#### FIVE YEAR PLAN FFY 2005 - 2009

# GOAL I CHILDREN WILL BE SAFE

# Outcome 1. Children are, First and Foremost, Protected from Abuse and Neglect.

• *Item 1. Timeliness of initiating investigations of reports of child maltreatment.* 

**Strategies:** 

1.1 Revise FOCUS report to calculate the percentage of cases that meet timeframes of IDHW Priority Response Guidelines (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

1.2 Implement consistent methods to monitor timeliness of investigations. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

1.3 Review results of monitoring timeliness of initial investigation and implement recommended changes(PIP)

Funding Source: CAPTA
Target Date for Completion: Ongoing

**Status:** 

1.4 Develop standards to determine priorities for intake/screening. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

1.5 Develop and provide training to risk assessment supervisors regarding prioritizing referrals. (PIP)

Funding Source: CAPTA
Target Date for Completion: Ongoing

1.6 Develop and provide training regarding timeliness and the agency's priority response guidelines. (PIP)

Funding Source: CAPTA
Target Date for Completion: Ongoing

**Status:** 

1.7 Amend priority response guidelines according best practice or new mandates.

Funding Source: CAPTA
Target Date for Completion: Ongoing

**Status:** 

• Item 2. Repeat Maltreatment

# **Strategies:**

2.1 Establish and implement standards for immediate safety and assessment and re-assessment. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

2.2 Develop training to assist workers to conduct a thorough family centered safety/risk assessment using the existing CFS Risk Assessment tool as part of a decision making process. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

2.3 Deliver training to assist workers to conduct a thorough family centered safety/risk assessment using the existing CFS Risk Assessment tool. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

2.4 Develop worker skills in interviewing families to assist the worker in conducting a thorough family centered safety/risk assessment. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

2.5 Develop supervisory skills in monitoring the safety/risk assessment process to reduce likelihood of recurrence. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

2.6 Monitor regional and state recurrence of maltreatment rates. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2005

Status:

2.7 Develop FOCUS reports to enable staff to access and analyze recurrence data on a statewide and regional basis. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2005

**Status:** 

2.8 Evaluate the use of substantiated disposition in connection with repeat maltreatment.

Funding Source: CAPTA
Target Date for Completion: 2006

**Status:** 

2.9 Seek consultation regarding use of central registry to encourage social workers to accurately disposition cases.

Funding Source: CAPTA
Target Date for Completion: 2006

# Outcome 2. Children are Safely Maintained in their Homes whenever Possible and Appropriate

• Item 3. Services to family to protect children in home and prevent removal

**Strategies:** 

3.1 Develop and implement standard for use of Protective Supervision when risk is moderate to high but the case doesn't meet the standard of imminent danger. (PIP)

Funding Source: CAPTA
Target Date for Completion: 2004

**Status:** 

3.2 Train the judiciary, law enforcement and agency staff to apply the standard of using protective supervision to prevent removal of children from their home. (PIP)

Funding Source: CAPTA/CIP

Target Date for Completion: 2004

**Status:** 

3.3 Establish and implement standards for opening an in-home case for services including development of an individualized case plan and monitoring (PIP)

Funding Source: CWS/ CAPTA

Target Date for Completion: 2004

**Status:** 

3.4 Train workers on standards for opening an in-home case for services including development of an individualized case plan and monitoring. (PIP)

Funding Source: CWS/ CAPTA

Target Date for Completion: Ongoing

**Status:** 

3.5 Pending release of FOCUS, report on in-home cases,. Regions will monitor the increase of in-home cases during the quarterly review. (PIP)

Funding Source: CWS/ CAPTA

Target Date for Completion: 2004

3.6 Increase the percentage of families receiving services to prevent removal of children from their home while at the same time ensuring their safety. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

3.7 Train CFS risk assessors and law enforcement to make reasonable efforts through the use of safety plans associated with the CFS immediate risk and safety assessment tool. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

3.8 Develop FOCUS report to identify and monitor the increase of in-home cases. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

3.9 Develop worker skills in engaging parents to work with CFS to lower the risk of child abuse and neglect without court intervention. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

3.10 Provide training on family-centered practice to assist social workers to engage parents to work with the Department

Funding Source: CWS
Target Date for Completion: Ongoing

# •Item 4. Risk of harm to children

# **Strategies:**

4.1 Develop and implement a standardized process for responding to child abuse and neglect allegations made on members of foster families (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

**Status:** 

4.2 Develop and implement a standardized process for responding to child abuse and neglect allegations made on an employee of a residential facility. (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

**Status:** 

4.3 Monitor and decrease risk of harm to children through CQI process.

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

# GOAL 3. PROVIDE STABLE, NURTURING AND PERMANENT RELATIONSHIPS BETWEEN CHILDREN AND CAREGIVERS IN A TIMELY MANNER

# Outcome 1. Children have permanency and stability in their living situations

• Item 5. Foster care re-entries

# **Strategies:**

5.1 Training workers and supervisors in the use of the CFS Risk Re-Assessment Tool to complete a reassessment as part of decision-making for reunification or case closure. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

5.2 Develop and implement standards regarding what must happen prior to case closure and post case closure to prevent foster care re-entry. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

5.3 Improve availability of substance abuse services which focus on relapse planning to prevent re-entry into foster care. (PIP)

Funding Source: CWS/TANF

Target Date for Completion: 2005

**Status:** 

5.4 Prior to availability of FOCUS enhancement (see 5.7), monitor administration of reassessment when making reunification, case closure or other case decisions in which risk/safety is a critical factor. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

5.5 Monitor the percentage of children who re-entered foster care after being discharged from a prior entry within the last 12 months. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

5.6 Provide information to magistrate judges regarding the use of court-ordered home visitation not to exceed 6 months(PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

5.7 Develop and implement a FOCUS alert and integrity rule that prevents a social worker from closing an open case prior to completing a re-assessment. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

5.8 Develop and implement a FOCUS report to identify and analyze cases of reentry of children into foster care. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

5.9 Develop a state child mortality review team to review the deaths of children who died as a result of child abuse and neglect

Funding Source: CAPTA
Target Date for Completion: 2007

**Status:** 

• Item 6. Stability of foster care placement

# **Strategies:**

6.1 Monitor the stability of foster care placements by reviewing the FOCUS Child Welfare Outcome Report quarterly. (PIP 6.4)

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

6.2 Develop standard for disclosure of information to foster parent(s) regarding children they are being asked to foster. (PIP 6.7)

Funding Source: IV-E
Target Date for Completion: 2004

Status:

6.3 Train staff and foster parents on full disclosure standard. (PIP 6.8)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

6.4 Monitor compliance with full disclosure standards. (PIP 6.9)

Funding Source: IV-E
Target Date for Completion: Ongoing

6.5 Develop readily accessible resources for foster parents. (PIP 6.10)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

6.6 Develop and implement a FOCUS report to analyze and monitor multiple placements and stability of children in foster care. (PIP 6.15)

Funding Source: IV-E Target Date for Completion: 2005

**Status:** 

6.7 Monitor regional and state foster care stability rates. (PIP 6.16)

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

• Item 7. permanency goal for child

# **Strategies:**

7.1 Develop and implement concurrent planning standard which includes time frames and critical decision making points in a case. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.2 Train workers on concurrent planning standards. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.3 Monitor establishment of an appropriate permanency goal for a child in a timely manner. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

7.4 Develop a judicial checklist to assist judges in monitoring concurrent planning at judicial reviews. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.5 Deliver training on monitoring concurrent planning at judicial reviews to judges, prosecutors, CASA and IDHW staff. (PIP)

Funding Source: CWS /CIP

Target Date for Completion: 2004

**Status:** 

7.6 Assess current practice issues and develop plan for addressing cessation of reunification efforts. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.7 Incorporate concurrent planning in Child Welfare Academy

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.8 Ensure timely TPR filing by developing regional protocols to identify whether a county prosecutor or regional Deputy Attorney General will fulfill that role. (PIP 28.4)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

7.9 Train judges, prosecutors, IDHW staff, defense attorney and CASA on the importance of timely permanency in a child's life. (PIP 28.5)

Funding Source: CWS/IV-E Target Date for Completion: 2004 - 2005

• Item 8. Reunification, guardianship, or permanent placement with relatives

# **Strategies:**

8.1 Develop and implement standards and resources for identifying, locating, and engaging parents who are unidentified, incarcerated or living long distances from their children to assure reasonable efforts to reunify the family are addressed and other relative placements are identified. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

8.2 Train CFS staff to identify, locate and engage parents. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

8.3 Monitor compliance with the agency achieving the goal of reunification, guardianship or permanent placement with a relative within 12 months of the date the child entered foster care. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

8.4 Monitor the length of time to achieve a permanency goal of reunification by reviewing the FOCUS Child Welfare Outcome Report quarterly. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

●Item 9. Adoption

### **Strategies:**

9.1 Develop and implement standards for timely paternity testing and locating absent parents. Also see 28.6 (PIP 9.3)

Funding Source: CWS
Target Date for Completion: 2004

9.2 Conduct training on standards for Child Support and CFS staff. Also see 28.6(PIP 9.4)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.3 Develop and implement standards for due process and notification for TPR on all potential fathers to clarify IDHW's position regarding best practice procedures in regard to Idaho's putative father's statute. Also see 28.6(PIP 9.5)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.4 Develop standard to increase timely completion of termination and adoption paperwork requirements (see benchmark 7.2.2). Also see 28.3(PIP 9.6)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.5 Train workers on standard for timely completion of termination and adoption paperwork. (PIP 9.7)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.6 Monitor finalization of adoptions within 24 months by reviewing the FOCUS Child Welfare Outcome Report quarterly. (PIP 9.8)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

9.7 When the goal is adoption, monitor whether the adoption is likely to finalize within 24 months. (PIP 9.9)

Funding Source: CWS
Target Date for Completion: Ongoing

9.8 Provide annual adoption training for new Child Welfare staff.

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

9.9 Provide annual supervisor training on monitoring adoption process and adoption finalization.

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

9.10 Initiate proposal to amend the Juvenile Court Rules to allow for expedited cases involving appeals of Termination of Parental Rights. (PIP 28.1)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.11 Develop time frames for CFS social workers to complete the necessary paperwork to prepare a case for TPR. (PIP 28.3)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

9.12 Develop standards for timely paternity testing, locating absent parents, and notification for TPR on all potential fathers to clarify IDHW's position regarding Idaho's putative father's statute. (PIP 28.6)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

•Item 10. Permanency goal of other planned permanent living arrangement

### **Strategies:**

10.1 Develop and implement permanency practice standards for older youth. (PIP)

Funding Source: CWS/CFCIP

**Target Date for Completion:** 2004

**Status:** 

10.2 Train staff on permanency practice standards for older youth. (PIP)

Funding Source: CWS/CFCIP

Target Date for Completion: 2004

**Status:** 

10.3 Monitor whether the current permanency goal of long term foster care is being achieved as measured by stability of the placement and if the youth is receiving appropriate services. (PIP)

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

10.4 Monitor the percentage of youth whose goal is long term foster care who have an independent living plan. (PIP)

Funding Source: IV-E/CFCIP
Target Date for Completion: Ongoing

**Status:** 

10.5 Develop resources for "permanency options" counseling for youth who do not have the permanency goal of adoption. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

10.6 Research concept of open adoption for youth through review of other state's open adoption models to identify and resolve barriers to open adoption legislation. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

10.7 Introduce open adoption legislation in the 2005 legislative session. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

- Item 11. Proximity of foster care placement
- Item 12. Placement with siblings

# **Strategies**

12.1 Monitor frequency children are placed with siblings

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

•Item 13. Face to face visits with parents and siblings

# **Strategies**

13.1 Revise standard regarding parent/child/sibling visitation

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

13.2 Monitor frequency of parent/child/sibling visitation

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

13.3 Train social workers to use alternate methods of contact such as letters and phone calls when parents are unavailable because of long distances or incarceration.

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

•Item 14. Connections

### **Strategies:**

14.1 Training social workers on the importance of preserving connections

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

14.2 Support/increase cultural competency of agency staff relative to Native Americans so they can individualize services and maintain connections. (PIP 37.1)

Funding Source: CWS

Target Date for Completion: 2004 - 2005

**Status:** 

14.3 Develop and implement training on ICWA provisions for early identification, prompt notification of tribes, placement preferences and active efforts. (PIP 7.7)

Funding Source: CWS

**Target Date for Completion:** 2004 - 2005

**Status:** 

14.4 Explore (with fathers who are not currently involved in the life of their child(ren) the criteria of what it means to be a responsible father. Suggest and training fathers on how they can be more involved in their child's life.

Funding Source: PSSF
Target Date for Completion: Ongoing

**Status:** 

14.5 Provide "options" counseling for fathers who appear to be ambivalent to their parenting role. This will assist them in choosing to be an active part of the child's life or relinquish the child for adoption.

Funding Source: PSSF
Target Date for Completion: Ongoing

**Status:** 

14.7 Provide parenting classes exclusively for fathers.

Funding Source: PSSF
Target Date for Completion: Ongoing

**Status:** 

• Item 15. Relative placement

**Strategies** 

15.1 Train social workers to identify and consider both maternal and paternal relatives as placement resources.

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

15.2 Monitor frequency of child placement with relative

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

15.3 Revise, implement and monitor standards as outline in FACS Policy Memo 00-03 on relative placement.(PIP 6.1)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

15.4 Train staff on revised relative placement standards. (PIP 6.2)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

Monitor compliance with relative placement standards to increase stability of children in foster care. (PIP 6.3)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

•Item 16. Relationship of child in care with parents

#### GOAL 2 CHILD AND FAMILY WELL-BEING

# Outcome 1. Families have enhanced capacity to provide for their children's needs

• Item 17. Needs and services of child, parents, foster parents

### **Strategies:**

17.1 Develop and implement standards for linking the assessment to services and developing service plans to address the needs of the child's mother and father, the child, foster and pre-adoptive parents, absent parents and relatives for both in-home and out-of-home cases. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

17.2 Train social workers to identify the needs of children, parents and foster parents and provide services to meet those needs. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

17.3 Monitor standards for meeting the needs of the child, child's parents, relatives, foster and adoptive family. (PIP)

Funding Source: CWS/IV-E Target Date for Completion: Ongoing

**Status:** 

•Item 18. Child and family involvement in case planning

# **Strategies:**

18.1 Develop standards for workers on involving all family members and permanent caregivers in the development of the case plan. See action step 3.3 pertaining to the development of case plans in in-home cases. (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

**Status:** 

18.2 Train staff on standards for involving family members and permanent caregivers in case planning. (PIP)

Funding Source: CWS/IV-E

**Target Date for Completion:** 2004

**Status:** 

18.3 Monitor family's involvement in case planning. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

18.4 Implement a family group decision making process to develop safety plans and family case plans. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

18.5 Develop and implement a case planning process and standard to include specific, measurable, achievable, realistic and time-limited plans which are developed jointly by the agency and the family.(PIP 25.1)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

18.6 Train all systems involved in the case planning process (courts, prosecutor, CASA, agency staff) on the importance of family involvement and how to develop individualized measurable family plans. (PIP 25.2)

Funding Source: CWS/CIP
Target Date for Completion: 2004

**Status:** 

18.7 Revise the current case plan format in FOCUS to be more "user friendly" to both workers and families. (PIP 25.3)

Funding Source: CWS
Target Date for Completion: 2005

#### • Item 19. Worker visits with child

**Strategies:** 

19.1 Develop standards for worker/child visitation(s) in the child's home or foster home for both open in-home and foster care cases. Combine with worker/parent standards in 20.1(PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

19.2 Develop and implement FOCUS enhancement for "contact visitation" screen to include both worker/child visitation and work/parent visitation (see action step 20.2) (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

19.3 Monitor compliance with worker/child and worker/parent visits (20.3) (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

•Item 20. Worker visits with parents

**Strategies** 

20.1 Develop and implement standards for worker/parent visitation to include both "in-home" and alternate care cases. Combine with worker/child visitation standard in 19.1(PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

20.2 Develop and implement FOCUS enhancement for "contact visitation" screen. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

20.3 Monitor compliance with worker/child (19.3) and worker/parent visits. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

**Status:** 

# Outcome 3. Children receive adequate services to meet their physical and mental health needs

•Item 22. Physical health of the child

## **Strategies:**

22.1 Establish and implement standards for all open cases, including in-home cases that address assessment of and meeting the physical needs of children. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

22.2 Train CFS staff on standards and importance of assessing and meeting the physical needs of children in all cases opened for services (including in-home cases.) (PIP)

Funding Source: CWS
Target Date for Completion: 2004

Status:

22.3 Develop a FOCUS report for supervisors to monitor children's physical assessment and services. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

22.4 Monitor physical needs of children in all cases opened for services including in-home cases. (PIP)

Funding Source: CWS
Target Date for Completion: Ongoing

22.5 Develop and implement strategies to increase local access to dental, vision, hearing, and general physical health for children with an open case. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

22.6 Train CFS staff, foster parents and community partners to access physical health services for children. (PIP)

Funding Source: CWS/IV-E

**Target Date for Completion:** 2004

**Status:** 

22.7 Develop standards for mandatory developmental screening of all 0-3 year olds by CFS works when there is an open case or substantiated disposition. Include subsequent referral for assessment to the Infant Toddler Program for children suspected of delays based on the screening. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

22.8 Train CFS staff to screen children 0-3 years old when there is an open case or substantiated disposition. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

•Item 23 Mental health of the child

#### Strategies:

23.1 Establish and implement standards for all open cases, including in-home cases that address assessment of and meeting the mental health needs of children. (PIP)

Funding Source: CMHBG/GF
Target Date for Completion: Ongoing

23.2 Train CFS staff on standards and importance of assessing and meeting the mental health needs of children in all cases opened for services (including inhome cases.) (PIP)

Funding Source: CWS/CMHBG/GF

**Target Date for Completion:** Ongoing

**Status:** 

23.3 Develop a FOCUS report for supervisors to monitor children's mental health assessment and services. (PIP)

Funding Source: CMHBG/GF
Target Date for Completion: Ongoing

**Status:** 

23.4 Monitor mental health needs of children in all cases opened for services including in-home cases. (PIP)

Funding Source: CMHBG/GF
Target Date for Completion: Ongoing

**Status:** 

23.5 Develop and implement strategies to increase local access to mental health for children with an open case. (PIP)

Funding Source: CMHBG/GF
Target Date for Completion: 2005 - Ongoing

**Status:** 

23.6 Train CFS staff, foster parents and community partners to access mental health services for children. (PIP)

Funding Source: CMHBG/IV-E/GF

**Target Date for Completion:** Ongoing

**Status:** 

23.7 Establish and implement standards on parent involvement in Children's Mental Health.

Funding Source: CMHBG/GF

Target Date for Completion: 2005

23.8 Establish and implement standards on the use of the Child and Adolescent Functional Assessment Scale for use in determining a child's functional impairment for Children's Mental Health.

Funding Source: CMHBG/GF

**Target Date for Completion:** 2005

**Status:** 

23.9 Establish and implement standards on Intake and Screening for Children's Mental Health.

Funding Source: CMHBG/GF

**Target Date for Completion:** 2005

**Status:** 

23.10 Support the implementation of the State Suicide Prevention Plan.

Funding Source: CMHBG/GF
Target Date for Completion: Ongoing

**Status:** 

# GOAL 4. CONTINUOUSLY IMPROVE THE ORGANIZATION'S CAPABILITY TO ACHIEVE ITS GOALS OF HELPING FAMILIESAND CHILDREN

• ITEM SYS 1a. RESPONSIVENESS TO COMMUNITY

### **Strategies**

1a.1 Respond to and implement, as feasible, the recommendations of the Keeping Children Safe Panels.

Funding Source: CWS/CAPTA

Target Date for Completion: Ongoing

**Status:** 

1a.2 Participate in and support the recommendations and activities of the Children at Risk Task Force.

Funding Source: CJA
Target Date for Completion: Ongoing

1a.3 Participate in and support the activities of the Kincare Coalition.

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

1a.4 Participate in and support the activities of the Idaho Child Welfare Court Improvement Project

Funding Source: CIP
Target Date for Completion: Ongoing

**Status:** 

1a.5 Continue regular meetings of the Idaho Indian Child Welfare (ICW)
Committee with both the child welfare and children's mental health
programs

Funding Source: CWS/MHBG
Target Date for Completion: Ongoing

**Status:** 

1a.6 Continue to develop and implement community councils for children's mental health services to provide information on services provided and service needs at the community level.

Funding Source: CMHBG/GF Target Date for Completion: Ongoing

**Status:** 

#### •ITEM SYS 1b. STATEWIDE INFORMATION SYSTEM

# **Strategies:**

1b.1 Establish documentation standards for case manager to monitor delivery and effectiveness of services. Standards will include what information should be documented (PIP 37.2)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

1b.2 Train CFS staff on documentation for effective service delivery. (PIP 37.3)

Funding Source: CWS

Target Date for Completion: 2004 - 2005

1b.3 Develop a FOCUS/CFS manual to ensure consistency in data entry and improved documentation around service delivery. (PIP 37.4)

Funding Source: CWS/CAPTA
Target Date for Completion: 2005 - 2006

**Status:** 

1b.4 Include documentation of functional measures in the FOCUS system for children's mental health.

Funding Source: CMHBG/GF Target Date for Completion: 2005 - 2006

**Status:** 

•ITEM SYS 1c. FOSTER AND ADOPTIVE PARENT LICENSING, RECRUITMENT AND RETENTION

# **Strategies:**

1c.1 Establish Idaho response teams in conjunction with AdoptUSKids national foster and adoption recruitment campaign.

Funding Source: IV-E/CWS

Target Date for Completion: 2005

**Status:** 

1c.2 Support Idaho Foster Parent Coalition

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

1c.3 Develop standards for responding to inquiries by those interested in applying to become foster parents. (PIP 6.5)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

1c.4 CareLine will develop a monthly report to assist Program Managers and Licensing Supervisors in monitoring regional responses to families who have inquired about becoming a foster parent. (PIP 6.6)

Funding Source: IV-E

**Target Date for Completion:** 2004

**Status:** 

1c.5 Develop standard for supporting foster parents and including them as a member of the professional team. (PIP 6.11)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

1c.6 Train staff on new foster parent standard in 6.11. (PIP 6.12)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

1c.7 Monitor compliance with standard in 6.11. (PIP 6.13)

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

1c.8 Train experienced CFS social workers, community partners and foster families to work together as a professional team. (PIP 6.14)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

1c.9 Continue PRIDE Pre-service training

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

1c.10 Analyze reason for foster parents choosing to discontinue their Foster Parent licenses.

Funding Source: IV-E
Target Date for Completion: 2007

**Status:** 

1c.11 Evaluate PRIDE to determine if foster parents who receive PRIDE Preservice training are more prepared to handle children with challenging behaviors and stay longer.

Funding Source: IV-E
Target Date for Completion: 2008

**Status:** 

1c.12 Evaluate and consider PRIDE Kinship Family curriculum

Funding Source: IV-E
Target Date for Completion: 2006

**Status:** 

1c.13 Evaluate and consider PRIDE Core and Specialized Training curriculum.

Funding Source: IV-E Target Date for Completion: 2009

**Status:** 

- •SYS 2. CASE REVIEW SYSTEM
- •Item 28. Process for seeking TPR in accordance with ASFA

## **Strategies:**

28.1 Until legal representation issues can be resolved statewide, develop and implement county protocols for representation of IDHW in court child protection cases, determining when representation will occur by the prosecuting attorney's office and when by regional deputies attorney general. Also see 28.4 (PIP 9.1)

Funding Source: CWS/CAPTA

Target Date for Completion: 2004

**Status:** 

28.2 Resolve legal representation issues for IDHW in Child Protection. Also see 28.4 (PIP 9.2)

Funding Source: CAPTA
Target Date for Completion: 2004 - 2005

**Status:** 

28.3 Develop ISTARS alerts in the judicial data base to inform judicial personnel of critical time frames and assist them in monitoring the case. (PIP 28.2)

Funding Source: CIP
Target Date for Completion: 2005

•Item 29. Process for notifying caregivers of reviews and hearings and for opportunity for them to be heard.

**Strategies:** 

29.1 Train foster parents how they can contribute to reviews and hearings and participate in the court process. (PIP)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

29.2 Train judges on requirement to notice caregivers of hearings and reviews and to invite them to participate. (PIP)

Funding Source: IV-E

**Target Date for Completion:** 2004 - 2005

**Status:** 

29.3 Recommend changes to Juvenile court Rules to clarify process and procedure for timely notification of caregiver of court reviews and hearings. (PIP)

Funding Source: IV-E/CWS

Target Date for Completion: 2004

**Status:** 

29.4 Clarify process and procedure for timely notification of caregivers of court reviews and hearings. (PIP)

Funding Source: IV-E/CWS

Target Date for Completion: 2004

**Status:** 

29.5 Monitor notification of caregivers of reviews and hearings for an opportunity to be heard. (PIP)

Funding Source: IV-E/CWS
Target Date for Completion: Ongoing

**Status:** 

29.6 Develop indicator in FOCUS to record caregiver notification of case review and hearings. (PIP 29.6.2)

Funding Source: IV-E/CWS

Target Date for Completion: 2005

# •SYS. 3. QUALITY ASSURANCE SYSTEM

Item 31. Identifiable QA system that evaluates the quality of services and improvements. **Strategies:** 

31.1 Revise current CFS Continuous Quality Improvement process. (PIP)

Funding Source: CWS/CAPTA

Target Date for Completion: 2004

**Status:** 

31.2 Develop feedback process for summarizing results, identifying strengths, needs, system training needs and tracking trends. (PIP)

Funding Source: CWS/CAPTA

Target Date for Completion: 2004

**Status:** 

31.3 Develop process for obtaining and documenting stakeholder input, i.e. standardized questions/survey for parents, foster parents and judicial partners.

(PIP)

Funding Source: CWS/CAPTA/ IV-E

Target Date for Completion: 2004 - 2005

**Status:** 

31.4 Develop expertise and role of supervisors in case review process (PIP)

Funding Source: CWS/CAPTA

**Target Date for Completion:** 2004

**Status:** 

31.5 Implement revised CQI process. (PIP)

Funding Source: CWS/CAPTA
Target Date for Completion: 2004 - 2005

**Status:** 

31.6 Train CQI case reviewers to establish standardization and interrater reliability.

Funding Source: CWS/CAPTA

Target Date for Completion: 2004

31.7 Develop a CQI case review process for children's mental health.

Funding Source: CMHBG/GF

**Target Date for Completion:** 2005

**Status:** 

31.8 Implement a CQI case review process for children's mental health.

Funding Source: CMHBG/GF

Target Date for Completion: 2006

**Status:** 

### •SYS 4. SERVICE ARRAY AND RESOURCE DEVELOPMENT

Item 35. Availability of array of critical services.

**Strategies:** 

35.1 Increase availability of substance abuse services which focus on substance abusing caregivers with children. (PIP)

Funding Source: CWS/TANF
Target Date for Completion: 2004 - 2005

**Status:** 

35.2 Develop or adopt and implement training curriculum for agency workers on substance abuse and child welfare including relapse prevention planning. (PIP)

Funding Source: CWS/TANF
Target Date for Completion: 2005 - 2006

**Status:** 

*Item 36.* Accessibility of services across all jurisdiction.

### **Strategies:**

**Each** region will develop and implement a plan for improving accessibility to services. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

36.2 Assure parents have access to adult mental health services. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

36.3 Provide training to staff regarding existing community resources. (PIP)

**Funding Source:** CWS

Target Date for Completion: 2004 - 2005

**Status:** 

36.4 Develop and implement a standard for effective service delivery incorporating models and method for rural areas. (PIP)

Funding Source: CWS

Target Date for Completion: 2004 - 2005

**Status:** 

36.5 Train CFS staff to improve their skills in effective service delivery. (PIP)

Funding Source: CWS
Target Date for Completion: 2005

**Status:** 

36.6 Develop a standard for families to be referred to appropriate community resources for post-adoptive services. (PIP)

Funding Source: CWS
Target Date for Completion: 2004

**Status:** 

Item 37. Ability to individualize services to meet unique needs(pip) individualizing services is addressed in the following action steps: 3.3, 3.4, 17.1, 18.1, 18.2, 18.3, 18.4, 22.1, 23.1, 25.1, 25.1

# **Strategies:**

37.1 Encourage and support faith-based mentoring programs for parenting and family relationship training

Funding Source: PSSF
Target Date for Completion: Ongoing

**Status:** 

37.2 Use faith-based families in the community to assist families who need environmental or emotional assistance.

Funding Source: PSSF
Target Date for Completion: Ongoing

**Status:** 

37.3 Continue to support the development and expansion of respite care.

Funding Source: CMHBG/PSSF

Target Date for Completion: Ongoing

**Status:** 

#### •SYS 5. STAFF AND PROVIDER TRAINING

## **Strategies:**

T.1 Identify competencies and select a competency model for child welfare social workers and supervisors to serve as a foundation for training and performance evaluation. (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

**Status:** 

T.2 Develop curriculum for an enhanced Child Welfare Academy based on competencies identified in T.l1 and the learning needs of line staff. (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

**Status:** The work in T.2 will be accomplished by the same workgroup identified

in T.1. Many of the activities will be combined or accomplished

simultaneously.

T.3 Develop a learning contract tool for new social work hires to support identified competencies and maximize transfer of learning from the Child Welfare Academy to the workplace. (PIP)

Funding Source: CWS/IV-E

Target Date for Completion: 2004

Status:

T.4 Train supervisors and staff and implement the use of the learning contract tool for new social work hires (the Idaho Passport) to support the transfer of learning and the competencies of the Child Welfare Academy. (PIP)

Funding Source: CWS/IV-E/CAPTA

Target Date for Completion: 2005

**Status:** 

T.5 Establish and implement a CFS standard for a new social work hire to assume responsibility for an independent caseload. (PIP)

Funding Source: CWS/IV-E Target Date for Completion: Ongoing

**Status:** 

T.6 Implement a competency based, enhanced Child Welfare Academy for new social work hires and existing staff who could benefit from the training.(PIP)

Funding Source: CWS/IV-E Target Date for Completion: Ongoing

**Status:** 

T. 7 Develop competency based supervisory curriculum which addresses content in specific child protection core services areas, i.e. screening, assessment, case management, alternate care, performance management, staff development, clinical supervision around CFS decision making, managing with data, program and resource development. (PIP)

Funding Source: CWS/IV-E

**Target Date for Completion:** 2004

**Status:** 

T.8 Train supervisors using existing training resources and newly developed competency based supervisory curriculum. (PIP)

Funding Source: CWS/IV-E/CAPTA

Target Date for Completion: Ongoing

**Status:** 

T.9 Develop a mechanism for ongoing evaluation of the training system and ways to identify ongoing training needs of experienced staff. (combine with T. 12) (PIP)

Funding Source: CWS/IV-E Target Date for Completion: 2004 - 2005

Status:

T. 10 Develop a tool to assess current competency level of individual line staff and supervisors. (PIP)

Funding Source: CWS/IV-E/CAPTA

Target Date for Completion: 2004 - 2005

## **Status:**

T.11 Construct a CFS specific bridge to the IDHW Employee Appraiser software used in writing annual performance evaluations. Provide a template that will allow supervisors to evaluate their staff using child welfare specific competencies in conjunction with the general competencies currently identified in the Employee Appraiser. (PIP)

Funding Source: CWS/IV-E Target Date for Completion: 2004 - 2005

**Status:** 

T.12 Develop resources to implement the training portion of the PIP. (PIP)

Funding Source: CWS/IV-E Target Date for Completion: Ongoing

**Status:** 

T.13 Develop and implement a plan to communicate the availability of training and policy changes. (PIP)

Funding Source: CWS/IV-E Target Date for Completion: 2004

**Status:** 

T.14 Revise current administrative rules regarding foster parent pre-service training statewide. (PIP 34.1)

Funding Source: IV-E
Target Date for Completion: Ongoing

**Status:** 

T.15 Revise IDAPA administrative rules for mandatory training hours and consequences for non-compliance. (Activities regarding rule changes are combined with 34.1) (PIP 34.3)

Funding Source: IV-E
Target Date for Completion: 2005

**Status:** 

T.16 Develop process to monitor foster family compliance with ongoing training requirements. (PIP 34.4)

Funding Source: IV-E

**Target Date for Completion:** 2004 - 2005

T.17 Develop and implement standards for completion of Family Development Plans. (PIP 34.5)

Funding Source: IV-E
Target Date for Completion: 2004

**Status:** 

T.18 Train staff and foster families on the use of Family Development Plans.

Funding Source: IV-E
Target Date for Completion: 2005

# Comprehensive Plan July 2004-June 2005 Proposed Training

Dates	Course Title	Location	<b>Course Description</b>	Target	Responsible
			_	Audience	Party
July/04	Assigning a Priority Response	Statewide	Training for inter-rater reliability of guidelines to insure consistency	Child Welfare Supervisors	Child Welfare Program Specialists
July/04 Ongoing	Priority Response Guidelines	Statewide	Training for inter-rater reliability of guidelines to insure consistency	All CFS staff	Regional Chief of Social Work
July/04	Interviewing	Statewide	Interviewing techniques for risk assessment	All CFS Risk Assessment staff	University Partnership
July/04	Timely Notification of Caregivers of Court Reviews and Hearings	Statewide	Update staff on rule changes regarding notification of caregivers of Court Reviews and Hearings	CFS Supervisors who in turn will train CFS Risk Assessment staff	Child Welfare Program Specialists
July22-23 Oct 4-5 Oct 6-7	ICWA Training	CDA Boise Pocatello	Training presented by National Indian Child Welfare Association	CFS staff, supervisors, and community partners	NICWA
Aug 3, 04 Aug 4	Questions to Ask to Ensure Child Safety	Boise	2-1 day offerings of training for supervisors regarding questions to ask during critical point of the life of the case to ensure child safety.  Barry Salovitz of NRC on Child Maltreatment will provide training.	CFS Supervisors	National Resource Center on Child Maltreatment
Aug 18-20	West Coast Child Welfare Trainer's Conference	San Diego, CA	Workshops centered around training in child welfare.	All Child Welfare staff interested in training and University Partners	Region X States Public Child Welfare agencies and University Partnerships
Aug 24 Aug 25 Aug 26	Risk Assessment to Insure Child Safety	Pocatello CDA Boise	Conducting a thorough risk assessment to determine child safety, child well-being, the level of risk, and service plan, reunification, and case closure. Will also include reasonable	All CFS Risk assessment staff and Law enforcement	National Resource Center on Child Maltreatment

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party
			efforts to prevent removal of children from homes through use of safety plans associated with CFS Immediate Risk/Safety tool and use of court ordered protective supervision.		
Aug 30 – Sept 2, 2004	Family Centered Practice Training of Trainers Session #1	Boise CDA Twin Falls Pocatello	Using Family Centered Practice techniques in engaging families, including parents who are incarcerated or living long distances from their children; including paternity testing.	Child Welfare Program Specialists and University Partners	NRC on Family centered Practice
Sept 2004	Family Centered Practice	CDA, Boise, Pocatello	Following Training of Trainers this will be rolled out to regions by identified trainers: Using Family Centered Practice techniques in engaging families, including parents who are incarcerated or living long distances from their children; including paternity testing	CFS Supervisors and CFS staff	Child Welfare Program Specialists and University Partners
Sept 21- 23, 2004	Family Centered Practice Training of Trainers Session #2	Boise	Follow up and debrief of the role of the training to CFS supervisors.  Using Family Centered Practice techniques in engaging families, including parents who are incarcerated or living long distances from their children; including paternity testing.	Child Welfare Program Specialists and University Partners	NRC on Family centered Practice
Sept/04	Child Welfare Adoption Academy Core and Advanced Training	Statewide	Training includes core and advanced concurrent planning, the adoption process and standards	New and existing permanency planning and adoption community partners.	Permanency Program Specialist
Sept9/04	Judicial Training: Case Planning and Importance of Involving Family	Statewide Judicial Districts	Purpose of case planning and importance of involving the family in the process. Also include right of foster parents to receive notification of reviews, hearings and to be heard. Using protective supervision to reduce risk when family refuses to work voluntarily with IDHW. Judicial oversight in concurrent	Judiciary, Law Enforcement, CFS staff and DAG's.	Court Improvement Staff

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party
			planning and addressing ASFA and TPR.		•
Sept 14-16	Drug Endangered Children Conference	Post Falls	Presentations geared to better inform personnel working with children and families around the area of substance abuse.		Sponsored by Drug Endangered Children Task Force
Sept 17-18	Third Annual State Foster Care Conference	Boise	Series of workshops focusing on foster parents identified issues, teaming and collaboration with CW staff and community partners, supports and coping with stresses of foster care family relationships	Foster parents, CFS staff and community partners	FACS Central Office and University Partnership
October 22, 2004	Keeping Children Safe Meeting and Conference	Boise	Training provided by CFS staff on issues such as EPSDT, Adoptions/Permanency.	KCS liaisons and regional chairs, CFS staff working with Keeping Children Safe Panels.	Child Welfare Program Specialists and other FACS specialists from Infant Toddler and Early Childhood.
Oct 25-26 Oct 27-28 Oct 28-29	Multidisciplinary Team Training	CDA Boise Pocatello	Ann Graffam-Walker and Meagan Kirshbaum are the featured presenters speaking on: Interviewing Children, and Working in Child Welfare with Individuals with Disabilities	Law enforcement, prosecutors, judges, child welfare professionals	
Nov/04	Family Group Decision Making	CDA, Boise, Pocatello	Using FGDM Model to increase family involvement.	All CFS Staff	American Humane Association
Nov/04	Developmental Screening for Children 0-3 years	Statewide	Joint training for ITP staff and child welfare staff to provide better services to children 0-3 years of age.	Child Welfare staff	Infant Toddler Program Specialists
Nov/04	Magistrate Judges Conference			Magistrate Judges	Judge Brian Murray
Nov 16-17	Early Years Conference	Boise	Number of workshops showcasing services to young children and families.		Infant Toddler Program and Child Welfare and other community

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party
				Audience	partners.
Dec/04	Advanced Adoption Academy	CDA, Boise, Pocatello	Training includes involving the family in preparing adoption assistance requests and preparing court reports.	Experienced Adoption Social Workers	Permanency Program Specialist
Jan/05	Advanced Concurrent Practice Principles	CDA, Boise, Pocatello	The training includes advanced concurrent planning principles and practices.	All Child Welfare staff	NRC on Foster Care and Permanency Planning
March 2005 and regularly scheduled thereafter	CFS Academy (Revised/Expanded)	Boise and Statewide	Topics include: Legal Aspects of CP; Family Centered CP Services; Affects of CAN on Child Development; Intake Priority Response Guidelines; Family Centered Comprehensive Assessment; Recognizing & Assessing Developmental Delays & MH Disability; Time/Stress Management & Personal Safety; Child Well Being; Interviewing; Working with Adolescents; Case Planning; Family Systems Theory; Treatment Strategies/Interventions; Parenting Skills; Interdisciplinary Services to Families; Case Work with Children; Writing Skills/Documentation; Court Testimony, Separation, Placement, &Reunification Foster Care & PRIDE; Adoptions; Substance Abuse; Sexual Abuse; Family Violence; Cultural Competence infused across curriculum.	All new Child Welfare staff	CFS Program and PET Unit
Apr 18-23, 2005	15 <sup>th</sup> National Conference on Child Abuse and Neglect	Boston, MA			
	Alcohol/Drug Physiology &	Boise and/or	Introduction to drug classification systems and specific drugs within each classification.	CFS staff, supervisors and	EWU – ICWRTC, PET Unit

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party
	Pharmacology	Caldwell	Psychological and physical effects, signs, and symptoms of drug/alcohol abuse, dependency, overdose, and withdrawal are examined	community partners	
	Survey of Alcohol/Drug Problems	Boise and/or Caldwell	Historical, international and current definitions of alcohol and drug use, abuse, and addiction.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit
	Introduction to Chemical Addiction	Boise and/or Caldwell	Biological, psychological /sociological aspects of addictions. Major theories related to chemical addictions, screening and assessing of addictive behavior and treatment of chemical addictions.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit