



CORE GOALS + PRIORITY STRATEGIES

05.01.2017

The Department proposes to use its PIP to drive improvements by building upon currently existing and developing initiatives, activities, partnerships and strategies. The Department will frame its PIP around the following Core Goals:

1. Ensure Safety for Children and Families Served by the Department
2. Support Timely Permanency for Children
3. Enhance Engagement with and Connections For Children, Youth and Families
4. Strengthen Cross-System Service Provision to Improve Safety, Permanency + Well-Being

The below is a brief listing of current + proposed key initiatives and strategies that the Department thinks will support achievement of the identified Core Goals:

KEY INITIATIVE/STRATEGY/ACTIVITY	SAFETY	PERMANENCY	WELL-BEING	SYSTEMIC FACTORS
Implementation of Comprehensive Overhaul of SDM	X		X	
Expansion + Continued Refinement of Eckerd Rapid Safety Feedback	X			Item 27
Monitor and as needed Refine Use of Considered Removal Team Meeting Process	X	X	X	
Qualitative Assessment of New Intake Policy: <ul style="list-style-type: none"> • OM1 + OM2 Reviews • In-Home Visitation Reviews 	X	X	X	
Initiative Family Arrangement + Safety Planning LEAN Process	X	X	X	
Develop Fatality Prevention Plan	X		X	
Operationalization + Integration of Early Childhood Practice Guide	X	X	X	
Refine of Supervision Expectations	X	X	X	
CCWIS (new LINK) Development + Roll-Out	X	X	X	Item 19
Convene Targeted Permanency Roundtables		X	X	Item 22

Develop Permanency Dashboards for Courts		X		Item 22 + 23
Convene Attorney Focus Groups		X		Item 22+ 23
Review of Policy, Legislative + System Barriers Impacting Permanency		X		Item 22 - 24
Implement Bi-Annual Foster Care Survey		X	X	Item 24
Develop Comprehensive Foster Care CQI Plan focused on Safety, Licensure, Child+ Family Experience; + Fiscal + Regulatory	X	X	X	Item 25, 28 + 33-35
Implement DCF Academy STEP Initiative to Assessment Training Effectiveness				Item 26+ 27
Focus Round 1 of STEP CQI Training on Improving Case Planning + Needs Met Outcomes	X	X	X	Item 20
Continue + Expand Foster Care Qualitative Reviews	X	X	X	Item 25, 28 + 33-35
Implement FASU Staff Certification Training		X		Item 33 -35
Draft + Implement Foster care, Adoption + Guardianship Policy and Practice Guide	X	X	X	Item 28 +33-35
Develop Kinship Placement Practice Guide	X	X	X	Item 28 + 33-35
Monitor Progress + Identify Assessment for Improvement through Sibling + Parent Visitation Reviews		X		
Explore Refinement of Large Team Meeting Process	X	X	X	Item 20 -23
Create Foster Parent Brochure + Utilize ACR Process as additional distribution and review mechanism		X	X	
Utilize Technical Assistance through Harvard Kennedy School Government Performance Lab Initiative			X	Item 29 + 30
Implementation + Evaluation of SIB/Pay for Success Initiative			X	Item 29
Continued Implementation + Refine of Tier Classification System			X	Item 29 + 30

Continued Implementation of CLAS Standard Provider Training to support Culturally and Linguistically Appropriate Services+ Care		X	X	Item 29 + 30
Continued Focus on Racial Justice	X	X	X	Item 29, 30 +35
Implementation of NEICE to support Interstate Compact Improvements		X		Item 36
Receive Consultation Regarding Safety Science	X			
Develop Fatherhood + Non-Custodial Parent Recommendations + Guide	X	X	X	Item 20
Explore Strategies to Reduce Caseloads + Align Demands	X	X	X	
Implementation of Uniform Service Referral Form		X	X	Item 29 + 30
Launch Service Matching Database	X	X	X	Item 29 + 30
Monitor Effectiveness of Visitation + Documentation Matrix	X	X	X	
Pended Report Protocol	X			
Foster Care Youth Survey (New legislation related to recruitment and retention of foster parents)		X		Item 35
Create Regional Permanency Data Profiles		X		Item 22 + 23
Public health campaign to raise awareness of safety concerns associated with unsafe sleep and shaken baby syndrome	X			

SAFETY WORKGROUP

SWOT FRAMEWORK

Strengths

Weaknesses

Opportunities

Threats/Challenges

CORE GOALS:

- Ensure Safety for Children and Families Served by the Department Strengthen Cross-System

- Strengthen Cross-System Service Provision to Improve Safety, Permanency + Well-Being

SAFETY PROMPTS:

1. Response time + face-to-face contact with alleged child victims (focus: Already Active) [Item 1]
2. Provision of safety-related services (focus: appropriate + intensive + crisis related + immediate impact) [Item 2]
3. Conducting initial + ongoing, formal + informal accurate risk and safety assessments (focus: SDM + quality) [Item 3]
4. Safety plan monitoring + updating, as needed (focus: appropriate + continual) [Item 3]
5. LINK documentation

CURRENT SAFETY INITIATIVES UPON WHICH TO BUILD:

KEY INITIATIVE/STRATEGY/ACTIVITY	SYSTEMIC FACTORS
Implementation of Comprehensive Overhaul of SDM	
Expansion + Continued Refinement of Eckerd Rapid Safety Feedback	Item 27
Monitor and as needed Refine Use of Considered Removal Team Meeting Process	
Qualitative Assessment of New Intake Policy:	
Initiative Family Arrangement + Safety Planning LEAN Process	
Develop Fatality Prevention Plan	
Operationalization + Integration of Early Childhood Practice Guide	
Refine of Supervision Expectations	
CCWIS (new LINK) Development + Roll-Out	Item 19

Develop Comprehensive Foster Care CQI Plan focused on Safety, Licensure, Child+ Family Experience; + Fiscal + Regulatory	Item 25, 28 + 33-35
Focus Round 1 of STEP CQI Training on Improving Case Planning + Needs Met Outcomes	Item 20
Continue + Expand Foster Care Qualitative Reviews	Item 25, 28 + 33-35
Draft + Implement Foster care, Adoption + Guardianship Policy and Practice Guide	Item 28 +33-35
Develop Kinship Placement Practice Guide	Item 28 + 33-35
Explore Refinement of Large Team Meeting Process	Item 20 -23
Receive Consultation Regarding Safety Science	
Develop Fatherhood + Non-Custodial Parent Recommendations + Guide	Item 20
Explore Strategies to Reduce Caseloads + Align Demands	
Launch Service Matching Database	Item 29 + 30
Monitor Effectiveness of Visitation + Documentation Matrix	
Pended Report Protocol	
Public health campaign to raise awareness of safety concerns associated with unsafe sleep and shaken baby syndrome	
Continued Focus on Racial Justice	

PERMANENCY WORKGROUP

SWOT FRAMEWORK

Strengths

Weaknesses

Opportunities

Threats/Challenges

CORE GOALS:

- Support Timely Permanency for Children
- Strengthen Cross-System Service Provision to Improve Safety, Permanency + Well-Being

PERMANENCY PROMPTS:

1. Achieving permanency timely (focus: concurrent planning + court role) [Item 6] links to unplanned moves [Item 4]
 - a. Reunification in 12-months
 - b. Adoption in 24-months links to Case Review System, [Item 23]: TPR petition 15 out of the last 22-months.
 - c. Guardianship in 18-mos links to Juan F. #9 Transfer of Guardianship in 24-mos + Relative placement [item 10]
2. Visitation + Preserving Connections + Positive Relationships (focus: fathers + Non-Custodial Relatives) [Items 8, 9, 11]
3. Placements with sibling + relatives (focus: evaluation of maternal + paternal relatives) [Items 7, 10]
4. Foster/adoptive parent licensing + recruitment + retention (focus: background checks safety issues - waiver process) [Item 34]; system functioning (focus: clear centralized oversight) [Item 35]; links to pre + post training (focus: relative + kin) [Item 28] and court hearings (focus: notification + participation vary by judge) [Item 24]
5. LINK documentation (Placement Window: placement + TLC; Visitation Plan: child visitation + other types of contact with sibling + parents + others; TPR Determination Window: TPR petition or compelling reason)

CURRENT PERMANENCY INITIATIVES UPON WHICH TO BUILD:

KEY INITIATIVE/STRATEGY/ACTIVITY	SYSTEMIC FACTORS
Monitor and as needed Refine Use of Considered Removal Team Meeting Process	
Qualitative Assessment of New Intake Policy:	

Initiative Family Arrangement + Safety Planning LEAN Process	
Operationalization + Integration of Early Childhood Practice Guide	
Refine of Supervision Expectations	
CCWIS (new LINK) Development + Roll-Out	Item 19
Convene Targeted Permanency Roundtables	Item 22
Develop Permanency Dashboards for Courts	Item 22 + 23
Convene Attorney Focus Groups	Item 22+ 23
Review of Policy, Legislative + System Barriers Impacting Permanency	Item 22 - 24
Implement Bi-Annual Foster Care Survey	Item 24
Develop Comprehensive Foster Care CQI Plan focused on Safety, Licensure, Child+ Family Experience; + Fiscal + Regulatory	Item 25, 28 + 33-35
Focus Round 1 of STEP CQI Training on Improving Case Planning + Needs Met Outcomes	Item 20
Continue + Expand Foster Care Qualitative Reviews	Item 25, 28 + 33-35
Implement FASU Staff Certification Training	Item 33 -35
Draft + Implement Foster care, Adoption + Guardianship Policy and Practice Guide	Item 28 +33-35
Develop Kinship Placement Practice Guide	Item 28 + 33-35
Monitor Progress + Identify Assessment for Improvement through Sibling + Parent Visitation Reviews	
Explore Refinement of Large Team Meeting Process	Item 20 -23
Create Foster Parent Brochure + Utilize ACR Process as additional distribution and review mechanism	
Continued Implementation of CLAS Standard Provider Training to support Culturally and Linguistically Appropriate Services+ Care	Item 29 + 30
Continued Focus on Racial Justice	Item 29, 30 +35
Implementation of NEICE to support Interstate Compact Improvements	Item 36
Develop Fatherhood + Non-Custodial Parent Recommendations + Guide	Item 20
Explore Strategies to Reduce Caseloads + Align Demands	
Implementation of Uniform Service Referral Form	Item 29 + 30
Launch Service Matching Database	Item 29 + 30
Monitor Effectiveness of Visitation + Documentation Matrix	
Foster Care Youth Survey (New legislation related to recruitment and retention of foster parents)	Item 35
Create Regional Permanency Data Profiles	Item 22 + 23

WELL_BEING WORKGROUP

SWOT FRAMEWORK

Strengths

Weaknesses

Opportunities

Threats/Challenges

CORE GOALS:

- Enhance Engagement with and Connections For Children, Youth and Families
- Strengthen Cross-System Service Provision to Improve Safety, Permanency + Well-Being

WELL_BEING PROMPTS:

1. Conducting initial + ongoing, formal + informal comprehensive needs assessment re: child+ parents + foster parent and providing appropriate services (focus: quality + underlying issues + fathers + non-custodial parents) [Item 12]
2. Engagement of children + family in case planning [Item 13] links to Case Review System [Item 20]: Written Case Plan re: engagement of child + family in case plan development (focus: actively involvement particularly fathers)
3. Conducting quality casework visits with child and parents (focus: sufficiency) [Items 14, 15]
4. Physical + Mental/Behavioral Health needs assessment + providing appropriate services (focus on appropriate prescription medication oversight) [Items 17, 18]

CURRENT WELL_BEING INITIATIVES UPON WHICH TO BUILD:

KEY INITIATIVE/STRATEGY/ACTIVITY	SYSTEMIC FACTORS
Implementation of Comprehensive Overhaul of SDM	
Monitor and as needed Refine Use of Considered Removal Team Meeting Process	
Qualitative Assessment of New Intake Policy:	
Initiative Family Arrangement + Safety Planning LEAN Process	
Develop Fatality Prevention Plan	
Operationalization + Integration of Early Childhood Practice Guide	
Refine of Supervision Expectations	
CCWIS (new LINK) Development + Roll-Out	Item 19

Convene Targeted Permanency Roundtables	Item 22
Implement Bi-Annual Foster Care Survey	Item 24
Develop Comprehensive Foster Care CQI Plan focused on Safety, Licensure, Child+ Family Experience; + Fiscal + Regulatory	Item 25, 28 + 33-35
Focus Round 1 of STEP CQI Training on Improving Case Planning + Needs Met Outcomes	Item 20
Continue + Expand Foster Care Qualitative Reviews	Item 25, 28 + 33-35
Draft + Implement Foster care, Adoption + Guardianship Policy and Practice Guide	Item 28 +33-35
Develop Kinship Placement Practice Guide	Item 28 + 33-35
Explore Refinement of Large Team Meeting Process	Item 20 -23
Create Foster Parent Brochure + Utilize ACR Process as additional distribution and review mechanism	
Utilize Technical Assistance through Harvard Kennedy School Government Performance Lab Initiative	Item 29 + 30
Implementation + Evaluation of SIB/Pay for Success Initiative	Item 29
Continued Implementation + Refine of Tier Classification System	Item 29 + 30
Continued Implementation of CLAS Standard Provider Training to support Culturally and Linguistically Appropriate Services+ Care	Item 29 + 30
Continued Focus on Racial Justice	Item 29, 30 +35
Develop Fatherhood + Non-Custodial Parent Recommendations + Guide	Item 20
Explore Strategies to Reduce Caseloads + Align Demands	
Implementation of Uniform Service Referral Form	Item 29 + 30
Launch Service Matching Database	Item 29 + 30
Monitor Effectiveness of Visitation + Documentation Matrix	