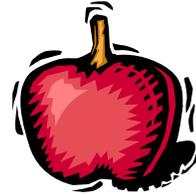
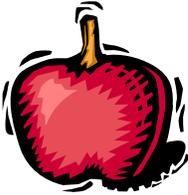


Appendix

(1) Program Improvement Plan (PIP) Tracking FY 07



**Children's Administration
Department of Social and Health Services**

Program Improvement Plan (PIP) – Tracking and Monitoring PIP items via the APSR

Children's Administration (CA) has met all of the case review performance targets that were included in the PIP. The only performance target we have not met is the aggregate score for placement stability (item 6). Our 8th quarter report indicates a performance of 84.7% while the performance target is 86.1%. To continue to progress and meet the target for this area, CA requested and Region X (ROX) approved the option of tracking and achieving this performance within the non-overlapping year.

All action steps are complete except for a few items where full implementation occurs outside the PIP timeframe. For these items CA requested, and ROX approved, the inclusion and tracking of these items in the APSR. These Items include:

| PIP Item | Documentation | Page # |
|---|--|--------|
| 2.3.1 (also 3.1.3) In collaboration with contracted providers implement training for <i>staff and foster parents</i> on family engagement. | Training Schedule | Pg. 4 |
| 4.3.1 Restructure Child Protective Services / Child Welfare Services Model. <u>i.</u> Provide implementation plan for ROX approval | Implementation Plan | Pg. 8 |
| 4.3.3 Implement a re-designed ISSP. <u>g.</u> Develop and submit a plan for statewide implementation. | Implementation Plan | Pg. 10 |
| 6.1.3 Provide respite to resource families to support placements at risk of disruption and provide appropriate access to respite care for caregivers requesting and needing this service, to include in-home respite care for licensed foster parents. <u>a.</u> Management reviews plan for implementing the policy, including a plan for implementing the foster parent survey which will address the assessment of regional needs and the development of plans to address regional capacity | Implementation Plan | Pg. 14 |
| 7.1.3 Establish a permanency goal within the first 60 days of placement by developing practice guidelines for staff to specify the array of staffings that can be utilized for permanency planning <u>g.</u> Case Review team will provide report to office and region as part of the de-briefing process. | The de-briefing process will be implemented beginning January 2007 when the new policy has been in effect for 4 months and there is data to share. | Pg. 15 |
| 13.1.1 | Implementation plan | Pg. 16 |

| PIP Item | Documentation | Page # |
|--|--|-----------|
| Develop policies and protocols regarding visitations for children in foster care to include frequency of visitation. g. Develop and submit an implementation plan for statewide implementation | | |
| 13.1.2 Institute a placement agreement with the resource family that defines expectations around resource family/birth parent relationship building including an introductory meeting within 72 hours of placement. g. Submit plan for working with foster parents to develop strategies and recommendations for implementing the 72 hour introductory meeting within 72 hours of placement. (<i>Language pending approval from feds</i>) | Implementation plan | Pg. 21 |
| 19.1.4 For children placed in out-of-home care, develop and implement a policy to require 30-day visits between social and child. c. Submit a plan for implementation of 30 day visits to children in out of home placement in all offices (state wide implementation) | Implementation plan | Pg. 25 |
| 20. 1. 2 Review and revise contracts/licenses with Child Placing Agencies and make necessary changes to support 30-day visits. | This item will be addressed by CA using CA social workers - This standard will be incorporated into the CA Practice model Restructure (4.3.1). | See pg. 8 |
| 29.1.1 Collaborate with the courts to review and revise policies to reflect: <ul style="list-style-type: none"> • Define "notice" • Define "right to be heard" • Define "input" h. Provide copy of draft Survey of foster parents to assess their experience with timely notification and participation in court hearings through the WSU survey required for Braam. | Survey results | Pg. 29 |
| 35.1.7 In collaboration with community partners and DASA, develop and implement new screening tool for chemical dependency and mental health. b. <i>Submit a plan for</i> statewide implementation of the GAIN SS screening tool | Implementation plan | Pg. 30 |

PIP Status Update

ENGAGEMENT TRAINING

PIP # 2.3.1

Action Step 2.3.1

Implement training for *staff and foster parents* on family engagement.

d. Provide regional based training to social workers and foster parents.

Status update -

ROX requests that additional engagement training for staff, (including in-home services and placement services staff), foster parents be identified in the APSR. See training schedule below.

2.3.1

ENGAGEMENT TRAINING SCHEDULE

Description:

The goal of this training is to practice using tools to empower families to engage in changing behavior and strategies to effectively handle conflict and resistance. The workshop incorporates principles of motivational interviewing and solution focused therapy. The workshop includes instruction, skills and practice. Plan for a fun and interactive day.

Objectives:

1. Identify principles for empowering families based on motivational interviewing and solution focused therapy;
2. Practice strategies for empowering families to engage in change behaviors;
3. Identify principles and practice steps for disagreeing safely;
4. Identify strategies to apply empowerment strategies to your job.

WHO PARTICIPATES? This training is open to all CA social workers who have completed Academy.

PRESENTER: Peter Dahlin, Dahlin and Associates

Region 1

Sept 25, 2006 – Spokane DCFS –Completed
Sept 26, 2006 – Spokane DCFS - Completed
Oct 31, 2006 – Wenatchee DCFS –Completed
May 15, 2007 – Wenatchee
June 26, 2007 – Spokane

Region 2

Dec 5, 2006 - Yakima DCFS
Dec 6, 2006 - Richland DCFS
March 15, 2007 – Toppenish
June 28, 2007 – Sunnyside

Region 3

Sept 29, 2006 - Everett DCFS –Completed
Nov 3, 2006 - Mt Vernon - Completed
Dec 14, 2006 - Lynnwood DCFS
April 19, 2007 – Everett

May 11, 2007 – Smokey Pt

Region 4

Sept 22, 2006 - King South DCFS –Completed
Sept 27, 2006 - OAACS Graham Street – Completed
Sept 28 - King South DCFS –Completed
February 1, 2007 – OAACS
April 26, 2007 – Regional Office

Region 5

Nov 1 - Bremerton DCFS - Completed
Nov 2 - Tacoma DCFS– Completed
April 16, 2007 – Tacoma
May 8, 2007 – Tacoma

Region 6

Sept 8, 2006 -Tumwater DCFS - Completed
Oct 18, 2006 - Port Angeles DCFS - Completed
Dec 7, 2006 - Vancouver DCFS
April 17, 2007 – Aberdeen
April 18, 2007 - Centralia

Engaging Families for Change Foster Parent Training - 2007 - “Engagement a Must! Learn new techniques to more positively engage with birth families, social workers and other team members for more positive outcomes for children.”

Region 1 –

- Nov. 11, 2006 - Pullman
- November22, 2006 – Clarkston
- December 11, 2006 – Moses lake
- January 3, 2007 – Omak
- February 9, 2007 - Wenatchee
- March 7th and 14th, 2007 - Spokane
- March 23, 2007 - Colville

Region 2 –

- January and August and November 2007 – Yakima
- May 2007 – Sunnyside

- January and August 2007 – Tri-cities
- April 2007 – Goldendale
- October 2007 – Walla Walla

Region 3 -

- January 9, 2007 (9:30 – 4:00) Bellingham DCFS
- February 8 & 9, 2007 (6:00pm – 9:00pm) Smokey Pt DCFS

Region 4 -

- January 19, 2007 – Seattle (Treehouse Bldg)
- May 23, 2007 (9:30am to 4:30pm) Kent

Region 5 -

- February 27, 2007 (9:00am – 5:00pm) Tacoma DCFS

Region 6 – (times not available)

- January 12, 2007 – Aberdeen
- May 19, 2007 – Port Townsend
- August 11, 2007 - Port Angeles
- November 10, 2007 – Port Townsend

PIP Status Update

CPS/CWS RESTRUCTURE

PIP # 4.3.1

Action Step 4.3.1

Restructure Child Protective Services / Child Welfare Services Model

- b. Management selects and approves new CPS/CWS practice model.
- c. Develop draft policy, practice guide, and training to support new CPS/CWS model.
- e. Orientate all regions and offices to the new redesign model so offices can begin to plan for their individual restructuring
- f. Test the tools associated with the redesign in 6 offices
- g. Regions submit restructuring plans

Action step 20.1.2

Review and revise contracts/licenses with child placing agencies and make necessary changes to support 30-day visits.

(NOTE: This item will be addressed by using social workers – CA has adopted the COA standard for social worker visits with bio-parents with children in out of home care. In addition, CA will apply monthly visits standards to visits with bio-parents with children residing at home (in-home dependency cases) – this standard will be incorporated into the redesign).

Implementation

CPS/CWS Redesign Implementation Plan

| Date | Actions |
|---------------|--|
| July – Sept | Testing of redesign tools in selected offices |
| Aug. 28, 2006 | Test site conference call |
| Aug. 31, 2006 | Management team presentation documents completed |
| Sept. 7, 2006 | Management team presentation (preliminary results of tools testing) |

| | |
|------------------|---|
| Sept. 20, 2006 | Regional Implementation Plans submitted |
| Sept. 21, 2006 | Finalize policies and tools |
| Sept. 27, 2006 | Feedback to regions on implementation plans |
| Oct 1, 2006 | Regional implementation plans finalized Performance measures to track the impact of the redesign model finalized |
| Sept.– Dec. 2006 | Hold monthly conference calls during office migration to redesign model to provide technical assistance |
| Oct. – Dec. 2006 | Statewide training on policies and tools |
| January 2007 | Redesign Model implemented statewide |
| Feb-June 2007 | Monthly review of implementation with regional leads Monthly report to CA management |
| July 2007 | Six month review and report to CA management |

Monitoring

Regional Implementation plans will be monitored to ensure all offices have reconfigured to the new model by January 1, 2007. Performance measures are being developed that will assist in the tracking of the impact of the redesign model.

PIP Status Update

RE-DESIGNED ISSP

PIP # 4.3.3

Action Step 4.3.3 Implement a re-designed ISSP

Status update - Policy and Supporting Products

Management team approved the test of the following tools, which included:

- Revised Voluntary Placement Agreement (VPA)
- Service Plan
- Visit Plan

Test sites for the CPS/CWS re-design included:

- Moses Lake
- Richland
- Lynwood
- Kent
- Bellevue

Feedback from test sites:

- VPA policy and agreement were positively received, minor modifications to the form were suggested to make it easier to use.
- Visit plan was positively received with no revisions required.
- Service plan has been found difficult for staff to use out of the office and is cumbersome. Needs revision.

The test site feedback was presented to management team. Revisions are to be made to service plan and presented again to the management team in October, 2006.

Implementation

Following revisions of the tools, statewide implementation will be effective January, 2007. (See attached Implementation plan)

Monitoring

Monitoring of the quality of service plans, visit plans and appropriate use of Voluntary Placement Agreement's will occur in two processes:

- 1) within the context of Supervisor/social worker monthly case review and;
- 2) within the State-wide Case review process

Implementation Plan

Item: Implement Revised ISSP (4.3.3)

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Unit Responsible | Date Due |
|--|--|--|----------------------------------|-------------------------------|
| Implement Revised ISSP 9/30/06 to 6/30/07 | Management Team review the results of testing the tools in the CPS/CWS redesign sites: <ul style="list-style-type: none"> ▪ Moses Lake ▪ Richland ▪ Lynwood ▪ Kent ▪ Bellevue | <ul style="list-style-type: none"> ▪ Report to CA management on result from test sites | Program and Practice Improvement | September 5, 2006 (completed) |
| | Revise tools | <ul style="list-style-type: none"> ▪ Revise tools <ul style="list-style-type: none"> ○ Tools include: VPA, Service Plan and Visit Plan | Program and Practice Improvement | October 2006 |
| | Management team review of revised tools | <ul style="list-style-type: none"> ▪ Management team decision on revised service plan | Program and Practice Improvement | October 2006 |
| | Implementation revised Service Plan, VPA, and Visit Plan | <ul style="list-style-type: none"> ▪ Post materials/tools on CA Intranet site <ul style="list-style-type: none"> ▪ Memo to RA's and field ▪ FAQ's ▪ Power Point ▪ Training materials | Program and Practice Improvement | December 2006 |
| | Training for Social Workers and Supervisors | <ul style="list-style-type: none"> ▪ Incorporate into Academy service plan training | Program and Practice Improvement | December 2006 |

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Unit Responsible | Date Due |
|-------------|--|--|---|-------------------------|
| | Implementation | <ul style="list-style-type: none"> ▪ Implement policy and tools statewide | Field Operations | January, 2007 |
| | Monitor quality of service plans, visit plans and appropriate use of VPA's | <ul style="list-style-type: none"> ▪ Supervisor/social worker monthly case review ▪ State-wide Case review process | Field Operations (Supervisors) Program and Practice Improvement (Case Review Team) | January, 2007 - ongoing |

PIP Status Update

RESPITE

PIP # 6.1.3

Action Step 6.1.3 Respite

Provide respite to resource families to support placement at risk of disruption and provide appropriate access to respite care for caregivers requesting and needing this service, in include in-home respite care for licensed foster parents.

- b. ~~Complete assessment of regional needs.~~
- c. ~~Develop plans to increase regional capacity to support respite policy address highest need.~~
- d. *Management reviews plan for implementing the policy*, including a plan for implementing the foster parent survey which will address the assessment of regional needs and the development plans to address regional capacity
- e. *Implement policy*

Status update - Policy and Supporting Products

Benchmark b. Assessment of Regional Need

ROX approved the deletion of benchmark "b" and benchmark "c" and agreed that CA could address these items in benchmark "d" via the implementation plan. CA is conducting a comprehensive annual foster parent survey. This survey will be stratified by region. The sample will include 2400 foster parents (600 per region). The sample will include licensed and unlicensed foster parents.

The questionnaire will include questions related to the need for and access to respite. The questionnaire is being developed by an Advisory Committee composed of foster parents from each region. The survey will be administered in early 2007 and the results will be available by April 2007.

Regions will utilize the results of the survey related to respite to develop plans to increase capacity to meet the need for respite services.

PIP Status Update

PERMANENCY GOAL WITHIN 60-DAYS

PIP # 7.1.3

Action Step 7.1.3

Establish a permanency goal within the first 60 days of placement by developing practice guidelines for staff to specify the array of staffings that can be utilized for permanency planning

- e. Provide training to staff to support the policy changes (see 7.2.2)
- g. Case Review team will provide report to office and region as part of the de-briefing process. (see below)
- h. Implement policy statewide (see 7.2.2)

Status update - Policy and Supporting Products

Benchmark "g" - Because the permanency policy was just recently implemented, it is too early to determine the level of compliance with the policy.

ROX approved that the item (g) "case review will provide report to offices and region as part of the de-briefing process" be implemented beginning January 2007 when the new policy has been in effect for 4 months.

PIP Status Update

VISITATION

PIP # 13.1.1

Action Step 13.1.1 (sub steps d-f) Develop policies and protocols regarding visitations for children in foster care to include frequency of visitation.

Status update – Implementation-Phase I

Phase I of the visit policy implementation occurred in the 8 FTDM sites across the state from July-September, 2006.

FTDM sites are:

- Spokane
- Tri-Cities
- Yakima
- Kent
- Tacoma
- Bremerton
- Vancouver
- Office of African American Children's Services (OAACS)

Training was completed in these sites on the dates below.

- Statewide FTDM facilitators on July 10, 2006 with **27** staff trained.
- Spokane-August 16, 2006-**19** supervisors and AA's trained. They will train staff using Aspen code (0115ML28)
- Tri-Cities-August 3, 2006 with **36** staff trained.
- Yakima-August 17, 2006
- Kent-July 26, 2006 with **7** staff trained.
- Tacoma-August 23, 2006 with **26** supervisors and AA's trained. They will train staff using Aspen code (0115ML28)
- Bremerton-August 15, 2006 with **49** staff trained.
- Vancouver-August 31, 2006 with **56** staff trained.
- Office of African American Children's Services (OAACS)-August 29, 2006 with **25** staff trained.

These sites represent approximately 40% of all children in out of home placement

Phase II January 2007

Statewide implementation in all offices scheduled for January, 2007.

See attached implementation plan

Monitoring

The case review program will conduct an initial review of visits between parents and children and siblings in the FTDM sites during the period September-December 2006 and report on the results. These results will help inform Phase II of the implementation scheduled for January 2007. The case review program will provide regular quarterly reports on visits beginning with the period January –March 2007.

Implementation Plan

Item: Parent-Child-Sibling Visit Policy and Practice Guide (Action Step 13.1.1) Updated 9/19/06

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Unit Responsible | Date Due |
|--|---|--|----------------------------------|-----------------------------------|
| Implement Visit Policy and Practice Guide- Phase I –FTDM sites July 1, 2006 to December 31, 2006 | Develop communication materials for staff on Parent-Child Sibling Policy | <ul style="list-style-type: none"> ◆ Memo regarding the visit policy and practice guide to RA's. ◆ FAQ's with key elements, responsibilities, changes in practice ◆ Power point for presentation to staff. | Program and Practice Improvement | 6/15/06 (completed) |
| | Communicate policy and practice guide to <u>staff</u> in FTDM sites | <ul style="list-style-type: none"> ◆ Briefing with Deputy RA's meeting re: regional implementation plans | Program and Practice Improvement | May, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ Briefing with FTDM facilitators and how it applies to their work | Program and Practice Improvement | July 10, 2006 (completed) |
| | Training for Staff- FTDM sites | <ul style="list-style-type: none"> ◆ In-person training with Social Worker and Supervisors at FTDM sites | Program and Practice Improvement | July to October, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ Technical assistance with FTDM sites, as requested | Program and Practice Improvement | July, 2006 and on-going |
| | Training for Parent Child Visit providers on visit policy and practice guide; | <ul style="list-style-type: none"> ◆ Develop curriculum regarding policy and practice guide ◆ Develop Power point ◆ Distribute curriculum to regional contract managers for Parent Child Visit contracted providers and CPA's ◆ Provide training to Parent Child Visit contracted providers in each region | Program and Practice Improvement | October, 2006 and November, 2006 |
| | Review Implementation | <ul style="list-style-type: none"> ◆ Identification of implementation issues and policy, practice guide issues | Program and Practice Improvement | November, 2006 |
| | | <ul style="list-style-type: none"> ◆ Revise policy and practice guide as necessary | Program and Practice Improvement | November, December, 2006 |

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Unit Responsible | Date Due |
|-------------------------------------|--|---|---|----------------------------------|
| Phase II-Statewide January, 2007 | Communication with stakeholders | <ul style="list-style-type: none"> ◆ Introduction of policy, practice guide at judicial spring conference | Janet Skreen | April 21-23, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ Briefing with AAG's re: communication with courts, GAL/CASA, AAG's, Defense Attorneys - FTDM sites only | Program and Practice Improvement AAG' Office | July-September, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ Incorporate policy and practice guide into Parent-Child Visiting Contracts, CPA Contracts | Program and Practice Improvement | June, July, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ Foster Parent Conference workshop presentation ◆ Story in Foster parent Newsletter | Program and Practice Improvement | September, 2006 (completed) |
| | | <ul style="list-style-type: none"> ◆ CASA Conference Presentation | Program and Practice Improvement | October, 2006 |
| | Communicate policy and practice guide to all staff | <ul style="list-style-type: none"> ◆ Post memo regarding the visit policy and practice guide on CA intranet site with link to: <ul style="list-style-type: none"> ○ FAQ's with key elements, responsibilities, changes in practice ○ Power point on visit policy | Program and Practice Improvement | December, 2006 |
| | Training | <ul style="list-style-type: none"> ◆ Academy-incorporate policy and practice guide and development of visit plans into case planning and permanency planning sections ◆ Power point available for academy and on-line regarding key elements to policy ◆ Incorporate policy and practice guide into supervisor's academy | Program and Practice Improvement | December, 2006 and on-going |

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Unit Responsible | Date Due |
|-------------|-----------------------------|---------------------------------|------------------|---------------|
| | Implement Policy State wide | | Field Operations | January, 2007 |

PIP Status Update

72 HOUR INTRO MEETING

PIP # 13.1.2

Action Step 13.1.2

Institute a placement agreement with the resource family that defines expectations around resource family/birth parent relationship building including an introductory meeting within 72 hours of placement.

- f. Included workshops in annual conference on foster parents working with birthparent
- g. Submit plan for working with foster parents to develop strategies and recommendations for implementing the 72 hour introductory meeting within 72 hours of placement.

Status update - Policy and Supporting Products

Benchmark "g" - In the fall of 2006, Children's Administration (CA) will conduct focus group meetings with foster parent support groups, members of foster parent associations and meet with the co-presidents of the Foster Parent Association of Washington (FPAWS) and a representative from the National Foster Parent Association to identify the barriers related to introductory meetings within 72 hours of placement.

States that currently practice introductory meetings resource family and birth parents have been identified. CA will be contacting these states to learn how they have implemented a 72 hour meeting between foster families and birth families.

Please refer to the attached Implementation plan for steps to be taken.

Implementation Plan

Item: KCFII Goal 13.1.2 Institute a placement agreement with the resource family that defines expectations around resource family/birth parent relationship building, including an introductory meeting within 72 hours of placement.

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Person Responsible | Date Due |
|--|--|---|----------------------------------|-------------------------|
| Identify Barriers to implementing an introductory meeting between birth parent and caregiver within 72 hours of placement. | Research on 72 hour meetings between birth parents and caregivers. | <ul style="list-style-type: none"> ◆ Contact States that are doing 72 hour contacts or similar meetings to : Identify barriers to implementation Identify strategies used to overcome the barriers. Identify alternative approaches Used by other states. | CWS/Foster Care program managers | October 2006 |
| | Compile Research results | Develop report on findings | CWS/Foster Care program managers | October 2006 |
| | Consult with Foster Parents | <ul style="list-style-type: none"> ◆ Develop a brief, one page statement that will tell the purpose of the 72 hour meeting ◆ Meet with foster parents in each region participating in support groups to obtain their understanding of the purpose of the proposed policy, and to get their suggestions for implementation | CWS/Foster Care program managers | October - November 2006 |

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Person Responsible | Date Due |
|--|---------------------------------|--|--|--------------------------|
| | | <ul style="list-style-type: none"> ◆ Meet with the Foster Parent Association of Washington State (FPAWS) to obtain their understanding of the purpose of the proposed policy, and to get their suggestions for implementation | CWS/Foster Care program manager | November - December 2006 |
| | Develop implementation strategy | <ul style="list-style-type: none"> ◆ Analyze Feedback and Data ◆ Develop implementation strategy | CWS/Foster Care program managers | January 2007 |
| | | <ul style="list-style-type: none"> ◆ Present implementation strategy to CA management | CWS/Foster Care program managers | February 2007 |
| | | | | |
| Implement Placement Agreement including 72 hour contact between caregiver and birth parents. | Implementation of policy | Develop educational materials for foster parents and CA staff | CWS/Foster Care program managers Training program manager | February – March 2007 |
| | | Incorporate policy into CA staff and foster parent training programs | | |
| | | Provide education to foster parents | CWS/Foster Care/Training program managers | April-June 2006 |
| | | Provide education to CA staff and contractors | | |

| Major Tasks | Sub Tasks | Products/Action to Be Completed | Person Responsible | Date Due |
|-------------|-----------|---|--------------------|-----------|
| | | Implement other identified preparation strategies | | |
| | | State wide implementation of policy | | July 2007 |

PIP Status Update

VISITS WITH CHILD IN OUT OF HOME PLACEMENT

PIP 19.1.4

Action Step 19.1.4

C. Develop a plan for implementation of 30 day visits to children in out of home placement in all offices (statewide implementation)

Status update - Policy and Supporting Products

Visits between social worker and child were developed as draft policy through a workgroup initiated in the KCFII process. The work produced by the workgroup has been reviewed and revised as required by BRAAM and PIP.

PIP 19.1.4 requires an implementation plan for 30 day visits between social worker and child and social worker in All Out of Home Cases to be implemented by September 2007.

Implementation

An Implementation Plan has been developed to meet PIP requirement of statewide implementation by September 2007.

Monitoring

By Case Review and By DATA Unit (CAMIS codes for 30 and 90 day visits)

Implementation Plan

PIP Item #: 19.1.4

Title of Item: 30 day visits with child in out of home placement

| PIP Goal | PIP Action Steps | Major Tasks | Products/Action to Be Completed | Team Responsible | Date Completed |
|--|--|--|---|---|---|
| <p>Wellbeing Outcome #1 Families have enhanced capacity to provide for their children's needs.</p> <p>Goal: Increase frequency and quality of social worker contact with children in out of home care.</p> | <p>Monthly not to exceed 40 days visits by social worker with children placed in out of home care.</p> | <p>Modify Visit Policy to include requirement for monthly visit with children in out of home care.</p> | <p>Draft changes</p> <p>Review changes</p> | <p>Permanency and Placement Services/CWS Program Manager Lead:</p> <p>Review by: Policy staff, Field Ops/Implementers'; Licensing; ICPC, AAG,</p> | <p>September 30 2006</p> <p>Sept/ 2006</p> |
| | | <p>Identify implementation strategy: By age of child or COA linked with new FTEs</p> | <p>Implementation Plan with training and supports</p> <p>Approve Changes and timeline</p> | <p>Management Team</p> <p>Management Team</p> | <p>October 2006</p> <p>October 06</p> |
| | | <p>Dissemination of Policy</p> | <p>Policy Implemented with approved timeline</p> <p>Cover Memo FAQ's with key elements, responsibilities, changes in practice Post on CA Internet In corporate key policy elements in existing dependency 101</p> | <p>CWS Program Manager Lead</p> <p>Field Operations</p> <p>FO/RA's</p> | <p>Dec 30, 2006</p> <p>Dec/Jan 2007</p> <p>June 30 2007</p> |

| PIP Goal | PIP Action Steps | Major Tasks | Products/Action to Be Completed | Team Responsible | Date Completed |
|----------|----------------------------|---|---|---|----------------------|
| | Phase I-Implementation | <p>Implement Policy with COA process:</p> <p>[As of 9-15-06:21 offices determined to meet COA standards and 12 offices waiting for final decision from COA]</p> <p>Remaining COA Site visits scheduled to be completed.</p> | <p>courses statewide Reasonable Efforts Symposiums</p> <p>Communication to Field Staff: Memo to RA's from Director Field Ops</p> | <p>Oversight Tim Hunter Review by: Field Ops/Implementers'; licensing, ICPC, AAG,</p> | <p>June 30, 2007</p> |
| | Final Phase-Implementation | <p>Monthly visit standard to be implemented</p> | <p>Memo to AAG's/Courts/CASA Program from AG's office and Regions</p> <p>Communicate priority and expectation of monthly visit standard to field offices</p> <p>Plan for training and implementation in each field office</p> | <p>PPI/Field Operations(In cooperation with Tim Hunter and local COA team)</p> | <p>May/Jun 2007</p> |

| PIP Goal | PIP Action Steps | Major Tasks | Products/Action to Be Completed | Team Responsible | Date Completed |
|----------|------------------|-------------------------|--|-------------------------------|----------------|
| | | | | | |
| | | Modify Academy Training | Work with RFTI to determine phased in training needs | RFTI with CWS Program Manager | Oct/Nov 2006 |
| | | | Post Policy and implementation timeline on CA Internet | CWS Program Manager | Dec 2006 |
| | | | Monthly Visit Policy fully implemented | | Sept 2007 |

PIP

FOSTER PARENT SURVEY
29.1.1 FOSTER PARENT SURVEY

29.1.1 Foster Parent Survey

29.1.1. i. Survey foster parents to assess their experience with timely notification and participation in court hearings.

CA has provided ROX a copy of the draft survey.

The Foster Parent / Caregiver Survey (attachment) is in the process of being finalized by Social and Economic Sciences Research Center (SESRC), Washington State University. The Survey planning and development will be completed by December 2006. The survey will be conducted beginning January 2007. The survey results will be reported out in May 2006.

This survey is an independent, statistically valid, anonymous survey of foster parents and relative caregiver that is conducted annually concerning all areas of the Braam Settlement related to caregiver's work with foster children and associated outcomes and action steps.

The survey is being developed and implemented in consultation with the an ongoing Advisory Committee which included the Washington State Foster Parents Association, CA Youth Advisory Group, the foster parent liaison staff in CA, foster parents, unlicensed caregivers and a DSHS staff member.

PIP

GAIN SS
35.1.7

PIP Item # 35.1.7

In collaboration with community partners and DASA, develop and implement new screening tool for chemical dependency and mental health.

- a. Provide schedule of CA staff training on new screening tool
- b. Submit a plan for statewide implementation of the GAIN SS screening tool

Status update - Policy and Supporting Products

Policy

- The GAIN SS policy was approved by CA management team on 09/07/06.

Training

- The training curriculum to support implementation of the Gain-SS screening tool has been developed.
- Regional trainers have received training on the curriculum.

Implementation

Training

- Training of social workers and supervisors will take place 10/01/06 – 12/31/06. This training will be a component of the new neglect training for all social workers and supervisors.

Policy

- The Gain-SS policy and tool will be provided to staff through the training sessions.
- The Gain-SS policy and tool will also be posted on the CA intranet web site.
- The effective statewide implementation date is 01/01/07.

Implementation Plan
 PIP Item #: 35.1.7
 Title of Item: GAIN SS

| GAIN SS - PIP Goal | PIP Action Steps | Major Tasks | Products/Action to Be Completed | Team Responsible | Date Completed | |
|--|--|--|--|--|------------------------|---------------------|
| Improve collaboration with community partners, Division of Alcohol and Substance Abuse (DASA) and Mental Health Division (MHD) to improve identification of need for mental health, chemical dependency, and co-occurring disorder services. | In collaboration with community partners and DASA, develop and implement new screening tool for chemical dependency and mental health. <ul style="list-style-type: none"> a. Provide schedule to <u>train</u> CA staff on new screening tool <u>Submit a plan for</u> statewide implementation of the <u>GAIN SS</u> screening tool | Participate on the DSHS Workgroup (includes DASA and Mental Health) responsible for the DSHS-wide implementation and training of the GAIN SS tool. | Consultation from workgroup about implementation, training and general screening points. | PPI and statewide workgroup | 12/26/05 – 10/03/06 | |
| | | | Communicate final CA implementation plan to the workgroup | PPI | 10/03/06 | |
| | Develop GAIN SS policy and training curriculum. | | | Conduct GAIN SS Tumwater Pilot | PPI and Region 6 staff | 04/03/06 – 06/16/06 |
| | | | | Design GAIN SS training curriculum | PPI and Contractor | Completed |
| | | | | Utilize regional focus groups to review draft GAIN SS policy | PPI and Regions | 06/01/06 – 09/01/06 |
| | | | | Management Approval on GAIN SS Policy | PPI and Regions | Completed |
| | | | | Train regional trainers on the training curriculum | | 08/01/06 – 08/31/06 |
| Conduct Gain-SS policy and tool training as part of the new neglect training. | | Completed | | | | |
| | | | | | 09/01/06 – 09/13/06 | |
| | | | | | Completed | |

| GAIN SS - PIP Goal | PIP Action Steps | Major Tasks | Products/Action to Be Completed | Team Responsible | Date Completed |
|--------------------|------------------|-------------------------------|---------------------------------|--|---|
| | | Implement training and policy | Implement policy | PPI and contractor PPI and regional staff PPI and regional staff | 09/13/06 – 09/22/06 Completed 10/01/06 – 12/31/06 01/01/07 |