



COLORADO OFFICE OF
**THE CHILD'S
 REPRESENTATIVE**

FY25 Final Performance Report

Summary of FY25 Performance Plan

OCR WILDLY IMPORTANT GOAL FY25

OCR will implement recent legislative changes establishing rights for children and youth in OCR cases to ensure that children and youth understand their rights and have attorneys who consistently engage in effective advocacy to seek equitable outcomes and protect and advance their rights.

While implementation of legislation is part of OCR's ongoing efforts each year, the recent volume of new legislation impacting OCR case types has amplified OCR's need to invest additional resources, focus, and time, raising it to a Wildly Important Goal for FY25.

STRATEGIES	COMPLETED
Develop, along with OCR's Lived Expert Action Panel (LEAP) and other youth with lived experience, and disseminate a notice of rights pursuant to HB24-1017.	Yes. The notice created with the OCR's Lived Expert Action Panel (LEAP) is available on the OCR's website in 5 languages. https://coloradochildrep.org/youth/foster-youth-rights/
Update motions and resources on OCR's Litigation Toolkit to ensure they incorporate all applicable legislative changes.	Yes and ongoing. Many motions and resources have been updated and this will be an ongoing project over the next year.
Draft new motions and resources for OCR's Litigation Toolkit to implement legislative changes as needed.	Yes. OCR drafted an omnibus motion, a checklist, and other resources to aid attorneys in implementing new legislation.
Finalize the rewrite of Colorado's Guided Reference in Dependency (GRID) incorporating and addressing all legal and practice updates.	Yes. OCR finalized an updated version of the GRID, accessible online with printed copies available upon request. https://coloradochildrep.org/attorneys/grid/
Analyze changes to OCR CARES to enhance necessary oversight, support, and attorney advocacy for youth rights and needs.	Yes. This was included in OCR's RFP related to the next update of CARES as well.
Update OCR's online Youth Page for accessibility and usability to ensure children and youth are aware of their rights.	Yes. OCR, in partnership with LEAP, updated the youth section on the OCR website and added a Foster Youth Rights page: https://coloradochildrep.org/youth/foster-youth-rights/
Provide training to OCR attorneys and case consultants on HB24-1017 and other legislation establishing or enhancing the rights of children and youth in OCR case types.	Yes. OCR offered training at its fall conference and has developed E-Learning modules related to the Foster Youth Bill of Rights (FYBOR). Additionally, OCR provided a Case Law and Legislative Update webinar.

Monitor and support other agencies and community entities in efforts to fully implement legislation relating to the rights of children and youth in OCR case types.	Yes. OCR monitored and participated in CDHS rulemaking, offered a Youth Bill of Rights Community Partner Training and is participating in training upon request.
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OCR Performance Goals and Strategies FY25

In addition to OCR’s mandates (found in C.R.S. 13-91-101 et seq.), OCR focuses on these goals throughout the year:

GOAL 1: Provide children and youth a voice in the Colorado legal system through effective and efficient attorney services and advocacy.	Ensure children’s and youth’s voice & interests are paramount throughout the proceedings and in the development of policy, law, and practice.
	Provide and promote effective use of case consultant (CC) support to attorneys.
	Provide oversight & evaluation of attorney practice.
	Establish fair and reasonable compensation for OCR attorneys and members of their legal team.
	Recruit and retain a sufficient pool of qualified attorneys to meet each district’s needs.
GOAL 2: Optimize efficiencies in OCR oversight and billing.	Manage appropriations.
	Optimize use and effectiveness of CARES.
	Process, manage, and evaluate attorney billings.
GOAL 3: Ensure attorneys and case consultants remain current in state and federal law and regulations, social science research, best practices in diversity and inclusion, and evidence-based services.	Cultivate a learning & practice environment that supports excellence in legal representation.
	Deliver high-quality accessible training to advance best practices, address emerging topics in relevant fields, and implement OCR Core Competencies.
	Assess attorney and case consultant education and support needs.
	Maintain and disseminate current and relevant resources for attorney and case consultant use regarding relevant law, social science, and diversity, equity and inclusion (DEI) strategies.

Goal 1: Provide children and youth a voice in the Colorado legal system through effective attorney services and advocacy.

CHART A	FY20		FY21		FY22		FY23		FY24		FY25	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
# of youth events attended or sponsored	5	8	5	4	5	12	8	12	10	11	10	9
# of youth surveys received	75	85	100	18	100	140	100	137	100	107	100	163
% of renewing attorneys w/ at least 1 youth reference interview	65%	92%	95%	88%	95%	100%	95%	99%	95%	87%	95%	90%
% of youth over 12 who attended a benchmark, permanency, or review hearing	-	-	Est. Base line	19%	20%	20%	25%	26%	30%	32%	30%	31%

% of youth report attorney talked to them about the right to go to court. ¹	Est. Base line	62%	70%	63%	70%	83%	75%	83%	75%	88%	80%	90%
% of youth report they trusted their OCR attorney always/usually	-	-	-	-	Est. Base line	77%	80%	78%	80%	91%	85%	87%
% of youth report their GAL/CFY should continue to represent youth	-	-	-	-	Est. Base line	88%	90%	90%	90%	93%	92%	92%
% of initial 30 day visits completed	100%	97%	100%	97%	100%	95%	100%	95%	98%	95%	98%	96%

In FY25, OCR processed 229 verification and renewal applications and received 36 new applicants. In addition, OCR received and reviewed 445 survey responses from judicial officers, interviewed 137 case references, and observed 156 court proceedings. Data from these various sources is reflected in the charts below.

Goal 1: Provide children a voice in the Colorado legal system through effective attorney services and advocacy.

CHART B	FY20		FY21		FY22		FY23		FY24		FY25	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
Judicial Officers report Attorney attends Court virtually or in person Always or Usually ²	97%	96%	97%	99%	100%	99%	100%	92%	100%	97%	98%	98%
Appointed Attorney Personally Appeared in OCR Court Observations	95%	96%	95%	97%	98%	95%	98%	97%	98%	96%	98%	97%
Judicial Officers strongly agree or agree the Attorney possesses requisite knowledge & skills to provide effective legal representation	-	-	-	-	-	-	Est. Benchmark	97%	98%	98%	98%	98%

In FY25, OCR used 90% of expended funds for attorney services and only 10% for administration. In total, OCR used 92% of its appropriation in FY25 and reverted \$2.3 million to the general fund, including \$1.25 million reverted early in the fiscal year in response to JBC requests and state budgetary needs.

¹ This question changed slightly for FY22 when the youth survey was updated and streamlined. The concept in previous year reporting is similar.

² This question changed slightly in FY24 to better reflect current practice. The concept in previous reporting is similar.

Goal 2: Optimize efficiencies in attorney oversight & billing

CHART C	FY20		FY21		FY22		FY23		FY24		FY25	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
Non-CAC expenditures stay within budgeted appropriation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Avg. # days from invoice submission to payment in state financial system	20	8.3	10	10	10	12	14	7	14	5	14	4

OCR continued to provide a robust training program throughout FY25 as illustrated below and has 285 up-to-date hours of training and CLEs, as well as 16 unique on-demand courses, available online and accessible state-wide.

Goal 3: The OCR will ensure attorneys remain current in state and federal law and regulations, social science research and evidence-based services.

CHART D	FY20		FY21		FY22		FY23		FY24		FY25	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
# of new CLE hours sponsored by OCR/year	80	105	80	85	85	83	85	91	85	79	85	93
% of attorneys indicate they strongly agree or agree OCR training is tailored to meet the specialized needs of OCR attorneys	95%	98%	95%	94%	98%	93%	98%	91%	98%	95%	95%	88%
% attorneys indicated very satisfied/satisfied with GRID	95%	99%	95%	100%	95%	96%	95%	89%	95%	91%	95%	86%
% attorneys indicated very satisfied/satisfied with OCR Listserv	80%	97%	95%	98%	95%	90%	95%	81%	98%	85%	95%	81%
% attorneys indicated very satisfied/satisfied with OCR Litigation Toolkit	75%	95%	95%	94%	95%	89%	95%	88%	95%	83%	95%	78%