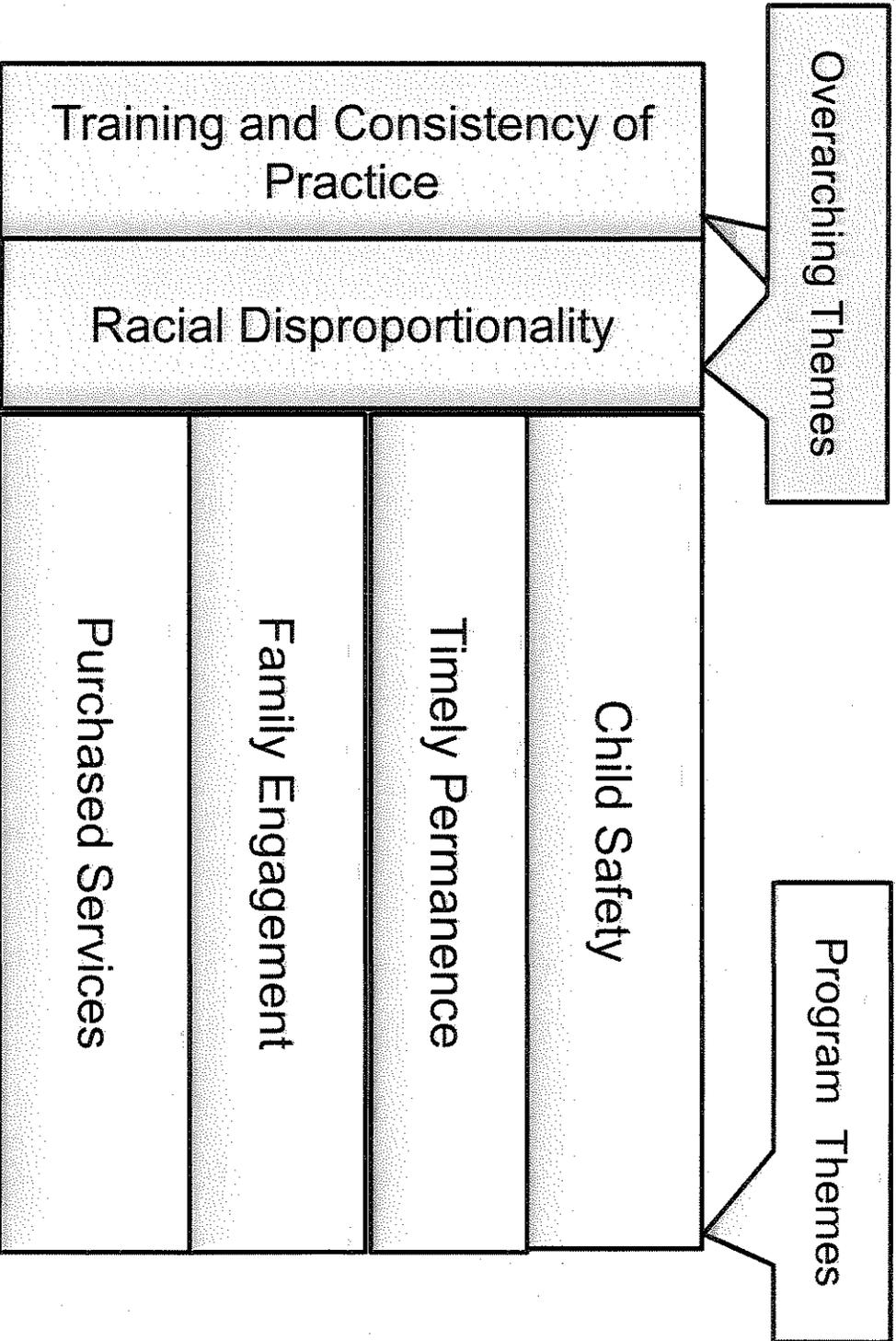


Possible PIP Themes



Program Improvement Plan

Timeline

Approach: Tightly focus the Program Improvement Plan on performance that needs to be improved, based on the CFSR results, by:

- Identifying current initiatives that address the areas needing improvement
- Assessing whether there are any performance areas which will require additional strategies to support needed improvement
- Adding strategies, only if necessary to support needed improvement

Task	Who	Due Date	Status
Identify Current Initiatives that Address CFSR Areas In Need of Improvement for possible inclusion in the PIP	PIP Staff	November 1	Complete
Identify Lead Staff for Identified Initiatives	Division Directors	November 15	Complete
Work Session with Peter Watson	PIP Staff	December 3	
Identify Gaps between Current Initiatives and Needed Improvement	PIP Coordinating Team PIP Operations Team	December 9	Underway
Develop Summaries of Possible PIP Strategies			
Recommend Strategies for Inclusion in the PIP			
Review Summaries of Strategies and Recommendations	Division Directors	December 13	
Review Summaries of Strategies and Recommendations	CA Leadership	December 16	
Review Summaries of Strategies and Recommendations	Asst Secretary	December 20	
Work session with ACF staff	DQMA Director PIP Staff Others?	January 5	
PIP Symposium	Statewide PIP Team	January 18 (tentative)	
Negotiations with ACF	Team TBD	March 2010	

**Children's Administration
Program Improvement Plan Update**

November 17, 2010



We have a lot to do!

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Goals for Today

Review / Advance Planning

- Anticipated findings of the Children's Bureau
- Draft themes
- Existing efforts

Discuss

- Agreement with Program Improvement Plan themes
- Gaps in services
- Possible additional strategies

2

Preliminary Performance Findings

Highest

- Meeting the child's physical, mental health and educational needs
- Preserving relations and connections for children in foster care

Mid-level

- Protecting children from abuse and neglect
- Safely maintaining children in their homes whenever possible

Lowest

- Enhancing the family's capacity to meet their child's needs
- Timely permanence (Reunification, Adoption, etc.)

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3

Preliminary Performance Findings

Trends to note:

- Children served in their homes (*In-Home Dependencies, Family Voluntary Services, Family Reconciliation Services*) rated lower than foster care cases
- Pattern of the results from the Federal Review is similar to the results in most other states

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**Draft Themes for Program Improvement Plan
(PIP)**

Children's Bureau suggests –
Focus on safety and a FEW key areas most in need of improvement

- Strategies that impact multiple performance areas
- Identify existing local efforts that can be implemented statewide
- Support best practice for every child and family, every time

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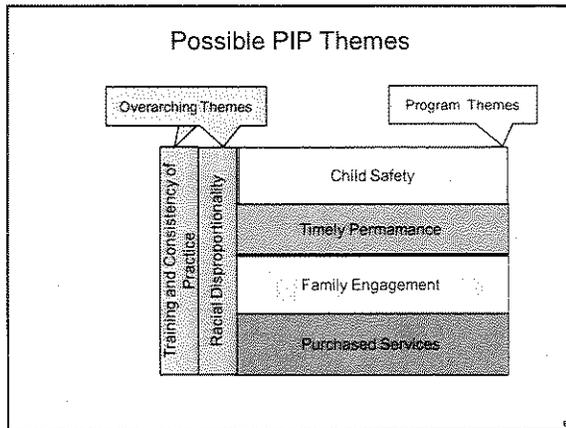
PIP Process

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graph TD; A[WE HAVE A LOT TO DO] --> B[Identify Themes in CFSR Findings]; B --> C[Inventory Existing Efforts to Improve Practice related to CFSR Findings]; C --> D[Assess for Potential Gaps]; D --> E[Develop Additional Strategies if necessary]; E --> F[Draft Program Improvement Plan]; F --> G[Finalize Plan with Children's Bureau];
```

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Participation

- CA Staff and Management
- Racial Disproportionality Advisory Committee
- Children Youth and Family Advisory Committee
- Statewide PIP Team
- Supreme Court Commission on Foster Care



PIP Preliminary Thoughts

Training and Consistency in Practice

CFSR Outcomes

Strengths

- Requirements in place for pre-service and ongoing training for providers
- University partnerships to develop training for staff and providers
- Online training opportunities for staff and providers

Concerns

Staff and Provider Training:

- Monitoring of training hours
- Poor quality of pre-service training
- Access to ongoing training

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PIP Preliminary Thoughts (continued)

Training and Consistency in Practice

Possible PIP Strategies / Current Efforts

Strategy #1 – Child Welfare Training Project will improve statewide access to competency-based training

Child Welfare Training Project

- The Child Welfare Training Project is a collaboration of the DSHS Children's Administration, the Schools of Social Work at the University of Washington and at Eastern Washington University.
- Implement a comprehensive statewide training system to deliver and track Child Welfare Training for state social workers, licensed foster parents and unlicensed relatives who care for children under dependency orders.

10

PIP Preliminary Thoughts (continued)

Training and Consistency in Practice

Possible PIP Strategies / Current Efforts

Strategy #2 – Child Welfare Quality Management efforts will include the quality and outcomes of purchased services as well as internal practice.

CA is strengthening and building capacity of our Quality Assurance and Continuous Quality Improvement systems to better support best practice for every child and family, every time

- Integrating accountability processes including, system-wide performance measures
- Qualitative review of sample cases
- Customer surveys and collaborative feedback from Tribes, providers and other stakeholder

11

PIP Preliminary Thoughts (Continued)

Reducing Racial Disproportionality

Racial Disproportionality was not measured during the CFRS process.

Compliance with the Indian Child Welfare Act was not measured during the CFRS.

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12

PIP Preliminary Thoughts (Continued)

Reducing Racial Disproportionality

Possible PIP Strategies / Current Efforts

- Transparency in reporting all data by race and ethnicity

Strategies Linked to other themes that will have an Impact

- Training and Consistency in Practice Strategies
- Child Safety Strategies
- Family Engagement Strategies
- Permanency Strategies
- Purchased Services Strategies

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13

PIP Preliminary Thoughts (continued)

Child Safety

CFSR Safety Outcomes

Strengths

- Appropriate Safety Plans
- Home Based Services
- Frequent worker contact
- Family Team Decision Making meetings used to inform assessments

Concerns

- Lack of Ongoing Assessments
- Poor Quality Assessments
- Safety Plans not monitored or updated
- Parent not engaged in services
- Premature case closure
- Lack of focus on the entire family

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14

PIP Preliminary Thoughts (continued)

Child Safety

Possible PIP Strategies / Current Efforts

Partner with the National Resource Center for Child Protection training and practice

- Safety Assessment, Safety Planning and Family Assessment tools
- Practice Guide for Intake and Investigation
- Statewide Safety Assessment and Safety Planning Training Curriculum

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15

PIP Preliminary Thoughts (Continued)

Family Engagement

CFSR Feedback

Strengths

- Family Team Decision Making meetings need to be continued
- Solution Based Casework

Concerns

- Expand consistency of Family Team Decision Making meetings and Solution Based Casework
- Need for greater contact with both parents
- Inconsistent approach to in-home Family Voluntary Services

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16

PIP Preliminary Thoughts (Continued)

Family Engagement

Possible PIP Strategies / Current Efforts

- Parent Advocates
- Continued implementation of Solution Based Casework
- Ensuring that Family Team Decision Making meetings are available and Solution Based Casework is practiced on each case statewide
- More frequent visits by social workers with both parents
- Improved notification of parents and caregivers of planning conferences and court hearings

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17

PIP Preliminary Thoughts (Continued)

Timely Permanence

CFSR Feedback

Strengths

- Stable placements / No re-entires into out-of-home care within the samples reviewed
- Concurrent planning
- Youth involved in transition planning

Concerns

- Family Team Decision Making meetings not used to prevent disruption
- Lack of services and supports to placements
- Lack of focused attention on permanency or inappropriate permanency goals
- Concurrent goals not worked
- Delays in Court & Termination of Parental Rights

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18

PIP Preliminary Thoughts (Continued)

Timely Permanence
Possible PIP Strategies / Current Efforts

- Partnership with Casey Family Services to expand Permanency Round Tables
- Partnership with judicial and community partners to reform operations and shared responsibility known as "Tables of Ten"
- Expand Family Team Decision Making meetings across the state
- Quarterly meetings between DSHS Managers and AAG Division Chiefs to address barriers to permanency for children
- Relative Guardianship Assistance Program to facilitate permanency for children
- DSHS Manager and social workers work with relatives to become temporary foster parents - required for a relative subsidized guardianship

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19

PIP Preliminary Thoughts (Continued)

Purchased Services
CFPSR Feedback

Strengths

- Strong Service Array in some parts of the state
- Evidence based programs
- Ability to individualize case plans / flexible funding

Concerns

- Budget cuts
- Services needed for fathers, culturally appropriate services, housing, availability of services, DV and substance abuse services etc.

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20

PIP Preliminary Thoughts (Continued)

Purchased Services
Possible PIP Strategies / Current Efforts

Implement Performance Based Contracts statewide to increase the quality and quantity of in-home services

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21

Discussion



- Do you agree with these themes?
- What gaps in services are you seeing?
- What other strategies should be considered?

22
