on 171 difficult cases to county department staff, district attorneys, county attorneys, and law enforcement agencies statewide. A study of evaluations submitted to DCW over a four-year period following consultation indicated that the consultation had resulted in a change in decision-making on the case 85% of the time.
 - 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 Outcomes 1 and 2 of the CFSR.

Activity 2:

1. CPS safety management assessment trainings
 - In continued collaboration with the NCCPS, 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 investigates child abuse/neglect. Six CPS intake consistency trainings for child protection intake caseworkers were provided through a contract.
 - Caseworker core training and consultation is provided through a contract. Key elements and principals of the safety management assessment and planning training is incorporated into the core training curriculum to reinforce principles and to ensure conformance with the changes in rules and regulations.

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. DCW along with the ten large counties contracts with Colorado State University. And has received preliminary draft of the following research projects:
 - “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.
 - “OOH Care Study of Literature Review” - the purpose of this literature review is to synthesize current research and identify best practices for children placed in OOH care. Specifically, this review will examine the demographics, costs, and outcomes associated with different types of OOH placements.

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’s 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 professionals 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 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) |

2008-2009 Colorado CAPTA: Citizen Review Panels

1. Colorado's Children's Justice Task Force (CJTF)
2. Institutional Abuse and Neglect Review Team (IART)
3. Pueblo County Children Protection Team

CDHS 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 IART is authorized by rule and the Pueblo County Child Protection Team is authorized by statute and rule.

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 CFSR.

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 CFSR, PIP, 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 CFSR 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:

(CDHS 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.
 - CDHS 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 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-hour OOH 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 (DYC) 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.

- Eighteen 2-day Safety Management trainings were presented to a total of 530 county CPS intake caseworkers.
 - Nine 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.
 - Representatives from the child welfare system and the judicial system jointly planned the 2008 Annual Colorado Summit, the joint Child Welfare and Judicial Conference. Approximately 1000 participants attended the Conference including child welfare staff, judicial officers, court staff, county attorneys, GALs and parents' counsel, all of whom work with D & N cases.
 - 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 DCW. This two-day training includes protocols specific to children who have been sexually abused.
 - DCW continues dialogue about the CIP and Family Services Plan at the State Court Administrators Office during regularly scheduled meetings to discuss, strategize and coordinate program issues relevant to DCW and Judicial.
 - DCW 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 that covered 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 CDHS conducted an emergency investigation after a year in which a dozen children died in families previously known to the county departments.
 - DCW staff conducts 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
 - County specific consultation/training has been offered. To date the consultant has met with eleven mid-sized to small (rural) counties. Three more counties have requested this county specific technical assistance and consultation and training will be scheduled over the next 6 months.

2008-2009 Institutional Abuse Review Team Annual Report

The IART meets monthly to review reports of investigations of abuse and neglect in 24-hour OOH 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 CDHS licensed and certified OOH care settings such as foster care and kinship homes, Residential Child Care Facilities, CPA Foster or Group Homes, as well as the DYC 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.

Trails system changes were made and are as follows:

- 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 CDHS the completed assessment/investigation upon the county supervisor's approval of the closure of investigation/assessment; and
- e) Captures the IART review of the county's investigation/assessment.

IART 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.

2008-2009 Team recommendations:

1. Improve the IART 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 IART 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 of children 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 more closely monitored by the county placement reviews teams.
 - b. Provide appropriate treatment resources for children in OOH
 - c. Provide supportive services for providers.
- CDHS has already initiated action on the above 5 recommendations.

Recommendation 1:

CDHS 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 CDHS and County licensing entities as well as CDHS monitoring units

Recommendation 5:

This recommendation was discussed with county supervisors in CFSR meetings in July-August, 2008. Twenty-three counties submitted work plans to address these issues and improve performance.

Pueblo County Child Protection Team 2008-2009 Annual 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 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 D & N 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 be 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. An increase of children who are being diagnosed with stress related issues.
6. Mothers that display poor parenting skills, often with substance abuse issues that are pregnant, often intentionally. This trend includes many young teens that are intentionally getting pregnant
7. Increases in infants born that have narcotics in their systems.
8. An increase in the abuse of prescribed medications.
9. An Increase in the number of assessments that are closed due to the caseworker not being able to locate the family. Several instances of concerns for children whose families live in campers and move daily to new locations
10. The team discussed a concern regarding families that are registered for home schooling, but are not believed to be providing an education to their children.

In addition to the above, the team members discussed how their participation on the Pueblo County Department of Social Service Child Protection Team has increased their knowledge of the Child Welfare Division's practice and understanding about how and why decisions are made. They also felt they can assist in educating others in their agencies and the public about child safety and processes of child protection.

I. CFCIP FFY2008 ANNUAL REPORT

Program Report

Colorado Chafee Foster Care Independence Program's (CFCIP) 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 permanent connections. Twenty-seven Chafee counselors provide services to youth in forty-four 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.

Youth were homeless or living in risky situations. Vouchers were vended and supported through various resources such as county departments, Urban Peak Shelter, Family Tree, Volunteers of America and Jim Casey Youth Opportunities Initiatives/Bridging the Gap.

Eligible Population as reported in TRAILS

For FFY2008 there were 5,390 youth in out of home care, ages 14-21

- 2412 or 44.74% were female
- 2978 or 55.25% were male

Of the eligible population of youth in OOH care, ages 14-21

- American Indian/or Alaska Native 56
- Asian 36
- Black or African American 882
- Native Hawaiian/ Other Pacific Islander 15
- White 4162
- Hispanic Origin 1834

Youth Development Activities

- CDHS/Chafee Youth Board
- Youth informed policy through testimony before CDHS Board of Human Services to support a rule to provide vital life documents for emancipating youth
- 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 (State and county) include youth
- Youth advisory boards (State and county)

- Chafee News Letter (Adams County)
- Workforce Summer Leadership Program (Broomfield County)

Training and Technical Assistance Provided

- 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, administrators, supervisors and caseworkers by phone, email and in person
- General public
- Community partners

Collaboration - State

- DIFRC
- Youth participation with Jim Casey Youth Opportunities Initiative, Bridging the Gap
- Mile High United Way
- CDHS, Supportive Housing and Homeless Program
- Sex Offender Management Board
- Urban Peak Shelter
- CDHS, Office of Behavioral Health Youth/Young Adult Transition Committee
- County departments
- Foster Club and All-Stars
- Metropolitan State College, Social Work Student Association
- Colorado universities, colleges and technical schools
- CASAs
- Colorado Office of the Child's Representatives
- CIP
- Colorado Bar Association
- Arapahoe County Bar Association
- Arapahoe County Court Administrators Office
- HCPF
- Epworth Foundation, United Methodist Church
- 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 disabled/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

- Permanent youth connections promotional items provided
- Celebration of Educational Excellence provided 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 Behavioral Health Youth/Young Adult Transitions Committee
- 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
- Promote permanent youth connections during technical assistance with counties and the Chafee quarterly meetings

2. Objective

Define Chafee goals submitted in the five-year CFSP:

- Youth involvement in transitional plan
- Collaboration and partnerships to increase resources
- Secondary and post-secondary education
- Permanent connections
- Employment

3. Objective

Statewide automated data collection for CFCIP must meet federal requirements.

DCW and the Office of Information Technology are collaborating with county departments and youth to assure compliance with the National Youth in Transition Database (NYTD) by October 1, 2010.

4. Objective

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

CDHS is coordinating planning for SACWIS to interface with social networking sites to provide information and continue contact with youth to assure NYTD participation rate.

5. Objective

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

The Ansell-Casey Life Skills Assessment Train-The-Trainer has been provided each year since 2006.

6. Annual Chafee Teen Conference

The Chafee Teen Conference has been provided each year.

7. Celebration of Educational Excellence

This year, 2009, is the 11th Annual Celebration of Educational Excellence.

8. Objective

Medical Well-Being for Chafee eligible youth

S.B. 07-002 and S.B. 08-099 were signed into law providing medical care through Medicaid for youth emancipating from foster care or adoption assistance at age 18 or older and who have not reached age 21.

J. ETV FFY 2008 ANNUAL REPORT

Program Report

The Colorado Education and Training Voucher (ETV) supports self-sufficiency through post-secondary education and connections for youth adopted at age 16 or older and foster/emancipated foster youth. The Orphan Foundation of America (OFA) is a national non-profit organization contracted by Colorado to provide ETV student fund administration and support services.

To increase student matriculation into post-secondary education, Colorado hosted a College Fair in conjunction with the Celebration of Educational Excellence. The Colorado Chafee Teen Conference encourages post-secondary education through literature and activities to provide information about the ETVs and the importance of continuing education.

To increase freshmen success and retention and graduation rates, students are provided with various recognition and opportunities among which are mentoring, internships, care packages; and, birthday and holiday cards.

Promotion of ETV includes collaboration with post-secondary institutions, Jim Casey Youth Opportunities Initiative/Bridging the Gap, county departments, Office of the Child's Representatives, CASAs, Mile High Hope, Arapahoe County Courts, Colorado Bar Association and private attorneys.

STUDENT INFORMATION

Total applicants:	320	
Total eligible:	292	(91%)
Total funded:	182	(57%)
Ineligible:	28	(9%)

Average funding total per student: \$3,994.35

All Colorado youth who completed the application and attended school were funded. The 110 eligible students who were not funded did not complete the application because they either did not attend school or received adequate federal or scholarship funding and chose not to complete the application process for an ETV.

2007-08 All Student (182)

The information in this section pertains to funded students only. OFA's data collection system draws information that is self-reported by the student via the online application, the school's financial aid office and the students' official transcripts.

Female	128	(70%)
Male	54	(30%)

The following information reflects the student's age when the application was complete and the student became eligible for funding. Students are eligible to receive funding if enrolled, attending and in good standing prior to the 23rd birthday.

Age	Number of students
17	16
18	31
19	21
20	40
21	51
22	23

African American	28	(15%)
Asian American	6	(3%)
Caucasian	100	(55%)
Latino	24	(13%)
Mixed Race	20	(11%)
Native American	3	(2%)
Pacific-Islander	1	(1%)

Married: 9 (1 male, 8 females)

Students who are parents: 33 (18% of funded students. 29 female/4 male)

One child: 26
 Two children: 5
 Three children: 2

Healthcare – as of completing the online application
 Students with health insurance = 119 (65%)
 Students without health insurance = 63 (35%)

SCHOOL INFORMATION

Freshman	114	63%
Sophomore	38	21%
Junior	16	9%
Senior	8	4%

1st Year Vocational	5	3%
2nd Year Vocational	1	1%

Community College:	66	(36%)
4 yr. College/University:	110	(60%)
Vocational/Technical:	6	(3%)

Students who were funded but became ineligible for continued ETV funding:
 22 (12%)

11	Graduated/Completed Program
7	Dropped Out
1	Failed Out
3	Aged out

Students may retain a school year status (Freshman, Sophomore, etc.) for more than 2 semesters if they are taking non-credit remedial classes, are not full-time or are repeating classes that were previously failed.

ETV Program provides academic coaching to those who have earned less than a 2.0 grade point average during the previous semester or who frequently withdraw from classes. According to the federal guidelines, students must be making progress towards completing the program to remain eligible for funding. Therefore, those who are below a 2.0 GPA for two semesters may lose ETV simultaneously with losing other federal funding.

2007-08 New Students (69)

Cohort 5 has 69 students.

44 female 66%
25 male 34%

African American	13	(19%)
Asian American	1	(1%)
Caucasian	38	(55%)
Latino	9	(13%)
Mixed Race	7	(10%)
Native American	1	(1%)

66 Freshman
3 Sophomores

RETENTION

ETV Retention across school years:					
	Year 1 2003-04	Year 2 2004-05	Year 3 2005-06	Year 4 2006-07	Year 5 2007-08
Cohort 1	118	76	47	27	19
retention %		64%	71%	69%	83%
Cohort 2		109	44	33	20
retention %			42%	83%	63%
Cohort 3			77	39	26
retention %				53%	68%
Cohort 4				70	34
retention %					49%
Cohort 5					69
Graduates		13	15	7	13
OVERALL	118	185	168	169	182
NEW		109	77	70	69
RETURNING		76	91	99	113

FINANCIAL AND STATISTICAL INFORMATION REPORTING

CFS-101, Part I
U.S. Department of Health and Human
Services
Administration for Children and Families

I. 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	\$4,018,701
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.)	\$3,310,393
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
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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	4,018,701	3,310,393	423	2112	711	80,193	385,356				

The numbers are reported per 1000.

APPENDIX A STAKEHOLDER INPUT

Community and county stakeholders were invited to provide input to the CFSP and is as follows:

- Many positive reactions to PSSF funding. It was believed that PSSF provides flexibility and funding to engage families and maintain their connections.
- In a number of counties, PSSF and Core Services provide the capacity to individualize services, and be creative in meeting the needs of children and families.
- Concern was expressed about the 25% match for PSSF and the accounting processes to track clients. In community agencies, this is a challenge with the number of funding streams that must be managed.
- Concern was expressed about culturally competent services.
- Counties have a difficult time retaining staff of different ethnicities, due to the demands of the community. It is a situation of the need exceeding the supply; workers are often offered higher salaries and leave. It was recommended that the State have forms translated.
- Respite for adoptive and foster parents was expressed as a need; work with adolescents and the assignment of OPPLA goal was a concern.
- There was a common theme of changing the way Child Welfare services are provided; the move from a forensic model to a family treatment model; community based services and proactive, rather than reactionary services. There was an enthusiasm for change expressed by many stakeholders.

The following stakeholders provided input:

Angela Lytle, Arapahoe County
Sue Nichols, ARD
Maja Schiedel, El Paso County
Linda Metsger, University of Denver
Charlemagne Jimenez, Youth
Veronica Cavazos, Weld County
Leslie, American Humane Association
Brian Field, former county director and current contractor
Melissa Mailing, Boulder County
Ellen Green, ARD
Shirley Rhodus, El Paso County
Mary Berg, Jefferson County
Jeannie Berzinskaskas, DCW
Sherry Heath, Mesa County
Tray, Catholic Charities
Doris Palmer, Catholic Charities-Family Preservation.
Carla Quinn, Arapahoe county foster-adoptive parent
Jim Drendel, Larimer County
Denise Suniga, Larimer County
Bill DeLisio, State Judicial

Connie Linn, Broomfield County
 Skip Barber, Colorado Association of Family and Children's Agencies
 Suzanne Dosh, Adoption Exchange
 Sherri Danz, Office of the Child's Representative
 Chris Daniel, Jefferson County
 Mary Bush, ARD
 Jerri Spears, Field Administrator
 Frank Bennett, Colorado Coalition of Adoptive Families
 Aaron Weimeir, mental health therapist (private)
 Sister Michael Allegri, CSFPA/foster parent

Stakeholders are also integrally involved in numerous projects and programs within DCW and information is as follows:

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, 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, such as the Collaboration Management Program Interagency Oversight Group.

Promoting Safe and Stable Family Stakeholders

Diane Skufca, Regional Director,
Division of Youth Corrections

Deborah Cave, President
Colorado Coalition of Adoptive Families

Connie Vigil, Adoption Program
Administrator, CDHS, Division of Child
Welfare

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

Dan Makelky, Child Protection Manager

CDHS Child Welfare

Bunny Nicholson, Chief Executive
Officer
Nicholson, Spencer & Associates

Carla Knightcantsee, Program Director
Ute Mountain Ute

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

Rich Batten, Program Director
Colorado Responsible Fatherhood
Initiative, CDHS, Division Colorado
Works

David Carson, Assistant Director

La Gente

Alvin Simpkins, Pastor
Emmanuel Christian Center

Sister Michael Delores Allegri, Foster
Parent, Colorado State Foster Parent
Association

CAPTA Stakeholders

2008-2009 Children's Justice Task Force Members(State Designated CRP)

Colorado Department of Human
Services (CDHS)

Kittie Arnold, MSW
Executive Director
Human Services Managing Enterprises

Pamela Gorden-Wakefield (Prosecuting
Attorney)
Chief Deputy District Attorney
Arapahoe County Office of District
Attorney

Connie Fixsen (Disability)
CDHS

Lawrence Marsh, MSW, LCSW (Mental
Health Professional)
Department of Mental Health, CDHS

Pam Neu, LPC, CACII (Mental Health
Professional);(Alternate),
Department of Mental Health, CDHS

Lori Weiser (Prosecuting Attorney)
Assistant Denver City Attorney, Child
Welfare Unit
Denver Department of Human Services

Dr. Larry Matthews, M.D. (Pediatrician;
Health Professional)
Pediatric Consultant
CDHS

Vivian Burgos (Attorney for Children)
Guardian Ad Litem

Jennifer Richardson, LPC, CAC III
(Parent Group Representative)

Detective Faith Stevens (Law
Enforcement)
Arvada Police Department

Lori Burkey, Executive Director (Court
Appointed Special Advocates for
children)
Colorado CASA

Diane Waters, MA (Rural Program
Manager)
Colorado CASA

Mr. Pat Sweeney (Child Protective
Service Agency)
Administrator, Douglas County
Department of Social Services

Elizabeth Turner, JD (Defense Attorney)
Deputy State Public Defender
Arapahoe County Public Defender's
Office

The Honorable Anthony F. Vollack,
(Criminal Court Judge)
Senior Judge Program

The Honorable Dana Wakefield (Civil
Court Judge)
Denver Juvenile Court

Diana Goldberg, Executive Director

Sungate, Children's Advocacy and Family Resource Center, Inc

Mary McGhee, Director (Disability) Boards and Commissions
CDHS
Colorado Department of Human Services

Elizabeth Collins, Children and Youth Advocacy Director
Colorado Coalition Against Domestic Violence

Jill-Ellyn Straus, District Court Judge

17th Judicial District Attorney's Office

Shirley Mondragon, MSW
Task Force Chair, Children's Justice Act Grant
Program Administrator
Child Protection and CAPTA/CJA, Grant Division of Child Welfare
CDHS

Bev Dodds, MSW, LCSW
Children's Justice Act Grant Task Force – Co-coordinator,
CDHS

2008-2009 State Institutional Child Abuse Review Team Members

Michael Gallegos, MSW, LCSW
Program Manager, 24-hour Monitoring Unit
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CDHS

Karen Sparacino (Alternate)
Sandra Kirby (Alternate)
Child Welfare Monitoring Specialist Supervisors
24-hour Monitoring Unit
Division of Child Welfare
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Larry Matthews, MD
Pediatric Consultant
Colorado Department of Human Services

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Children's Justice Act and
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Attorney General's Medicaid Fraud Control Unit

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Division of Child Welfare
CDHS

Adolfo Regaldo, MPA
Foster Care Program Administrator
Division of Child Welfare (Alternate)
CDHS

Cynthia Owen, MPA
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Division of Youth Corrections
CDHS

Robert Newport, MPA (alternate)
Division of Youth Corrections

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Consultant to the Institutional Child Abuse Review Team

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Human Services Managing Enterprises.

Sherri Fowler, MSW
Child Protection Intake Supervisor
Denver Department of Human Services.

Joe Sprague
Executive Director
Center for Governmental Training and
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Patrick Sweeney, MSW, LCSW
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Douglas County Department of Social
Services

Bonnie McNulty, Representative
Child Placement Agency

Lawrence Marsh, MSW, LCSW
Residential Treatment Center Liaison
CDHS

Pam Neu, LPC, CACII (Mental Health
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Department of Mental Health
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Berna Smith, MSW
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Jefferson County Department of Human
Services

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

2008 – 2009 Pueblo County Child Protection Review Team Members (State Designated CRP)

Diana Bellarde
Chairperson- Lay Community- Minority

Jim Cardinal Lay Community – El
Pueblo Boys and Girls Ranch

Roger Gillespie
Mental Health Community- Colorado
Mental Health Institute at Pueblo

Linda Gonzales
Pueblo School District #60

Ed Hill
Pueblo School District #70

Ellen Cooney
Lay Community – Pueblo Child
Advocacy Center

Erica Kindred
10th Judicial Court Representative

Dr. Rona Knudsen
Physician Community

Det. David Lucero
Pueblo County Sheriff's Office

Cindie Phillips
Foster Parent

Kristie Phillips
Mental Health
Spanish Peaks Mental Health Center

Lynn Procell
Pueblo City-County Health Department

Karl Tameler
10th Judicial Court District Attorney

Sgt. Brett Wilson
Pueblo Police Department

CFCIP Stakeholders

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Denver County Department of Human
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Court House Inc, Beacon Center

Anne Powley
Chafee Counselor
Jefferson County Department of Human
Services

Kristin Waites
Chafee Counselor
Jefferson County Department of Human
Services

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

Ricardo Matthias. TLP Coordinator
Colorado Department of Human
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Family Tree

Nicole Sherwood
Family Tree

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Annette Zimmer
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Adams County Department of Human
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Holly Haman-Marcum
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Jefferson County Department of Human
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Tamy Ingram
Chafee Counselor
Weld County Department of Human
Services

Linda Larsen
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Weld County Department of Human
Services

Robin Thielemier
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Services

Stacy Frost
Chafee Counselor
El Paso County Department of Human
Services

Chafee Counselor
El Paso County Department of Human
Services

Lee Patke
Emily Griffith Center

Tami Lack
Third Way Center

David Fisher
Youth Ventures, CPA

Tanya Hammar-Amicus
Joint Action in Community Service

Richard Kendall
Shiloh Home

Sherri Adams
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Arapahoe County Department of Human
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Susan Adams
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Urban Peak-Denver

Tony Passariello
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Larimer County Department of Human
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Andrea Falvey
Urban Peak Colorado Springs

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Fremont County Department of Human
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Vanessa Collins
Adoption Alliance

Maureen Margevanne, Chafee
Counselor
Denver County Department of Human
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Rachel Josephson
Volunteers of America

Shirley Dodd
Colorado Department of Human
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Sarah LeBlanc and Shelby DeWolfe
Chafee Counselors
Larimer County Department of Human
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Philippe Marquis, Bridging the Gap, Mile
High United Way

Wendy Schiller-Youth
FosterClub All-Star

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Boulder County Department of Social
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Garfield County Department of Human
Services

Carson Jones
Chafee Counselor
La Plata County Department of Human
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Celeste Bodner
Foster Club, Inc.

Laura Demaree
Mile High Hope, Inc.

La Terra Cole -Youth
Adams County Department of Social
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Darrell DeLack -Youth
Larimer County Department of Human
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Hollie Hillman
Chafee Counselor
Yuma County Department

Val Hyde
Adams County Department of Human
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AmeriCorp Member

Paul Hatchett
Denver County Department of Human
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AmeriCorps Member

Melissa Barela
Denver County Department of Human
Services
AmeriCorps Member

Tad Giyan
Boulder County Department of Human
Services
AmeriCorps Member

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

Jim Pyle
"Speaking Out" Facilitator

Shaina Morphis -Youth
Arapahoe County Department of Human
Services

CFSR Executive Oversight Committee Membership

Karen Ashby, Judge
Second Judicial District

Skip Barber, Executive Director
Colorado Association of Children and Families

Ember Beamon
Youth Representative

Terencia Beauvais-Nikl
Adoptive Mother

Bill DeLisio Court Improvement Office Administrator
State Court Administrator's Office

Betty Donovan, Director
Gilpin County Department of Human Services

Barbara Drake, Director
Douglas County Department of Human Services

Sarah Ehrlich, Staff Attorney
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John Gomez, Director
Division of Youth Corrections
Interim Director for the Office of Children, Youth and Family Services

Rebecca Kirk-Scheu
Parent

Robert Lowenbach, Chief Judge
Nineteenth Judicial District

Lloyd Malone, Director
Division of Child Welfare Services

Gerald Marroney, Director,
State Court Administrator's Office

Sam Martinez, Region 8 Liaison
ACF, Children's Bureau

Jenise May, Director
Office of Human Resources, Compliance and Regulatory Affairs

Anthony Nunez, Commissioner
Pueblo County

Michael O'Hara, Chief Judge
Fourteenth Judicial District

Stephen Patrick, Chief Judge
Seventh Judicial District

Gini Pingnot, Project Coordinator
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George Kennedy, Director Children Youth and Families, CDHS

Sister Michael Delores Allegri
Colorado State Foster Parent Association

Judy Rodriguez, Child Welfare Manager
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Roni Spaulding CFSR Coordinator
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Shirley Rhodus, Child Welfare Administrator, El Paso County DHS

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Janet Rowland, Commissioner,
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Jean Snoddy, State Board Representative
Colorado Department of Human Services

Charles Smith, Deputy Director
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