

# **State of Colorado**



## **Annual Progress and Services Report June 30, 2010**

**Submitted to**

**Administration for Children and Families**

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

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## **APSR Acronym List**

<b>ACF-CB</b>	<b>Administration for Children and Families Children's Bureau</b>
<b>ARD</b>	<b>Administrative Review Division</b>
<b>APSR</b>	<b>Annual Progress and Services Report</b>
<b>BPC</b>	<b>Best Practice Courts Program</b>
<b>CAC</b>	<b>Child Advocacy Center</b>
<b>CAPTA</b>	<b>Child Abuse Prevention and Treatment Act</b>
<b>CASA</b>	<b>Court Appointed Special Advocate</b>
<b>CCYIS</b>	<b>Colorado Children and Youth Information Sharing Initiative</b>
<b>CDHS</b>	<b>Colorado Department of Human Services</b>
<b>CFCIP</b>	<b>Chafee Foster Care Independence Program</b>
<b>CFSP</b>	<b>Child and Family Services Plan</b>
<b>CFSR</b>	<b>Child and Family Service Review</b>
<b>CIP</b>	<b>Court Improvement Program</b>
<b>CJA</b>	<b>Children's Justice Act</b>
<b>CJFT</b>	<b>Colorado's Children's Justice Task Force</b>
<b>CMP</b>	<b>Collaborative Management Program</b>
<b>CPA</b>	<b>Child Placement Agency</b>
<b>CPS</b>	<b>Child Protective Services</b>
<b>CSU</b>	<b>Colorado State University</b>
<b>CWAC</b>	<b>Child Welfare Action Committee</b>
<b>DCW</b>	<b>Division of Child Welfare Services</b>
<b>DIFRC</b>	<b>Denver Indian Family Resource Center</b>
<b>D &amp; N</b>	<b>Dependency and Neglect</b>
<b>DYC</b>	<b>Division of Youth Corrections</b>
<b>ETV</b>	<b>Education and Training Vouchers</b>
<b>FAMJIS</b>	<b>Family Justice Information System</b>
<b>FFY</b>	<b>Federal Fiscal Year</b>
<b>FY</b>	<b>Fiscal Year</b>
<b>HCPF</b>	<b>Health Care Policy and Financing, Colorado's Medicaid Single State Agency</b>
<b>IART</b>	<b>Institutional Abuse Review Team</b>
<b>ICWA</b>	<b>Indian Child Welfare Act</b>
<b>NRC</b>	<b>National Resource Center</b>
<b>NYTD</b>	<b>National Youth in Transition Database</b>
<b>OFA</b>	<b>Orphan Foundation of America</b>
<b>OPPLA</b>	<b>Other Planned Permanent Living Arrangement</b>
<b>OOH</b>	<b>Out-of-home</b>
<b>PIP</b>	<b>Program Improvement Plan</b>
<b>PSSF</b>	<b>Promoting Safe and Stable Families</b>
<b>SACWIS</b>	<b>Statewide Automated Child Welfare Information System (Colorado Trails)</b>
<b>SFY</b>	<b>State Fiscal Year</b>
<b>SSUF</b>	<b>Statewide Strategic Use Fund</b>
<b>TANF</b>	<b>Temporary Assistance for Needy Families</b>
<b>YES!</b>	<b>Youth Empowerment System</b>

## Introduction

This report summarizes the accomplishments and changes that have occurred in Colorado for SFY 2009, and is the first interim report for the 2010-2014 Child and Family Services Plan (CFSP). Included in the report are demographic data on children served by Colorado's child welfare system, 2009 Child and Family Services Review (CFSR) findings and Colorado's Performance Improvement Plan (PIP) development information. Specific information is provided in the areas of training, technical assistance, management information systems and research and evaluation.

The accomplishments and changes that have taken place in Colorado are, in many ways, reflective of the national economy. Billions of dollars have been cut from the State budget. Colorado is additionally 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. 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.

Funding reductions in Child Welfare services have translated into reduced service options in most agencies, which has led to casework and 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 and will continue to have a significant negative impact on the state of Colorado. In spite of the current financial climate and a growing population, Colorado has achieved some significant accomplishments that are described in this report.

One of the most significant impacts to Colorado's Child Welfare system has been the Child Welfare Action Committee (CWAC), commissioned by Governor Bill Ritter through Executive Order B 006 08, issued April 16, 2008. CWAC, commissioned subsequent to the [2007 Child Maltreatment Fatality Report](#), completed its work in December 2009. The CWAC provided a yearlong assessment of Colorado's child welfare system bringing together external systems, stakeholders and leadership to look at the state of child welfare and make recommendations for improvements. The process focused on the assets and gaps of the current system. Thirty-three of the 35 recommendations contained in the [Child Welfare Action Committee recommendations matrix](#) were approved by the Governor. Two items, organizational structuring for delivering child

welfare and other human services, and a centralized abuse and neglect referral system, will be studied. Due in part to the recommendations of the Committee and the [Colorado Child Welfare Organizational Structure and Capacity Analysis](#) completed by Policy Studies, Inc., 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, and will continue to be updated through future Annual Progress and Services Reports (APSRs).

The following items, described throughout the remainder of the report have significantly affected the accomplishments and changes that have taken place in Colorado in 2009:

- Administration for Children and Families, Children's Bureau (ACF-CB) approval of Colorado's Project Request to Mountains and Plains Child Welfare Implementation Center
- Colorado's grant award from the National Quality Improvement Center in Differential Response
- Additional monitoring of the State's foster care facilities
- The 2009 CFSR Onsite Review
- Development of the 2009 PIP
- Successful completion of the 2002 PIP
- Division of Child Welfare (DCW) Organizational Restructuring
- Maintenance and regular upgrades to the State's Statewide Automated Child Welfare Information System (Trails) system
- Statewide Strategic Use Fund (SSUF) funding projects at the local level
- Establishment of the Colorado Disparities Resource Center through American Humane Association
- Successful completion of the Federal IV-E Program Review
- Use of the Child Welfare Policy Advisory Group (Sub-PAC) to formalize policy development between the Department and counties

## **Colorado's Emerging Practice Initiatives**

### **Colorado's Practice Initiative in Child Welfare**

Colorado's designation as a U.S. Department of Health and Human Services, ACF-CB Mountains and Plains Child Welfare Implementation Center project site in November 2009 provides access to sustained resources that will advance systemic practice change. Colorado's Practice Initiative in Child Welfare has been launched with commitment to practice changes at all levels in child welfare that will result in positive outcomes for children and their families involved with child serving agencies across the state.

The award provides Colorado with sustained technical assistance resources to develop and implement systems change reform. Year one of the work plan focuses on the development and implementation of a model of practice in Colorado. The model will assist in transitioning Colorado's child welfare system from one that often seems uneven and fragmented to one that aligns mission and values and unifies the strengths and community resources of the counties. The five-year initiative will:

- Engage the counties and state in developing a practice model that will align vision, mission and practice principles.
- Facilitate discussion about outcomes for children and families.
- Provide a foundation for all future work in child welfare.
- Prioritize Colorado's priorities and needs through strategic planning.

DCW is well positioned for change, with having had 8 comprehensive evaluations completed, containing 139 specific recommendations. An initial step in the Colorado Practice Initiative's work plan has resulted in a synthesis of the recommendations into 11 over-arching themes, providing focus and prioritization of all future activity. There were differences and diversity in suggested direction across the reports. However, the consensus and agreement was of the need to improve the child welfare system and outcomes for Colorado's children and families. There were consistent recommendations for improvements across common focus areas, including systems, structures, processes, data and measurement, resources, and relationships. Simultaneously, communication with counties and stakeholders prepares the wider child welfare system for the dialogues that need to occur at all levels for decision-making that aligns Colorado's mission and vision in a practice model and that establishes commitment to a set of practice priorities. The work of the initiative will strengthen the state and county interrelationship that is necessary to support change at both the state and local levels.

**The Colorado Consortium on Differential Response** was awarded by The National Quality Improvement Center on Differential Response in Child Protective Services, ACF-CB. It is operated by the American Humane Association and its partners Walter R. McDonald & Associates, Inc. and the Institute of Applied Research. The \$1.8 million award is a research and development grant that funds a pilot project examining the effects of a differential response practice model on outcomes for children and families. The Consortium partners are CDHS-DCW, Colorado State University and the counties of Arapahoe, Fremont, Garfield, Jefferson and Larimer. The pilot project will evaluate the model from February 1, 2010 to June 30, 2013. The project facilitates Colorado's ability to work intensively on development of a services model with multiple stakeholder systems—such as the courts, the community, providers and Trails. The methodical process allows for making decisions and adjustments throughout the course of the project and evaluating the impact of practice for the whole state.

### **Colorado's PIP Development**

Colorado's 2009 CFSR PIP, submitted on December 28, 2009, is in the process of negotiation and finalization. With negotiations in progress, Colorado has proceeded with implementation of a number of action steps to improve outcomes for children and families. ACF-CB Region 8 representatives are working with DCW in a supportive relationship, to ensure Colorado has a good plan that will result in sustained practice change and positive outcomes. CFSR Results are in Appendix B and ratings are highlighted throughout the report. Baselines and benchmarks will be reported in future APSRs, as the information is available.

### Colorado's Statewide Strategic Use Fund

In addition to the initiatives and PIP development, Colorado's [Statewide Strategic Use Fund](#) (SSUF), funded by Temporary Assistance to Needy Families (TANF) reserves are positively affecting child welfare, due to the variety of agencies that have received funding. A total of \$9,990,000 for Round II was awarded to 23 programs including:

- The Colorado Disparities Resource Center was launched with an SSUF award in September 2009 via a partnership between American Humane Association and Colorado Department of Human Services. The Center has begun assessing Colorado's data on children in foster care. It is anticipated that the Center's work will be informative for safety and permanency outcomes for children in out of home placement. This data has been provided to county departments and soon will be provided to the courts.

The work to obtain these initiatives and the ongoing project work are confirmation of Colorado's dedication to the improvement of its child and family outcomes, in spite of fluctuating economic times.

### Child Welfare Services Demographic Data on All Children Served for State Fiscal Years 2008 and 2009

The following table shows Colorado's Child Welfare Population from SFY 2005 through SFY 2009. It is noteworthy that referrals and open involvements have both increased and out of home (OOH) placements have decreased by approximately 10%.

**Colorado's Child Welfare Population**

Data	FY 2005	FY 2006	FY2007`	FY 2008	FY 2009
Child Population 0-17	1,184,216	1,202,978	1,223,474	1,244,134	1,258,823
Referrals (families)	62,767	68,424	70,216	74,807	76,144
Assessments	50,830	54,474	57,545	62,868	64,745
New Involvements	16,380	16,345	15,794	15,507	14,459
OOH Involvements	13,754	13,715	13,042	12,838	12,342
Open Involvements	40,690	40,916	41,536	41,841	41,918

Source: CWSDATA Combined Historical Summary CO

## **I. Program Service Description**

The Program Services Description section of this report includes information about Stephanie Tubbs Jones Child Welfare Services and Promoting Safe and Stable Families. In addition, information concerning the specific accomplishments and progress toward meeting each goal and objective, including information on outcomes for children and families is provided.

### **A. Stephanie Tubbs Jones Child Welfare Services**

The [2010-2014 CFSP](http://www.cdhs.state.co.us/childwelfare/reports.htm) 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 report is available at: <http://www.cdhs.state.co.us/childwelfare/reports.htm>

#### **Administration**

CDHS through the 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.

#### **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 Services Continuum](#) includes a broad array of services and is supported and enhanced by community partnerships and collaborations. The continuum is available in varying degrees across the state according to the resources of the local communities and includes some or all of the following components:

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

Community partnerships and collaborations are described throughout the remainder of this report in applicable sections.



## **B. Promoting Safe and Stable Families Service Description**

Promoting Safe and Stable Families (PSSF), IV-B, Subpart 2, 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. PSSF programs are selected to receive funds through a non-competitive application process. The criteria for selection is based on:

- The site being an existing PSSF site
- The site's proximity to a family resource center
- The number of legalized adoptions reported by the site
- The number of children under the age of 18, and the number of child welfare cases reported by the site

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.
- Development of 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.

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

### **Goals and Objectives:**

1. 90% of all children served through PSSF will not have a confirmed report of maltreatment during the 12 month grant period  
**2009** 9,452 children were served  
**2010** 93% of children served did not have a confirmed report of maltreatment

2. 95% of at-risk children receiving PSSF services will not enter an OOH placement during the 12-month reporting period.  
**2010:** 92% of children did not enter an OOH placement
3. 387 children received adoption and permanency services  
**2010:** 57% of the group was adopted.
4. 2,118 children were served with time-limited reunification services  
**2010:** 68% of these children were reunited with family or kin.
5. 4,893 children received family support services.  
**2010:** 97% of these services resulted in positive outcomes.

The above data has been reported by County PSSF programs and reflects data for the time period of October 1, 2008-September 30, 2009.

### **C. Review of Progress Toward Accomplishing the Goals and Objectives**

Colorado's 2010-2014 CFSP was developed with the intent of transition to a new framework that is focused on management by child and family outcomes for 2010-2014, and includes the following steps:

- Orientation and involvement of the counties in the transition planning
- Involvement of Administrative Review Division (ARD) and Field Administration in planning and protocol development
- Orientation for DCW staff about data and data trends
- Prioritization of data analysis options
- Development of protocols for working with counties on outcomes
- Cross-systems coordination for follow-up and work with counties
- DCW reporting, evaluation, and accountability protocols
- Systemic stakeholder involvement in planning and implementation
- Coordination between ARD and DCW's quality assurance system and county quality assurance programs
- Involvement of National Resource Centers (NRCs) and other technical assistance with the transition

Program service descriptions for Child Abuse and Prevention Treatment Act (CAPTA), Chafee Foster Care Independence Program (CFCIP) and the Educational Training Vouchers (ETV) program are located as separate reports in Sections XII and XIII.

There has been progress on the transition to management by child and family outcomes due to the 2009 PIP development and Colorado's Practice Initiative in Child Welfare. This work has involved orientation and dialogue between State and County representatives about the need for new levels of accountability and the

practice changes needed for improved outcomes for families and children. DCW has increased Research, Data and Evaluation staff to focus on the quality of data, through State and County collaborative efforts and trend analysis of specific areas in all the CFSR domains.

The steps CDHS will take to expand and strengthen the range of existing services and to develop and implement services to improve child outcomes will be the result of work on the 2009 PIP and Colorado's Practice Initiative in Child Welfare, which is described under the "Emerging Initiatives" section of this report.

CFSR Improvements are included throughout this report. There are no Title IV-E issues outstanding. Adoption and Foster Care Automated Reporting System improvement plan changes continue per agreements with ACF-CB, Central Office.

Service changes will be made because of PIP and Colorado's Practice Initiative in Child Welfare changes yet to be identified. There are no revisions to the goals and objectives established in the 2010-2014 CFSP.

The review of progress toward accomplishing the goals and objectives of the 2010-2014 CFSP is arranged according to the broad themes (strategies) of the plan, and these are integrated into the 2009 PIP. These themes are Family Engagement, Timely Permanency Achievement for Children and, Assuring that Children have Adequate Services for their Well-Being. The PIP strategies have been developed with these broad themes and ensure that all items and systemic factors requiring improvement are contained within the thematic areas.

The following section is a review of progress/activities on specific objectives and benchmarks contained in the 2010-2014 CFSP. Trails and ARD are the sources for all data citations.

### **CFSP Theme #1: Family Engagement**

The intent of services under Family Engagement is to ensure the safety and well-being of all children who come to the attention of CDHS and county departments. Engaging families provides a relationship between the caseworker and the family that provides for sharing of information, regular communication around progress on the services plan goals and assessment of services that the family needs.

#### **2009 CFSR Ratings:**

<b>Safety Outcome 1</b>	<b>73%</b>
<b>Safety Outcome 2</b>	<b>66.2%</b>

#### **Goals (S1, S2, P1, WB 1)**

- Families will be engaged to keep children safe, enhance their permanency, and prevent removal.
- Children are maintained in their homes unless their safety or safety of the community cannot be secured.

## **Objectives**

1. Enhance the availability of family engagement strategies statewide.
2. Assess all families initially and on an ongoing basis.
3. Increase family involvement in Family Services Plan development and implementation.

Objectives 1, 2 and 3 are addressed in the 2009 PIP with action steps ensuring a basic standard of family engagement is practiced in every county.

4. Provide the services that families and children need to assure child and community safety.
5. Ensure an adequate array of services.

Objectives 4 and 5 are addressed through PIP action steps requiring assessments at all critical points throughout the life of the case and that address the needs of all children in the family.

6. Reduce the number of children that have a second report of child abuse and/or neglect.

Objective 6 has been met since the first CFSR and will be removed as an objective.

## **Performance and Quality Assurance**

According to the CFSR Data Profile (March 16, 2010), the following has been determined:

- Absence of maltreatment recurrence: FFY 2009, Colorado is at 95.8%, an increase from 94.9% in FFY 2008.
- Absence of Child Abuse and/or Neglect in Foster Care for FFY 2009 is at 99.61%, an improvement from 99.46 in FFY 2008. Colorado's improved rate may be attributed to increased monitoring of county certified foster homes programs, which provides increased opportunities for education.

According to ARD information, the following has been determined:

- Safety needs of children or youth were adequately addressed in those cases in which there was a new allegation of abuse or neglect in 95.7% of the cases for the period of April 1, 2009 to December 31, 2009
- For OOH cases, the State's performance for safety measures for the period of April 1, 2009 through December 31, 2009 was 70.5%.

DCW staff reviews reports regarding timeliness of child abuse and neglect investigations and assessments being completed within 60 days. Follow-up occurs with counties as needed regarding the findings of these reports.

DCW also reviews fatalities in which there was involvement by a county department within the past 5 years. DCW also reports fatality data to the National Child Abuse and Neglect Data System. There were 34 fatalities in 2009, an increase from 32 in 2008.

## **CFSP Theme # 2: Timely Permanency Achievement for Children**

### **2009 CFSR Ratings:**

**Permanency Outcome 1 37.5%**

**Permanency Outcome 2 75.0%**

Colorado is addressing child permanency outcomes through a multi-solution approach that includes:

- A Permanency Task Group, comprised of State, County, legal and behavioral health representatives is developing the PIP and strategizing to improve child and youth outcomes.
- A new program specialist for non-certified kinship providers has consulted with counties on supports available to relatives providing care, and a kinship navigation guide will be available by July 1, 2010.
- A new foster care rural recruitment specialist is being hired to ensure that an array of placement options is available in all areas of the State.
- A new recruitment/ retention plan for resource families is being developed with counties as well as the private child placement agencies as an updated guide to improve support for resource families and placement stability and permanency for children.

### **Goals: (P1, WB1)**

1. Children will be in a permanent living situation in a timely fashion and will have permanency and stability in their living situations
2. Permanency goals will be selected and reviewed throughout the life of the case and be based on the child's needs

### **Objectives**

1. Increase the percentage of children that are able to remain with their families after reunification
2. Increase the percentage of children in OOH care who experience 2 or fewer moves
3. Increase the number of children who achieve reunification with their birth families or caretakers within 12 months
4. The number of children who exit foster care into adoptive placements within a 24 month period will be increased
5. Children in foster care will have a permanency goal established in a timely manner
6. 12-month permanency hearings will be held in a timely manner

## **Performance and Quality Assurance**

Child permanency outcomes are measured with ARD review and CFSR Composite Data, and are detailed as follows:

### Objectives 1,3

#### Permanency Composite 1: Timeliness and Permanency of Reunification

The national standard is 122.6 or higher. For FFY 2010, Colorado is at 120.2, and although experiencing some decline, maintains a National Ranking of 16 out of 47. There are two components to Composite 1:

1. Timeliness 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, for FFY 2009, Colorado exceeds the 75<sup>th</sup> percentile (75.2%) at 79.0%. This is an increase from FFY 2008 performance of 77.7%. In the measure of median stay, Colorado is higher than the 25<sup>th</sup> percentile of 5.4 months, with a median stay of 5.5 months for FFY 2009.
2. Permanency of Reunification: the measure is re-entries to foster care in less than 12 months. Colorado does not meet the 25<sup>th</sup> percentile of 9.9% (or lower); Colorado's measure is 18.7% for FFY 2009, an increase from the measure of 17.3% for FFY 2008.

### Objective 4

#### Permanency Composite 2: Timeliness of Adoptions

The national standard is 106.4 (or higher) and Colorado's score is 119.8 for FFY 2009. with a National Ranking of 6 out of 47. This is a dramatic increase from the score of 113.4 for FFY 2008. There are three components to Composite 2:

1. Timeliness of adoptions of children discharged from foster care: This component has two measures: children who are discharged from foster care to a finalized adoption: Colorado increased from 56% in FFY 2008 to 59% in FFY 2009; and the length of the median stay (lower score preferable): Colorado has progressed from 22.4% in FFY 2008 to 21.7% in FFY 2009.
2. Progress toward adoption for children in foster care for 17 months continuously or longer: Colorado was at 19% in FFY 2008 and is at 18.9% for FFY 2009.
3. Progress toward adoption of children, who are legally free, in less than 12 months: Colorado's finalized adoptions were 58.3% for FFY 2008 and 57.9% for FFY 2009.

#### Permanency Composite 3: Achieving Permanency for Children and Youth in Foster Care for Long Periods of Time

The national standard is 121.7 (or higher) and Colorado's score for FFY 2009 was 124.1, an increase from 122.7% in FFY 2008. Colorado has maintained a National Ranking of 14 out of 51 in Composite 3 since FFY 2008.

The two components to Composite 3 are:

1. Achieving permanency for children in foster care for long periods has two measures. For exits to permanency before the 18<sup>th</sup> birthday for children in care for 24 or more months, Colorado was at 19.9% for FFY 2008 and 18.1% for FFY 2009. For exits to permanency for children with termination of parental rights,

Colorado was at 95.1% for FFY 2008 and 95.7% for FFY 2009.

2. Growing up in foster care has one score, children emancipated who were in foster care for three years or more (lower score preferable). Colorado scored 26.6% for FFY 2009, an improvement from the FFY 2008 score of 30.2%.

## Objective 2

### Permanency Composite 4: Placement Stability

The national standard is 101.5 (or higher) and Colorado's score for FFY2009 was 100.6% for FFY 2009, an increase from FFY 2008 of 99.5%. Colorado's National Ranking has moved from 12 to 11 of 51.

There are three measures in this composite:

1. Two or fewer placement settings for children in care for less than 12 months:: Colorado scored at 87.2% for FFY 2009 and 87.5% for FFY 2008.
2. Two or fewer placement settings for children in care for 12 to 24 months: Colorado scored at 66.3% for FFY 2009, compared with 64.8% fro FFY 2008.
3. Two or fewer placement settings for children in care for 24 + months. Colorado scored at 37% for FFY 2009, an improvement from 35.8% in FFY 2008.

Improvement in this measure may be attributed to the work plans implemented by Counties in August of 2008, to reduce the number of moves that children experience in OOH placement.

## Objective 6

### Permanency Hearings for Children in Foster Care

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. ARD results for this area from April 1, 2009-December 31, 2009 demonstrate that court orders exist in 96.2% 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.

## **CFSP Theme #3 Assuring that Children Receive Adequate Services for their Well-being**

Colorado's child and family well-being is contingent upon the improvements being made in family engagement and permanency and the success of county and state collaborations. PIP action steps are focused on the critical points where family/child assessments must be completed in the life of the case and the quality of the relationship between the worker and the family.

### **2009 CFSR Ratings**

<b>Well-Being Outcome 1:</b>	<b>47.7%</b>
<b>Well-Being Outcome 2:</b>	<b>86.0%</b>
<b>Well-Being Outcome 3:</b>	<b>82.0%</b>

### **Goals (S1, S2, WB1, WB3)**

- Children and families will live in safe and stable environments with access to a continuum of quality services appropriate to their needs
- Families will have enhanced capacity to provide for their children's needs.

### **Objectives**

Assessments of children's needs will include foster care and kin caregiver input  
The needs of all required parties as related to the child will be addressed through services

1. Children will receive the appropriate services to meet their educational, physical and mental health needs. The goals, objectives and interim benchmarks specifically related to the physical and behavioral health of children are located in the "Health Care" Services section of this plan.
2. Parents and children interviewed will be involved in case planning
3. 90% of monthly worker visits with children will be face-to-face.
4. Caseworkers will conduct the required visits with parents and discuss services needs and progress and the needs of their children with them.
5. Children will receive timely physical, dental and mental/behavioral health assessments. Services needs identified through the assessment will be provided in a timely manner.

### **Objectives 2,3**

To achieve the objective of the involvement of parents and children in family services planning the following have occurred:

- The Sub-PAC Permanency Task Group has initiated the state-county workgroup to establish the basic standard for all counties for family engagement. This includes a single definition of family engagement, the points of time in the family's services plan when strategies will be employed and documented.
- Planning for a webpage for workers, which will incentivize workers for engaging fathers, is underway.

### **Objectives 1-4**

To achieve the objective of face-to-face visits between the workers and children the following have been implemented:

- DCW monitors caseworker contacts by county; regular reports and technical assistance are provided to the counties.
- Caseworker Core training emphasizes the purpose of visitation and effective strategies for workers to use in conducting meaningful visits with children.
- The Caseworker Contacts Steering Committee continues to meet through the next 12 months, assessing progress and targeted outcomes.

### **Objectives 1-4**

To achieve the objective of required visits with parents or guardians the following will be implemented:

- Team decision making, family group conferencing shall include notification of fathers and non-resident mothers. The new ARD Review Instrument has specific



questions about notification and who was invited and who attended. Exceptions are made when there are significant safety issues.

- Counties will be evaluated for increased father and paternal relative involvement in 2010 using ARD data.
- A new website, targeted at child welfare workers, and emphasizing father involvement, is expected to be functional by June 1, 2010. The website, the result of partnership between the Office of Self-Sufficiency and DCW, provides helpful information about working with fathers and mothers to engage fathers. In addition, educational materials and space for highlighting promising practices and tips from workers are available. The site provides incentives for caseworkers and agencies that boost father involvement.

#### Objectives 5,6

To achieve the objective of children with identified physical, dental behavioral and mental health needs having services provided the following have been implemented:

- Statewide Core training emphasizes use of North Carolina Family Assessment Scale, Colorado Client Assessment Record and Early Periodic Screening, Diagnosis and Testing in order to determine and document the need for initial and ongoing health services.
- Trails changes were completed in 2009 that require the entry of NCFAS information at specific points of time in the life of the case. Training about the changes was available to all caseworkers and supervisors.
- DCW and the Department of Health Care Policy and Financing (HCPF) continue regular meetings to ensure that children in foster care have services available to meet their health needs. The direction provided through these meetings is communicated to DCW program staff and counties. Regular meetings have occurred over the past 12 months and a new EPSDT Periodicity Schedule has been developed with the Colorado Department of Health and Environment.

The services provided in FY 2011 will remain as outlined in the 2010-2014 CFSP. There are no planned changes to Colorado's Program Services.

## **II. Collaboration**

### **Community Partnerships and Collaborations**

Community partnerships and collaborations, rated as a strength in the 2009 CFSR, have a key role in strengthening Child Welfare's services continuum. These include court collaborations, PSSF community partnerships, the Collaborative Management Program (CMP) and other stakeholder collaborations that support the development and implementation of the CFSR. The Colorado Practice Initiative in Child Welfare and the Colorado Consortium on Differential Response are not only energizing and informing the system, but are also engaging county departments, the Colorado Best Practice Courts Program (BPC) and the CMP, youth and families and other community stakeholders. The following description provides detail about these key collaborations.

### Collaboration between CDHS and Colorado Judicial System

Colorado is divided into twenty-two judicial districts, 21 of which formed multi-disciplinary teams designated as Colorado BPC Teams, under the auspices of the [Colorado Court Improvement Program](#) (CIP). BPC Team activity is found on the Colorado BPC Team Website, the goal of which is to provide electronic access to expertise and consultation.

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

- Roles and Responsibilities Training, starting October, 2009, has strengthened Multi-disciplinary teams with enlightenment about the different systemic responsibilities
- The Family Justice Information System (FAMJIS), continues to be recognized as one of the nation's best child welfare data exchange projects and continues to assist at the local level, with the following:
  - FAMJIS data exchange information measure performance on specific items related to safety, timeliness, due process, and permanency available to judicial officers and staff.
  - Quarterly training occurs in the areas of management reports, data integrity and data sharing between the two agencies.
  - Site visits, including data presentations, coordinated with all stakeholders.

### Collaborative Management Program (H.B. 04-1451)

The Collaborative Management Program's (CMP) work with and among counties contributes to a full continuum of care. Twenty-nine counties, including 9 of the 10 large, are involved in the program. A State Steering Committee comprised of the supervising agencies and county departments and family advocates guides the work of CMP. 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. CMP's Steering Committee engaged recent study of consumer involvement levels.

### Colorado's Children and Youth Information Sharing Initiated (CCYIS)

The Collaborative Management Program and the Prevention Leadership Council (under the Department of Public Health and Environment) formed the CCYIS Collaborative jointly in March of 2006. The main purpose children and youth information sharing is to structure policy and procedures for efficient, appropriate and timely sharing of accurate information between children and youth service agencies and the state and local levels to improve services and outcomes of children, of youth and families involved in services. Recent accomplishments of the group include applying for and participating in grants to secure project funding. Also, the group was successful in securing the adoption of the information sharing guidelines by the Government Data and Advisory Board and Governor's Office of Information and Technology. The guidelines were developed by the Center for Network Development and are being used by the CCYIS initiative.

### Residential Care Collaborative (H.B. 05-1084)

Another key collaboration for CDHS is the work of refining the program for residential care for children and youth. The Collaborative is made up of County, State and Provider representatives, originally charged with the redesign of Colorado's residential mental health program in SFY 2006. The group continues to meet to evaluate program operation, approve rate setting methodology processes, and fine-tune any remaining program design issues. The following are the current focus of the collaborative:

- Development of a pilot Request for Proposal for 2011, focusing on a specific population of youth, served both by DCW and Division of Youth Corrections (DYC) being served in residential treatment.
- Recommendation for renewal of the provisional license for treatment professionals, due to sunset on June 30, 2011, will ensure continuity and availability of treatment services in residential care.

### CFSR Executive Oversight Committee

The CFSR Executive Oversight Committee (EOC), appointed by CDHS Executive Director Beye, meets monthly and provides advice and information for the CFSR process. The Committee is comprised of a variety of stakeholders, including county representatives, behavioral health and foster care providers, adoptive parent, youth and three district court judges and other court representatives. Two of the district court judges were reviewers for the 2009 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. The EOC has agreed to serve in the dual role as the Project Steering Committee for the Colorado's Practice Initiative in Child Welfare. This recent transition provides a high level of multi-disciplinary expertise to inform and guide both activities.

### Colorado's Practice Initiative and Differential Response Collaborations

Colorado's Practice Initiative in Child Welfare and the Consortium for Differential Response are collaborations occurring with DCW representatives and counties in:

- Planning for the initiatives' design and implementation.
- Communicating about the initiative.
- Evaluating the initiatives both locally and nationally.

### Colorado's Youth Collaboration

DCW, with its numerous collaborative partners, has taken "Youth Voice" to a new level in Colorado with its strong network. Expansion of youth networking includes 3 new county department youth advisory boards; youth board to youth board mentoring; youth involvement in the 2009 PIP development, EOC meetings and youth involvement in website development for National Youth in Transition Data Base (NYTD). The Rural Collaborative for Homeless Youth and the Rural Collaborative Youth Leadership Team have ensured that there is a youth voice for rural areas and have leveraged additional grant funds targeting the rural area, boosting Colorado's services array. The Youth Collaborative, working with the Chafee Foster Care Independence Program, actively ensures there are youth services available in all areas of Colorado.

Significant youth-related legislation has been passed in 2009-2010, and includes:

- HB 09-1099: provides county youth involved in child welfare an opportunity to be a part of the state legislative process
- HB 09-1122: provides circumstances for select youth aged 18 up to 21 years of age to be sentenced to the more developmentally appropriate youth offender system
- HB 09-1280: creates a Youth Challenge Corps Program

### **Stakeholder Involvement in the Review of the CFSP**

Colorado sought stakeholder guidance to examine the practices, policies and procedures of the state and local agencies and to evaluate the extent to which the agencies are effectively discharging their child protection responsibilities. Stakeholders provide the opportunity for public outreach and comment in order to assess the impact of current procedures and practices on children and families in the community.

Stakeholder input is received through various methods, such as local collaborative and program steering committees and through county program coordinators and meetings for the 2009 PIP development. In addition, four stakeholder meetings were held to gather input for the 2010 APSR, and the 2009 PIP, in addition to electronic surveys. The surveys and meetings have provided the opportunity to provide information about funding and services provided through the CFSP. Information and orientation about the CFSP, and its relationship to the CFSR were expanded in SFY 2009 to provide continuity of information about child welfare services to counties and stakeholder groups. Stakeholder feedback included the following:

County Directors responding to a survey for the 2010-2014 CFSP indicated that the need for: training of caseworkers about their roles in the achieving the objectives of the Plan, more engagement between the state and counties in terms of technical assistance and consistent practice standards, and completion of the workload study recommended by CWAC. Additional information was provided about the collaboration, unique community partnerships and intra-agency collaborations. Court-County department collaborations were highlighted.

According to family and service provider feedback obtained during consumer group meetings, casework services are provided with a range of abilities and skills, according to consumers and foster care providers. The range varies from excellent inclusion of families in decision-making to situations in which consumers locate help outside the child welfare system to interpret their services plans. Workers may need more training in Indian Child Welfare Act (ICWA) and its application. While there is more understanding of the mechanics and requirements of the law, there may need to be more training and emphasis on the cultural aspects. There are treatment services that may be culturally appropriate for the family, such as Native American Talking Circles, but are not evidence-based, which may make funding difficult. It was recommended that when services are provided that multiple locations are made available, if possible. Families in large counties may have large geographical distances to travel on public transportation.

Foster Care caregivers provided feedback during a PIP/CFSP feedback session. Concern was expressed about the pressure caregivers experience to adopt and the emphasis that kinship care receives. Foster caregivers that had adopted found that subsidies were sometimes difficult to negotiate and that services were not readily available through the local community after adoption. It was felt that adoptive parents who have been in the fostering parent role should be advised about the level and availability of county services before making a decision to adopt. Foster care caregivers had trouble from caseworker turnover when information or assistance was needed with the children in their homes.

From electronic surveys, it was indicated that the Departments are generally performing well on areas of safety and permanency and that there are good community resources.

A Court/Judicial Survey indicated positive to moderate indicators for timeliness of investigations and services to protect children and youth in their homes and that children's physical health and medical needs are identified and addressed. The emotional and mental health needs were not as strongly indicated as being addressed. Engagement of children, youth, parents and/or guardians in case planning and visitation activities appears to be moderately met.

CFCIP coordinator stakeholders, responding to a survey about the availability of mental/behavioral health services in their areas indicated an availability of services, but difficulty locating health providers who would take Medicaid. There was an indication of the need for substance abuse services for their youth.

Stakeholder planning for 2011 involves development of a stakeholder feedback baseline to be used regarding the evaluation of the 2010-2014 CFSP and the PIP.

### **III. Program Support**

#### **A. Training, Technical Assistance, Research**

The Child Welfare Training Academy, located in Denver, began operations in January 2010. The Academy is mandated in SB 09-164, which emanated from the Governor's CWAC. It is one of the most sweeping training reforms Colorado has initiated since the implementation of core trainings for caseworkers in 1995. The Academy is based on a new training structure that defines the standards of competence an individual must demonstrate before receiving certification. New caseworkers are required to complete 40 hours of prerequisite computer-based training, four weeks of pre-service classroom instruction coupled with two weeks of on-the-job training, 24 two-day sessions of legal training, and will receive training evaluation and oversight. New or newly promoted supervisors are also required to attend three weeks of classroom training and two weeks of field training.

Workers must attend and be certified by the Academy before assuming casework functions at the county departments. Certification ensures that individuals hired to work in the Child Welfare system receive the necessary training to responsibly perform the

functions of their jobs by combining classroom learning with field training that is monitored by State trainers. This new training package creates greater uniformity in training by establishing standard interpretation, integration, and implementation of federal and state statutes, federal and state regulations, and generally accepted practice standards. Training capacity has been increased and aligns with the CFSR outcomes of safety, permanency and well being.

The Academy began pre-service classes for new child welfare workers on January 19, 2010 and classes for new child welfare supervisors on February 22, 2010. The new caseworker series is repeated every 2 weeks and the new supervisor series every other month. Case Aides and child abuse reporting hot line staff will be required to attend two weeks of classroom training and one week of field training when funding is available. The two weeks of on-the-job training for new workers and new supervisors is coordinated and monitored by five regional field-training specialists. The training is offered a minimum of 20 times throughout the year. Workers from other states are required to provide training credentials that match those of Colorado's requirements. Certification of training is a mandatory condition for continued employment in Child Welfare in Colorado.

In addition to the new worker and new supervisor training, Volume 7 rules passed by the State Board of Human Services, March 2, 2010, require 40 hours of ongoing training for workers and supervisors, 16 of which must be in their specific area of practice.

IV-E Training Funds have been provided to stakeholders for training. Additional trainings for casework staff, Court Appointed Special Advocates (CASA), volunteers, placement facility staff, judicial officers, and other Child Welfare service providers are detailed in the following sections:

## **B. Staff Training and Technical Assistance**

Colorado's Practice Initiative in Child Welfare is providing sustained technical assistance for Colorado. Additional technical assistance is being defined as the PIP is negotiated and finalized.

The following trainings were conducted from July 1, 2009-March 15, 2010:

### **Outcome Domain: Safety**

- In the Best Interest of our Children: A Hands On Approach – Eight Sessions
- Integrating Child Welfare and Substance Abuse Intervention – One Session
- Maternal Substance Abuse – One Session
- Promoting Placement Stability – Two Sessions
- Treatment Planning for Abused Children – One Session
- Youth Safety: Runaway and Homelessness Prevention – Four Sessions
- Connecting The Dots: Keeping Kids Safe & Connected – Four Sessions
- Consistency in Child Protection Assessment – Three Sessions
- Developmental Consequences of Child Maltreatment – Three Sessions
- Medical Aspects of Child Maltreatment – Two Sessions
- NCFAS – North Carolina Family Assessment Scale – Three Sessions

- SAFE – Structured Analysis Family Evaluation – Seven Sessions
- Sexual Health for Foster Care Children and Adolescents – Four Sessions
- Working with Sexually Abused Children in Foster Care – Three sessions
- Stay Healthy & Alive: Drug Awareness, Personal Safety – Seven Sessions
- Legal Preparation for Caseworkers – Nine Sessions
- Motivational Interviewing – One Session
- Foster Parent Core – Twenty Four Sessions
- SAFE Home Study Interview – Two Sessions
- SAFE Supervisor Training – Two Sessions
- Principles of Addiction Counseling for Caseworkers – Two Sessions
- Supervisor Core 1: Administrative Supervision – Two Sessions
- Supervisor Core 2: Educational Supervision – Two Sessions
- Supervisor Core 3: Supportive Supervision – Two Sessions
- Core 1: Family-Centered Child Welfare – Five Sessions
- Core 2: Case Planning and Family Centered Casework – Seven Sessions
- Core 3: The Effects of Abuse and Neglect on Child Development – Seven Sessions
- Core 4: Separation, Placement and Reunification – Seven Sessions
- Teaching Parents with Cognitive Disabilities Home Safety – One Session
- Initial Intervention with the Non-Offending Parent – Two Sessions
- Institutional Child Abuse/Neglect Intake Seminar & Training – Two Sessions
- Adolescent Substance Use and Associated Disorders – Two Sessions
- Adolescents with Developmental Disabilities – Two Sessions
- Roles & Responsibilities – One Session

### **Outcome Domain- Permanency**

- ICWA-The Indian Child Welfare Act – Partnering for Permanency – One Session
- Transitioning to Adult and Community Living – One Session
- IV-E Training for Workers – Seven Sessions
- IV-E New Worker Training – One Session
- Building Partnerships with Families: Practical Interventions – Two Sessions
- Helping Children Cope: Reducing Trauma During Placement – Three Sessions
- Transitioning to Adult and Community Living – One Session
- Nuts and Bolts of Foster Care – One Session
- Helping Youth in Foster Care Build Self-Sufficiency Skills – One Session
- Teens, Tweens & Everything in Between: Helping Foster Kids Become Successful Adults One Step at a Time – Four Sessions
- Using Psychological Assessment in Child Welfare – Three Sessions
- Adolescent Assessment and Case Planning – One Session
- Adolescent Development – One Session
- Transitioning Youth: Train the Trainer – One Session

### **Outcome Domain – Child & Family Well Being**

- Nurturing Children With Special Health Care Needs – Four Sessions

- Life books: Connecting Children to their Past & Present – Two Sessions
- Other Planned Permanent Living Arrangement (OPPLA) Youth Well Being: Using Positive Youth Development – Four Sessions
- Mental Health and Medication for Children in Placement – Two Sessions
- Parents with Mild Cognitive Impairments – One Session
- Healing Traumatized Children in Substitute Care – Three Sessions
- Helping Children Cope – Two Sessions
- F.I.R.S.T.: Finding Inner Resiliency for Secondary Trauma – Two Sessions
- Visitation Training – One session
- New Director Training – Two Sessions
- Strategies for Parenting Challenging Children – One Session
- Transitioning From Foster to Adoptive Parenting – Two Sessions
- Working with Families with Children/Parents with Developmental Disabilities – Five Sessions
- Recognizing and Managing Behavior in Children with ADHD – One Session
- Interdisciplinary Case Conflict Management – Two Sessions
- Intervention Skills for Case Aides – Two Sessions
- Intervention Strategies & Service Provisions for Adolescents – One Session
- Ages & Stages Social Emotional Screening for Young Children – Two Sessions
- Back to Basics: A Refresher for Seasoned Supervisors – One Session

**Evaluation Data for Trainings Offered Between July 1, 2009 and March 20, 2010**  
**New Worker Core**

The following table shows satisfaction by course with the content of New Worker Core Trainings conducted during the period of July 1, 2009 and March 20, 2010. 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 is based on the course content.

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

\*New worker Pre-Service Training started January 19, 2010.

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
CORE 1	Mean	3.49	3.51	3.67	3.61	3.60	3.57	3.60
	<b><i>N</i></b>	108	108	107	108	109	107	108
Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
CORE 2	Mean	3.38	3.43	3.47	3.47	3.52	3.47	3.52
	<b><i>N</i></b>	130	129	128	130	129	129	123



Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
CORE 3	Mean	3.36	3.50	3.55	3.49	3.51	3.45	3.45
	<b><u>N</u></b>	135	133	132	134	134	132	133
Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
CORE 4	Mean	3.42	3.52	3.52	3.55	3.54	3.53	3.56
	<b><u>N</u></b>	167	166	166	165	165	165	163
Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
New Worker Pre-Service*	Mean	3.37	3.51	3.64	3.55	3.65	3.64	3.63
	<b><u>N</u></b>	103	100	105	105	105	99	101

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 of July 1, 2009 and March 20, 2010. 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 is based on the course content.

COURSE		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7	Content 8
FOSTER Core	Mean	3.50	3.50	3.64	3.55	3.66	3.65	3.72	3.70
	<b><u>N</u></b>	435	376	417	433	444	435	440	441

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.

### **New Supervisor Core**

The following table shows satisfaction by course with the content of New Supervisor Core Trainings conducted during the period of July 1, 2009 and March 20, 2010. 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 is based on the course content.

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 1	Mean	3.56	3.59	3.56	3.41	3.59	3.47	3.44
	<u>N</u>	16	17	16	17	17	17	16
Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 2	Mean	3.26	3.26	3.44	3.44	3.47	3.42	3.33
	<u>N</u>	16	16	16	16	16	15	15
Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Core 3	Mean	3.44	3.44	3.50	3.50	3.44	3.33	3.20
	<u>N</u>	16	16	16	16	16	15	15
Cours9-54e		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
New Supervisor Pre-Service *	Mean	3.57	3.57	3.67	3.67	3.71	3.71	3.67
	<u>N</u>	21	21	21	21	21	21	21

#### 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.

\*New Supervisor Pre-Service started on February 21, 2010.

### **Ongoing Worker and Supervisor Trainings**

The following table shows satisfaction by course with the content of ongoing worker/supervisor trainings conducted during the period of July 1, 2009 and March 20, 2010. 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 is based on the course content.

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7
Worker Ongoing	Mean	3.55	3.59	3.65	3.63	3.68	3.66	3.66
	<b>N</b>	1332	1332	1332	1332	1332	1332	1332

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 Ongoing**

The following table shows satisfaction by course with the content of ongoing foster parent ongoing trainings conducted during the period of July 1, 2009 and March 20, 2010. 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 is based on the course content.

Course		Content 1	Content 2	Content 3	Content 4	Content 5	Content 6	Content 7	Content 8
Foster Ongoing	Mean	3.49	3.53	3.51	3.52	3.55	3.55	3.57	3.49
	<b>N</b>	349	331	297	299	305	310	311	349

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.

### **C. Child and Family Research**

Colorado has the benefit of two major research partnerships: The Applied Research in Child Welfare (ARCH) and the State Data Center through Chapin Hall. ARCH is a collaboration involving 10 counties, the DCW, and the Graduate Department of Social Work at Colorado State University (CSU). The group's research focus is child welfare, and was formed in 2004. The partnership is currently focused on the Colorado Consortium on Differential Response, the effectiveness of Core Services programs and an outcome study of Out of Home Care in Colorado. The partnership with Chapin Hall consists of CSU, the counties of Arapahoe, Jefferson, Denver and Larimer and CDHS. Colorado has been online with the data center since March 2010, and a research group has been initiated to analyze data trends. It is anticipated that this work will inform all DCW programs and its work with the Counties.

### **IV. Coordination with Tribes**

This area describes the progress and accomplishments regarding the ICWA and coordination of permanency provisions afforded to Indian children. CDHS will share the CFSP and APSRs with the Tribes. It is not known if the Tribes have completed a CFSP or an APSR.

CDHS, Casey Family Programs, Denver Indian Family Resource Center (DIFRC) and several Denver metropolitan area county departments convened a meeting in December 2009 to address the social/human services needs of the Native American population in the Denver metropolitan area. The proposed outcomes from this meeting are as follows:

- Acknowledge the successes of 2009's partnership efforts between the state, counties and DIFRC.
- Increase awareness of disproportionate numbers of Native American children and families in the child welfare system.
- Increase ICWA expertise using DIFRC resources to assist counties with reduction in disproportionality numbers.
- Expand ICWA training for county caseworkers.
- Provide more ICWA training to better plan and execute work efforts.

The following are additional activities:

- DIFRC, in partnership with CIP and DCW, has developed the Indian Child Welfare Act Assessment Form. The self-guiding packet is detailed with family relationship schema, and a decision-making diagram. The form has been adopted by the Colorado State Judicial System and has been provided to county departments via agency letter.
- ICWA training has been reviewed by DIFRC in collaboration with DCW. Because of this review, a cultural/historical component was added as background to the legal procedures to enhance understanding the reason ICWA was established.

- There has been discussion/coordination between the Southern Ute Tribe and Trails about the requirements and costs involved in providing implementation of Trails.

## **Compliance with Identification of American Indian Children by County**

### **Departments**

In following ICWA protocol, 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 Bureau of Indian Affairs receipt of appropriate notice as required by the Indian Child Welfare Act. ARD data for April 2009 through December 2009 indicates statewide data to be at 72%, an increase from 68.4% for SFY 2009. The court has made a determination in application of ICWA in 56.3% of the families for this same time, a slight decline from the 59% for SFY 2009.

## **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 is expected to notify American Indian tribes 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. DIFRC has developed Structured Analysis for Foster Home Evaluation Tool training capacity in conjunction with CDHS. 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 Native 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.

## **V. Health Care Services**

CDHS works in conjunction with the HCPF's Children's Services Advisory Board. Board members consist of parents, a dentist; an orthodontist, therapists, pediatricians, family medicine practitioners, Federally Qualified Health Centers staff, Colorado Community Health Network staff, Managed Care Organizations staff, and Behavioral Health Organizations staff. The Board meets monthly to assist in developing health care oversight and coordination plans for children in foster care and children receiving in-home services. Other existing committees and stakeholders will be asked to participate. One such committee, the Mental Health Integration Committee, is working to integrate mental health services with the Eastside Health Clinic, as the Denver County Department requires foster children to receive medical services at that Clinic.

CDHS and the Board have established a committee to work on health care services issues based on Section 205 of P.L. 110-351, as well as Colorado's S.B. 07-130, signed by the governor on May 31, 2007. Colorado's legislation defines the term "medical home" as "an appropriately qualified medical specialty, developmental, therapeutic, or mental health care practice that verifiably ensures continuous, accessible, and comprehensive access to and coordination of community-based medical care, mental health care, oral health care, and related services for a child." It also instructs HCPF "to develop systems and standards to maximize the number of children who are enrolled in the medical assistance program or the Children's Basic Health Plan who have a medical home." The full scope of the Health Services Plan is available in the [2010-2014 CFSP](#).

The requirement for oversight of the use of psychotropics by children in OOH placements is managed through DCW's Quality Assurance Unit and the Division of Child Care Licensing. Medication logs for children are reviewed through regular monitoring processes and education/technical assistance is provided on an as-needed basis. As part of the ongoing oversight, the units will look at a sample of cases for 2010 to determine what percentage of children is prescribed psychotropics. These activities will be reported to the Health Advisory Board, and the need for further action/information coordination will be determined.

## **VI. Disaster Plans**

County departments are responsible for the following activities in response to a disaster:

- Identification, location, and continuation of services for children under county care or supervision who are displaced or adversely affected by a disaster.
- Responding to new Child Welfare cases in areas adversely affected by a disaster and providing services in those cases.
- Remaining in communication with essential county Child Welfare personnel who are displaced because of a disaster.
- Preserving essential program records outside of the statewide automated systems.
- Coordinating services and sharing information with other states in conjunction with CDHS.

Counties have developed individualized disaster response plans detailing the specifics of their responses. Depending upon the nature and extent of a disaster, CDHS will work in conjunction with affected counties to provide support, oversight, and assistance. County Disaster Plans for all 64 counties are maintained by CDHS. Colorado has a Pandemic/Disaster plan in place for the State and county specific disaster plans are available on request.

## **VII. Foster Care and Adoptive Parent Recruitment**

Colorado's development of its Statewide Recruitment and Retention Plan for Partnering with Resource Families was launched with the 2009 Statewide Strategic Planning Meeting for Recruitment and Retention of Foster and Adoptive Parents on September 1, 2009. Technical assistance was provided by the National Resource Center for Foster Care and Adoption Recruitment and Retention and over 125 county and state participants worked collaboratively to develop the foundation for Colorado's plan, which was drafted in February 2010. Applicable legislation, HB10 -1106 clarified Colorado's statutory language regarding Multi-Ethnic Placement Act compliance, with an agency letter and training that followed.

The State is hiring a Rural Recruitment/Retention Specialist to ensure that out of home placement resources are available in all geographical areas to provide for an array of placement resources for children/youth near their own communities and that provide for the least restrictive settings.

Colorado's Heart Gallery, a traveling photographic and audio exhibit created to find forever families for 102 of the 550 waiting children in foster care, is a significant annual event and has continued as a year-round display. Attendance at the opening of the Heart Gallery has tripled since its Colorado inception in 2005.

Colorado has a fifty-member faith-based collaborative focused on recruitment in addition to the following:

- County departments
- Denver's Village (U.S. HHS, ACF Diligent Recruitment Grant)
- KUVO Radio (Denver)
- Focus on the Family
- Fostering Families Today magazine
- The Adoption Exchange
- DIFRC
- Rocky Mountain Law Center
- Colorado State Foster Parent Association
- Project 1.27
- Various professional photographers
- Various rural newspaper agencies

## VIII. Monthly Caseworker Visits

Colorado has worked diligently to improve Caseworker Contacts; new strategies have been added to the existing structure:

- The Caseworker Contacts Steering Committee, a state-county work group, continues to meet on a monthly basis and reviews Caseworker Contact Reports for all 64 counties, strategizing systemic issues.
- Volume VII Rules Changes, effective June 1, 2010, provide direction for caseworker contacts and the roles of the supervisor and the designated visitation worker were developed by State/County workgroups,
- Trails has been updated to include the capacity for a “designated visitation caseworker”—to ensure coverage of contacts by casework staff that have knowledge of the family and the child and that meet Colorado’s caseworker qualifications and training certification. This change was rolled out effective April 1, 2010. Caseworkers may enter the name of a visitation caseworker, which provides for 3 different contact staff: the primary caseworker, the worker’s supervisor and a visitation worker. There are 106 visitation workers enrolled on 222 cases.
- Two Hands-on Trails Tutorial Teleconference Sessions were conducted to provide training on caseworker contacts requirements and the use of the designated visitation caseworker. The sessions helped workers and supervisors understand the caseworker contacts requirements and how to use the new Trails updates.
- Colorado’s CFSR newsletter has focused on providing data to counties; the current edition highlights the significance of the caseworker’s relationship with the family and the critical need for regular caseworker contact and the connection to safety and permanency.
- The “Ten for Technology” strategy has continued to focus on providing updated technologies that will enable workers to reduce the time spent documenting contacts freeing time to spend with children youth and families and was finalized December 31, 2009 and involved provision of laptops, digital pens and mobile desks, laptop computers and voice-activated dictation software for casework staff. Periodic evaluations have been conducted to assess the effectiveness of the equipment and to assist with problem solving of challenges.
- “Connecting the Dots” Training for Caseworkers and Supervisors—emphasizes the caseworker’s development of plans with families that result in behavioral measurements and changes.
- Monthly Supervisor Consultation Training, building on “Connecting the Dots” Training has been added to support the supervisor’s role in assisting the caseworker with behaviorally based services plans. Trainings are provided via teleconference to ensure availability to all counties.

Colorado has exceeded target standards for caseworker monthly visits since FY 2008, and will continue to work to ensure the continuity of relationship and treatment progress with children, youth and families through monthly caseworker contacts.



Colorado's baseline for caseworker contacts is 58.9%. As of 12/14/09, Colorado was at 72%, with 86% of the contacts occurring in the child's residence. Yearly targets are as follows:

- FY 2008 61%
- FY 2009 64%
- FY 2010 66%
- FY 2011 90%

## **IX. Adoption Incentive Payments**

Although Colorado continues to meet and exceed National Standards for Adoption, no Adoption Incentives were received for FFY 2010.

## **X. Child Welfare Demonstration Activities**

Colorado does not have any Child Welfare Demonstration Projects.

## **XI. Quality Assurance System**

A good quality assurance system is the foundation for Colorado's transition to management by child and family outcomes. There are already multiple standards in place to address the health and safety of children in foster care. Although State performance is assessed on key indicators, the process is not integrated into a larger quality assurance system that supports continuous quality improvement. The current system is focused on the ten largest counties. To this end, DCW and ARD have worked in collaboration to ensure that areas needing improvement in the 2009 CFSR Final Report have corresponding actions and measures that will result in a high level of accountability and data that is accessible and accurate for the counties.

- Volume 1 rules are planned to address county program improvement and corrective action when issues are identified through specific county follow-up.
- Colorado Department of Human Services Staff Manual, Rules Change to Vol. 7.304.65, effective July, 2010, requires that all ARD narrative findings that contain "Issues for County Administration", require the county to respond to ARD within the time frame specified in the narrative, depending upon the issue identified.
- Due to the Fostering Connections to Success and Achieving Adoptions Act of 2008, Colorado's 2009 CFSR Onsite findings and the requirement for a PIP, ARD developed a new review instrument, for both Out-of-home and In-Home cases. ARD met with County, Child Welfare and ARD staff over a period of six months to develop the new instruments. The questions are more qualitative in nature and are aligned with CFSR items for safety, permanency and well-being. Instrument pilots began in February 1, 2010 and are continuing through July 1, 2010 with ongoing County and reviewer input. Due to the transition in instruments, third quarter ARD review data is not included in this report.
- DCW's Quality Assurance Unit hired additional program staff in 2009 to provide review and technical assistance to county foster care programs:
  - There was development of new protocols, review tools and interview formats for county departments

- 14 County Foster Care Program Reviews were conducted over 41 on-site contact days and 8 follow-up contact days
- Development of a County Resource guide including samples of foster care forms and checklists
- Development of Critical Incident Report Training and Critical Incident Reporting resource tools for county departments
- Review of all referrals involving institutional abuse investigations conducted on county foster and certified kinship homes.
- Development of procedures to ensure follow-up and documentation of County required Stage II investigations as recommended by the Institutional Abuse Review Team (IART).
- It is anticipated that the number of county foster care program reviews will increase in 2010-11.

## **XII. Child Abuse Prevention and Treatment Act (CAPTA)**

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. "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"
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:

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.

Activity 2:

In continued collaboration with the contract agency, statewide training was delivered as required in statute for child protection investigations, with the goal to provide the following:

- A. Additional practice and ability in using direct experience to acquire important information and then translate what is experienced/observed into evidence-based decision-making.
- B. 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.
- C. Increased skill in articulating elements of investigation of child maltreatment, including practices important to any subsequent administrative review hearings.
- D. 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.

Activity 3:

Child Advocacy Center staff attended forensic interview training.

Activity 4:

Changes recommended by the Colorado Legislative Auditors were incorporated. CDHS revised the regulations for response times in institutional abuse investigations. In addition to a 24-hour response time, additional criteria can now be used to allow for a 3-day or a 5-day response. These response times were also added to the Trails pick list for child protection services (CPS) intake workers.

**RE: PROGRAM Area 2. “Creating and improving the use of multidisciplinary teams”**

Activity 1:

County specific Child Protection Team consultation/training has been provided. Team building and strategic planning were included.

Activity 2:

Multidisciplinary Team (MDT) training was provided to five Colorado multidisciplinary teams from the Children’s Advocacy Centers (CAC). The MDT is the cornerstone of the CACs since they are responsible for working as a team consisting of the prosecutor, human services, mental health, family advocate, law enforcement and the CAC.

### Activity 3:

The Division of Child Welfare is involved with the Collaborative Management Program (CMP), which is intended to reduce duplications and eliminate fragmentation of services provided, increase the quality appropriateness and effectiveness of services provided, encourage cost-sharing among service providers, and ultimately lead to better outcomes and cost reduction for services provided to children and families in the child welfare system.

### Activity 4:

Child Welfare participated in the Court Improvement Program (CIP) on several committees. The Director of the Division of Child Welfare is a member of the CIP Committee.

### Activity 5:

Child Welfare continues to be represented by a Child Protection Administrator on the Denver Best Practice Court Multidisciplinary Team to implement protocols and procedures recommended by the National Model Courts Project to better serve the best interests of children and families who come before the Court.

### Activity 6:

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; and,
- Making recommendations to the State and public on improving the child protective services system at the State and local level.

Annual Reports from the three groups are provided later in this CAPTA section.

Performance information about the Teams are:

- The Institutional Abuse Review Team continues to review approximately 55 cases a month.
- The Pueblo Child Protection Team reviews 15-20 cases weekly.
- 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 reviews 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:

Through the Expert Child Protection Consultants Project, the DCW uses contractors to provide consultation and training to intake and ongoing CPS workers and supervisors 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.

Activity 2:

A contract with the Kempe Center S.T.A.R.T.(State and Regional Team) 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.

Activity 3:

CPS intake consistency trainings for child protection intake caseworkers were provided.

Activity 4:

Caseworker core training and consultation were provided. 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 and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange.”**

Activity 1:

A request was submitted to Trails. Due to budget constraints, it has been placed on hold indefinitely.

**RE: Program Area 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.”**

Activity 1:

In an effort to improve outcomes for children and their families, training was offered to CPS workers, supervisors and administrators through “Connecting the Dots through Caseworker Contacts.” The presenter, Lorrie Lutz, MPP focused on “Keeping Kids Safe and Connected”. Discussion explored several areas in the context of the supervisor role, the worker role and the Information system.

Activity 2:

Child Welfare has a contract with the Larimer Center for Mental Health in conjunction with the Colorado State University Applied Research in Child Welfare (ARCH). The goal is to create formal links between human services agencies and higher education such

that child protection services to individual, families, groups, organizations and communities are improved. They will also conduct research and evaluate innovative and standard social work interventions.

Activity 3:

Revised Safety Training for both Intake and Ongoing Child Protection Service workers was held statewide in February 2009.

**RE: Program Area 7; Developing and facilitating training protocols for individuals mandated to report child abuse or neglect.**

Activity 1

Completed. See [www.cdphe.state.co.us/ps/cctf/canmanual/index.html](http://www.cdphe.state.co.us/ps/cctf/canmanual/index.html)

An evaluation will determine if more specific training is needed and a training curriculum for mandated reporters will be developed.

CAPTA Summary:

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

**Types of Training**

- Intake Screening
- Referral Stages
- Safety Assessment & Safety Planning
- Child Fatality Investigations
- Child Protection Team Performance
- Intake Consistency Training
- Confirming Safe Environments
- Institutional Abuse Investigation Training
- Legal/Court Testimony

There have been no changes in State law that could affect the State's eligibility for the CAPTA State grant.

There have been no changes to the State's provisions and procedures for criminal background checks identified in the State's CFSP for prospective foster and adoptive parents and other adult relatives and non-relatives residing in the household.

2009-2010 Colorado CAPTA: Citizen Review Panels are:

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 will be provided quarterly progress reports on the PIP and were provided the results of the CFSR.

The Colorado Children's Justice Task Force 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 Center for Child Abuse and Neglect State and Regional Team (S.T.A.R.T.) has provided expert consultations on 169 difficult cases for multidisciplinary staff in local communities.
  - CDHS has developed the Expert Child Protection Consultants Project in order to enhance the clinical supervision skills of CPS supervisors and, to assist with the prevention of child fatalities. Expert consultants address the expanding federal emphasis on the achievement of early safe permanency and positive outcomes for child and their families. Accessing 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.
  - The Secondary Training Prevention 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) 57 Individual Consultations; 2) 22 Secondary Trauma Training Seminars 3) 17 Group Stress Debriefings; 4) 86 Traumatic Stress Reduction sessions; and, 5) 19 Supervisors Educational Support Groups throughout the state. 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 34 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.
  - CDHS provides training to caseworkers and supervisors that focus specifically on children ages 0-20 with developmental disabilities. This training is offered at no cost through the Colorado Child Welfare training website.
  - Staff from 12 of the 14 Colorado Child Advocacy Centers attended forensic interview training in Denver, conducted by the nationally recognized National Children's Advocacy Center from Huntsville, Alabama. 36 members attended this 3-day training.
  - Intake Consistency training for CPS intake caseworkers was provided throughout the state by the Kempe Center for Child Abuse and Neglect.
  - Representatives from the child welfare system and the judicial system jointly planned the 2009 Annual Colorado Summit, the joint Child Welfare and Judicial Conference. Participants attending the Conference included child welfare staff, judicial officers, court staff, county attorneys, guardians ad litem and parents' counsel, all of whom work with dependency and neglect (D & N) cases.
  - CW and the State Court Administrators met routinely to plan the activities related to the CFSR.
5. Improvement in the system response to child fatalities through the review and evaluation of fatalities in order to identify and correct system gaps that may have contributed to the failure to protect the child.
  - DCW staff conducts fatality reviews of cases where the county CPS had prior involvement in the previous five years. 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.

Fundamental purposes of the review process are the development and implementation of county specific prevention strategies that are suggested by the in-depth review of the circumstances of each child fatality. Specific benefits have resulted from the review process. These include 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.

- 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 was provided. Team building and strategic planning were included.

## **2009-2010 Institutional Abuse Review Team Annual Report**

The IART meets monthly to review reports of investigations of abuse and neglect in 24-hour OOH) placement. 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 placements such as foster care and kinship foster homes, Residential Child Care Facilities, Secure Residential Treatment Facilities, Child Placement Agency (CPA) Foster or Group Homes, as well as the Division of Youth Corrections Facilities. The Team is made up of volunteers who are representative of the community at large as well as those who possess expertise in the prevention and treatment of child abuse and neglect and it reviews an average of 50-55 cases per month. The Team reviewed 693 reports from July 2008 to June 2009. The IART met twice in January 2009 due to a high volume of institutional abuse referral/assessments.

As of October 2006 all institutional abuse intakes are completed on a standardized computer generated referral/assessment (intake) report, which when completed and approved by the supervisor are sent automatically and electronically from the counties to the state. The purpose of this change was to ensure more statewide consistency in institutional referral/assessments and to assure that out of home investigations would be reviewed by IART. The Team completes a specific set of questions related to the review and makes findings and recommendations. The IART report on each

referral/assessment is sent via Trails to the investigating county intake supervisor who approved the closure. As of July 2008, when the IART does not support the assessment findings, the county supervisor who approved the assessment closure must respond with additional clarifying information within 30 days.

Last year's recommendations and progress:

1. Provide training for county intake workers regarding child abuse/neglect fatality investigations.
  - Statewide training was held in two different locations. The target audience was the county institutional abuse intake supervisors. The training included review of the Volume 7 institutional abuse intake policies and procedures, details that should be included in institutional abuse investigations, how to enter the referral/assessment correctly in Trails, the process from referral to appeal, and discussion of the 2007 Foster Care Audit requirements.
2. Consider changing Volume 7 to increase the Residential Child Care Facility staff/child ratio required to supervise children when transporting.
  - This recommendation was forwarded to the Colorado Division of Child Care's licensing and monitoring unit.
3. Consider changing the statute regarding the definition of child abuse or neglect to incorporate "age 18-21" for children in the care and custody of the Department of Human Services.
  - This recommendation was forwarded to the Colorado Attorney General's Office for consideration.

### **2010-2011 Team Recommendations**

1. Provide training to OOH providers regarding Volume 7 institutional abuse Investigation policies and procedures.
2. Provide training to county Institutional Abuse intake supervisors and workers regarding assignment of the third report of suspected child abuse or neglect within a two year period where the two previous reports were not accepted for investigation, and the current referral meets specific conditions as outlined in Colorado's Volume 7.202.4 Referral Procedures.
3. Consult with the Colorado Attorney General about the feasibility of the county intake workers reporting to the Department of Regulatory Agencies when there is founded abuse/neglect by medical staff who are employed by placement facilities.

### **Pueblo County Child Protection Team 2009-2010 Annual Report Citizen Review Panel**

The Pueblo County Citizen Review Panel meets weekly to review all referrals 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 that were assigned to a caseworker for further assessment.

Recommendations are made addressing the assessment and the proposed treatment plan. The Pueblo County Citizen Review Panel evaluates as per statute the timeliness and appropriate response of the Department plus also functions as both a review and

resource panel. Guidance and suggestions are provided to the reporting Intake or Ongoing worker by the members of the team made up of medical, mental health, educational, law enforcement and legal experts. The Pueblo County Child Protection Team reviews approximately 15-20 cases per week.

The membership panel is diverse in the disciplines represented, including ethnicity, socioeconomic status, and personal views. The panel is made up of professional and non-professionals but all are dutiful individuals who take their roles on the panel very seriously. Members consist of representative from: Pueblo City schools and School District #70, Colorado Mental Health Institute-Pueblo, foster parents, a judicial liaison, Pueblo County Health Department, a medical doctor, El Pueblo Boys and Girls Ranch, (an Adolescent Treatment Community), Spanish Peaks Mental Health Center, Pueblo Child Advocacy Center, representatives of the minority groups within the community, District Attorney's Office, Pueblo Police Department, Pueblo Sheriffs Department, and the Department of Social Services.

The assigned caseworker or their supervisor presents the cases investigated. The team reviews all the information available in regards to the outcome of the assessment. From the synopsis, the team will make recommendations to include but not limited to filing a Dependency and Neglect petition with the court, seeking additional medical or mental health information, whether to confirm an individual as responsible for abuse/neglect in Trails, 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.

Because the Child Protection Team reviews a large number of cases they become aware of the strengths and deficits in the system.

The Child Protection Team has seen various trends in the community that have 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 very commonplace and the lack of laws and rules regarding medical marijuana creates dilemmas for the community and various systems.
2. Unresolved custody disputes generate many reports of child abuse and neglect and make it difficult to assess as to when Child Protection or other systems should intervene.
3. Mothers choosing boyfriends/significant others over the welfare of their children.
4. Younger children (under 13 years old) being out of their caregiver's control.
5. High teen pregnancy rates impact every community agency and lead to poor outcomes for the youth.
6. The continuation of infants born with narcotics in their system.
7. The continuation of the abuse, selling and availability of prescribed narcotic medications for youth and adults.
8. Families living with other families due to the economic conditions of the community. This also generates additional stressors for these families and occurs with related and unrelated families.

The Team discussed a concern regarding the monitoring of the educations provided to children that move frequently or that are registered for home schooling.

The Team also discussed the impact on foster children that experience multiple moves while in out of home placement. They were informed of the various strategies that are in place to address the issue of placement stability, including additional supports that are being provided to caregivers.

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.

### **XIII. Chafee Foster Care Independence and Training Vouchers Program**

#### **CFIP FFY2009 ANNUAL 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. DCW receives plans from county departments describing how the counties plan to provide services to youth and those youth transitioning from foster care. These plans vary because of the uniqueness of counties, their constituents, resources, and the needs of youth served. There are program goals that guide all of the Chafee programming.

Room and Board in Colorado is defined as costs associated with provision of rent, rent deposits, furniture, household start-up, and shelter for emancipated youth 18-21.

There is a Medicaid expansion option available for Colorado youth that were in foster care in Colorado on their 18<sup>th</sup> birthday.

The Colorado Youth Leadership Team has been an active partner in increasing youth awareness and involved in outreach to CFCIP eligible youth. Additional counties have developed youth leadership and advisory boards through training and collaboration with the Colorado Youth Advisory Board.

The State has consulted with Indian Tribes as it relates to determining eligibility for benefits and services and ensuring fair and equitable treatment for Indian youth under the Chafee Foster Care Independence Act.

The CFCIP collaborated with the Advisory Committee for Homeless Youth, Colorado “Safe Places” Rural Collaborative for Runaway and Homeless Youth, Urban Peak and Mile High United Way/Bridging the Gap, to support and vend housing vouchers for eligible youth experiencing homelessness or unsafe housing.

### **Served Population**

The Colorado CFCIP served population are youth age 16 and under in out-of-home placement who have a permanency goal of other planned permanent arrangement; youth in out-of-home care age 16 to 21 with a permanency goals of other permanent living arrangement/emancipation or other permanent living arrangement/long term foster care; emancipated young adults age 18 to 21, who were in out-of-home care on their 18<sup>th</sup> birthday; and, youth that entered guardianship assistance or adoption assistance at age 16 to 21.

For FY 2010 to date it is estimated that 545 youth have been provided CFCIP services.

For FY2009 there were 940 youth served through the CFCIP.

- 534 or 57% were female
- 406 or 43% were male

The served population of CFCIP eligible youth there were:

- American Indian/or Alaska Native 31
- Asian 15
- Black or African American 216
- Native Hawaiian/ Other Pacific Islander 0
- White 655
- Hispanic Origin 264

### **Youth Development Activities**

- CDHS/Youth Leadership Board
- Youth Leadership Team informed policy through a youth panel for the Adoption Exchange
- Youth Leadership Team informed policy through meetings with the CDHS Deputy Director for Children, Youth and Families and meeting with a representative of the Administration of Children and Families
- Runaway and Homeless Awareness Month Kickoff
- Youth Leadership Team informed policy and practice through a presentation to the Advisory Committee of the Colorado Disparities Resource Center
- Youth participation at the State sponsored College Fair
- Youth speaker Celebration of Educational Excellence (CDHS and county)
- Youth facilitators Colorado Chafee Teen Conference (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)

### **Youth Outreach**

- Queer Youth Summit
- Safe City Youth Summit
- Foster Care Awareness Month
- Colorado Teen Conference
- Colorado Rural Collaborative

### **Training and Technical Assistance Provided**

- Ansell-Casey Life Skills Assessment Training for Montezuma, Montrose and La Plata Counties
- Preventing Runaways from Placement Care: Prevention and Intervention Strategies
- Achieving Better Youth Permanency Outcomes: Strengthening Competencies in Best Practices for OPPLA, Independent Living Plan and Emancipation Transition Plans
- Colorado Chafee Teen Conference
- Chafee Supervisor and Coordinator Quarterly Meetings
- Technical assistance to county directors, administrators, supervisors and caseworkers by phone, email and in person
- General public and youth
- Community partners

### **Collaboration - State**

- Denver Indian Family Resource Center
- Mile High United Way/Bridging the Gap
- Adoption Exchange
- Advisory Committee to the Colorado Disparities Resource Center
- Denver Feed a Family
- CDHS, Supportive Housing and Homeless Program
- Sex Offender Management Board
- Urban Peak Youth Shelter
- CDHS, Office of Behavioral Health Youth/Young Adult Transition Committee
- County Departments of Human/Social/Housing Services
- Foster Club and All-Stars
- Metropolitan State College, Social Work Student Association
- Colorado universities, colleges and technical schools
- CASA of the Continental Divide
- Guardians ad Litem
- Arapahoe County Bar Association
- Arapahoe County Court Administrators Office
- Colorado State Judicial
- Colorado Department of Health Care Policy and Finance
- Epworth Foundation, United Methodist Church
- Bethany United Methodist Church

- Colorado Department of Revenue, Division of Motor Vehicles, for Colorado ID
- Colorado Department of Public Health and Environment, birth certificates
- Colorado Department of Public Health and Environment, for health, safety and youth leadership programming and projects
- Colorado Workforce Development
- Colorado Division of Youth Corrections
- Advisory Committee for Homeless Youth
- Denver Youth Advisory Board
- Alamosa County Youth Leadership Team
- Montrose County Youth Leadership Team
- Moffat County Youth Leadership Team
- Adams County Youth Advisory Board
- Denver County Youth Advisory Board
- El Paso County Youth Advisory Board
- Daniels Scholarship Fund
- TKG Law Office
- Governor's Office of Information and Technology
- Foster Care Alumni Association, Colorado Chapter

### **Collaboration – County**

- Permanency Planning Review Teams
- Foster parents
- Universities, colleges and technical schools
- Workforce Centers
- CSU Extension county offices
- North Metro Community Services, services for developmentally disabled/delayed, (Adams County)
- Mile High Hope
- Mile High United Way/Bridging the Gap
- Life Choices Center
- Forward Steps transition program
- Planned Parenthood
- Municipalities/utilities and recreation
- Community Departments of Health
- Medicine Horse Equine Center
- Academy for Urban Learning
- Young American's Bank
- Various local banks, finance
- Arapahoe/Douglas Works
- Rainbow Alley, GLBTQ
- Governor's Summer Job Hunt
- Job Corp
- Americorp
- School to Work Reliance Program

- Partners and Art Partners mentoring program
- Chafee Transitional Apartments (El Paso County)
- Faith Communities

## **Chafee Foster Care Independence Program Goals and Outcomes**

### **FY 2010-2014 CFCIP Goals**

- 1. Measure outcomes for youth services through the NYTD data elements.**
  - Colorado NYTD will be accessible on June 29, 2010
  - Full Colorado NYTD implementation will be on October 1, 2010
- 2. Evaluate performance and implement disciplinary action as appropriate.**
  - Prior to NYTD implementation, county departments are being evaluated on their performance and youth outcomes based upon their county annual reports and success in completing corrective action, when one is required.
- 3. Ensure that all youth know how to access available community and government resources after leaving foster care. Specifically, the following:**
  - Participants will be provided with written resources.
  - State and community resources are provided to youth through county departments, state and county resource fairs and state and county events such as the Colorado Teen Conference, the Celebration of Education and College and Career Fair, and, the Adams County Education and Financial Aid Fair.
  - Participants will be provided with verbal information through individual or group training.
    - Counties provide community resources during one-on-one meetings with CFCIP participants, e-mail and during Chafee groups.
    - CFCIP coordinators attend and participate in various permanency groups providing information to resource and casework staff to provide to youth.
    - DCW provides counties with resource information for youth.
  - Program participants will know how to access community and government resources for both emergency and ongoing assistance upon program completion.
    - County department CFCIP coordinators are completing pre and post testing using the Colorado Chafee Assessment or the Ansell-Casey assessment with each youth. The results demonstrate the youth knowledge of resources.
  - Improvement will be assessed by the results of the Chafee pre-and post-testing and the NYTD Outcomes Surveys during the federally prescribed years.
    - Currently, counties are assessing youth resource knowledge by the pre and post testing. Once NYTD is implemented the youth outcomes will also demonstrate youth knowledge by the reported outcomes.
- 4. Establish partnerships and collaborations that result in providing independent living skills as follows:**
  - Providers will teach appropriate independent living skills.  
All CFCIP counties are teaching skills needed for self-sufficiency as indicated by the county annual reports. Typical topics include transportation experiences,



internships, household management, communication skills, financial management, academic success and healthy choices and activities.

- Participants will have a concrete transition plan.
  - Colorado developed rules requiring a youth driven transitional living plan to be completed within 90 business days of the youth's transition into emancipation.
  - DCW is monitoring county completion of transitions plans through the Administrative Review Division and ad hoc reports.
  - Participants will have regular meetings with providers to review progress toward independent living skill goals.
  - County CFCIP providers are required to have a minimum of one time per month contact with the participant. Upon NYTD implementation, each contact and independent living service provided during the contact will be entered into the database.
  - Counties report that youth are provided CFCIP contacts that include personal finance awareness, healthy living and relationships, education support, internships and mentorship, positive youth leadership skills, accessing community resources

**5. Promote secondary and post-secondary education; employment; permanent connections; and, safe and stable housing by increasing awareness and educating providers and caregivers on strategies to support youth in successful emancipation. (Goal #5 is revised to incorporate “Strengthening Program Goals” and “County Department and State Department Strategies”)**

- 238 youth were in special education with the support of their CFCIP coordinators.
- 385 youth completed their secondary education.
- 163 youth attended post-secondary education.
- 291 youth were employed either half-time or full-time.
- 682 youth received Youth Direct funds for incentives to reach the goals of their plans or to support stability.
- The 10 large counties have collaborated with the Colorado Supportive Housing and Homeless Program and Mile High United Way/Bridging the Gap to vend 100 housing vouchers for homeless youth or those living in unsafe housing.
- CFCIP and the Colorado Collaborative for Homeless Youth and the Rural Collaborative Youth Leadership Team are partnering to provide information and supportive services to reduce rural homelessness.

**Strengthening Program Goals**

See Goal #4 and #5

**County Department and State Department Strategies**

See Goal #4 and #5

**Statewide Initiatives**

DCW provides additional statewide activities and initiatives to promote increased public/private partnerships in meeting the needs of transitioning youth. These activities and initiatives include the following:

- Developing and providing trainings to county departments around the proper use of OPPLA.
- Incorporating the use of the Ansell-Casey Life Skills Assessment Tool in the trainings of caregivers. The tool has been developed to provide a developmentally based assessment of children's and young adults' study, money management, and workskill level.
- Auditing for program compliance in county departments. If resources are available, staff will survey programs on a more intensive basis to assess program design, determine consumer satisfaction, identify barriers to program success, identify new resources, and make an overall evaluation of programs' effectiveness and efficiency.
- Hosting the statewide Annual Chafee Program Teen Conference.
- Assisting county departments in referring current and former foster care youth to the Orphan Foundation and public and private scholarships that offer funding for educational programs beyond high school.
- Facilitating the Celebration of Educational Excellence that acknowledges youth in foster care who have obtained a GED, high school diploma or vocational certificate.
- Providing changes to the Trails FSP, Part IV-D Independent Living Plan, to include a youth-driven "90 Days Pre-Emancipation Transition Plan" for emancipating youth.
- Expanding the Chafee Youth Empowerment System (YES!) Academy Services program.
- Expanding the statewide network of outreach and referral services provided by Chafee YES! serving transitioning emancipated youth who are homeless and using shelters and transitional living programs in Colorado.
- Continuing the development of the State Youth Leadership Team (YLT), comprised of emancipated youth interns who are at risk of homelessness and who are helping to shape effective national and state public policy, programming, and promising practices.
- Collaborate with the runaway and homeless youth outreach services of the statewide Rural Collaborative for Homeless Youth involving six widely dispersed rural sites that serve 13 counties in partnership with the urban transitional living program at Urban Peak-Denver and the DCW and SHHP.
- Collaborate with the publication of emancipating youth interns at the RCHY site to conduct rural outreach. Continue to publish the monthly statewide e-newsletter on best practices in serving runaway and homeless youth to educate, equip and empower communities to invest in the safety, permanency and well-being of their youth for healthy youth, families, communities, and labor force.
- Collaborate with the Colorado Department of Education, Department of Higher Education, Colorado Community College System, the Office of Work Force Development and others to provide knowledge of services available to these youth.

### **Stakeholders Sampling**

Ongoing stakeholder sampling occurs and will continue to occur in the following venues:

- The county CFCIP Coordinators participated in the development of the CFCIP 5-Year Plan
- Shaping Our System (SOS) survey with the State Leadership Team (ongoing)
- CFCIP Quarterly meetings

- Annual Teen Conference
- Youth Advisory Boards
- Celebration of Educational Excellence
- The Shared Youth Network

## **ETV ANNUAL REPORT**

### **Program Report**

Colorado Education and Training Vouchers (ETV) support self-sufficiency through post-secondary education and connections for youth entering adoption assistance or guardianship assistance 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 ETV literature and activities designed to emphasize the importance of post-secondary 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, Mile High United Way/Bridging the Gap, county departments, Office of the Child's Representatives, CASAs, Arapahoe County Courts, private attorneys, colleges, universities and vocational schools.

All Colorado youth who completed the application and attended school received funding. Students who applied, but were ineligible included those who were no in foster care at age 18, did not attend school, were first time applicants over the age of 21, or previous recipients who are older than 23. Previous/returning students who had two consecutive semesters below a 2.0 GPA did not receive additional funding as mandated by the ETV program.

### **Student Services**

OFA's Student Services team work with the Colorado ETV recipients to increase their post-secondary retention rates so recipients can advance and ultimately graduate ready to enter the workforce with skills and credentials. Outreach to students is ongoing and Student Services helps ETV students identify problems early and find the appropriate resources to address barriers. The goal is for the student to be fully engaged in problem solving. The student receives coaching and information about on-campus or community based resources.

Students are recruited for InternAmerica, OFA's annual summer Intern Program for foster care alumni. The selected students are offered a six-week internship on Capitol

Hill, at a federal agency, or in the private sector. All expenses are paid. This opportunity offers networking, branding one's self as a college graduate, and financial planning. OFA helps the students realize the full benefit of a prestigious Washington D.C. internship, which may lead to employment opportunities, school credit, and the establishment of a network of professionals who can be asked for a reference or recommendation for graduate school.

## **XIV. Statistical and Supporting Information**

### **Education and Training Vouchers**

#### **STUDENT INFORMATION**

##### **FY 2010**

It is estimated that 280 students have received ETV funding

##### **FY 2009**

Total applicants:	326
Total eligible:	191
Total funded	191
Ineligible:	135

##### **Gender**

125 or 65.4% were female

66 or 34.6% were male

##### **Race**

32 or 16.8%	African-American
9 or 4.7%	Asian-American
97 or 50.8%	Caucasian
26 or 13.6%	Latino
26 or 13.6%	Identified more than one race
1 or .5%	Pacific-Islander

##### **Student Status**

127 or 66.5%	Freshman
24 or 12.6%	Sophomore
18 or 9.4%	Junior
13 or 3.0%	Senior
8 or 4.0%	1 <sup>st</sup> Year Vocational
1 or .5%	2 <sup>nd</sup> Year Vocational

#### **Number of Juvenile Justice Transfers**

There were 226 Juvenile Justice Transfers for SFY 2009 from DCW to NYC. Both Divisions enter child information into the Trails system, from which this information is drawn.

### Inter-Country Adoptions

There were 236 children adopted from other countries in CY 2009.

One hundred eighty adoptions from other countries have been documented in Trails for SFY 2009. The following is a summary of services provided to or outcomes achieved by children/youth:

- 1 CPA Legal Adoption custody status
- 16 CDHS Legal Status
- 4 TPRs of the adopted parents/children are available for adoption
- 2 went into DYC
- 5 emancipated
- 5 with relatives
- 1 legal status of Non-DHS Custody/Protective Custody Orders
- 2 Permanent Custody with Kin through Dependency and Neglect Actions
- 1 Voluntary Placement Agreement W/Parent/Legal Guardian
- 46 returned to the custody of their parents
- 97 families have received a referral or an assessment and a case was not opened on the family (out of 180 adoptions)

# CFS-101, PART

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

Fiscal Year 2011 \_\_, October 1, 2010 \_\_ through September 30, 2011 \_\_

<b>1.</b> State or Indian Tribal Organization (ITO): CO	<b>2.</b> EIN: 84-0644739
<b>3.</b> Address: 1575 Sherman St. Denver, CO 80203	<b>4.</b> Submission: [ X ] New [ ] Revision
<b>5.</b> Total estimated title IV-B Subpart 1, Child Welfare Services (CWS) Funds	\$4,153,942
a) Total administration (not to exceed 10% of title IV-B Subpart 1 estimated allotment)	\$415,394
<b>6.</b> Total estimated title IV-B Subpart 2, Provides Safe and Stable Families (PSSF) Funds. This amount should equal the sum of lines a - f.	3,283,927
a) Total Family Preservation Services	\$807,232
b) Total Family Support Services	\$807,232
c) Total Time-Limited Family Reunification Services	\$807,232
d) Total Adoption Promotion and Support Services	\$807,231
e) Total for Other Service Related Activities (e.g. planning) BGy3	\$5,000
f) Total administration (FOR STATES ONLY: not to exceed 10% of title IV-Bsubpart 2 estimated allotment)	\$50,000
<b>7.</b> Total estimated Monthly Caseworker Visit (MCV) Funds (FOR STATES ONLY)	\$195,003
a) Total administration (FOR STATES ONLY: not to exceed 10% of estimated MCV allotment)	\$19,500
<b>8.</b> Re-allotment of title IV-B subparts 1 & 2 funds for States and Indian Tribal Organizations:	
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the following programs: CWS \$__0_____, PSSF \$__0_____, and/or MCV(States only)\$__0_____.	
b) If additional funds become available to States and ITOs, specify the amount of additional funds the States or Tribes requesting: CWS \$__400,000_____, PSSF \$__330,000_____, and/or MCV(States only)\$__20,000_____.	
<b>9.</b> Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required): Estimated Amount plus additional allocation, as available. (FOR STATES ONLY)	\$431,730
<b>10.</b> Estimated Chafee Foster Care Independence Program (CFCIP) funds	\$2,276,271
a) Indicate the amount of State's or Tribe's allotment to be spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	60,000
<b>11.</b> Estimated Education and Training Voucher (ETV) funds	\$763,124
<b>12.</b> Re-allotment of CFCIP and ETV Program Funds:	
a) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out CFCIP Program	\$0
b) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out ETV Program	\$0
c) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for CFCIP Program	\$500,000
d) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for ETV Program	\$50,000

**13. 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 Children's Bureau, for the Fiscal Year ending September 30, 20\_\_\_\_.

**Signature and Title of State/Tribal Agency Official**

**Signature and Title of Central Office Official**





8.) ADOPTION SUBSIDY PMTS.							5,300,000	4,200,000				
9.) GUARDIANSHIP ASSIST. PMTS.												
10.) INDEPENDENT LIVING SERVICES					2,276,271		2,106,894					
11.) EDUCATION AND TRAINING VOUCHERS						763,124	719,688					
12.) ADMINISTRATIVE COSTS		50,000	-				688,288	2,846,726				
13.) STAFF & EXTERNAL PARTNERS TRAINING	150,000						3,021,417	3,231,076				
14.) FOSTER PARENT RECRUITMENT & TRAINING							33,555	130,515				
15.) ADOPTIVE PARENT RECRUITMENT & TRAINING							33,555	130,515				
16.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING												
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING			195,003									
18.) TOTAL	3,650,000	3,283,927	195,003	431,730	2,276,271	763,124	16,703,397	15,316,806				

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

**CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence (CFCIP) and Education And Training Voucher (ETV) : Fiscal Year 2008: October 1, 2007 through September 30, 2008**

1. State or Indian Tribal Organization (ITO): CO		2. EIN: 84-0644739		3. Address: 1575 Sherman St. Denver, CO 80203			
4. Submission: <input checked="" type="checkbox"/> New <input type="checkbox"/> Revision							
<i>Description of Funds</i>	<i>Estimated Expenditures</i>	<i>Actual Expenditures</i>	<i>Number served</i>		<i>Population served</i>	<i>Geographic area served</i>	
			<i>Individuals</i>	<i>Families</i>			
5. Total title IV-B, subpart 1 funds	\$4,018,701	\$4,098,806					
a) Total Administrative Costs (not to exceed 10% of title IV-B, subpart 1 total allotment)	\$401,870	\$491,206					
6. Total title IV-B, subpart 2 funds (This amount should equal the sum of lines a - f.)	\$3,310,393	\$3,829,271					
a) Family Preservation Services	\$780,337	\$941,714					
b) Family Support Services	\$780,337	\$941,714					
c) Time-Limited Family Reunification Services	\$780,337	\$941,714					
d) Adoption Promotion and Support Services	\$780,337	\$941,714					
e) Other Service Related Activities (e.g. planning)	\$126,632	\$4,585					
f) Administrative Costs (FOR STATES: not to exceed 10% of total title IV-B, subpart 2 allotment after October 1, 2007)	\$62,415	\$57,830					
7. Total Monthly Caseworker Visit Funds (STATE ONLY)	\$196,574	\$20,595					
a) Administrative Costs (not to exceed 10% of MCV allotment)	\$19,657	\$0					

8. Total Chafee Foster Care Independence Program (CFCIP) funds	\$2,084,961	\$2,192,718				
a) Indicate the amount of allotment spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	\$70,000	\$69,497				
9. Total Education and Training Voucher (ETV) funds	\$701,109	\$724,071				
10. Certification by State Agency or Indian Tribal Organization (ITO). The State agency or ITO agrees that expenditures were made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau, for the Fiscal Year ending September 30, 20_____.						
<i>Signature and Title of State/Tribal Agency Official</i>	<i>Date</i>	<i>Signature and Title of Central Office Official</i>	<i>Date</i>			

# APPENDIX A

## Names and Titles of Stakeholders

### Children's Justice Task Force Members 2009

- Kittie Arnold, MSW, CPS Consultant
- Pamela Gorden-Wakefield, Chief Deputy District Attorney, Arapahoe County Office of District Attorney
- Jill Jordan, BS, DCW
- Lori Weiser, Assistant Denver City Attorney, Denver County
- Dr. Larry Matthews, M.D. Pediatric Consultant
- Vivian Burgos, Guardian Ad Litem
- Jennifer Richardson, LPC, CAC III Parent Group Representative, Families First
- Detective Faith Stevens, Law Enforcement, Arvada Police Department
- Kim Slaughter, Director, Victim-Witness Assistance Unit, Jefferson County District Attorney's Office
- Lori Burkey, Executive Director, Colorado CASA
- Diane Waters, Rural Program Manager, Colorado CASA
- Pat Sweeney, MSW, LCSW, Administrator Douglas County
- Elizabeth Turner, JD, Deputy State Public Defender Arapahoe County Public Defender's Office
- The Honorable Anthony F. Vollack, Senior Judge Program
- The Honorable Dana Wakefield, Denver Juvenile Court
- The Honorable Jill-Ellyn Straus, 17<sup>th</sup> Judicial District Attorney's Office
- Diana Goldberg, Executive Director, Sungate, Children's Advocacy and Family Resource Center, Inc.
- Mary McGhee, Director, (Disability) Boards and Commissions, CDHS
- Jamie Gladish, Special Projects Director, Colorado Coalition Against Domestic Violence
- Shirley Mondragon, MSW, Task Force Chair, Children's Justice Act Grant, Child Protection Grant Programs Administrator, DCW
- Bev Dodds, MSW, LCSW, Children's Justice Act Grant Task Force Coordinator, DCW

### State Institutional Child Abuse Review Team Members 2009

- Michael Gallegos, MSW, LCSW Program Manager, 24-hour Monitoring Unit, DCW
- Larry Matthews, MD
- Alicia Calderon, JD, Assistant Attorney General, Department of Law
- Shirley Mondragón, MSW Task Force Chair, Children's Justice Act Grant, Child Protection Grant Programs Administrator, DCW
- Karen Peregoy, MA Investigator, Attorney General's Medicaid Fraud Control Unit
- Mary Griffin, Foster Care Program Administrator, DCW
- Lawrence Marsh, Behavioral Health Liaison, CDHS
- Bev Dodds, MSW, LCSW, Consultant to the IART
- Kittie Arnold, MSW Executive Director, Human Services Managing Enterprises
- Karen Sparacino (Alternate) Child Care Monitoring Specialist, CDHS
- Sandra Kirby (Alternate) Child Welfare Monitoring Supervisor, CDHS
- Joe Sprague, Executive Director, Center for Governmental Training and Community Learning Centers
- Cynthia Owen, Director of Quality Assurance, DYC, CDHS
- Robert Newport (Alternate) DYC, CDHS
- Patrick Sweeney, Administrator, Douglas County
- Bonnie McNulty, Executive Director, Presidio, Inc.
- Pam Neu, Residential Mental Health Liaison, Division of Behavioral Health, CDHS

- Gayle Ziska Stack, Director of ,ARD, CDHS
- Berna Smith CPS Intake, Jefferson County
- Corinne Parisi, MA, CPS Intake Supervisor, El Paso County
- Sherri Fowler, CPS Intake Supervisor, Denver County

### **Child Protection Team – Pueblo**

- Diana Bellarde, Chairperson Lay Community- Minority Representative
- Jim Cardinal, Lay Community- El Pueblo Boys and Girls Ranch
- Det. Darren Cortese, Pueblo County Sheriff's Department
- Sgt. Troy Davenport, Pueblo Police Department
- Debra Eyer, 10<sup>th</sup> Judicial Court Representative
- Linda Gonzales, Pueblo School District #60
- Ed Hill, Pueblo School District #70
- Elizabeth Hogle, Mental Health- Spanish Peaks Mental Health Center
- Patty Kester, Lay Community- Pueblo Child Advocacy Center
- Dr. Rona Knudsen, Physician Community
- Mike Mitchell, Mental Health Community-Colorado Mental Health Institute at Pueblo
- Janet Nevins, Lay Community- Foster Parent
- Lynn Procell, Pueblo City-County Health Department
- Karl Tameler, 10<sup>th</sup> Judicial Court District Attorney
- Annette Zimmer, CPS Intake Administrator, Pueblo County

### **CFCIP Stakeholders:**

- Susan Adams, Adams County
- Brenda Redding, Adams County
- Desarae Packard, Adams County
- Michele Martinez, Alamosa County
- Christine Chauche, Arapahoe County CASA
- Diane Himut, Arapahoe County CASA
- Shawna Hayden, Arapahoe County
- Christina Pospeck, Arapahoe County
- Cornelius Garrabrant, Arapahoe County
- Nicole White, Boulder County
- Andrea Righi, Boulder County
- Vanessa Oldham-Barton, Broomfield County
- Kathy Reed, Continental Divide CASA
- Georgia Salomon, Denver County
- David Schultz, Denver County
- Ed Chambers, Denver County
- Colin Minor, Denver County
- Stacy Frost, El Paso County
- Courtney Wilson, El Paso County
- Bobbie Warren, El Paso County
- Kari Markgraf, El Paso County
- Meghan Jackson, El Paso County
- Michael Hagenau, Fremont County
- Cheri Zittler, Garfield County
- Tammy Glaeser, Glaeser Law
- Kristen Waites, Jefferson County
- Anne Powley, Jefferson County
- Jed Gilden, La Plata County
- Jill Bear, Larimer County

- Karen Sightler, Mesa County
- Kippi Clausen, Mile High United Way
- Chandra Panther, Montrose County
- Lori Pruett, Morgan County
- Robin Thielemier, Pueblo County
- Linda Larson, Weld County
- Tamy Ingram, Weld County
- Kathie Ulmer, Weld County
- Hollie Hillman, Yuma County
- Ricardo Matthias, YES! Academy, Coordinator
- Deborah Bowers, YES! Academy, Rural (Elbert County)
- Elvis Nunez, YES! Academy, Urban (Epworth UMC)
- Troy Spang, YES! Academy, Indian/Native American Youth (Denver Indian Family Resource Center)
- Bob Coulson, DCW
- Ricardo Matthias, DCW
- Shirley Dodd, DCW
- Andrew Johnson, CDHS Supportive Housing and Homeless Program

### **Promoting Safe and Stable Families**

- Scott Bates, Program Director, Colorado Department of Health and Environment
- Deborah Cave, President, Colorado Coalition of Adoptive Families
- Claudia Zundel, Early Childhood Mental Health Specialist CDHS, Division of Behavioral Health
- Margaret Booker, Administrator, Denver County
- Carla Knightcantsee, Program Director, Ute Mountain Ute Tribe
- Bunny Nicholson, Chief Executive Director, Nicholson and Associates
- Connie Vigil, Adoptions Program Administrator DCW
- David Carson, Assistant Director, La Gente
- Rich Batten, Family and Fatherhood Specialist, CDHS
- Alvin Simpkins, Pastor, Emmanuel Christian Center
- Jeri Spear, Field Administration, CDHS
- Dan Makelky, Manager, DCW
- Sister Michael Delores Allegri, Foster Parent, President, Colorado State Foster Parent Association

### **CFSR Executive Oversight Committee Membership**

- Karen Ashby, Judge Second Judicial District
- Skip Barber, Executive Director Colorado Association of Children and Families
- Brandi Mason, Youth Representative
- Frank Bennett, Adoptive Father
- Bill DeLisio, Court Improvement Office Administrator, State Court Administrator's Office
- Betty Donovan, Director Gilpin County
- Sarah Ehrlich, Staff Attorney, Office of the Child's Representative
- John Gomez, Director Division of Youth Corrections
- Rebecca Kirk-Scheu, Parent
- Robert Lowenbach, Retired Judge
- Lloyd Malone, Director DCW
- Gerald Marroney, Director, State Court Administrator's Office
- Sam Martinez, Region 8 Liaison, ACF, Children's Bureau
- Jenise May, Deputy Executive Director
- Michael O'Hara, Chief Judge Fourteenth Judicial District
- Stephen Patrick, Chief Judge Seventh Judicial District

- George Kennedy, Deputy Executive Director Children Youth and Families, CDHS
- Sister Michael Delores Allegri, Colorado State Foster Parent Association
- Judy Rodriguez, Child Welfare Manager DCW
- Shirley Rhodus, Child Welfare Administrator, El Paso County
- Debra Campeau, Attorney Office of the Child's Representative
- Allen Pollack, Director Youth and Family Services Denver County
- Janet Rowland, Commissioner Mesa County
- Sheri Heath, Supervisor, Mesa County
- Treva Houck, Administrator, Mesa County
- Charles Smith, Deputy Director Office of Behavioral Health and Housing
- Director Office of the Child's Representative
- Gayle Ziska Stack, Director ARD
- Roni Spaulding CFSR Coordinator, DCW

### **County and Community Stakeholders Providing Feedback During the CFSP Planning Process:**

- O. Jawe Roe-Gallegos
- Robert Montoya
- Mikaila McLean
- Catherine Norris
- Douglas Sobolik
- Donald Long Soldier
- Eric Garcia
- Larita OldBear
- LaVerne IronWing
- Angel YoungDog
- Rosalind DeSersa
- Carole Ann Hill
- Nina Little BaldEagle
- Charles R. Vigil
- Yolanda A. Bush Griegzo
- Waneta Archambault
- Danielle WhiteBull
- Milton Larry
- Margaret A. Cordova
- Lois Makowski
- Susan Prast
- Kay Bower
- Kathleen Foster
- Loretta Simmons
- Yvonne Comeau
- Teri Wilke
- Ruth Abehta
- John Jewett
- Nancy Lucero
- Teri Haymond
- Kim Johnson
- Sidney Brown
- Thompson Williams

**APPENDIX B Table 1. Colorado CFSR Ratings for Safety and Permanency Outcomes and Items**

Outcomes and Indicators	Outcome Ratings			Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved*	Met National Standards?	Rating**	Percent Strength
<b>Safety Outcome 1:</b> Children are, first and foremost, protected from abuse and neglect	No	73.0	Met 1 of 2		
Item 1. Timeliness of investigations				ANI	73
Item 2. Repeat maltreatment				Strength	100
<b>Safety Outcome 2:</b> Children are safely maintained in their homes when possible and appropriate	No	66.2			
Item 3. Services to protect children in home				ANI	80
Item 4. Risk of harm				ANI	68
<b>Permanency Outcome 1:</b> Children have permanency and stability in their living situations	No	37.5	Met 3 of 4		
Item 5. Foster care reentry				Strength	93
Item 6. Stability of foster care placements				ANI	67.5
Item 7. Permanency goal for child				ANI	75
Item 8. Reunification, guardianship, and placement with relatives				ANI	65
Item 9. Adoption				ANI	26
Item 10. Other planned living arrangement				ANI	87.5
<b>Permanency Outcome 2:</b> The continuity of family relationships and connections is preserved	No	75.0			
Item 11. Proximity of placement				Strength	100
Item 12. Placement with siblings				ANI	68
Item 13. Visiting with parents and siblings in foster care				ANI	69
Item 14. Preserving connections				ANI	77.5
Item 15. Relative placement				ANI	65
Item 16. Relationship of child in care with parents				ANI	68

\* 95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.\*\* Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of the cases must be rated as a Strength.



**Table 2. Colorado CFSR Ratings for Child and Family Well-Being Outcomes and Items**

Outcomes and Indicators	Outcome Ratings		Item Ratings	
	In Substantial Conformity?	Percent Substantially Achieved	Rating**	Percent Strength
<b>Well-Being Outcome 1:</b> Families have enhanced capacity to provide for children's needs	No	47.7		
Item 17. Needs/services of child, parents, and foster parents			ANI	51
Item 18. Child/family involvement in case planning			ANI	62
Item 19. Caseworker visits with child			ANI	69
Item 20. Caseworker visits with parents			ANI	59
<b>Well-Being Outcome 2:</b> Children receive services to meet their educational needs	No	86.0		
Item 21. Educational needs of child			ANI	86
<b>Well-Being Outcome 3:</b> Children receive services to meet their physical and mental health needs	No	82.0		
Item 22. Physical health of child			Strength	94
Item 23. Mental/behavioral health of child			ANI	81

\* 95 percent of the applicable cases reviewed must be rated as having substantially achieved the outcome for the State to be in substantial conformity with the outcome.

\*\* Items may be rated as Strengths or as Areas Needing Improvement (ANI). For an overall rating of Strength, 90 percent of the cases reviewed for the item (with the exception of item 21) must be rated as a Strength. Because item 21 is the only item for Well-Being Outcome 2, the requirement of a 95-percent Strength rating applies.

**Table 3. Colorado CFSR Ratings for Systemic Factors and Items**

<b>Systemic Factors and Items</b>	<b>Substantial Conformity?</b>	<b>Score*</b>	<b>Item Rating**</b>
<b>Statewide Information System</b>	No	2	
Item 24. The State is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care			ANI
<b>Case Review System</b>	No	2	
Item 25. The State provides a process that ensures that each child has a written case plan to be developed jointly with the child’s parent(s) that includes the required provisions			ANI
Item 26. The State provides a process for the periodic review of the status of each child, no less frequently than once every 6 months, either by a court or by administrative review			Strength
Item 27. The State provides a process that ensures that each child in foster care under the supervision of the State has a permanency hearing in a qualified court or administrative body no later than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter			Strength
Item 28. The State provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act			ANI
Item 29. The State provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in, any review or hearing held with respect to the child			Strength
<b>Quality Assurance System</b>	No	2	
Item 30. The State has developed and implemented standards to ensure that children in foster care are provided quality services that protect the safety and health of the children			Strength
Item 31. The State is operating an identifiable quality assurance system that is in place in the jurisdictions where the services included in the Child and Family Services Plan (CFSP) are provided, evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented			ANI
<b>Staff and Provider Training</b>	No	2	

Item 32. The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services			ANI
Item 33. The State provides for ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP			Strength
Item 34. The State provides training for current or prospective foster parents, adoptive parents, and staff of State licensed or approved facilities that care for children receiving foster care or adoption assistance under title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children			ANI
<b>Service Array and Resource Development</b>	No	2	
Item 35. The State has in place an array of services that assess the strengths and needs of children and families and determine other service needs, address the needs of families in addition to individual children in order to create a safe home environment, enable children to remain safely with their parents when reasonable, and help children in foster and adoptive placements achieve permanency			Strength
Item 36. The services in item 35 are accessible to families and children in all political jurisdictions covered in the State's CFSP			ANI
Item 37. The services in item 35 can be individualized to meet the unique needs of children and families served by the agency			ANI
<b>Agency Responsiveness to the Community</b>	Yes	4	
Item 38. In implementing the provisions of the CFSP, the State engages in ongoing consultation with Tribal representatives, consumers, service providers, foster care providers, the juvenile court, and other public and private child- and family-serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP			Strength
Item 39. The agency develops, in consultation with these representatives, Annual Progress and Services Reports delivered pursuant to the CFSP			Strength
Item 40. The State's services under the CFSP are coordinated with services or benefits of other Federal or federally assisted programs serving the same population			Strength
<b>Foster and Adoptive Parent Licensing, Recruitment, and Retention</b>	Yes	3	
Item 41. The State has implemented standards for foster family homes and child care institutions that are reasonably in accord with recommended national standards			Strength
Item 42. The standards are applied to all licensed or approved foster family homes or child care institutions receiving title IV-E or IV-B funds			Strength

Item 43. The State complies with Federal requirements for criminal background clearances as related to licensing or approving foster care and adoptive placements and has in place a case planning process that includes provisions for addressing the safety of foster care and adoptive placements for children			Strength
Item 44. The State has in place a process for ensuring 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			ANI
Item 45. The State has in place a process for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placements for waiting children			Strength

\* Scores range from 1 to 4. A score of 1 or 2 means that the factor is not in substantial conformity. A score of 3 or 4 means that the factor is in substantial conformity.

\*\* Items may be rated as Strengths or as Areas Needing Improvement (ANI).