

CALIFORNIA'S
TITLE IV-B
CHILD AND FAMILY SERVICES PLAN

FEDERAL FISCAL YEAR 2010 – 2014

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California Department of Social Services
Children and Family Services Division
744 P Street
Sacramento, CA 95814

FIVE-YEAR CHILD AND FAMILY SERVICES PLAN FFY 2010 – 2014

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Section I

**California's
Child Welfare Services System:
Overview**

CALIFORNIA'S CHILD WELFARE SERVICES SYSTEM: OVERVIEW

A. VISION AND MISSION: Safety, Permanence, and Well-Being for California's Children and Families

The mission of the California Department of Social Services (CDSS) is to ensure that needy and vulnerable children and adults are served, aided and protected in ways that strengthen and preserve families, encourage personal responsibility and foster independence. Our vision is to ensure that **“every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities.”**

In order to achieve this vision, CDSS and its partners statewide have accomplished significant reforms of the child welfare system over the last several years. A greater emphasis has been placed on prevention and early intervention to support families before it becomes necessary for child welfare services to intervene. The bedrock of today's system is positive outcomes and accountability for all activities with a focus on results. This requires coordinating services and supports for families in a way that enhances family strengths. Finally, achieving this vision involves significantly increasing the amount of community-level collaboration among service providers to support children and families where they live.

B. THE CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

California's state-supervised child welfare system is administered at the local level by 58 counties, each governed by a county board of supervisors. The range of diversity among the counties is immense and there are many challenges inherent in the complexity of this system. However, its major strength is the flexibility afforded to each county in determining how to best meet the needs of its own children and families. California's rich culture and ethnic diversity includes 224 languages, 109 federally recognized Indian tribes, and an estimated 40-50 non-federally recognized tribes. The counties differ widely by population, economic base, and are a wide mixture of urban, rural and suburban settings, thus make independent decisions on how to coordinate local service delivery to families and children.

Funding for child welfare services is a combination of federal, state, and county resources. The CDSS is committed to improving outcomes for children and families involved with the child welfare system in California. This Child and Family Services Plan (CFSP) is aligned with that commitment, however, there must be a recognition that it will be implemented at a time when the state is grappling with a fiscal crisis. The approved budget for State Fiscal year (SFY) 09/10 includes an \$80 million reduction to local assistance for child welfare services. The full implications of these budget reductions and the impact on the state's child welfare system are still unknown, as CDSS is in the process of deciding how and where to make these reductions. Nonetheless, the strategies and action steps contained herein are rooted in evidence-based practices, built upon the current strengths of the California system, and will continue to evolve practices that will, over time, result in system change.

The CDSS, via its Children and Family Services Division (CFSD), is the agency authorized by statute to promulgate regulations, policies and procedures necessary to implement the state's Child Welfare Services (CWS) system and to ensure safety, permanency and

well-being for California's children. The CDSS is responsible for the supervision and coordination of programs in California funded under federal Titles IV-B, IV-E, and XX of the Social Security Act. Furthermore, CDSS is responsible for developing the state's Child and Family Services Plan. These efforts are all achieved within a framework of collaboration with child welfare stakeholders. Due to its complexity and this high degree of collaboration, California's child welfare system is ever-changing as it seeks to improve its ability to meet the needs of the state's children and families.

The CFSD plays a vital role in the development of policies and programs that implement the goals of CDSS' mission. Oversight of the state's CWS system is the responsibility of the CFSD. In developing policies and programs, CFSD collaborates with other state and local agencies, tribal representatives, foster/kinship caregivers, foster youth, foster care service providers, community-based organizations, the Judicial Council, researchers, child advocates, the Legislature, and private foundations to maximize families' opportunities for success.

Child Welfare Services (CWS) System

The CWS system is the primary intervention resource for child abuse and neglect in California. Existing law provides for CWS, which are directed toward the accomplishment of the following purposes: protecting and promoting the welfare of all children, including handicapped, homeless and dependent children; preventing, remedying or assisting in the resolution of problems that contribute to the exploitation or delinquency of children; preventing the unnecessary separation of children from their families where the removal of the child(ren) can be prevented by identifying family needs; assisting families in resolving those issues that lead to child abuse and neglect; reunifying families whose children have been removed, whenever possible by providing necessary services to the children and their families; maintaining family connections, when removal cannot be prevented, by identifying children for whom tribal placement and relative placement are preferred and most appropriate, and finally, assuring permanence for dependent children, who cannot be returned home, by promoting the timely adoption, guardianship or alternative permanent placement for these children.

Oversight of California's CWS system is provided by the various branches of the CDSS/CFSD:

- The Child Protection and Family Support Branch has primary responsibility for the emergency response, pre-placement and in-home services policy components, including child abuse prevention and the Title IV-E Child Welfare Waiver Demonstration projects, as well as statewide training and staff development activities of public child welfare service workers. In addition, a wide range of community-based services, including child abuse prevention, and intervention and treatment services that are designed to increase family strengths and capacity to provide children with a stable and supportive family environment, are funded under the Child Abuse Prevention and Treatment Act (CAPTA), Community Based Child Abuse Prevention (CBCAP), Child Abuse Prevention, Intervention & Treatment (CAPIT) and the Promoting Safe and Stable Families (PSSF) Act, which are administered in the Branch.
- The Children Services Operations and Evaluation Branch is responsible for maintaining the integrity of child and family services provided by the 58 California counties. This branch has primary responsibility for the implementation of the CWS

System Improvements; the California – Children and Family Services Review (C-CFSR); adoption assistance program policy; coordinating child welfare and probation disaster plans; ensuring interstate placements are in compliance with the Interstate Compact on the Placement of Children and the Interstate Compact on Adoption and Medical Assistance; oversight of county compliance with relative approval requirements; the review of child fatality/near fatality statements of findings submitted by counties; operating State Adoption District Offices and reviewing, maintaining, managing and ensuring the confidentiality of all California adoption records and providing post-adoption services.

- The Child and Youth Permanency Branch supervises the delivery of services to children removed from their homes and placed into foster, kinship, adoptive or guardian families. The branch responsibilities include program management through regulation development and policy directives related to out-of-home care and permanency for dependent children; Independent Living Program; the implementation of the Family to Family Program; and foster parent training and recruitment.
- The Case Management System Support Branch is responsible for providing support and oversight of the Child Welfare Services/Case Management System (CWS/CMS). The CWS/CMS is a Personal Computer (PC)-based Windows™ application that supports the case management business needs of California's child welfare social workers. As the CDSS' primary point of contact for CWS/CMS, this branch is responsible for facilitating the development of CWS programmatic changes and improvements to the system, pursuant to state and federal policy and regulation. The branch also works closely with the counties to assure programmatic consistency and clarity, and to respond to collective county questions regarding system issues as they relate to state policy. The branch works closely with various entities including counties, the County Welfare Directors Association, the Office of Systems Integration, and the Administration for Children and Families in order to ensure the creation of an efficient and effective user friendly system that meets all the needs and requirements for end users as well as state, federal, and county stakeholders.
- The Foster Care Audits and Rates Branch is responsible for ensuring that children placed into foster care in group homes and by foster family agencies are receiving the services for which providers are being paid; that provider payment levels are established appropriately; that overpayments are minimized and that federal, state, and county payment and funding systems are appropriately administered. In addition, this branch provides policy direction with regards to foster care eligibility, administration of the Title IV-E Plan and conducts a variety of audits for the purpose of determining whether foster care funds are being used appropriately.
- The Office of the Foster Care Ombudsman provides foster children and youth or concerned adults with a forum for voicing concerns regarding the Foster Care system's services, treatment, and placement. This office provides a central statewide clearinghouse and technical assistance for county child welfare Ombudsman offices, and coordinates with them to address concerns related to foster youth in their county and provides direct outreach to foster youth who may be experiencing problems with their care providers or county workers.

The following four major components comprise the California CWS system (the data is caseload point in time for January 2009 unless otherwise noted):

Emergency Response (ER): A response system designed to provide in-person 24-hours-a-day response to reports of abuse, neglect or exploitation for the purpose of investigation; to determine the necessity for providing initial intake services and crisis intervention to maintain the child safely in his/her own home or to protect the safety of the child through emergency removal and foster care placement. This is provided by the county welfare departments and is delivered at the county level. Of the hotline calls received in January 2009, social workers provided ER visits to 3,187 children.

Family Maintenance (FM): Time-limited services that are designed to provide in-home protective services to prevent or remedy neglect, abuse or exploitation for the purpose of preventing the separation of children from their families. This is provided by the county welfare departments and/or community based agencies and is delivered at the county level. FM services were provided to 27,886 children during the month of January, 2009.

Family Reunification (FR): Time-limited services to children in out-of-home care to prevent or remedy neglect, abuse or exploitation when the child cannot remain safely at home and needs temporary foster care while services are provided to reunite the family. These services are provided by the county welfare departments. FR services were provided to 24,059 children during the month of January, 2009.

Permanent Placement (PP): Alternative family structures for children who, because of abuse, neglect or exploitation cannot remain safely at home and/or who are unlikely ever to return home. PP includes, adoption, legal guardianship and independent living; therefore; services are provided when there has been a judicial determination of a permanent plan for adoption, legal guardianship (including the Kinship Guardianship Assistance Payment [KinGAP] Program), and an independent living arrangement for adolescent children or other alternative permanent placement.

- When adoption is the permanent plan for a child, the potential adoptive family is home studied and approved before the child is placed with the family. Services include recruitment of potential adoptive parents, financial assistance to adoptive parents to aid in the support of special needs children, direct relinquishment and independent adoption. Depending on each county, adoption services may be provided either by the county welfare departments, or (if not provided at the county level) by CDSS in coordination with licensed community adoption agencies. During the month of January, 2009, approximately 43,379 children were moved into a PP, which includes adoption, legal guardianship and/or independent living.
- When Independent Living is the permanent plan, education and services are provided for foster youth based on an assessment of needs and the Independent Living Program (ILP) is designed to help youth transition successfully from foster care to living independently. Services are provided by the county welfare departments to enhance necessary basic living skills, as well as career development skills. In FFY 2007/2008, 26,812 foster youth received ILP services (UC Berkeley). ILP services delivered at the county level.

C. THE CALIFORNIA CHILD WELFARE COUNCIL (CWC)

The Child Welfare Leadership and Performance Accountability Act of 2006, AB 2216 (Chapter 384, Statutes of 2006), signed into law by Governor Schwarzenegger, established, among other things, the California Child Welfare Council (CWC). The CWC first convened in November 2007. The CWC is designed to address the needs of foster children in the

foster care system or children who are in danger of out-of-home placement throughout the state. The first of its kind in California, the Council brings together the Executive, Legislative, and Judicial branches to improve child and youth outcomes through increased collaboration and coordination among the programs, services and processes administered by the multiple agencies and courts that serve children and youth in California's child welfare system. Council committees have identified the following future goals to be met during FFY's 2010-2014:

Permanency Committee

- Develop a strategic plan for statewide implementations of dependency drug courts.
- Coordinate with the California Mental Health Director's Association (CMHDA) to develop strategies for contracting with and training of mental health providers to expand access to appropriately trained mental health providers.
- Develop strategies to implement effective child, family and tribal engagement and participation in concurrent case planning at every decision point regarding services, placement, visitation and permanency in order to improve permanency outcomes for children.

Child Development and Successful Youth Transitions committee

- Develop recommendations for expanding partnerships among K-12 education, postsecondary education, vocational training and employment, private industry, and child welfare agencies to meet the K-12 and postsecondary education and employment needs of foster youth and former foster youth, including juvenile justice involved youth.
- Develop a set of strategies for establishing local systems which promote individualized care planning and collaboration among foster youth, caregivers, families, and multidisciplinary teams in identifying and meeting the needs of foster youth and ensuring continuity of services during and post-foster care. In addition, they will explore the alternatives to current statutes in order to identify policy solutions to address foster youth who need access to mental health services when they are moved to a different county for foster care services.

Prevention and Early Intervention Committee

- Reduce the number of children in out-of-home care through the development of effective prevention and early intervention strategies designed to serve families already referred to the child welfare system.
- Reduce the number of children in out-of-home care through the development of effective prevention and early intervention strategies designed to serve vulnerable families not yet referred to the child welfare system.

Data Linkage and Information Sharing Committee

- Clarify State policy on the importance of data integration and information sharing to strengthen the relationships between the different entities maintaining data on children and families assessed by the child welfare system.
- Conduct an environmental scan across the different entities maintaining data on children and families assisted by the child welfare system in order to identify common data elements and performance measures that would be mutually beneficial if shared.

- Create an inventory of the data integration and information sharing barriers existing between the different entities maintaining data on children and families assisted by the child welfare system and develop recommendations to overcome the barriers.

Section II

California's Title IV-B Plan

CALIFORNIA'S TITLE IV-B PLAN

A. INTRODUCTION AND OVERVIEW

In this new, five-year Title IV-B Children and Family Services Plan (CFSP), CDSS lays out how they intend to carry out its mission and vision, and meet its goals and objectives to 1) ensure the safety of children, 2) achieve permanence for children and youth, and 3) promote the well-being of children. Currently, the State of California is facing a budget crisis that is predicted to continue for the next two to three years. We have developed realistic goals and objectives based on what we know now about the current state of California's fiscal status, however, if the fiscal condition of California becomes worse we may need to modify some of our goals and objectives.

Additionally, this document describes activities planned to continue improvements in the following areas: 1) Promoting Safe and Stable Families, 2) Indian Child Welfare Act, 3) the Title IV-E Waiver Demonstration Project, 4) Training and Staff Development, 5) Evaluation, and 6) Quality Assurance. This also includes the Child Abuse Prevention and Treatment Act Services application and the applications of the Chafee Foster Care Independence Program and the Education and Training Vouchers Program. The Annual Budget Request and Summary are also included.

The CDSS has engaged in two major efforts to help meet its stated goals and objectives and shape California's plan for the next five years. These efforts include the:

- California-Child and Family Services Review (C-CFSR)
- Child and Family Service Review (CFSR) Program Improvement Plan (PIP)

Child Welfare Services Outcome and Accountability System

Consistent with the requirements of the Child Welfare System Improvement and Accountability Act of 2001 (Assembly Bill 636, Chapter 678, Statutes of 2001, Steinberg), the state's quality assurance system, known as the California-Child and Family Services Review (C-CFSR) establishes an outcomes-based review system. The system is patterned after the federal CFSR, using Peer Quality Case Reviews, County Self-Assessments, and System Improvement Plans to assess, monitor, and track county child welfare services performance and improvements.

The Outcomes and Accountability (OA) Bureau was established to implement the C-CFSR and the OA Bureau shifted the focus from a compliance to an outcomes driven process. The process is based on quantitative and qualitative data and is an open and continuously recurring, three-year cycle of self-assessment, planning, implementation and review. The triennial cycle began in June 2004, and as of June 2009, all 58 counties have completed or are nearing completion of their second cycle. The new system operates on a philosophy of continuous quality improvement, interagency partnerships, community involvement and public reporting of program outcomes. All counties are required to complete the following components of the C-CFSR.

- **County Peer Quality Case Review (PQCR):** The first step in the process is the PQCR. The goal of the PQCR is to analyze specific practice areas and to identify key patterns of agency strengths and concerns for the host county. The PQCR is the first component in the cyclical C-CFSR process. The purpose of the PQCR is to learn, through intensive examination of county practice, how to improve child welfare and

probation services in a specific focus area. To do so, the PQCR focuses on one specific outcome, incorporates research related to the focus area, analyzes practice areas, identifies key patterns of agency strengths and concerns and aligns the findings with research to guide practice improvement. The process uses peers from other counties to promote the exchange of best practice ideas between the host county and peer reviewers. Peer county involvement and the exchange of promising practices also help to illuminate specific practice changes that may advance performance. For more information on the PQCR process please follow the link:
<http://www.childsworld.ca.gov/res/pdf/PQCRGuide.pdf>

- **County Self-Assessment (CSA):** The CSA is the next process in the cycle and is driven by a focused analysis of child welfare data. It incorporates input from various child welfare constituents and reviews the full scope of child welfare and probation services provided within the county. The CSA is completed by the lead agencies (child welfare and probation departments) in coordination with their local community and prevention partners. The CSA includes a multidisciplinary needs assessment and requires Board of Supervisors (BOS) approval. Along with the qualitative information gleaned from the PQCR and the quantitative information contained in the quarterly data reports, the CSA provides the foundation and context for the development of the county three year SIP.
- **System Improvement Plan (SIP):** The SIP is the next step in the cycle. It is a culmination of the first two processes, must be approved by the county Board of Supervisors and CDSS. It serves as the operational agreement between the county and the state. The SIP outlines how the county will improve outcomes for children, youth and families. It is developed by the lead agencies in collaboration with their local community and prevention partners and includes program priorities, defined action steps and specific milestones, timeframes, and improvement targets. The plan is a commitment to specific measurable improvements in performance outcomes that the county will achieve within a defined timeframe including prevention strategies. The county system improvement plan is based on the previous two components.
- **Quarterly Outcome and Accountability County Data Reports:** In early 2004 CDSS began issuing quarterly reports with key safety, permanence and well-being indicators for each county. The quarterly reports provide summary level federal and state program measures that serve as the basis for the county self-assessment reviews and are used to track state and county performance over time.

Technical assistance and monitoring is provided by CDSS to oversee the completion of these activities under the C-CFSR for each county, including: ongoing tracking of county performance measures, reviewing county self-assessments for completeness, participation in peer quality case reviews, and review and approval of the county system improvement plans. The CDSS provides guidance and technical assistance to counties during each phase of C-CFSR process.

With the aid of the two CFSRs and subsequent Program Improvement Plan processes, coupled with the implementation of the C-CFSR, the State is better able to analyze program areas and develop specific policies and improvement strategies to promote positive outcomes for children and families and inform the state's CFSP.

Children and Family Services Review (CFSR)

The CFSR was developed as a result of the 1994 Amendments to the Social Security Act (SSA), which authorized the U.S Department of Health and Human Services (DHHS) to review state child and family service programs with regard to compliance with state plan requirements in Titles IV-B and IV-E of the SSA.

The CFSR is implemented by the Children's Bureau of Administration for Children and Families (ACF) within the U.S. Department of Health and Human Services. The Reviews help states improve CWS programs and outcomes for families and children; they also identify states' strengths and needs.

In 2002, California had its first CFSR, and the second CFSR was completed in 2008.

The review process included:

- A statewide assessment (December, 2007)
- Onsite review of 65 cases (February 2008 in Fresno, Los Angeles, and Santa Clara Counties)
- Stakeholder interviews (state and county level)
- State Data Profile

Based on findings from the four items, the state must develop a PIP to address areas of concern.

The state did not achieve substantial conformity for safety, permanency, and well-being outcomes. The state did achieve substantial conformity for three of the seven systemic factors. Based on findings from the four items, the state must develop a PIP to address areas of concern.

Consultation and Coordination

The CDSS completed its statewide assessment in December 2007. The assessment process included: 1) stakeholder input from 31 focus groups, 2) statewide convening (approximately 225 attended) where participants provided input on continuous improvement strategies, and 3) a statewide assessment team comprised of representatives from tribes, probation, court personnel, former foster youth, county social service agencies serving children and families, parents, caregivers, state agencies, and individuals with expertise in child welfare. The input into the goals and objectives were completed as part of the CFSR and informed the CFSP and PIP development process.

The following groups were established and utilized as sources of information and consultation for the assessment: State Interagency Team (SIT), CDSS Indian Child Welfare Act Workgroup, California Welfare Director's Association committees, and California's Blue Ribbon Commission on Foster Care. The CDSS specifically created the following key groups to obtain a diversity of input relating to California's child welfare system:

Steering Committee

Composed of various agency and organizational policy and decision-making representatives including tribes, courts, former foster youth, parents, foster parents, community based organizations, and child welfare and probation agencies. The Committee will meet throughout the CFSR process to provide guidance and oversight for the Statewide Assessment, Onsite Review, and Program Improvement Plan.

Statewide Assessment Team

Assessed the child welfare services systems in the areas of safety, permanency and well-being, to identify the current strengths and needs and to propose systemic changes. The Team was composed of representatives from tribes, probation, court personnel, former foster youth, staff of county social service agencies serving children and families, parents, foster parents, representatives of foster/adoptive parent associations, CDSS staff, and consultants with expertise in child welfare. Input from the Team is included in the discussion of all 45 items in the narrative section.

Data Team

Convened to analyze the State Data Profile and the new composites. Information from the data team was provided to the Statewide Assessment Team for validation, further analysis, and inclusion into the assessment.

Community and Stakeholder Input

Thirty-one focus groups were conducted to obtain a broad range of input on the current state of child welfare services in California. Special emphasis was placed on gathering information from tribes, courts and youth with four separate focus groups conducted with each of these important constituencies. Other focus groups were held with education, mental health, public health nurses, child welfare training academies, adoption, kinship/relative care providers, probation, independent living program providers, advocates, and CDSS staff. Each focus group was composed of representatives from the constituency/target group identified (e.g. they were not mixed groups but maintained a focus on the particular perspective of the indicated constituency). Over 300 focus group participants provided input for three core questions:

1. How is the child welfare agency doing in this area?
2. Have you noticed any changes in performance since the last federal review?
3. What resource issues and/or casework practices in child welfare are affecting performance in this area?

On August 17, 2007, a Statewide Stakeholder Convening was held in Sacramento with approximately 225 statewide participants, including probation, courts, tribes, youth, parents and foster parents, education, mental health, faith and community-based organizations, advocacy groups, county child welfare agencies, and CDSS staff. The purpose of the Convening was to solicit input related to child welfare services in California, validate focus group findings, and to identify strategies for continued program improvement.

On April 15, 2008, CDSS held a public PIP Development Kick-Off Meeting to review California's process to date and share strengths and probable shortcomings as identified in the statewide assessment, onsite reviews and stakeholder interviews, and the federal government's exit conference remarks.

Following the morning Kick-Off convening, the CFSR Steering Committee met. The committee is co-chaired by Gregory E. Rose, Deputy Director of the CDSS Children and Family Services Division and Charlene Reid, Co-chair of the County Welfare Directors Association, Children's Committee. Membership is representative of child welfare stakeholders across California including courts, youth, tribes and probation departments. The 32 committee members, with assistance from the National Resource Centers, identified primary strategies to be addressed in the CFSR PIP. The CFSP reflects stakeholder input gathered during the CFSR process and builds on the PIP Strategies (described below).

B. PROGRAM IMPROVEMENT PLAN (PIP)

California's second PIP contains six broad strategies that were developed to cover multiple areas of concern and improve outcomes for children and families. The strategies were guided by evidence-based practices and are focused on building and maintaining momentum of successful initiatives and programs currently being utilized.

It is important to note that although this CFSP reflects five years of planning, the PIP has a two-year timeframe. The State's PIP was submitted to ACF for approval in August 2009 and it is anticipated that it will be approved. The six broad strategies and their respective objectives follow.

- Strategy I. Expand use of participatory case planning strategies: The objective is to engage youth, families, caregivers, tribes and service providers in the case planning and decision making processes.
- Strategy II. Sustain and enhance permanency efforts across the life of the case: The objective is to strengthen efforts towards finding a permanent family for a child in a timely manner and help prevent children and youth staying in foster care longer than needed. It will be essential that caregivers, courts and tribes also be more involved.
- Strategy III. Enhance and expand caregiver recruitment, retention, training, and support efforts: The objective is to strengthen recruitment and retention efforts to ensure placements for foster children and youth are available and stable, and to find and support extended family and kin.
- Strategy IV. Expand options and create flexibility for services and supports to meet the needs of children and families: The objective is to expand options to access necessary services such as quality mental health, inpatient substance abuse treatment, therapeutic foster care, and post adoption and guardianship services.
- Strategy V. Sustain and expand staff and supervisor training: The objective is to continue implementation of new standardized curriculum to train new social workers and supervisors (new rules implemented July 1, 2008 to make core training mandatory and gain training consistency throughout the state).
- Strategy VI. Strengthen Implementation of the Statewide Safety Assessment System: The objective is to strengthen implementation of the standardized safety assessment process to ensure families are systematically assessed for safety, risks and needs throughout the case.

In addition to the Federal Standard Measures, the PIP will also be capturing data on the following items:

- Family Engagement Efforts (FEE)
- Case entries at 60 days to determine placements with relatives
- Safety Assessment completion
- Family Strengths and Needs Assessment (FSNA) completion

- Risk Assessment completion
- Other Planned Permanent Living Arrangement (reduce the number of kids in long term foster care)
- Establishing a permanency goal within 60 days from removal

Following is the state's plan and matrix that outline the strategies to improve the child welfare services outcomes and systemic factors that have been identified as key concerns through the federal CFSR. California's second PIP will be completed by approximately June 30, 2011.

PIP MATRIX

Primary Strategy: 1. Expand use of participatory case planning strategies.		Applicable CFSR Outcomes or Systemic Factors: Permanency Outcome 2, Well-Being Outcomes 1 and 2, Case Review System, and Service Array.	
Goal: Increase engagement of children/youth, families and others in case planning and decision-making processes across the life of the case for safety, permanency, and well-being.		Applicable CFSR Items: Items 17, 18, 19, 20, 21, 25, 37	
Action Steps and Benchmarks	Person Responsible	Evidence of Completion	Qtr Due
1.1 Determine baseline and assess utilization of participatory case planning practices.	CDSS	Evidence of completion of step 1.1 (1.1.1 through 1.1.4).	Q4
1.1.1 Review and revise Permanency Protocols based on lessons learned through 11-county pilot; disseminate revised protocols.		Issued All County Letter with revised protocols.	Q2
1.1.2 Develop procedures for county data entry of participatory case planning activities; and release ACIN with data entry instructions to counties.	CDSS	Issued All County Information Notice with data entry instructions.	Q1
1.1.3 Methodology for measuring family engagement efforts finalized.		Methodology instruction manual.	Q1
1.1.4 Baseline calculated.		Revised PIP with baseline.	Q4

1.2	Review and update core curricula on various models of participatory case planning and decision-making practices to address children's safety, permanency and well-being at all decision points and throughout the life of the case.	CDSS CaISWEC	Revised curriculum sections.	Q4
1.2.1	Implement updated core curriculum.		One training agenda in which the revised curriculum was provided.	Q5
1.3	Develop advanced training module on specific strategies for engagement of fathers and related materials to address organizational culture change.	CDSS CaISWEC	Copy of Engaging Fathers Curriculum	Q4
1.3.1	Implement advanced training on engaging fathers.		One training agenda in which the curriculum was provided.	Q5
1.4	Develop family engagement and participatory case planning guidelines for Linkages Project.	CDSS-OCAP CFPIC	Copy of developed guidelines and list of counties receiving guidelines.	Q2
1.4.1	Incorporate guidelines into Linkages semi-annual meetings.		One meeting agenda in which the guidelines were provided.	Q3
1.4.2	Survey counties for implementation of practice.		Survey results summary and list of who received the results.	Q4
1.5	Examine fiscal implications of participatory practices.	CDSS	Copy of fiscal implications report addressed to CDSS Deputy Director.	Q6
Primary Strategy: 2. Sustain and enhance permanency efforts across the life of the case.			Applicable CFSR Outcomes or Systemic Factors: Permanency Outcome 1 and 2, Well-Being Outcome 1, and Case Review System.	
Goal: Enhance practices and strategies that result in more children/youth having permanent homes and connections to communities, culture and important adults.			Applicable CFSR Items: Items 6, 7, 8, 9, 10, 12, 13, 15, 16, 26, 27, 28	
Action Steps and Benchmarks		Person Responsible	Evidence of Completion	Qtr Due
2.1	Increase efforts to locate mothers, fathers, and maternal/paternal family members at case onset and strengthen connections across life of the case	CDSS	Evidence of completion of step 2.1 (2.1.1 through 2.1.2).	Q6

2.1.1	Develop and disseminate protocols.		Issued All County Information Notice	Q5
2.1.2	Measure increase of finding families practices by determining the number of entry children whose placement is with a relative at 60 days.		Revised PIP with quarterly data.	Q6
2.2	Improve potential for reunification.		Evidence of completion of step 2.2 (2.2.1 through 2.2.2).	Q4
2.2.1	Development of legislative proposal for trial home visits.	CDSS AOC	Copy of submitted legislative proposal.	Q4
2.2.2	Promote “cultural brokers” and family advocate/mentor models through dissemination of promising/evidence based practices.	CDSS-OCAP	Issued All County Information Notice	Q3
2.3	Assess quality of social worker visits with parents and children.	CDSS	Evidence of completion of step 2.3 (2.3.1 through 2.3.2).	Q8
2.3.1	Finalize methodology and tool for case reviews		Copy of methodology and tool	Q2
2.3.2	Establish baseline level of quality of visits		PIP quarterly report	Q2
2.4	Utilize Caregiver Advisory Group to identify and make recommendations related to reducing/removing barriers to permanence.	CDSS	Evidence of completion of step 2.4 (2.4.1).	Q5
2.4.1	Submit recommendation to CDSS management for consideration of implementation.		Copy of meeting agenda in which the Caregivers Advisory Group recommendations were discussed.	Q5
2.5	CA Child Welfare Evidence Based Clearinghouse will identify and publish evidence based practices related to post-permanency services.	CDSS/OCAP	Copy of website where the evidence based practices are posted and URL.	Q4
2.6	AOC will provide ongoing training and TA to dependency courts and stakeholders regarding reunification, tribal engagement, concurrent planning and participatory case planning.	AOC	Two court training agendas in which one or more of the topic items in 2.6 were provided.	Q6

2.7	Implement Resource Family Approval Pilot in 5 counties.	CDSS	Evidence of completion of step 2.7 (2.7.1 through 2.7.3).	Q5
2.7.1	Select counties.		List of counties selected.	Q2
2.7.2	Convene workgroup to develop implementation requirements.		One meeting agenda in which the implementation requirements were discussed.	Q3
2.7.3	Implementation contingent on CDSS funding.		Copy of county implementation plan.	Q5
2.8	Implement Residentially Based Services Reform project in selected counties (Los Angeles, San Bernardino, Sacramento, and Bay Area Consortium).	CDSS and selected county partners and stakeholders.	Evidence of completion of step 2.8 (2.8.1 through 2.8.4).	Q8
2.8.1	County proposals submitted to CDSS.		Copies of two county proposals.	Q1
2.8.2	County proposals approved by CDSS.		Copies of two approval letters.	Q2
2.8.3	Project implementation.		Copy of evaluation report.	Q8
2.8.4	Workgroup convened to develop plan for transforming group home system.		One meeting agenda in which the transformation of the group homes system was discussed.	Q8
Primary Strategy: 3. Enhance and expand caregiver recruitment, retention, training, and support efforts.			Applicable CFSR Outcomes or Systemic Factors: Well-Being Outcome 1, Case Review System, Training, Licensing, and Recruitment and Retention.	
Goal: Improve caregiver support strategies and augment educational/training curriculum.			Applicable CFSR Items: Items 17, 18, 29, 34, 42, 44	
Action Steps and Benchmarks		Person Responsible	Evidence of Completion	Qtr Due
3.1	CA Child Welfare Evidence Based Clearinghouse will:	CDSS-OCAP	Evidence of completion of step 3.1 (3.1.1 through 3.1.2).	Q3
3.1.1	Identify and publish information on resource family recruitment, retention, and training.		Copy of Clearinghouse web page with URL.	Q3

3.1.2	CA Evidence Based Clearinghouse for Child Welfare will provide training on evidence based practices on resource families, recruitment, retention, training, and caregiver-social worker partnership.		Two training agendas which indicate one or more of the evidence based practices were discussed.	Q3
3.2	Develop/initiate statewide campaign to recruit/retain resource families.	CDSS	Evidence of completion of step 3.2 (3.2.1 through 3.2.4).	Q6
3.2.1	Seek federal TA.		Copy of application for Federal TA.	Q1
3.2.2	Survey counties to identify promising practices at local level.		Copy of survey summary.	Q2
3.2.3	Develop campaigns with county partners.		Copies of two county campaign plans.	Q4
3.2.4	Launch campaign.		Examples of campaign materials produced.	Q6
3.3	Form state level Caregiver Advisory Group including youth, to develop statewide agenda for recruitment, training, support and retention.	CDSS	Evidence of completion of step 3.3 (3.3.1 through 3.3.3).	Q6
3.3.1	Announce formation of advisory group and application for membership process; select members.		Copy of advisory group announcement.	Q2
3.3.2	Convene group.		Copies of two advisory group agendas.	Q4
3.3.3	CDSS considers recommendations for implementation.		Copy of advisory group recommendation summary to Deputy Director.	Q6
3.4	Develop program outcomes, rate structure, and oversight policies and procedures for MTFC.	CDSS	Evidence of completion of step 3.4 (3.4.1 through 3.4.2).	Q8
3.4.1	Support implementation and use of MTFC.		Copies of materials developed for 3.4 and implementation plan.	Q8
3.4.2	Increase number of MTFC programs		PIP quarterly report with total number of new MTFC programs.	Q8

3.5 Test "Better Together" model to facilitate collaboration between caregivers and social workers in five counties.	CDSS	Evidence of completion of step 3.5 (3.5.1 through 3.5.2).	Q8
3.5.1 Workshops initiated.		Copies of two workshop agendas.	Q5
3.5.2 Use lessons learned to determine feasibility of expanding utilization of model.		Feasibility summary to caregiver advisory group.	Q8
3.6 Establish a communication network for caregiver advocates.	CDSS-FCO	Evidence of completion of step 3.6 (3.6.1 through 3.6.3).	Q4
3.6.1 Identify advocacy organizations for caregivers and create directory by county.		Copy of advocacy directory.	Q1
3.6.2 Convene annual meeting of key caregiver advocacy organizations to exchange information.		Copy of meeting agenda.	Q4
3.6.3 Share information via caregiver network email list to disseminate information.		Copy of caregiver dissemination list.	Q2
3.6.4 Explore funding streams to support caregiver advocacy and implement depending on availability of funds.		Copy of funding summary and draft implementation plan.	Q5

Primary Strategy: 4. Expand options and create flexibility for services and supports to meet the needs of children and families.		Applicable CFSR Outcomes or Systemic Factors: Safety Outcome 2, Well-Being Outcomes 1, 2 and 3, and Service Array.	
Goal: Increase statewide access to varied existing services options for children/youth, and families in foster care.		Applicable CFSR Items: Items 3, 4, 17, 21, 23, 35, 36, 37, 40	
Action Steps and Benchmarks	Person Responsible	Evidence of Completion	Qtr Due
4.1 Linkages Project utilized to disseminate best practices on effective collaboration between CalWORKS and Child Welfare regarding services and supports for families.	CDSS-OCAP CFPIC	Evidence of completion of step 4.1 (4.1.1 through 4.1.3).	Q8
4.1.1 Utilize semi-annual project meetings to inform participants of best practices.		Copy of two meeting agendas.	Q6

4.1.2	Disseminate screening tools and associated protocols.		Screening tools and associated protocols.	Q4
4.1.3	Analyze annual reports to determine level of county implementation.		Annual Report	Q8
4.2	Implement integration of OCAP's 3-year plan into Outcomes and Accountability System to strengthen service continuum through collaboration with community based service providers including informal supports.	CDSS	Evidence of completion of step 4.2 (4.2.1 through 4.2.2).	Q8
4.2.1	Finalize CSA and SIP guidelines to provide guidance to counties.		Copy of issued All County Information Notice releasing CSA and SIP guidelines.	Q1
4.2.2	Implement integration with 25 counties.		County SIPs posted online.	Q8
4.3	Expand the Wraparound program and consequently increase the number of families receiving wraparound services.	CDSS	Evidence of completion of step 4.3 (4.3.1 through 4.3.4).	Q8
4.3.1	Provide technical assistance (TA) to non-wraparound counties to help assess their feasibility to implement wraparound.		Site visit reports including # of TA days.	Q1
4.3.2	Provide training and technical assistance to enable current wraparound counties to build capacity to serve more children.		Site visit reports including # of T/TA days delivered to one wrap county.	Q1
4.3.3	Establish baseline measure of number of wraparound "slots".		Revised PIP with baseline.	Q1
4.3.4	Increase number of capacity for wraparound services.		Quarterly report with data on capacity increase.	Q8
4.4	Utilize the State Interagency Team (SIT) to strengthen service array options by developing State level interdepartmental strategies that reduce barriers and increase interagency collaboration. Priority areas include mental health, substance abuse, and education.	CDSS	Two copies of SIT meeting agendas and current work plan.	Q1 and Q8

4.5	Coordinate with Child Welfare Council (CWC) to expand substance abuse treatment services.	CDSS	Minutes of meeting indicating CDSS' participation on CWC and CWC committees.	Q1 and Q6
4.6	Monitor and provide technical assistance for IV-E Waiver Demonstration Project (L.A. and Alameda Counties) to determine impact of waiver on service array.	CDSS	Evidence of completion of step 4.6 (4.6.1).	Q4
	4.6.1 Support funding flexibility efforts to expand/enhance services and supports to meet children/family needs.		Two county summaries of IV-E Waiver TA provided.	Q4
4.7	Establish workgroup to determine feasibility of statewide implementation of Differential Response (DR).	CDSS	Evidence of completion of step 4.7 (4.7.1 through 4.7.3).	Q6
	4.7.1 Finalize DR model and parameters for model fidelity in rollout.		Workgroup recommendations to Deputy Director.	Q4
	4.7.2 Research and identify state and federal options that support DR.		Summary of options to Deputy Director.	Q6
	4.7.3 Develop a plan for statewide implementation (contingent on resource availability).		Copy of implementation plan.	Q6
4.8	Collaborative proposal submitted for in-depth TA from the National Center for Substance Abuse and Child Welfare.	ADP CDSS AOC	Copy of submitted proposal.	Q1
4.9	Disseminate information to counties about utilizing the AOC's clearinghouse of culturally appropriate services for Indian children/families as a resource.	AOC	Two announcements to all counties indicating availability of AOC resource for culturally appropriate services.	Q6

Primary Strategy: 5. Sustain and expand staff/supervisor training.		Applicable CFSR Outcomes or Systemic Factors: Training	
Goal: Increase educational and training opportunities for staff and supervisors working in the child welfare system.		Applicable CFSR Items: Items 32, 33	
Action Steps and Benchmarks	Person Responsible	Evidence of Completion	Qtr Due
5.1 Enhance training for probation staff.	CDSS	Evidence of completion of step 5.1 (5.1.1 through 5.1.4).	Q4

5.1.1	Collaborate with CPOC to survey county probation departments to assess training needs.	CPOC	Survey Results	Q1
5.1.2	Develop three new child welfare related curriculum for probation specific needs; deliver training.		Table of contents of new curriculum or one training agenda.	Q3
5.1.3	Increase awareness of the availability of nine day probation officer core training.		One copy of training announcement.	Q4
5.1.4	Increase awareness of availability of two-day mandated training for probation officers on TPR, concurrent planning and visitation.		One copy of training announcement.	Q4
5.2	Implement new social worker training regulations:	CDSS CalSWEC	Evidence of completion of step 5.2 (5.2.1 through 5.2.2).	Q5
5.2.1	Develop and distribute Frequently Asked Questions ACIN in response to ACIN (released 7/08) on implementation of new training regulations.		Issued ACINs for new implementation of training regulations and FAQs to counties.	Q1
5.2.2	Modify county training plans to incorporate annual tracking report of core training participation by social workers.		Modified plans on file and annual tracking report.	Q5
5.3	Strengthen concurrent planning training.	CDSS	Evidence of completion of step 5.3 (5.3.1 through 5.3.3).	Q8
5.3.1	Revise common core social worker training to enhance concurrent planning content.	CalSWEC	Excerpts of revised sections of curriculum.	Q7
5.3.2	Revise advanced concurrent planning curriculum for CWS staff, attorneys, care providers and other community partners.		Excerpts of revised sections of curriculum.	Q4
5.3.3	Provide training based on the new curriculum.		Two training agendas.	Q8

5.4	Develop curriculum on mental health, domestic violence, substance abuse, and education for juvenile court system and implement distance learning on these topics.	AOC	Online training available on domestic violence and mental health (web link provided).	Q5
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Primary Strategy: 6. Strengthen implementation of the statewide safety assessment system.		Applicable CFSR Outcomes or Systemic Factors: Safety Outcomes 1 and 2		
Goal: To improve timeliness of investigations and enhance services to families to ensure safety of child.		Applicable CFSR Items: Items 1, 2, 3, 4		
Action Steps and Benchmarks		Person Responsible	Evidence of Completion	Qtr Due
6.1	Review timeliness to investigation quarterly data with counties that are not in line with the State's median performance level; provide technical assistance as indicted.	CDSS	Contact with counties and technical assistance provided.	Q8
6.2	Strengthen implementation of the safety, risks, strengths, and needs assessment.	CDSS	Evidence of completion of step 6.2 (6.2.1 through 6.2.5).	Q8
6.2.1	Enhance training of trainers' curriculum by incorporating data reviews as a method for supervisors to monitor timely completion of safety, needs and risk assessments.		Excerpts of enhanced training curriculum.	Q3
6.2.2	Provide training at the county level to build supervisor capacity to monitor fidelity to the safety assessment tool.	RTA trainers	Two RTA training agendas.	Q3
6.2.3	Develop and deliver advanced training module on Interviewing for Strengths and Needs and "Writing Individualized Case Plans" in conjunction with family members.	CDSS	Advanced training module and one training agenda.	Q4

6.2.4	CDSS to conduct quarterly review of safety and risk assessment data to ensure increases in the use of safety/risk assessments in a timely manner prior to case closing.	CDSS	PIP quarterly report with data on increase in use of safety/risk assessments as indicated in 6.2.4.	Q1 through Q8
6.2.5	CDSS to conduct quarterly review of FSNA data to ensure increases in the use of strengths and needs assessments.	CDSS	Quarterly report of administrative data PIP quarterly report with data on increase of FSNA as indicated in 6.2.5.	Q1 through Q8

Safety

PIP Safety Outcomes 1 and 2

In addition to safety strategies listed in the PIP matrix, the table below indicates other PIP measures/items with a defined target improvement goal. These measures/items will be gauged inclusively over the PIP's two year cycle. The National Standards for each measure/item are included as a reference and eventual goal. CDSS will not be measuring items that met the national standard or were rated as a strength.

Federal Outcome	Measure/Item	Baseline 2008	PIP Target (over 2 yrs.)	National Standard or Area Needing Improvement (ANI)
Safety I	Absence of Maltreatment Recurrence	92.70%	93.30%	95.00%
Safety I	Absence of Maltreatment Recurrence in Foster Care	99.71%	State met standard	99.68%
Safety I	Item 1: Timeliness of Initiating Investigations of Reports of Child Maltreatment	94.50%	94.70%	95.00%
Safety II	Item 3: Services to Family to Protect Child(ren) In-Home and Prevent Removal	61.80%	62.30%	95.00%
Safety II	Item 4: Risk of Harm to Child (a)	22.80%	23.20%	95.00%
Safety II	Item 4: Risk of Harm to Child (b)	60.10%	60.60%	95.00%

Safety Outcome 1

Item 1: Timeliness of Initiating Investigations of Reports of Child Maltreatment.

In 86.0 percent of cases reviewed during the CFSR on-site review, the agency responded in a timely manner as indicated in the CFSR (the national standard is 95.0 percent). Performance as measured at the baseline/source data period was 94.4 percent of investigations responded to in a timely manner (Federal Fiscal

Year [FFY] 2008) and our improvement goal is established at 94.9 percent using the Children's Bureau method for calculating target improvement.

The CDSS will continue to measure the timeliness of initiating investigations of reports of child maltreatment on a yearly basis for FFYs 2012, 2013, and 2014 and will have met or exceeded the national standard of 95.0 by the end of FFY 2014.

Item 2: Absence of Maltreatment Recurrence.

The state performed at 92.6 percent as indicated in the CFSR (the national standard is 95 percent). Performance as measured at the baseline/source data period was 92.7 percent (FFY 2008) and our improvement goal is established at 93.3 percent using the Children's Bureau method for calculating target improvement.

The CDSS will continue to measure for the absence of maltreatment recurrence on a yearly basis for FFYs 2012, 2013, and 2014 and will have met or exceeded the national standard of 95% by the end of FFY 2014.

Absence of Maltreatment of children in foster care is another measure that is part of our Safety composite, the State met the standard for this item.

Safety Outcome 2

Item 3: Services to family to protect child in home and prevent removal.

The state received a rating of strength for 79% of cases reviewed.

Item 4: Risk of Harm to Child.

The PIP will measure improvement of the statewide safety assessment tools utilization on a quarterly basis as they pertain to Structured Decision Making (SDM) counties.

The CDSS will continue to measure improvement of the statewide safety assessment tools utilization on a yearly basis for FFYs 2012, 2013, and 2014 as they pertain to Structured Decision Making (SDM) counties.

Improved Social Worker Understanding

In SFY 09/10 the Children's Research Center will create three additional advanced SDM curriculum modules:

- 1) Interviewing for risk assessment
- 2) Using reunification assessment
- 3) Using risk reassessment

These modules will increase worker understanding of the value and completion of assessments into case practice. Emphasis will be placed on engaging families in the assessment process.

Permanency

PIP Permanency Outcomes 1, 2 and 3

In addition to permanency strategies listed in the PIP matrix, the table below indicates other PIP measures/items with a defined target improvement goal. These measures/items will be

gauged inclusively over the PIP's two year cycle. The National Standards for each measure/item are included as a reference and eventual goal.

Federal Outcome	Measure/Item	Baseline 2008	PIP Target (over 2 yrs.)	National Standard or Area Needing Improvement (ANI)
Permanency I	Timeliness and Permanency of Reunification	108.60	111.70	122.60
Permanency I	Timeliness of Adoption (composite II)	99.70	103.80	106.40
Permanency III	Permanency for Children in FC for Extended Time Periods (composite III)	113.10	116.30	121.70
Permanency I	Placement Stability (composite IV)	92.90	95.70	101.50
Permanency I	Item 7: Permanency Goal Established in a Timely Manner	74.60%	75.30%	95.00%
Permanency I	Item 10: Permanency Goal of Other Planned Permanent Living Arrangement	14.70%	14.40%	5%
Permanency II	Measurement of Action Step 2.1: Family Finding	TBD PIP Qrt. 5	TBD PIP Qrt. 5	ANI

Permanency Outcome 1

Composite 1: Timeliness and Permanency of Reunification.

As measured at baseline/source data period was 108.6 (this is a scaled score, from FFY 2008 data) and the improvement goal is 111.7. California will meet or exceed the national standard of 122.6 by the end of FFY 2014.

Composite 2: Timeliness of Adoptions.

The performance as measured at the baseline/source data period was 99.7 (this is a scaled score, from FFY 2008 data) and the improvement goal is 103.8. California will meet or exceed the national standard of 106.4 by the end of FFY 2014.

Composite 4: Placement Stability.

The performance as measured at the baseline/source data period was 93.0 (this is a scaled score, using FFY 2008 data). The national standard is 101.5 (scaled score) and the improvement goal is 95.8. California will meet or exceed the national standard of 101.5 by the end of FFY 2014.

Item 10: Reduce Permanency Goal of Other Planned Permanent Living Arrangement.

The performance as measured at the baseline/source data period indicated that in 14.7 percent of out-of-home cases, the permanency goal was other Planned Permanent Living Arrangement (FFY 2008 data). The improvement goal is a reduction to 14.4 percent of CWS cases (goal set using the Children's Bureau method for establishing targets, method of measuring improvement will be using State data from CWS/CMS biannual data using Adoption and Foster Care Analysis

and Reporting Systems [AFCARS] reporting). After the baseline and improvement information is determined, CDSS will be able to establish specific goals for the five year plan.

State Process Measure: State will increase the percentage of children who have a permanency goal established within 60 days of removal (baseline and target to be determined).

Permanency Outcome 2

Composite 3: Permanency for Children in Foster Care for Extended Time Periods.

The performance as measured at the baseline/source data period was 113.1 (this is a scaled score, FFY 2008 data). The national standard is 121.7 (scaled score) and the improvement goal for this measure is 116.3. California will meet or exceed the national standard of 121.7 (scaled score) by the end of FFY 2014.

Item 15: Relative Placement.

The data and measurement will be obtained by developing a measure to report out on the percentage of CWS entry cases at 60 days who indicate placement with a relative on the last day of the quarter. The source will be CWS/CMS administrative data. The baseline and improvement information is scheduled to be determined at the conclusion of the fifth quarter of the PIP's implementation (the target for improvement will be set utilizing the Children's Bureau method for establishing targets). After the baseline and improvement information is determined, CDSS will be able to establish specific goals for the five year plan.

Continuing permanency measures from the first PIP that CDSS did not meet:

- The 2008 CFSR benchmark to decrease the rate of children re-entering foster care within 12 months of reunification. CDSS will continue to work to meet the 3.43% benchmark during FFYs 2010 and 2011.
- The 3.73 benchmark of children who have two or fewer foster care placements in the first year of their latest removal. The state continues to see improvement in this measure and will continue to focus on this permanency area in the second PIP.
- The goal of phasing in 16 counties to implement the quality case planning and service delivery protocols. The state has set as a priority to expand the use of participatory case planning strategies in its' PIP Round 2. The objective of this strategy is to engage youth, families, caregivers, tribes and service providers in the case planning and decision making processes. For example, through this broad strategy some of the action steps include:
 - Developing advanced training module on specific strategies for engagement of fathers and related materials to address organizational culture change.
 - Developing family engagement and participatory case planning guidelines for Linkages Project.

Consolidated Home Study (Resource Family Approval)

The proposal for a Consolidated Home Study continues in California's second PIP. Up to five counties will be selected to participate. Those selected counties will be asked to submit a Comprehensive Implementation Plan. The anticipated date to select counties is December 2009. Once counties are selected to participate, they will be trained and provided

the necessary resources to implement the pilot. The anticipated program date of implementation is September 2010, contingent on funding.

Child and Family Well-Being

PIP Child and Family Well-Being Outcomes 1 and 2

In addition to child and family well-being strategies listed in the PIP matrix, the table below indicates other PIP measures/items with a defined target improvement goal. These measures/items will be gauged inclusively over the PIP’s two year cycle. The National Standards for each measure/item are included as a reference and eventual goal.

Federal Outcome	Measure/Item	Baseline 2008	PIP Target (over 2 yrs.)	National Standard or Area Needing Improvement (ANI)
Well Being I	Item 17: Needs and Services of Child, Parent and Foster Parent	5.40%	5.60%	95.00%
Well Being I	Item 18: Child and Family Involvement in Case Planning	TBD PIP Qrt. 4	TBD PIP Qrt. 4	95.00%
Well Being I	Item 19: Caseworker Visits with Child	TBD PIP Qrt. 2	TBD PIP Qrt. 2	95.00%
Well Being I	Item 20: Caseworker Visits with Parents	TBD PIP Qrt. 2	TBD PIP Qrt. 2	95.00%

Well-Being Outcome 1

Item 17: Needs and Services of Child, Parent and Foster Parent.

The data and measurement will be obtained by utilizing an existing reporting mechanism of quarterly reports from counties to CDSS. The objective of this new measure is to report out the number of foster care and in-home children as of the last day of the quarter who are receiving Wraparound Services. The source/baseline is 3,436 slots. The improvement goal is to increase the slots to 3,545 (the goal was established using the Children’s Bureau method for establishing targets). Over the next five years, the intent is to continue increasing the improvement goal. In addition, the improvement goal will be guided by a training and technical assistance support plan that strategically targets the needs of county to provide model adherent wraparound and build their capacity to meet the needs of children and their families in a coordinated and effective manner. The plan will be developed in collaboration with the CWDA wraparound subcommittee, providers, family support/parent partners and other key stakeholders.

Item 18: Child and Family Involvement in Case Planning.

Data and measurement will be obtained by utilizing an existing data field in the CWS/CMS system. The objective of this new measure is to report out the percentage of CWS foster care and in-home cases open on the last day of the quarter that indicate “Family Engagement Efforts” were used at any point in the case. The baseline and improvement information is to be determined at the conclusion of the fourth quarter of the PIP’s implementation (target for improvement will be set utilizing the Children’s Bureau method for establishing

targets). After the baseline and improvement information is determined, CDSS will be able to establish specific goals for the five year plan.

Additional data measures for Well-Being Outcome 1 include:

- Quality of social worker visits with parents and children: Measurement of the quality of case worker visits with parents and children is being developed. The objective of this new measure is to determine the extent to which case worker visits are of sufficient quality according to federal definitions. Quality visits have the characteristics of focusing on service delivery, case planning and goal achievement.

Additional Data Measures Tracked by the State

In addition to federal data tracking requirements, the state has several measures that it regularly collects data on and monitors as part of its outcomes driven system. Some of these measures are as follows:

Additional Measures Tracked by the State	Baseline Performance Time Period 1: Jan 2004 (Q2 2003)	Comparison Performance Time Period 24: Oct 2009 (Q1 2009)
Reunification Composite	107.2	115.1
Reunification Within 12 Months (Exit Cohort)	57.6	62.4
Median Time To Reunification (Exit Cohort)	9.3	8.4
Reunification Within 12 Months (Entry Cohort)	39.2	45.0
Reentry Following Reunification (Exit Cohort)	11.5	11.3

Additional Measures Tracked by the State	Baseline Performance Time Period 1: Jan 2004 (Q2 2003)	Comparison Performance Time Period 24: Oct 2009 (Q1 2009)
Placement Stability Composite	92.1	94.3
Placement Stability (8 Days To 12 Months In Care)	78.9	82.9
Placement Stability (12 To 24 Months In Care)	57.7	62.5
Placement Stability (At Least 24 Months In Care)	39.2	33.4

Additional Measures Tracked by the State	Baseline Performance Time Period 1: Jan 2004 (Q2 2003)	Comparison Performance Time Period 24: Oct 2009 (Q1 2009)
Timely Response (Immediate Response Compliance)	94.0	97.3
Timely Response (10-Day Response Compliance)	85.1	93.9
Timely Social Worker Visits		
Timely Social Worker Visits with Child (Month 1)	74.7	93.0
Timely Social Worker Visits with Child (Month 2)	74.5	92.8
Timely Social Worker Visits with Child (Month 3)	74.7	93.1

Additional Measures Tracked by the State	Baseline Performance Time Period 1: Jan 2004 (Q2 2003)	Comparison Performance Time Period 24: Oct 2009 (Q1 2009)
Placement Stability Composite	92.1	94.3
Placement Stability (8 Days To 12 Months In Care)	78.9	82.9
Placement Stability (12 To 24 Months In Care)	57.7	62.5
Placement Stability (At Least 24 Months In Care)	39.2	33.4

Additional Measures Tracked by the State	Baseline Performance Time Period 1: Jan 2004 (Q2 2003)	Comparison Performance Time Period 24: Oct 2009 (Q1 2009)
Timely Response (Immediate Response Compliance)	94.0	97.3
Timely Response (10-Day Response Compliance)	85.1	93.9
Timely Social Worker Visits		
Timely Social Worker Visits with Child (Month 1)	74.7	93.0
Timely Social Worker Visits with Child (Month 2)	74.5	92.8
Timely Social Worker Visits with Child (Month 3)	74.7	93.1

For a complete list of all state measures and corresponding data type the following internet address into your web browser: http://cssr.berkeley.edu/ucb_childwelfare/default.aspx

C. PROMOTING SAFE AND STABLE FAMILIES (PSSF)

California plans to continue to use the PSSF grant to establish, expand and operate a program of family preservation services, community-based family support services, time-limited family reunification services, and adoption promotion and support services. California allocates 90 percent of the PSSF grant to the counties for community provision of direct services and sets aside 10 percent of the total PSSF grant for state operated programs of which administrative costs are no more than ten percent of the total grant.

The Office of Child Abuse Prevention (OCAP) continues to be actively involved in major CDSS efforts to help meet the state's goals of safety, permanency and well-being, and effect systemic change where needed. As such, OCAP plans to continue to use the PSSF grant to establish, expand and operate a program of family preservation services, community-based family support services, time-limited family reunification services, and adoption promotion and support services. Counties are expected to coordinate services and support for families in a way that enhances family strengths. This includes increasing the amount of community-level collaboration among service providers to support children and families where they live.

Services currently available to children and families who fall under and are covered by the federally identified PSSF categories include:

- Family preservation
- Family support
- Time-limited family reunification
- Adoption promotion and support services

The CDSS in collaboration with the County Welfare Director's Association (CWDA), continues its efforts to integrate California's Outcomes and Accountability System, also known as the C-CFSR, County Self Assessment (CSA), and the System Improvement Plan (SIP) with the consolidated Child Abuse Prevention, and Intervention and Treatment (CAPIT)/Community-Based Child Abuse Prevention (CBCAP)/PSSF three-year plan. These integrated processes and documents will be required from counties triennially. The CDSS is currently finalizing the CSA and SIP user guides. It is anticipated both guides will be released in 2009. Due to the Outcomes and Accountability System being on a triennial cycle with each county having different due dates for their County SIP, a CAPIT/CBCAP/PSSF interim plan was requested. In 2008, CDSS released an instructional letter informing counties an interim CAPIT/CBCAP/PSSF plan must be maintained until such a time as an integrated CSA and SIP (due after July 1, 2009) are approved by CDSS. The OCAP has the oversight responsibility for the PSSF Program, and provides PSSF technical assistance to the counties to ensure consistency and coordination between the federal PSSF criteria, C-CFSR, CWS System Improvements and the consolidated three year plan and annual updates.

The CDSS integration of the C-CFSR, CSA and SIP with the CAPIT/CBCAP/PSSF three year plan will allow OCAP consultants to work closely with Child Welfare Services and community partners during their development of the CSA and SIP. This process will

provide consultants an opportunity to provide critical technical assistance to ensure PSSF services are available statewide, specifically in counties where the CSA process identifies specific unmet or continued needs that can be linked to PSSF services. The consultants will utilize the PSSF expenditure data identifying which counties are not meeting the 20% requirements to determine why certain counties, if any, are not utilizing PSSF services within a specific PSSF category. In addition, the OCAP will continue their efforts to ensure PSSF services are available in all counties during the annual reporting process, which will capture information to ensure each county is meeting PSSF mandates.

The OCAP will continue to require identification of the services to be provided in each of the four federal PSSF categories, namely: Family Preservation, Family Support, Time-Limited Family Reunification, and Adoption Promotion and Support Services. The services described below are funded with PSSF and a variety of other fund sources to maximize the breadth and depth of the service array targeted by communities to meet their specific needs within the categorical framework.

Family Preservation

Services include pre-placement preventive services programs, such as in-home services for at-risk children and their families; service programs designed to provide follow-up care to families to whom a child has been returned after a foster care placement, such as integrated case management and intensive home visiting; and strength-based parenting services designed to improve parenting skills by reinforcing parents' confidence in their strengths.

Family Support

Services include, but are not limited to: Health screenings, physical examinations, kindergarten health check-ups, nutrition education classes, family assessment and referral services, strength-based parenting and parent leadership services, individual and group counseling, mentoring, gang intervention, and other services designed to enhance student success, such as Kindergarten Boot Camp and youth enrichment programs.

Time-Limited Family Reunification

Services include, but are not limited to: Individual, group and family counseling; inpatient, residential and outpatient substance abuse treatment; mental health; domestic violence services; temporary child care; therapeutic services for families, including crisis nurseries; transportation to and/or from services; family assessment and referral services; case plan development; supervised and guided visitation services; father involvement services; in-home support; crisis intervention for children at risk of removal (emphasizing reunification and long term planning in the best interest of the child(ren)); and aftercare services to reunifying families.

Unless specifically tailored for reunifying families (such as specially targeted aftercare, case plan development and supervised visitation), these services are also available under the other three categories.

Adoption Promotion and Support Services

Services include, but are not limited to: adoptive parent recruitment, including public service announcements; orientations for pre-adoptive families to prepare them for adoptive home studies; parenting skills; and, training programs for adoptive parents.

A description of the extent to which each service is available and being provided in different geographic areas and to different types of families:

As stated previously, a service provision is determined based on community needs assessments. For example, there is a greater need for family preservation and support services in rural areas where isolation is a challenge to families, but the size of the population does not support a wide variety of adoption services. Greater parity among categories of service are found in the urban areas where the larger population increases the need for, and provision of, family reunification, adoption and adoption support services.

In 2008, through an annual report instructional letter, the CDSS informed counties to provide more specific descriptions of their community needs and service information with regard to PSSF and other preventive funded programs.

The attached CFS-101, PART II: Annual Summary of Child and Family Services chart includes specific data on the estimated number of individuals and/or families to be served and the estimated expenditures by fund source for the services.

A description of the identified gaps in service, including mismatches between available services and family needs, as identified through baseline data, including the CFSR results and the consultation process:

The CFSR and CDSS' contacts with the counties found that not all services are accessible to families in all geographic regions of the state. Particularly in rural areas, lack of readily accessible transportation can impede service delivery. Limited availability of appropriate foster family homes makes it more difficult to access and provide time-limited family reunification services. The smaller populations make adoptive parent recruitment and provision of post-adoption services more challenging. Both the CFSR and CDSS county contacts also revealed gaps in culturally appropriate services specifically suited to Native American communities.

The CFSR noted the following additional service gaps, which relate to the four categories of service to be provided through PSSF:

- Supervised visitation resources for children
- Substance abuse treatment facilities for parents with young children
- Post-adoption services
- Respite care, and
- Affordable housing

County Self-Improvement Plans (SIPs) will be used to address service gaps identified in the CFSR along with the gaps identified in county PSSF plans.

The OCAP staff continue to provide technical assistance to the counties addressing the need for consistency and coordination between county SIPs and the county PSSF interim plan. Staff will review the plans for that consistency and coordination, in addition to other required elements, prior to approving the plans and authorizing PSSF allocations. Counties set goals to meet the PSSF twenty percent requirements based on community needs assessments. For the counties located in rural areas, a greater need for family preservation and support services is indicated since isolation is a challenge to families; however, the size of the population does not support a wide variety of adoption services.

In the next five years, the CDSS integration of the C-CFSR, CSA and SIP with the CAPIT/CBCAP/PSSF three year plan will allow OCAP consultants to work closely with Child Welfare Services and community partners during their development of the CSA and SIP. This process will provide consultants an opportunity to provide critical technical assistance to ensure PSSF services from each category are available in all counties; specifically in counties where the CSA process identifies specific unmet or continued needs that can be linked to PSSF services.

Although counties have stated in their interim plans that they will meet the PSSF twenty percent requirements during the annual reporting process, the consultant will ensure the goals as stated in each counties interim plans are being met. In addition, as the CDSS integration of the C-CFSR, CSA and SIP with the CAPIT/CBCAP/PSSF three year plan is implemented in the next five years, consultants will be provided the opportunity to attend local planning meetings in each county as they develop their CSA and SIP, and provide valuable input to the CSA and SIP team members regarding how PSSF services can meet the unmet need or continued needs identified in the county self assessments as well as informing the teams of the PSSF mandates.

A minimum of twenty percent (20%) of PSSF allocation funds are to be spent on actual delivery of family preservation, community-based family support, time limited family reunification and adoption promotion and support by the county. An especially strong rationale must be provided by the county if the percentage is below 20 percent for any one of the four service categories:

The OCAP plans to achieve and maintain compliance with the requirement to spend a minimum of twenty percent per category on a statewide basis. Although the counties make their local categorical decisions based upon local needs, CDSS instructs counties on the categorical spending requirement, monitors county expenditure data, and provides the technical and/or administrative assistance necessary to correct any issues.

Technical assistance will continue to be provided to the counties during the interim plan transitional stages, including meeting the categorical expenditure requirement. Each county situation will be examined as to the reasonableness of meeting the goals on a county-specific basis. If there are reasons for not meeting each of the program goals, the specific county goals and the associated justifications will be documented. The OCAP will also continue considering each county's information in relation to the state in total to ensure that the goals are met on a statewide basis.

The county expenditures will continue to be monitored quarterly to determine if additional technical assistance or development of a corrective action plan is necessary for any county not meeting its PSSF 20 percent minimum expenditure goals in each of the four federal categories.

The primary issue with respect to the state's chronic inability to achieve the 20 percent spending requirement had been the PSSF expenditure pattern of Los Angeles County. The county in past years had not claimed PSSF funds for its Time Limited Family Reunification or for Adoption Promotion and Support services. This is highly significant for the state, as Los Angeles County receives the largest PSSF county allocation. In response to CDSS concerns, Los Angeles County submitted a Corrective Action Plan (CAP). The CDSS and Los Angeles County representatives engaged in constant

communication regarding their progress on the CAP. The Los Angeles Department of Children and Family Services (DCFS) demonstrated progress in all areas of their CAP. State Fiscal Year (SFY) 2006/07 fiscal information showed that Los Angeles County had achieved the 20 percent minimum spending requirement in each of the four PSSF categories and was in compliance as follows:

PSSF Categories	Percentage
Family Preservation	25.81%
Family Support	26.82%
Adoption Promotion and Support	25.37%
Time-Limited Family Reunification	21.99%

SFY 2007/08 fiscal data shows that again Los Angeles is in complete compliance with the 20% minimum requirement. The SFY 2007/08 information shows Los Angeles having the following expenditure percentages:

Expenditures	Percentage
Family Preservation	23.06%
Family Support	25.09%
Adoption Promotion and Support	28.49%
Time-Limited Family Reunification	23.36%

The CDSS will continue to support Los Angeles County with technical assistance regarding claiming and coordination of services to ensure continued PSSF compliance.

Program Technical Assistance

With most counties showing a marked improvement in SFY 2006/07 on meeting the 20 percent requirement in the four PSSF categories, and with Los Angeles County vastly improving to the point of meeting 20 percent compliance, the state was quite close to achieving 20 percent state compliance for each category of service. The CDSS expected and met full compliance in the 2007/08 reporting period through the combination of a more resolute OCAP effort as outlined above and a corresponding mutual cooperation between its consultants and county contacts. The staff provided technical assistance through in-person visits and via e-mail and phone contact to counties that were not demonstrating a minimum of 20 percent expenditure in each category.

An explanation of how PSSF funds will be used to develop or expand PSSF service (e.g., family support and family preservation services and how these expanded services will be linked to other services and the child and family services continuum):

The CDSS will continue to provide technical assistance to support the counties on the services developed and/or expanded services based on local needs. In an extended new role, staff will provide instructions and technical assistance to the counties as they integrate into the County Self Assessment (CSA) and the SIP as required by the C-CSFR. More specifically, during the CSA process counties are required to identify unmet or continued needs for services which qualify for PSSF funds. The county is then required to report the PSSF program developed or expanded to address the current unmet need that had been identified in the CSA. The instructions and technical assistance will include direction based on the findings of the CFSR, the PIP, the county SIP, and PSSF criteria.

PSSF Linkages to Other Family Support and Family Preservation Services

The OCAP staff will continue working with counties to identify linkages with existing family support and family preservation services. In their PSSF reports counties are required to submit information on linkages with other programs. Of particular interest is information that identifies county PSSF efforts linked to the California Work Opportunity and Responsibility to Kids (CalWORKs) cash assistance program, parenting training, and other programs such as substance abuse, child abuse prevention, early intervention services, mental health, local correctional facilities and work force development. Although they are encouraged to, counties are not required to link services with existing family support and family preservation services.

Blending of Funds

Counties are encouraged to maximize preventive services through linking to other fund sources. As a rule, counties blend funds from available sources that include the following programs: PSSF, CAPTA, CBCAP, the CAPIT Program, the Children's Trust Fund, funds from tobacco tax, city and county funds, foundations, and private donations. The intent is to maximize services by providing a continuum of services for children and families from all serving agencies. The CDSS will continue working with the counties to identify preventive funding sources compatible with PSSF criteria. An OCAP goal is to have counties maximize their funds through leveraging of funds to establish, operate, or expand community-based and prevention-focused programs and activities designed to strengthen and support families to prevent child abuse and neglect.

Differential Response (DR) Services

The DR is an intake system, which allows the child welfare agency to respond in an individualized manner to referrals based on the unique needs, resources, and circumstances of the family. It is designed to engage the participation of vulnerable families and children currently not receiving services. The overall goal of DR is to provide support and preservation services to families before they become formally involved with the CWS agency. This process involves an active partnership with community based organizations, as well as other county service agencies. Some communities have gaps in services leaving families unable to obtain the appropriate services when needed. As a result, circumstances in the family often deteriorate to the point that CWS must become involved, and perhaps, remove children from their homes.

California activities related to the CFSR PIP and the Child Welfare System Improvements efforts include implementation of early intervention/new intake structures (DR) and the focus on interagency and community partnerships, which will strengthen existing linkages and establish linkages where there are gaps. It is expected that DR will result in stronger partnerships among public and private sector agencies to provide services for at-risk families and children, including referrals for physical and/or mental health, educational, substance abuse, and parent training services. The CDSS will utilize the experience of the 11 counties implementing and validating the DR intake system and developing strategies for the development of community resources to guide future direction in this area.

Due to California's fiscal crisis that began in the summer of 2008, the completion of the final evaluation of the 11-County Pilot Project has been delayed twice. The final evaluation report will be completed in early 2010. After receiving the final evaluation, CDSS will then identify goals for further implementation of DR for this five year plan.

Differential Response redefines the relationship between the child welfare agency, and existing, as well as new community providers as partners in protecting children.

PSSF Funds Used to Develop and Expand DR

Counties are using a variety of funding sources to fund the implementation and expansion of DR, including PSSF, grant funds, etc., and future expansion is dependent on the availability of funds.

The PSSF funds will continue to be used to broaden the network of preventive services that counties have available to serve families without having to open a case in the CWS system. These services are essential for the early intervention intake system within a DR framework. They will allow CWS to respond earlier, with greater flexibility, and with customized services and support for families, ensuring child safety and reducing or eliminating entry or re-entry into the CWS system. The PSSF funds will be used to build this network of services through the partnership between CWS and community providers.

Funding for future years is heavily dependent on the amount of state General Fund monies available for the CWS System improvement activities. Although PSSF funding is utilized, the amount of federal funds received is insufficient to sustain these improvements.

The CDSS' OCAP is providing instructions and technical assistance to the counties as they develop and work their new SIPs. The instructions and technical assistance will include direction for more formally documenting and collecting information with regard to preventive efforts, including PSSF in the county plans and the associated annual updates and reports. Additional information is provided in the Safety Sections of this report.

D. TITLE IV-E CHILD WELFARE WAIVER DEMONSTRATION CAPPED ALLOCATION PROJECT (CAP)

The Title IV-E Child Welfare Waiver Demonstration Capped Allocation Project (CAP) was approved by the U.S. Department of Health and Human Services on March 31, 2006. The two participating counties in the five-year demonstration project are Alameda County and Los Angeles County. Under the CAP, counties will use federal and state foster care maintenance and administration funds for the provision of direct services to children and their families. The target population for the project is children and youth ages zero through nineteen who are already in out-of-home care, or at risk of entering or re-entering foster care under the supervision of the county child welfare or probation departments. Implementation began on July 1, 2007, and will end on June 30, 2012.

This flexible funding waiver supports child welfare practice, program, and system improvements for early intervention reunification efforts, and reduction in out-of-home placements. The specific goals of the CAP are to:

- Improve the array of services for children and families and engage families through more individualized approach that emphasizes family involvement
- Increase child safety without an over-reliance on out-of-home care
- Improve permanency outcomes and timelines
- Improve child and family well-being

These goals are in alignment with the federal CFSR outcomes and the C-CFSR oversight system. In operating the waiver county welfare agencies have the opportunity to use their foster care savings to create a more responsive array of services and supports for families typically funded using Title IV-B funds. The CAP strategies implemented include:

Alameda

- Fund and Expand Existing Differential Response Prevention Program
- Implement Differential Response Model for Family Maintenance Pilot Program
- Implemented a Voluntary Diversion Prevention Program – Relative Placement
- Enhanced Family Finding
- Expanded Reunification Team Decision Making
- Implement Multi-Disciplinary Team Process for Probation Youth

Los Angeles

- Expansion of Family Team Decision Making Conferences
- Focused Family Finding and Engagement
- Up-Front Assessments on High Risk Cases
- Promoting Safe and Stable Families Programs
- Implementation of Differential Response Countywide
- Expansion of Probation Functional Family Therapy and Multi-Systemic Therapy
- Enhanced Probation Cross-Systems Case Assessment and Care Planning

E. CASEWORKER VISITS FOR CHILDREN IN FOSTER CARE

Caseworker visits for children in foster care affect child well-being, safety and permanence; therefore, the caseworker visit plan (since its initiation) has been included in this document. Progress made in the specific strategies outlined in the plan in Federal Fiscal Years 2008 and 2009 are also included here as updates to the plan.

1. The additional funds under Title IV-B support monthly caseworker visits with children in foster care.
 - California developed a plan to achieve monthly visitation, and has included it in this document. Funds have been allocated to the counties to fund increased visiting and the additional data entry workload not previously required. California is a large and complex state and it has taken additional time to identify the data entry needs.
2. Procedures track and report caseworker visit data.
 - California currently uses the Statewide Automated Child Welfare Information System (SACWIS) system, and the Child Welfare Services/Case Management System (CWS/CMS) to capture data on social worker visits. CWS/CMS captures the location of the visit, a required field when a contact is entered. The state will continue to use this system for federal reporting on this issue. In addition, because Foster Family Agencies (FFA), with whom counties have placement agreements, do not have access to input data to CWS/CMS, an alternate method of collecting/reporting the data is being developed.
3. Public and private agency stakeholders collaborate to implement the new federal requirements. These changes will involve at least these key areas:
 - Clarifying social worker and visitation requirements including the purpose of the visits and documentation.

- Eliminating monthly visit exceptions as necessary to meet the federal requirements.
 - Identifying alternate data collection processes.
 - Clarifying reporting requirements for contract agencies.
4. The state standards for content and frequency of caseworker visits assure children are visited on a monthly basis.
- California currently has a monthly social worker visit standard for children in foster care, however exceptions may be granted under specified circumstances. An exception may be granted if the child is routinely visited by other child welfare agency representatives and there is a written agreement for those contacts to be reported. No exceptions may be granted when a child is placed in a group home.
 - The most common circumstances for a visit exception is when a child is placed by the county having care and supervision of the child with a FFA. The county signs a placement agreement with the FFA for each child placed. The FFA has responsibility for developing a needs and services plan for the child and for visiting the child and the caregiver. The FFA makes quarterly reports to the county agency documenting the visits with the child and caregiver. Currently, the FFA visits are not required to be entered into CWS/CMS by the county worker. This placement agreement is currently under revision to align it with federal requirements.
 - Caseworkers (Social Workers) visit and care for children in accordance with Manual of Policies and Procedures (MPP) Division 31 Section 31-320 (Social Worker Contacts with the Child). The MPP Division 31, Section 31-206.24 requires the social worker to establish a case plan that includes a schedule of “planned social work contacts and visits with the child.” The contacts must take place in accordance with Section 31-320 (social worker/probation officer contacts with the child). MPP Section 31-320.11 emphasizes the social worker visit objectives to ensure the child’s safety, permanency and well-being by focusing on the following achievements in conjunction with the child’s case plan: verifying the location of the child, monitoring the safety of the child, assessing the child’s well-being, and assisting the child in preserving and maintaining religious and ethnic identity; gathering information to assess the effectiveness of services provided to meet the child’s needs, to monitor the child’s progress, and to meet identified goals; establishing and maintaining a helping relationship between social worker and child to provide continuity and stability point for the child; and soliciting the child’s input on his/her future, informing the child as to current and future placement plans and progress, and discussing these plans and progress with the child.
 - California meets the requirements of the Safe and Timely Interstate Placement Act of 2006, which increased the “frequency of required caseworker visits from every 12 months to every six (6) months for children in out-of-State foster care placements...” SB 933, Chapter 311, Statutes of 1998, required that children placed in group homes out-of-state are visited once a month and this requirement is captured in the MPP 31-320.414. Additionally, the MPP 31-510 Interstate Compact on the Placement of Children (ICPC), 31-510.3 requires California comply with Family Code sections 7900 through 7909 when sending foster children out-of-state. Family Code section 7906 requires California enter into an agreement with the receiving state to meet requirements for visitation, inspection, or

supervision of children, homes, institutions, or other agencies in the receiving state.

- Currently, the MPP Division 31, sections 31-320.4 and 31-320.412 provide for less than monthly visit exceptions if certain conditions are present. Visit exceptions are primarily based upon the stability of the child in their current foster care setting and the effectiveness of the services provided to meet the child's needs. A visit exception is to be granted if the conditions set forth in Division 31 are met and is only applicable to the placement home in which the child is placed at the time the exception is approved. Therefore, if a child's placement changes, the exception is no longer valid and the requirement for social worker visits with the child becomes monthly until a new visit exception is approved. Exceptions are allowed for: court supervised cases with court approval of a specific visitation plan and for voluntary cases with county deputy director approval of a specific visitation plan.
- As required by the Child and Family Services Improvement Act of 2006, the state of California provided, by June 30, 2008, "an outline of the steps it will take to ensure that 90 percent of children in foster care are visited by their workers on a monthly basis, and that the majority of the visits occur in the residence of the child by October 1, 2011."

Monthly Caseworker Visit Data

On May 10, 2009, the California Department of Social Services (CDSS) sent updated baseline data for monthly caseworker visit compliance, as required by the Child and Family Services Improvement Act of 2006, to the federal government due following receipt of further clarification from the United States Department of Health and Human Services (HHS). In addition to this baseline data a revised copy of the methodology used to obtain the data was sent to the federal government for their review. The CDSS resubmitted the years' baseline data for federal fiscal year 2007 caseworker monthly visits as follows:

- The percentage of children in foster care under the responsibility of the state who were visited on a monthly basis by the caseworker: 56.7%
- The percentage of visits that occurred in the residence of the child: 69.9%

In addition, the recalculation of our 2008 data using the new guidelines as discussed above were sent to the federal government as follows:

- The percentage of children in foster care under the responsibility of the state who were visited on a monthly basis by the caseworker: 63.2%
- The percentage of visits that occurred in the residence of the child: 70.7%

Due to the recalculation of the baseline data, it was necessary to also update the benchmarks established in the caseworker visit improvement plan submitted in the states' last Annual Progress and Services Report (APSR). The updated benchmark data has also been submitted as part of this document. This new data information is reflected in the Monthly Caseworker Visits plan included in this CFSP.

California's Plan to Conform with the Child and Family Services Improvement Act of 2006 – Monthly Caseworker Visits

Mandate:

By October 1, 2011, 90 percent of California's foster care children must receive a caseworker visit no less frequently than monthly for each full calendar month the child has been in foster care. Secondly, a majority of those visits must occur in the child's home.

Description of Goal	Baseline 2007	FFY 2008	Target FFY 2011
Children in foster care who were visited on a monthly basis	56.7%	63.2%	90%
Visits that took place in the residence of the foster child	69.9%	70.7%	at least 51%

California's efforts in 2008 to meet the new federal standards included the identification of the populations that require increased visits, the development of methodologies to address those populations, and revisions initiating the removal of existing monthly visit exceptions from regulations.

In April 2009, California issued ACL 09-11 to inform counties of the necessity to properly record data on monthly visits. Additionally, updates to the Intercounty Transfer (ICT) Protocols are underway to ensure monthly visits continue to occur and are documented during transfer period.

Federal Fiscal Year 2009

California's goals for 2009 are:

1. Eliminate existing exceptions to the monthly visit requirements that are currently allowed by California regulations as necessary to comply with federal requirements. Those exceptions are found at MPP, Sections 31.320.31, .411, .412, and .6. Revised regulations are currently being reviewed by various department staff. The CDSS anticipates that these regulations will be promulgated in Fall of 2010. Additionally, as proposed by the Administration, funding in SFY 2009-2010 is expected to increase visitation.
2. Implement data reporting of caseworker visits by FFA caseworkers for county agency data entry. A form is under development for use by FFAs to report the necessary data to county child welfare department staff for input into the CWS/CMS application. A final draft of this form will be completed by December 2009.
3. Implement data collection for juvenile justice foster children receiving Aid to Families with Dependent Children-Foster Care (see goal #3, FFY 2008). California is currently exploring the options available to either give probation officers access to CWS/CMS or, if not feasible, developing an alternative method of entering this data. The CDSS anticipates that this task will be completed by early 2010.

4. Implement changes to departmental regulations which align the purpose, frequency, and location of caseworker visits and FFA social worker visits with the child with federal requirements, to eliminate monthly visit exceptions, and to reflect monthly visit data reporting requirements regarding FFA, probation, and out-of-county/out-of-state courtesy supervision placements. Revisions to the regulations have been drafted to require that all foster children placed out-of-state are visited monthly. The CDSS anticipates that these regulations will be promulgated in Fall of 2010.

California projects that implementation of the following strategies will result in the following target percentages:

Description of Goal	Target Percentage End of FFY 2009
Children in foster care who were visited on a monthly basis	65%
Visits that took place in the residence of the foster child	51%

Strategy One

The CDSS will continue to work with counties and other stakeholders to revise regulations to reflect that every child will be visited on a monthly basis. The CDSS will continue to work with counties and other stakeholders to revise existing exceptions to monthly visit requirements pertaining to case carrying county child welfare social workers to take into account that foster family agency social workers or out of state child welfare social workers would be able to complete the required monthly visits for the case carrying county child welfare social worker in order to meet federal requirements.

Strategy Two

California has been and will continue to meet with the Alliance and representatives of FFAs to work on developing a process for reporting of monthly FFA caseworker visits to the child. A placement agreement between counties and FFAs to specify the purpose/quality and visit frequency standards and requiring the caseworker visits with the child to be recorded in the CWS/CMS is in the final stages of development. Once a reporting method has been agreed upon, monthly FFA caseworker visits will be reported to the county. Those visits will then be entered into the CWS/CMS system by local county staff.

Strategy Three

The CDSS will continue to work with the Chief Probation Officers of California (CPOC) to develop a method of documenting child specific monthly visit information for juvenile justice youth. California will continue to work with the CPOC and the counties to determine the best way to document juvenile justice youth data. This will likely include development of a child specific manual reporting form, or modification of an existing one, to capture additional juvenile justice data. Due to the majority of juvenile justice youth being placed in group homes for which there are no exceptions to monthly visits, it is anticipated that improved data collection will result in a nearly 100 percent compliance rate for monthly visits to juvenile justice youth and that the majority of these visits will be in the child's place of residence.

Strategy Four

The CDSS began its regulatory revision process in FFY 2008 with an anticipated effective date in 2010. The CDSS will evaluate any additional funding sources, including use of PSSF grants to use for this purpose. Regulations will be synchronized with new federal requirements as to the purpose and location of monthly caseworker visits to a foster child. In addition, the CDSS will revise and implement the regulations to reflect new juvenile justice youth, FFA, courtesy supervision and out-of-state reporting procedures, including the requirement that all foster children placed out-of-state are visited monthly.

In addition to the above plan detailing our actions to meet the requirements, CDSS is also addressing the quality of caseworker visits in our CFSR PIP. To underscore this commitment further, in addition to the federal PSSF funding, the Governor has proposed over \$9 million in additional state and county funds to increase caseworker visits.

Federal Fiscal Year 2010

California's goals for 2010 are twofold:

1. Improve data collection for those foster children who are placed out-of-county under courtesy supervision or out-of-state.
2. Identify barriers to caseworker recruitment and retention and develop a plan for removing those barriers.

California projects that implementation of the following strategies will result in the following target percentages:

Description of Goal	Target Percentage End of FFY 2010
Children in foster care who were visited on a monthly basis	75%
Visits that took place in the residence of the foster child	51%

Strategy One

To meet this goal, CDSS will develop procedures for reporting of visit information where the child is placed out-of-county or out-of-state.

- **Out-of-county:** If the child is placed in a county, which is contiguous to the sending county, then the sending county retains responsibility for visiting the child. For example, if the child is placed in Los Angeles County by Riverside County, Riverside would retain responsibility for visiting the child. Riverside County would send one of its workers to the child's home in Los Angeles County. However, if a child were placed in Sacramento County by Riverside County, then Riverside County would request that Sacramento County perform "courtesy supervision." Sacramento County, or any host county, can refuse the provision of those services Riverside would, of course, retain primary responsibility for the child and must ensure that services are being performed. However, because California and its counties are currently experiencing financial difficulties which cause them to have high caseloads, courtesy supervision requests are more likely to be denied. Accordingly, for children placed out-of-county, California will work to develop a process to clarify responsibilities for

courtesy supervision and ensure those visits are recorded in CWS/CMS which it will release via policy letter.

- **Out-of-state:** When a foster child is placed out-of-state, supervision is requested via the ICPC by the sending state. Although visits are generally being conducted by host states, California usually only receives the visit data quarterly from the host State. In addition, there are currently no instructions which mandate counties to enter this information in to the CWS/CMS. Accordingly, the CDSS will issue instructions on how to properly record out-of-state monthly visit data.

Strategy Two

The CDSS will work with the workgroup and other interested parties to develop a plan to identify and address barriers to caseworker recruitment and retention.

Federal Fiscal Year 2011

California’s strategies for 2011 are:

1. To improve the quality of caseworker visits through improved training and supervision.
2. To provide additional resources to improve caseworker recruitment and retention and to counties to cover the increased costs of data entry.
3. The CDSS will continue to analyze monthly visit data from CWS/CMS for areas needing improvement and will provide technical assistance to counties experiencing difficulty meeting monthly visit goals.

California projects that implementation of the above will result in the following percentages:

Description of Goal	Target Percentage End of FFY 2011
Children in foster care who were visited on a monthly basis	90%
Visits that took place in the residence of the foster child	51%

Strategies One and Two

California will continue to host meetings of the statewide workgroup to monitor progress and determine and address other barriers to meeting monthly visit requirements that surface as well as to discuss and share promising practices in the counties. The CDSS will then enhance our partnership with the California Social Work Education Center as well as the Center for Family-Focused Practice at University of California at Davis to develop curriculum and train county caseworkers and probation officers. This may include the development of new manuals dedicated to caseworker visits and possibly training videos illustrating techniques of successful county and agency caseworkers.

In 2011, California will implement the caseworker recruitment and retention plan developed in 2010. This may include such things as working with local social work schools regarding recruiting efforts, career fairs, recommending seniority bonuses for those with long service records, etc.

Strategy Three

The CDSS will continue to work with counties which are not meeting their target goals with respect to monthly caseworker visits. This will involve monitoring counties via analyzing data, interviewing county administrators and caseworkers, and development of improvement plans including target dates for improvement. The CDSS will follow up with counties regarding improvement plans where necessary.

F. HEALTH CARE PLAN

The California Department of Health Care Services (DHCS) established requirements for child health assessment scope and periodicity based on the recommendations of the American Academy of Pediatrics. The CWS MPP, promulgated by the CDSS for county direction and guidance, requires that each child receives medical and dental care through the DHCS Child Health and Disability Prevention (CHDP) program or equivalent. Further, the MPP requires that each child in placement receives a medical and dental examination no later than 30 days following placement. County child welfare agencies and probation departments have adapted the recommended multidisciplinary team approach to meet the complex needs of children in foster care, including dental and specialty care.

Health Care Program for Children in Foster Care

Welfare and Institutions Code section 16501.3 establishing the health care program for children in foster care was effective on July 22, 1999. It has been augmented as a primary strategy for complying with Public Law 110-351. The California Legislature established the Health Care Program for Children in Foster Care (HCPCFC) to support coordinated health care for this vulnerable population. In 2009, the California Legislature and Governor Schwarzenegger established the HCPCFC as a statewide mandate and provided additional State General Fund support. These efforts were made explicitly in recognition of the success of this program in addressing the health care needs of children in foster care and of its central role in supporting compliance with the Health Oversight and Coordination plan requirements established by Public Law 110-351.

In this program public health nurses (PHNs) work with the child's caseworker or probation officer as a team member to ensure that children in foster care, supervised by the county welfare department or probation department, receive all needed health care services. The PHNs provide health care oversight of the physical, behavioral, dental, and developmental needs for all children in foster care, including those in out-of-county and out-of-state placements. They collaborate with welfare and probation department staff in providing training programs for health, child welfare, probation, and juvenile court staff.

The HCPCFC is supported in part by SGF appropriation to CDSS, which through an interagency agreement, transfers these funds to the DHCS. As the single state agency for Medicaid, DHCS can draw down Federal Financial Participation through case management services. The HCPCFC represents an experienced, outcome supported means of ensuring that health needs identified through screenings will be monitored and treated. Through their continuous updates of health and education passports within the CWS/CMS, the HCPCFC nurses update and transfer medical information for each child. Their primary role is ensuring continuity of health care services by acting as the administrative case management liaison between health care providers, county placement agencies and foster care providers. These health care professionals also provide case level oversight of prescription medications, and for psychotropic medications they facilitate and support

judicial oversight. With the DHCS, CDSS will continue to provide support and administrative guidance to the HCPCFC with the goal of optimal health and well-being for all children in care.

The HCPCFC represents a central element of California's efforts to ensure compliance with the Health Oversight and Coordination Plan requirements in Public Law 110-351. Specifically, public health nurses in this expanded program will provide ongoing oversight and coordination of health care services for children in foster care, including services to identify and address mental health and dental health needs. They compare each child's health screening records to ensure adherence to CHDP schedules and standards, monitor the provision of recommended services to each child, and update health information on each child in support of the child's health care plan, and support continuity of healthcare services. Their case-level analysis includes oversight of prescription medications. Moreover, they actively consult with county social services and juvenile probation staff, physicians, and other healthcare professionals to determine and monitor appropriate medical treatment for each child.

Psychotropic Medications

According to the California Welfare and Institutions Code, psychotropic medications or psychotropic drugs are those medications administered for the purpose of affecting the central nervous system to treat psychiatric disorders or illnesses. These medications include, but are not limited to, anxiolytic agents, antidepressants, mood stabilizers, antipsychotic medications, anti-Parkinson agents, hypnotics, medications for dementia, and psycho stimulants. They are prescribed to treat and/or manage various conditions, including: psychosis, autism, bipolar disorder, depression, obsessive-compulsive disorder, attention deficit hyperactivity disorder, anxiety, severe aggression, and eating or sleeping disorders. When determined to be medically necessary by a physician, psychotropic medications are prescribed for children and youth in foster care.

Existing California law established processes and protections in regards to the administration of psychotropic medications for dependents of the court. The Psychotropic Medication Protocol, also referred to as the JV220 process, initiates the court authorization of psychotropic medications for dependents of the court. Without agreement between the youth, the court and the physician, no child in foster care will be administered any psychotropic medication.

The CDSS provides oversight of county child welfare services and juvenile probation through Division 31 of the MPP. Although there are no requirements applicable specifically to psychotropic medications, Division 31 addresses medical care as follows:

- The case plan must include the child's health information including the child's medications and known medical problems.
- The case plan must also include a plan that will ensure that the child will receive medical and dental care according to the DHCS Child Health and Disability Prevention Program schedules and protocols. Further, the county social worker is responsible for ensuring that the necessary assessments, examinations and services are provided.

**California Foster Care Children Authorized for Psychotropic Medications
October – December 2008**

Total Number of Children in Foster Care Children	Total Authorized Psychotropic Medication	% Authorized Psychotropic Medication
63,109	7,936	12.6

Preliminary data suggest that court approval has been granted for approximately 12.6% of children and youth in foster care. As county documentation and data entry practices improve for this new measure, the percentage of children for whom court approval has been issued may change. As the reliability of these data improves, more will be learned about the numbers and demographics of youth for whom these medications have been approved by the court.

Due to the numerous differing purposes for these types of medications, such as medical or psychiatric, data is not produced on the types of medications prescribed. In addition, data is not produced on the number of children actually taking psychotropic medication due to the inability to determine with administrative data whether the child is physically taking the medication and for what purpose. Therefore, the data is based on court authorizations of psychotropic medication.

The HCPCFC public health nurses represent an important resource for placement agencies and providers regarding the specific details on medication prescribed for each foster youth. In support of the Health Oversight and Coordination Plan requirements in Public Law 110-351, HCPCFC nurses will continue to provide oversight of prescription medications, including psychotropic medications.

Health Education Passport

Within 30 days of initial placement, the child’s CWS/CMS record must include, at a minimum, an initiated health and education passport. An initiated health passport means that the health and education passport section of the child’s CWS/CMS record contains information on any one of the following: an observed or diagnosed health condition, the name and start date of one or more prescribed medications, the date and type of one or more immunizations, a well-child exam (date, provider, provider type, and exam type or medical exam from delivered services table service types), or a health-related planned service activity.

For additional support of compliance with Public Law 110-351, the HCPCFC will continue one of this program’s primary activities: the continuous update of each child’s health passport.

Developmental and Mental Health Screening

The CDSS’ role in Developmental and Mental Health screens is linked to the requirements under California and Federal statutes, the Mental Health Service Act, and the CAPTA.

The CDSS is a founding member of the State Interagency Screening Collaborative, which supports CDSS’ efforts to ensure an appropriate focus on children in foster care or at risk of foster care placement. The objectives include the formulation of a common screening language and a logic model for the selection and application of standardized mental health

and developmental screening tools. The tools will help identify evidence-based practices for screening foster youth for mental health and developmental issues. The goal is to strengthen county practice by developing mental health and developmental screening protocols for children at risk or in foster care. The use of evidence based screening or assessment instruments is a key component of the evaluation as it helps to ensure accuracy in the identification of children in need of services.

The CDSS recognizes that studies show identifying developmental problems and disabilities, including autism, in children as early as possible and providing effective interventions is a public health imperative. In addition, CDSS supports the findings that show children entering the foster care system are likely to have elevated levels of distress, which may be related to maltreatment.

The CDSS acknowledges the importance of an initial mental health screen to gauge levels of acute distress, and to assess whether the child poses a danger to themselves or others. As a result, the CDSS is committed to follow the recommendations in the manual “Guidelines for Best Practices on Mental Health in Child Welfare” published by the Casey Family Foundation, Reach Institute, and the Annie E. Casey Foundation. This manual supports protocols and procedures for mental health screens that check for acute problems such as suicidality, homicidality, runaway potential, psychotic symptoms, substance abuse and trauma, as well as other concerning behaviors that may occur as a result of exposure to maltreatment or being separated from family. The CDSS is committed to implementation of statewide developmental and mental health screens, which is supported by research that shows intervention prior to kindergarten has huge academic, social, and economic benefits.

The HCPCFC public health nurses will have a central role in supporting California’s Health Oversight and Coordination Plan as it pertains to identifying the mental health and developmental health needs of children in foster care. They will continue to be responsible for evaluation and updating of health records, the determination of adherence to reasonable standards of medical practice, linkages, and referrals for services.

Health Oversight and Coordination Plan

The CDSS is developing a plan that will (a) support current efforts to determine and meet the health care needs of children and youth in foster care, (b) represent a coordinated strategy to identify and respond to their health, mental health and dental health needs, and (c) support oversight and coordination of health related services.

Pending legislation in the current session (AB 597) will provide a statutory framework for interdisciplinary collaboration on the Health Oversight and Coordination Plan required by Public Law 110-351. This legislation provides that the CDSS will consult with pediatricians, public health nurses, other health care experts, and experts in and recipients of child welfare services, including parents.

To establish and implement that plan, the CDSS will:

- By the end of the second quarter of 2010, renegotiate an existing interagency agreement with the Department of Health Care Services for the Health Care Program for Children in Foster Care to ensure that county Child Health and Disability Prevention programs support the services and outcomes in Public Law 110-351.

- By the end of the second quarter of 2010, provide technical assistance to the Department of Health Care Services and to county Child Health and Disability Prevention programs to ensure that memoranda of understanding the two agencies support Public Law 110-351.
- By the end of the third quarter of 2010, provide technical assistance to county Child Health and Disability Prevention programs, child welfare agencies, and juvenile probation agencies to ensure that active memoranda of understanding are in place that support Public Law 110-351.
- By the end of the fourth quarter of 2010, establish with the Department of Health Care Services a schedule for initial and follow-up health screenings that meet reasonable standards of medical practice.
- By the end of the second quarter of 2011 establish with the Department of Health Care Services processes to ensure (a) health needs identified through initial and follow-up screenings are monitored and treated; (b) medical information will be updated by public health nurses and other health care professionals and appropriately shared; (c) continuity of health care services is ensured; (d) a process of oversight of prescription medications is established.
- Continuously and actively consult with and involve physicians and other appropriate medical or non-medical professionals in assessing the health and well-being of children in foster care and in determining appropriate medical treatment for children.

Section III

Child and Family Services Training Plan

CHILD AND FAMILY SERVICES TRAINING PLAN

TRAINING AND STAFF DEVELOPMENT

California's state-supervised, county-administered child welfare services system presents unique challenges and opportunities for developing and delivering training to various professional and paraprofessional child welfare staff and providers throughout the State.

The 58 county child welfare services programs vary in many ways: from rural to highly urbanized; from a workforce of a few public child welfare workers to a staff of thousands; and from no formal staff development organization to very sophisticated staff development departments. Meeting the evolving and diversified training needs for these programs will require a continuing innovative and multifaceted approach.

Welfare and Institutions Code (W&IC) section 16200 et. seq., (Chapter 1310, Statutes of 1987) requires CDSS to provide practice-relevant training for social workers, agencies under contract with county welfare departments, mandated child abuse reporters and all members of the child welfare delivery system. W&IC Section 16206 states the purpose of the program is to develop and implement statewide coordinated training programs designed specifically to meet the needs of county child protective service social workers assigned to emergency response, family maintenance, family reunification, permanent placement, and adoption responsibilities. This training includes all of the following: crisis intervention, investigative techniques, rules of evidence, indicators of abuse and neglect, assessment criteria, the application of guidelines for assessment of relatives for placement, intervention strategies, legal requirements of child protection, requirements of child abuse reporting laws, case management, using community resources, information regarding the dynamics and effects of domestic violence upon families and children, Post Traumatic Stress Disorder (PTSD) and the causes, symptoms, and treatment of PTSD in children.

Consistent with the CDSS' federally approved cost allocation plan, training expenses are directly charged to the benefiting program. Title IV-E agencies can claim a Federal Financial Participation (FFP) of 75 percent enhanced rate for the training of social workers and supervisors who work or are going to work in public child welfare agencies and 50 percent for administrative costs for the support staff. Also per Public Law (PL) 110-351, a transitional FFP rate, which gradually increases from 55 to 75 percent from Federal Fiscal Years 2009 to 2014, can be claimed for short-term training of relative guardians, private child welfare agency staff (as defined in Table A below) providing services to children receiving Title IV-E assistance, child abuse and neglect court personnel, agency, child or parent attorneys, guardians ad litem and court appointed special advocates. For costs allocated to Title IV-E, the nonfederal discount will be applied to account for the non-federal caseload. Additionally, trainings are budgeted by the day rather than by the person. Thus, in some instances training days include trainees other than those identified in 45 CFR 1356.6(c)(1) and (2), but who have a direct interest in the foster care program (at no additional cost to the state or to Title IV-E).

California State Licensed or State Approved Child Welfare Agencies

California Department of Social Services has defined “state licensed or state approved child welfare agencies” as staff directly engaged in the development and implementation of the case plan for current foster and adoptive children who receive Title IV-E assistance. The state approved Child Welfare agency staff may be invited, contracted, or voluntarily participate in support of the child and family. To further define agencies in California, this includes not only licensed agencies, but may include the individuals and/or groups listed below who provide agency services.

Consistent with the focus of the Fostering Connections to Success and Increasing Adoption Act of 2008, the recognition of the involvement of non-public child welfare staff in support of Title IV-E eligible children and families are integral to improving outcomes. It is crucial to have increased engagement of family members in identifying individuals, groups, and agencies that are engaged at key decision points and throughout the life of the case plan.

As part of the case plan implementation for Title IV-E eligible children and families these providers may be integrally involved in a variety of team processes such as: Team Decision Making, Family Group Decision Making, and Wraparound Teams. Given the nature of non-public child welfare groups and individuals (listed below) in their ongoing work with Title IV-E eligible children and families, it is critical that joint and cross system training occur to support consistent messaging and improved shared practice.

- **Parent /Family Support Partners:** Activities of engagement results in reduced resistance by the family/child and increased readiness to engage and make necessary changes as described in their case plan.
- **Faith-based community:** Provide culturally relevant sources of support, training, re-assessment and capacity building for the family - providing ready access support at the local/community level.
- **Extended family members, caregivers, and non-caregivers:** Maintain the continuity of care, connection, and support for children in care. As the child transitions to permanency, sustain and implement the case plan and support and facilitate visitation.
- **Tribal ICWA workers without a Title IV-E plan:** Provide essential service and supports for tribal children youth and families.
- **Licensed child care providers:** Support families in the implementation of the case plan and address protective issues.
- **Providers of visitation services:** Link providers who support visitation with case plan goals and objectives for children and families.
- **Providers of domestic violence and child abuse services:** Support team members in assessment, case planning, and implementation to address protective issues for children and families.
- **Regional Center staff, Licensed medical staff, Providers of Mental Health services, Educational providers and advocates:** Assess and assist in meeting the child or youth's developmental, medical, mental health, and educational needs, in support of the case plan.
- **Licensed counselors:** Support the child and family in resolving key issues, and make necessary changes as described in their case plan.

In addition to providing knowledge and understanding of child welfare services in California, training plays a vital role in the retention of foster family homes. The California Community Colleges provide training and technical assistance for foster parents through the Foster and Kinship Care Education Training program, funded by the Federal Title IV-E pass-through funding from CDSS. The CDSS has an interagency agreement with the Chancellor's Office of the California Community Colleges. Currently, 62 community colleges participate in the Foster and Kinship Care Education Program.

In addition to training provided to foster and adoptive parents through the California Community Colleges, there are many counties that provide foster and adoptive parent training such as Parent Resource for Information Development Education (PRIDE) or Model Approaches to Partnerships (MAPP). These training costs are claimed by the counties through the county expense claim.

Training is also provided to group home childcare staff. This training is required by Community Care Licensing regulations, and may include health and safety topics such as first aid and Cardio Pulmonary Resuscitation (CPR), as well as topics such as understanding the needs of children placed in out-of-home care. Costs for this training are not included in the group home's Rate Classification Level (RCL) rate.

The CDSS, the County Welfare Director's Association (CWDA), the Chief Probation Officers of California, and all training contractors are committed to meeting and providing the training needs of persons who provide, or support the provision of, child welfare services. The CDSS continues to recognize and identify the value of education and training for child welfare staff by implementing new policies and directives that meet the training needs of the State. The CDSS further understands the critical role training and staff development play in meeting the goals and objectives of the new five-year plan.

The CDSS, with assistance from the California Social Work Education Center (CaISWEC) and with the concurrence of the CWDA, established the Statewide Training and Education Committee (STEC), which is comprised of representatives from CDSS, CWDA, Regional Training Academies (RTAs), CaISWEC, Inter-University Consortium, Los Angeles County Department of Children and Family Services' Training Unit, county staff development, Title IV-E Stipend Program, representatives from tribes/tribal organizations, and unions. The STEC will be utilized as a key component in achieving the State's new strategies and goals.

While the State, County, and training community's commitment to workforce preparation cannot be underestimated, it is important to note that the practice of child welfare services is a dynamic process and there are many factors that influence the effective application of training. Caseload, supervision, local policies and procedures, and access to service providers are among the many factors, which compete with the effective transfer of learning. The CDSS has engaged in much discussion regarding the training needs of child welfare workers while considering improvements to the child welfare system that would enhance services to children and families. The principles and expected outcomes identified by the Administration for Children and Families have guided much of that discussion as the second round PIP was developed in response to the federal CFSR, and in the development of California's CFSR. The specific strategies, goals, action steps, training programs, services, and activities identified below constitute the five-year staff development and training plan.

Primary Strategy I: Expand use of Participatory case planning strategies.

Goal: Increase engagement of children/youth, families, and others in case planning and decision-making processes across the life of the case for safety, permanency, and well-being.

Action Steps:

1. Update curricula/advanced training; include topics on father engagement.
2. Provide training/TA for courts on tribal engagement.

Primary Strategy II: Sustain and enhance permanency efforts across the life of the case.

Goal: Enhance practices and strategies that result in more children/youth having permanent homes and connections to communities, culture, and important adults.

Action Steps:

1. AOC will provide ongoing training and TA to dependency courts and stakeholders regarding reunification, tribal engagement, concurrent planning, and participatory case planning.

Primary Strategy III: Enhance and expand caregiver recruitment, retention, training, and support efforts.

Goal: Improve caregiver support strategies and augment educational/training curriculum.

Action Steps:

1. Train on evidence-based practices.

Primary Strategy IV: Expand options and create flexibility for services and supports to meet the needs of children and families.

Goal: Increase statewide access to varied existing services options for children, youth, and families in foster care.

Action Steps:

1. Provide technical assistance to non-wraparound counties to help assess their feasibility to implement wraparound.
2. Provide training and technical assistance to enable current wraparound counties to build capacity to serve more children.
3. Monitor and provide technical assistance for the Title IV-E Waiver Demonstration Project (L.A. and Alameda Counties) to determine impact of waiver on service array.

Primary Strategy V: Sustain and expand staff/supervisor training.

Goal: Increase educational and training opportunities for staff and supervisors working in the child welfare system.

Action Steps:

1. Enhance training for probation staff.
2. Implement social worker training regulations.
3. Strengthen Concurrent Planning training.

4. Develop distance learning curriculum for courts/probation/child welfare staff on domestic violence and mental health.

Primary Strategy VI: Strengthen implementation of the statewide safety assessment system.

Goal: To improve timeliness of investigations and enhance services to families to ensure safety of child.

Action Steps:

1. Enhance training of trainers' curriculum by incorporating data reviews as a method for supervisors to monitor timely completion of safety, needs, and risk assessments.
2. Provide training to build supervisor capacity to monitor fidelity to the assessment tool.
3. Develop and deliver advanced training on interviewing for strengths and needs and writing individualized case plans in conjunction with family members.

INDIAN CHILD WELFARE ACT

The California Department of Social Services (CDSS) continues to work with the 109 federally recognized California tribes, as well as the approximate 40 tribes of California that are not currently federally recognized. CDSS has engaged in numerous efforts to increase knowledge of and compliance with ICWA. Various focused activities, developed with active consultation with Tribal, federal and county representatives, have resulted in increased effective compliance with the ICWA that are planned for continued implementation and maintenance in the next five years.

ICWA Specialist Positions: Two Specialist positions will continue to be available to provide assistance including: technical support to counties on ICWA; act as liaison between the tribes and county/state entities; facilitate cooperative working relationships on ICWA related issues; and provide training on ICWA.

ICWA Workgroup: The ICWA Workgroup was established by CDSS to provide for the active voice and participation in the direction of CDSS in improving the implementation of the ICWA. The workgroup has been instrumental in the furtherance of establishing more effective communication between tribal representatives and the State, counties, and the courts especially in identifying areas of deficiencies in ICWA compliance.

The CDSS will continue to conduct focused training regarding ICWA requirements and cultural considerations of Native American children for both county staff and tribal ICWA workers. Additionally, CDSS will continue to support the annual California ICWA Conference to enhance the relationship between tribes, and federal, State and local governments. The CDSS will measure ICWA compliance using the C-CFSR process, which includes two outcome measures specifically for ICWA. In addition, CDSS reviews county self assessments to see if tribes were invited to participate as stakeholders and what was included in terms of Indian children and families. Some counties have included activities to address tribal concerns in their System Improvement Plan (SIP) and some counties are including tribal representatives in their Peer Quality Case Review (PQCR) process.

Consultation with the Tribes in developing the steps or activities planned for the next reporting period to comply with the Indian Child Welfare Act (ICWA).

The CDSS utilizes its ICWA Workgroup, which is currently comprised of 20 representatives from tribes and tribal organizations as well as representatives from the Bureau of Indian Affairs, counties and the State, as a means of consulting with tribes. The tribal members of the workgroup were chosen by the California tribes as their representatives to CDSS. The Workgroup meets bi-monthly to discuss ICWA issues and make recommendations on how to better ensure implementation of the Act. Consultation with the Workgroup also occurs via electronic mail. The Workgroup provided consultation and made recommendations regarding all ICWA related activities in this plan.

Arrangements made (jointly developed with the Tribes) for the provision of child welfare services and protections to Indian children under both State and Tribal jurisdictions.

There are very few Indian children in California under tribal jurisdiction as only a small number of tribes have tribal courts and social services departments that could provide necessary services, partly due to the size of the tribes and the lack of adequate funding to the tribes for these services. For those tribes that do take jurisdiction, most often the initial contact regarding a family is made to the local child welfare agency who then contacts the tribe to allow them to take jurisdiction. Many tribes and county child welfare agencies have developed protocols whereby they work together to provide child welfare services. A number of counties and tribes have convened ICWA roundtables/working groups, which meet on a regular basis to discuss issues relative to the provision of child welfare services and how to better protect children. Some counties contact the tribal social services worker when an emergency response call is received allowing for both parties to respond to the family. Some tribes have services that can be provided early in the case to allow for the children and families to remain together.

Extent to which State and Tribal IV-B Plans and APSRs have been shared.

Only two California tribes, Hoopa and Yurok, have Tribal IV-B plans. This is due to the fact that most of the tribes do not have a large enough population to meet the minimum threshold for funding. The two Tribes have not shared their IV-B plans with the State. The Department uses the ICWA Workgroup as a means of sharing information regarding the State Title IV-B Plan. ICWA Workgroup members have participated in the Stakeholders Group and the Outcomes and Accountability Workgroup. Through their participation in these workgroups and in the ICWA Workgroup, Tribal representatives set the priorities for the ICWA related activities included in the CFSP for FFY 2010 to 2014. California's CFSP and APSR are posted on CDSS's website and the postings are announced to the ICWA Workgroup.

ONGOING TRAINING ACTIVITIES

Regional Training Academies (RTAs)

To meet the unique regional needs of counties, CDSS' child welfare training program has evolved from a single provider of training to the establishment of RTAs. Four of the five training academies and CalSWEC are funded through Federal Title IV-E training funds, with matching State General Funds, and contributions from the State universities involved in this training program. The Inter-University Consortium, which serves the Los Angeles County's workforce, is also funded with Federal Title IV-E funds and the requisite local match, but contracts directly with the County of Los Angeles.

Each RTA delivers a comprehensive, competency-based program that addresses the training needs of new and experienced social workers, supervisors, and management staff. New social workers and new supervisors receive statewide standardized training. The topics (core training) for new social workers include, but are not limited to:

- Child Maltreatment Identification, Part 1: Neglect, Physical Abuse, and Emotional Abuse
- Child Maltreatment Identification, Part 2: Sexual Abuse and Exploitation
- Child and Youth Development
- Case Planning
- Assessment of Safety, Risk and Protective Capacity
- Management and Documentation
- Placement and Permanency
- Statewide Automated Child Welfare Information System
- Indian Child Welfare Act
- Multiethnic Placement Act/Interethnic Adoptions Provisions
- Court Procedures
- Basic Interviewing
- Domestic Violence
- Health Care
- Self-Care for New Child Welfare Workers
- Multi-Cultural Environments
- Ethics and Values

The topics for new supervisors include, but are not limited to:

- Promising and Research Informed Practice
- Educational Supervision
- Policy Context for Child Welfare Practice
- Managing for Results/Supervising Toward Outcomes (Including State and Federal Reporting Requirements)
- Case Work Supervision
- Fiscal Fundamentals for Children's Services

Training for the management staff includes, but is not limited to:

- Critical Thinking
- Leadership
- Communication
- Resource Management
- Data for Managers

These management-related activities are claimed at the FFP administrative rate of 50 percent.

After the completion of core training, continuing training is required by regulation. Topics include, but are not limited to:

- Advanced Petitions for Juvenile Court
- Parents and Youth as Partners
- Collaborative Roles
- Working With Difficult People
- Advanced Physical Abuse and Neglect

- Visitation
- Recognizing Drug Abuse in the Home
- Advanced Cultural Competency

At the same time, in order to meet diverse county needs, the RTAs deliver services in a variety of modalities. These include classroom-based training, training events for a multidisciplinary audience of child welfare community professionals, field training and E-Learning. The RTAs address issues of staff retention, and collaborate with counties to strategize on how training can be used as a strategy in the retention of staff.

Northern California Training Academy (NCTA)

The Northern California Children and Family Services Training Academy, located at the University of California at Davis, provides training and technical support tailored to the varied needs of 29 counties in Northern California: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Lake, Lassen, Mendocino, Modoc, Mono, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba.

Bay Area Training Academy (BAA)

The Bay Area Academy, at California State University, San Francisco, serves 12 counties that are very diverse in size, challenges and internal resources. The Bay Area Academy provides professional development services for the following 12 counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma.

Central California Training Academy (CCTA)

Located at California State University, Fresno, the Central California Training Academy (CCTA) works collaboratively with 11 counties in the central region to develop training strategies and to implement the statewide training program. The CCTA serves: Fresno, Kern, Kings, Madera, Mariposa, Merced, San Luis Obispo, Santa Barbara, Stanislaus, Tulare, and Ventura.

Public Child Welfare Training Academy (PCTWA) – Southern Region

Based at California State University, San Diego, the Public Child Welfare Training Academy for the Southern Region provides a comprehensive, competency based in-service training program for the public child welfare staff of five Southern California counties: Imperial, Orange, Riverside, San Bernardino and San Diego.

The Inter-University Consortium (IUC)

The IUC is comprised of California State Universities, Long Beach, Northridge, Dominguez Hills, and Los Angeles; University of California, Los Angeles; and the University of Southern California. The IUC is under contract with the Los Angeles County Department of Children and Family Services to provide comprehensive training for the county's child welfare professionals. Additionally, IUC contracts provide a Los Angeles County specific Masters in Social Work (MSW) stipend program that requires participants to work in Los Angeles County after graduation.

CalSWEC Coordination Project

The CalSWEC supports CDSS in its mission to coordinate training resources throughout the State via the RTAs. The CalSWEC conducts research and development projects, and coordinates and facilitates RTA Director meetings. To fulfill this requirement, CalSWEC's scope of work falls into four broad focus areas: Statewide curriculum development and standardization; Statewide training evaluation; Fairness and equity in CWS training; and Evidence-based practice (including activities specific to the federal child and Family Services Review (CFSR) and related to the Program Improvement Plan (PIP). The CalSWEC provides logistical and technical support for the STEC to establish and implement standards for statewide public child welfare training.

The following applies to the RTA's, the Inter-University consortium, and CalSWEC Coordination Project:

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation for and participation in judicial determinations; placement of the child; development of case plans; case reviews; and case management and supervision.

Setting/Venue

The RTAs and IUC provide training to all 58 counties at specified locations within their regions.

Training Duration

Training activities are short-term. The duration of specific training programs varies according to type of training offered and the audience to be served.

Training Activity Provider

The RTAs and IUC, with coordination activities provided by CalSWEC.

Approximate Number of Days/Hours of Training Activity

The number of days and hours of training provided varies according to the regionalized need. Approximately 30,000 workers will be trained.

Training Audience

The RTAs provide training to new and experienced child welfare line staff, supervisors, managers, and others working with children and families receiving child welfare services. Foundational courses are provided for new child welfare workers and supervisors. Advanced courses for experienced child welfare workers and supervisors are also available. Specialty training is provided that is focused on specific topics and worker needs such as, but not limited to: use of the Child Welfare Services/Case Management System; child welfare practice integration; the role of paraprofessionals and public health nurses in child welfare.

Total Cost Estimate

\$12,704,686 RTA/CalSWEC (total funds), including university in-kind contributions. IUC funding is approximately \$10,573,667 (total funds), including university in-kind contributions.

Cost Allocation Methodology

The federal Title IV-E rate funding is matched by SGF and university contributions. Title IV-E is drawn down at variable levels dependent upon the activity; 75 percent may be drawn down for training and 50 percent for administration. Title IV-E will also be matched at the transitional rate for the additional audience, per PL 110-351, gradually increasing from 55 to 75 percent for FFY 2009-2014. For those costs allocated to Title IV-E, the nonfederal discount will be applied to account for the non-federal caseload.

Description of How Training Meets Goals/Objectives of the CFSP

The CalSWEC, IUC/LA, and the RTAs are addressing and updating the common core social worker and supervisor training to address the PIP strategies. Upon completion and piloting of the new revision, they will provide training based on the new curriculum.

CalSWEC Title IV-E BSW & MSW Stipend Program

The purpose of this project is to continue a statewide program of financial aid for graduate social work students committed to employment in California's County Child Welfare Services. This project educates Bachelor of Social Work (BSW) and Master of Social Work (MSW) students in preparation for county child welfare services agencies by providing financial aid to students who commit to a number of years of employment equal to the period for which they receive aid. Priority to financial aid is given to current county employees and members of underrepresented ethnic minority groups. The number of academic institutions to facilitate the increase of MSW social workers recruited has increased during this fiscal year and this project continues to dramatically increase the complements of BSW's and MSW's as child welfare workers in California by providing appropriate programs statewide.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the Title IV-E foster care program: referral to services, preparation for and participation in judicial determinations, placement of the child; development of case plans, case reviews; case management and supervision, and costs related to data collection and reporting.

Setting/Venue

Twenty university departments of Social Work/Welfare throughout the state.

Training Duration

Duration of training varies according to the type of training offered. For example, a fulltime student would take two academic years, and a part-time student would take three academic years to complete stipend program.

Training Activity Provider

The California Social Work Education Center (CalSWEC), a coalition of the twenty graduate deans of social work, the fifty eight county welfare directors; representatives of Mental Health, the National Association of Social Workers, and private foundations manage this project.

Approximate number of Days/Hours of Training Activity

The number of days and hours vary depending upon the duration of the program.

Target Audience

Current CWS employees and members of underrepresented ethnic minority groups.

Total Cost Estimate

\$30,977,572

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced rate and local match is contributed by participating public institutions of higher learning.

Description of how training meets goals/objectives of the CFSP

This training emphasizes that case plans are developed jointly with parents and children/youth. The training also focuses on such topics as family engagement, case planning, concurrent planning, visitation requirements and the termination of the parental rights process.

Resource Center for Family-Focused Practice (RCFFP)

Beginning in 1999, an interagency agreement was negotiated with the Regents of the University of California to establish the RCFFP for the purpose of promoting effective community-based, family-centered services. The RCFFP is operated out of the Center for Human Services Training and Development at the University of California, Davis. The RCFFP provides training and support for private and public providers who are involved in securing a safe home environment for children. The RCFFP builds local training capacity, develops research strategies that will identify promising practices and promote sound policy and programs that support the system change necessary for effective family-centered service approaches. Training includes topics such as family group decision making, integrated services, parent partner, online child abuse mandated reporting, residentially based services, and Wraparound.

The focus of the interagency agreement varies from year to year. One of the models being implemented statewide, Family to Family, incorporates effective family-centered approaches to improve the decision making process by including a variety of professional staff, family, extended family, and community members in the decision making process. This process provides added support to individual caseworkers and supervisors. The topics include team decision making (TDM) and foster parent recruitment and retention.

The CDSS will work with the RCFFP to ensure that probation officers receive training, as specified in the PIP, including requirements on family engagement, case planning, concurrent planning, visitation requirements, and the termination of parental rights process.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the Title IV-E foster care program: referral to services; placement of the child; development of the case plan; case reviews; case management and supervision; recruitment and licensing of foster homes and institutions; and monitor and conduct periodic evaluations.

Setting/Venue

Training is provided at the RCFFP, which is operated out of the Center for Human Services Training and Development at University California, Davis, and various locations throughout the State.

Training Duration

This training activity is short-term. The duration of specific training programs varies according to type of training offered and the audience to be served.

Training Activity Provider

University California, Davis

Approximate Number of Days/Hours of Training Activity

Length of training varies according to training topic and audience needs.

Training Audience

The RCFFP provides training to county child welfare workers, probation officers, and private and public providers that are licensed by the state and serve Title IV-E eligible children.

Total Cost Estimate

\$800,000

Cost Allocation Methodology

This training is allocated to Title IV-E enhanced rate, administrative rate, transitional rate, (for the additional audience, per PL 110-351, gradually increasing from 55 to 75 percent for FFY 2009-2014), and SGF. For those costs allocated to Title IV-E, the nonfederal discount will be applied to account for the non-federal caseload.

Description of how training meets goals/objectives of the CFSP

This training emphasizes that case plans are developed jointly with parents and children/youth. The training also focuses on such topics as family engagement, case planning, concurrent planning, visitation requirements, and the termination of parental rights process.

County Staff Development and Training

Counties provide various levels of in-service training to all their staff, which is described in an annual training plan. Counties are required to adhere to the Staff Development and Training regulations contained in CDSS Division 14 of the MPP. These regulations serve as a guide to county welfare departments in the administration of county training programs. Division 14 provides the mandate and structure of county accountability in the development and implementation of training programs, annual training plans, evaluation and training need assessments. These regulations establish claiming and cost reimbursement criteria and guidelines for allowable staff development cost and activities.

Allowable Title IV-E

County staff development and training costs are claimed pursuant to Division 14 Cost regulations.

Setting/Venue

County settings statewide.

Training Duration

This training is on-going and short-term.

Training Activity Provider

County staff development organizations and/or contract providers.

Approximate Number of Days/Hours of Training Activity

Length of training varies according to training topic and audience needs.

Training Audience

County welfare child workers.

Total Cost Estimate

\$45,000,000

Cost Allocation Methodology

Costs are allocated to Title IV-E at the enhanced rate, administrative rate, transitional rate; (for the additional audience, per PL 110-351, gradually increasing from 55 to 75 percent for FFY 2009-2014), and to SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of how training meets goals/objectives of CFSP

This training supports the Department's vision that every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities. Child welfare training provided directly by county agencies enhances the ability of social workers to receive comprehensive training.

Wraparound Technical Assistance Contract

Wraparound is one of many identified strategies CDSS is using to achieve goals outlined in the Program Improvement Plan.

There is a relatively wide range of understanding, readiness, and experience among California counties regarding Wraparound. This contract will provide counties and other organizations with tailored, solution-focused training necessary for the implementation and administration of Wraparound Services. It helps to assure that county programs maintain adherence to defined Wraparound standards and values, and allows counties to receive training tailored to their specific needs. This contract provides essential learning opportunities to counties so that they may implement and maintain correct operational and fiscal procedures that promote and support successful outcomes for children and families. Training topics include, but are not limited to, program design and implementation, funding, overview, introduction to strength-based planning process, skills building for facilitator, family specialist, and parent providers, cultural responsiveness for families and providers, program evaluation, community resource development, family finding and engagement, and others as requested by the counties or providers.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation and participation in judicial determinations; placement of the child; development of the case plan; case management; and supervision.

Setting/Venue

These trainings are usually offered at county sites statewide and provided regionally.

Training Duration

This training is on-going and short term.

Training Activity Provider

Pending Request for Proposals.

Approximate Number of Days/Hours of Training Activity

Half-day trainings are provided to cover a specific issue; full day trainings are provided to cover issues that are more complex or to address several topics. A four day Training for Trainers curriculum occurs at least twice per year. Depending on the number of days required for each training, approximately 85-125 sessions will be provided.

Target Audience

Representatives of county child welfare, probation, behavioral health, education, and drug and alcohol agencies; non-profit provider agencies licensed by the state; judges; lawyers; families; and interested community members.

Total Cost Estimate

\$360,000

Cost Allocation Methodology

This training is allocated to the Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of How Training Meets Goals/Objectives of CFSP

This training promotes safety of children by providing services to allow children to remain at home, helps sustain permanence by reducing foster care re-entries, assists in ensuring that the needs of the family and child are assessed and that appropriate services are provided, and helps to ensure that case plans are developed jointly with parents and children/youth and supported by collateral agencies.

Wraparound Integrated Services

These trainings are on an integrated services planning model deliver or process aimed at developing an integrated framework for service delivery. The Wraparound Planning Model is an approach to maintaining high needs, vulnerable children safely in their homes and community. This contract also trains on how to identify young children who may have a risk of developmental disability and link them and their families to appropriate early intervention services. This training will provide county social workers with the knowledge and skill to screen, refer, and link family with early intervention provider who may assist children and families to achieve well-being. A bi-annual Wraparound Institute (3-days) is to provide learning opportunities to county and provider staff.

Allowable Title IV-E

These training are allowable under Title IV-E as they are considered part of the case management.

Setting/Venue

These trainings are provided at various county sites throughout the State.

Training Duration

These trainings are short term in duration. The majority of the trainings are one day.

Training Activity Provider

The Center for Family-Focused Practice is the contractor.

Approximate Number of Days/Hours of Training Activity

70 days

Training Audience

County staff, eligible child care providers, parent partners, and community-based organizations

Total Estimate Cost

\$368,000

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced and transitional rate (for the additional audience, per PL 110-351, gradually increasing from 55 to 75 percent for FFY 2009 to 2014), and GF. For those costs allocated to Title IV-E the non-federal discount will be applied in order to account for costs associated with the non-federal caseload.

Description of how training meets goals/objectives of CFSP.

The Integrated Services and Wraparound Planning process will ensure that children are placed in the lowest level placement with family or a non-related extended family member, which will help achieve permanency and well-being. The Early Start training will train county staff to have the skills to access and refer children to early intervention providers who may assist the children and families to achieve well-being.

National Council on Crime and Delinquency/Children's Research Center (NCCD/CRC)

Increasingly, CDSS staff and managers are expected to be able to use data, information, and reports to guide decision making, consultation to counties, and to determine effective practice at the services delivery level. The CRC has designed Safe Measures to support the California-Child and Family Services Review continuous quality improvement process which will aid CDSS staff in providing training to all 58 counties. The focus of the CRC training contract will be on data collection and analysis, reporting techniques aimed at ensuring compliance with all state and federal requirements, and CFSR Program Improvement Plan implementation. The contract provides:

- **Support PIP implementation and goal attainment:** designing and implementing procedures and software that will assist in the extraction, review, and analysis of quantitative data as well as reporting techniques. The CRC will provide training for State staff in order to analyze progress in meeting statewide goals and to assist in identification of issues, strengths, and progress of the Program Improvement Plan implementation.
- **Support of Data Analysts:** to ensure that both teams (CDSS and CRC) use consistent and complimentary analysis and algorithms when reporting on Child Welfare Services/Case Management System data. The CRC will create a special menu accessible only by CDSS, Child Welfare Data Analysis Bureau (CWDAB), to use Safe Measures to view reports developed by CWDAB.

- **Support CDSS County Consultants:** to monitor performance by county on federal and state outcome measures the CRC will provide an updated release of SafeMeasures which will allow for multi-county dashboards and mapping and related technical assistance.
- **Intervention with Counties:** CRC will provide targeted support related to use of SafeMeasures to counties. Training includes report development at the case/caseload level, use of SafeMeasures as a management tool, an orientation/training refresher in system capabilities, and use of SafeMeasures to achieve outcome goals.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: placement of the child; development of the case plan; case management and supervision; costs related to data collection, reporting, and monitoring; and conducting periodic evaluations.

Setting/Venue

Training provided statewide.

Training Duration

This training is short-term.

Training Activity Provider

Children's Research Center.

Approximate Number of Days/Hours of Training Activity

Number of days/hours will vary according to training topic offered and the scheduled location of training for child welfare staff.

Training Audience

Child Welfare Workers and State Staff.

Total Cost Estimate

\$75,000

Cost Allocation Methodology

This training is allocated to Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of how training meets goals/objectives of CFSP

This training activity supports the objectives of ensuring safety, promoting permanency and improving the statewide quality assurance system. Counties and CDSS staff will be able to better track county and statewide data to monitor outcomes.

Foster Parent and Relative Caregiver Education Program

Training of Resource Families (foster parents and relative caregivers) is provided through an interagency agreement between CDSS and the Chancellor's Office of the California Community Colleges (COCCC). Foster parent and kinship care education training programs

are conducted by the local community colleges statewide as required by State statutes. Training is geared toward those who want to become licensed foster parents, approved relative caregivers, and in some cases, adoptive parents. The education/training sessions include training topics, such as, but not limited to: 1) overview of the child protective system, 2) child development, 3) effects of child abuse and neglect on child development, 4) caregivers' role in the family reunification or permanent placement process for foster children and youth, 5) safety issues regarding contact with birth parents, and 6) permanency options for children in relative care, including legal guardianship.

Allowable Title IV-E

This training activity falls under the recruitment and licensing of foster homes and institutions category necessary for the administration of the foster care program.

Setting/Venue

The training is held at community colleges located statewide.

Training Duration

This training activity is short-term. The duration of specific training programs varies according to type of training offered and the audience to be served.

Training Activity Provider

Chancellor's Office of the California Community Colleges.

Approximate Number of Days/Hours of Training Activity

Currently, the existing pre-service training is designed around the mandated topics of training according to Health and Safety Code 1529.2. Twelve hours of training are included before the placement of a child in the licensed foster home, and 8 hours of in-service training occur per year. The number of hours of training required varies from the minimum required hours. The number of hours of training required varies from the minimum of 8 hours to as high as 30, with most counties requiring 12 to 18 hours of pre-service training for foster parents. It is estimated that over 7,000 hours of training will be provided by community colleges under the COCCC.

Total Cost Estimate

The total Title IV-E funds budgeted for this training program over the next three years is \$17,562,706.

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced rate, SGF and Proposition 98 funds. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of how training meets goals/objectives of the CFSP

This training is designed to develop and support caregivers to enhance their ability to promote the health and safety of children and youth placed in foster care.

Substance Abuse (SA) Human Immunodeficiency Virus (HIV) Infant Program (Previously Options for Recovery)

California's SA/HIV Infant Program is an innovative, positive approach to dealing with the crisis of perinatal substance abuse. The philosophy of this program recognizes that drug and alcohol abuse is a disease that requires treatment and compassion. The SA/HIV Infant program is funded to provide specialized recruitment, training and respite care services to counties for foster parents and federally-eligible relative providers who care for infants and children aged newborn to 60 months who are born substance-exposed and/or HIV positive and who are court-dependent children. Without an adequate number of proficient and specially trained providers that address the special needs of children who are born substance-exposed and/or HIV positive, the alternative of languishing in hospitals and group homes is not conducive to healthy development. Currently ten counties receive funding for participation in the SA/HIV Infant program.

Allowable Title IV-E

This program falls under the categories of training, recruitment and licensing of foster homes necessary for the administration of the Title IV-E program.

Setting/ Venue

Various

Training Duration

Various

Training Activity Provider

Counties participating in the SA/HIV Infant Program administer training activities independently.

Approximate number of Days/Hours of Training Activity

Thirty three hours of core training curriculum is required from foster families upon initial participation in the program.

Target Audience

Prospective foster families with a special emphasis on caring for infants, who are born substance-exposed and/or HIV positive.

Total Cost Estimate

A total of \$4,682,266 is made available for the administration of this program. Training is one component.

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced rate and SGF, for those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of how training meets goals and/objectives of the CFSP

This training activity promotes the assessment of the child and family's needs and assists in improving the availability of services.

Kinship Support Services Program (KSSP)

The KSSP program is collaboration between the county, community-based organizations, and private, non-profit organizations to provide services to kinship caregivers and the children in their care. General training is presented at the regional conferences and may include workshops such as how to write grants to generate additional funds or how to establish support groups for care providers. The KSSP contractor also provides training which is county specific and is tailored to the needs of the particular KSSP site based on a work plan established by the contractor and the county. These trainings focus on various subjects ranging from instruction on using the Kin database to how to reach those in need of services.

Allowable IV-B

\$225,000

Setting/Venue

Twenty counties currently operate a KSSP. The training provider conducts training and technical assistance at the KSSP sites within each of the 20 counties. The training provider also conducts three regional conferences per fiscal year: one for the Bay Area counties/sites, one for the northern California counties/sites, and one for the counties/sites in southern California.

Training Duration

Short Term or Long Term.

Training Activity Provider

Edgewood Center for Children and Families

Approximate Number of Days/Hours of Training Activity

Each county with an existing KSSP may have county and site personnel attend a multi-day regional training for their area. The Bay Area training was in October 2008, the Northern California training was in March 2009, and the Southern California training was held in May 2009. In addition to the training provided at the multi-day regional conferences, training and technical assistance is provided by telephone, email, other written means and via onsite visits on an ongoing, as-needed basis throughout the term of the training period. Training and technical assistance is also provided related to data collection and reporting activities. The number of days/hours varies per county and per site as the training/technical assistance is specific to the county's program.

Target Audience

County and private nonprofit personnel who administer and/or operate the KSSP sites and relative caregivers/volunteers who help staff the KSSP sites.

Total Cost Estimate

\$225,000 per year (100% PSSF funds).

Cost Allocation Methodology

This training is allocated to Title IV-B.

Description of How Training Meets Goals and Objectives of the CFSP

The KSSP promotes the well-being of children and families by providing funds for the planning, start-up, continuing, and expansion of county kinship support services programs. These programs provide community-based family support services to relative caregivers and the court-dependent children placed in their homes, and to children who are at risk of dependency or delinquency and their relative caregivers. Training and technical assistance is provided to county and non-profit personnel operating KSSP sites so that they can provide the most effective and efficient services to children and their relative caregivers. Support services provided via this program contribute to improved outcomes related to safety, stability, permanency and the well-being of both dependent and non-dependent, at-risk children. The program also improves the potential for a child to experience additional connections with other family members through supportive services to the relative caregiver that strengthen stability of the placement.

University of California, Davis (UCD): Adoptions Training

Includes a comprehensive staff development and training program which will increase staff competencies in their program. The trainings provide essential information and skills for Adoptions Specialists, who provide agency adoptions services specifically to California's 28 rural counties. Training subjects will include, but are not limited to: working with the courts; difficulties with families and home studies; supporting adoptive families through difficult transitions and the Adoption Assistance Program.

The trainings are geared toward Adoption Specialists in providing education, support and guidance to foster and adoptive parents.

Allowable Title IV-E

Our program is necessary for the administration of the child welfare programs which includes referral to services, preparation and participation in judicial determinations, placement of the child, development of case plans, case reviews, case management and supervision.

Setting/Venue

UC Davis is organizing the setting of the trainings. The trainings will likely take place in Sacramento.

Training Duration

The trainings are scheduled as two-day trainings over a four-day period to accommodate staff from seven district offices.

Training Activity Provider

UC Davis consultants, private trainers, legal staff from a county, and the General's Office.

Approximate Number of Days/Hours of Training Activity

Two days per training (16 hours).

Two trainings needed to accommodate 120 Adoptions Specialists.

Training Audience

Approximately 120 Adoptions Specialists from the seven District Offices.

Total Cost Estimate

\$48,396

Cost Allocation Methodology

Training is allocated to Title IV-E at the enhanced rate and SGF for those cost allocated to Title IV-E. The non-federal discount rate will be applied in order to account for the non-federal caseload.

Judicial Review & Technical Assistance (JRTA)

The CDSS contracts with the Judicial Council of California, Administration of the Courts, to provide this critical and specialized training. The JRTA project provides statewide training and technical assistance on court findings required for Title IV-E eligibility.

Allowable Title IV-E

This project is funded at the 75 percent enhanced federal financial participation rate for Child Welfare Services Title IV-E Training.

Setting/Venue

Training is provided in close proximity to courthouse facilities to facilitate judicial staff participation statewide.

Training Duration

Duration of trainings is dependent on the initial review of court files to determine the level of current compliance with Title IV-E. The training is ongoing and long-term and will continue throughout the period covered in this five-year plan.

Training Activity Provider

The Judicial Council of California, Administration of the Courts.

Approximate Number of Days/Hours of Training Activity

255 days per year.

Training Audience

The Judicial Council (the contractor) provides technical assistance to judges, court staff, county welfare and probation department staff, attorneys involved in dependency and delinquency proceedings, and court appointed special advocates. Numbers of staff vary from county to county.

Total Cost Estimate

\$2,755,623.00

08-2026 - \$2,713,849.00

08-2028 - \$421,774.00

Cost Allocation Methodology

Title IV-E Training/State General Fund, proportions to be determined.

Description of how training meets goals/objectives of CFSP

The JRTA project supports CDSS' goals of ensuring the safety, permanency and well-being of children. JRTA staff train on several of the key Title IV-E court findings that are federally

required. Training also enhances the ability of judges to ensure that the county is taking appropriate steps toward finalizing a permanency plan for each child in foster care, and that children and their families are involved in case planning.

Independent Living Program Transformation Breakthrough Series Collaborative (ILP/BSC)

The California Independent Living Program Transformation Breakthrough Series Collaborative (ILP/BSC) is using the breakthrough series methodology to transform the California Independent Living Program. The ILP/BSC will engage up to 15 counties and one state-level team which will focus on fast tracking practices, protocols and policies for foster youth before they exit the foster care system. The emphasis is on ensuring each youth receives an individualized transition plan which will support all of their goals in achieving permanence, education and employment.

Allowable Title IV-E

The purpose of the implementation of the California Independent Living Program Transformation Breakthrough Series Collaborative is to expand participants' practice knowledge around permanency, education and employment and to guide county team development in action planning to move local ILP transformation forward. Use of Title IV-E funds as required under 45 CFR 1356.60(b).

Setting/Venue

Various

Training Duration

The ILP/BSC contract goes from October 1, 2008 to June 30, 2011. Participating counties receive ongoing trainings and technical assistance through the duration of the contract. The ILP/BSC series will host four Learning Sessions (convenings) with participating counties to build on their understanding and practice skills, give opportunity for shared learning across county sites, and develop action plans for their continuing ILP Transformation work in their individual counties.

Training Activity Provider

Training will be provided by the contractor, Child and Family Policy Institute of California (CFPIC), who will subcontract with New Ways to Work for some of the implementation of training and technical assistance to participating counties.

Approximate Number of Days/Hours of Training Activity

Training and technical assistance is provided at the county level on a regular basis. Four larger Learning Sessions are planned in which the county teams collaborate to build on their understanding and practice skills in learning environments that facilitate shared learning across county sites, and development of action plans for individual ILP transformation work in their county.

Training Audience

Audience will be county child welfare workers and other county staff who are identified in the implementation or support of ILP/BSC.

Total Cost Estimate

\$1,796,778

Mechanism for Expenditure

Standard contract.

Description of How Training Meets Goals/Objectives of CFSP

Sustain and enhance permanency efforts across the life of a case.

Goal: Increase foster children/youth having permanent homes and connections to communities, culture and important adults.

- a. Increase exits to permanency (reunification, adoption, legal guardianship for youth 14 to 18 who are in care for 24 months or longer).
- b. Permanency/Lifelong Connections: Increase in foster youth and youth transitioning from foster care reporting that they have at least one family member or supportive adult with whom they feel they have a lifelong connection.
- c. Increase engagement of youth as true partners.
- d. Increase youth transitioning from foster care reporting that they are receiving community-based and experiential services/activities in preparation for their transition from foster care.
- e. Increase in foster youth transitioning from care making progress towards graduation from high school and post secondary readiness.
- f. Increase in foster youth transitioning from care receiving work experience, consistent with their self-identified career goals prior to leaving the foster care system.

Fiscal Academy

The purpose of the UCD Fiscal Academy contract is to provide program and fiscal academy training for county agencies that serve and/or support children and families by providing participants with the fundamentals of child welfare services funding, allocations, claiming, and budgeting. The training also introduces new changes in federal and or state law that impact both programmatic and fiscal management policymaking at the state and local level.

The Fiscal Academy Training includes but is not limited to the following items listed in the syllabus:

- Building the State Budget
- Federal Funding
- CWS Allocation
- The Time Study
- County Expense Claim (CEC)
- Tools for Fiscal Management
- Budgeting

Allowable Title IV-E

Some of the Title IV-E Administrative training addresses items related to the Deficit Reduction Act (DRA) of 2005 such as: administrative cost for a child placed with a relative for the lesser of 12 months or the average length of time it takes for a State to license or approve a foster home, administrative cost when a child moves from an unallowable facility to a licensed or approved foster family home, and or Title IV-E administrative cost for children who meet the foster care candidacy.

Setting/Venue

The training occurs at the UCD Davis campus and in other locations throughout the state.

Training Duration

Short-term.

Training Activity/Provider Training Activity

A two day training course and a one day workshop forum provided by The Center for Human Services, UC Davis Extension University of California.

Approximate Number of Days/Hours of Training Activity

Four (two-day) sessions. Session times are 9:00 a.m. to 4:00 p.m. daily. Total number of training days is eight days and fifty-six hours for this contract. There are approximately 240 participants for all four sessions (sixty participants per two-day session).

Training Audience

Provide continuing information and training to deputy directors, program managers and fiscal officers of child welfare services, and directors, program administrators and fiscal officers of other county departments such as mental health and probation. CDSS Fiscal and Program staff also participates in this training.

Total Cost Estimate

\$255,957

Cost Allocation Methodology

These activities will be cost allocated to the benefitting programs. The actual class training, syllabus, and targeted groups will be considered when determining the benefitting programs. Furthermore, the discount rate will be applied to Title IV-E qualifying activities. Prior to claiming, separate supporting documentation will be prepared that provides additional details regarding allocation to benefitting programs in accordance with OMB A-87.

Description of how training meets goals and objectives

Participating counties shall have the knowledge and skills to better use their combined resources to achieve better outcomes for children and to provide ongoing funding to evidence-based programs that support these outcomes. Participants in the academies shall leave with a solid foundation as to how the child welfare and foster care funding stream works, its limitations and opportunities.

Structured Decision Making (SDM)

The SDM project assists child welfare workers in assessing risk, aids in targeting services to children who are at greatest risk of maltreatment, and improves outcomes for children and families such as reducing the recurrence of child maltreatment. The services are being provided via contract by the Children's Research Center (CRC), a non-profit branch of the National Council on Crime and Delinquency (NCCD). The services include training county staff regarding the use of the SDM tools. Individual tools are designed for the hotline, safety assessment, risk assessment, family strengths and needs assessment, in-home risk reassessment, and reunification reassessment. CRC is working on the implementation of the substitute care provider assessment tool and is developing curriculum for advanced training in topics such as risk assessment and reunification. CRC provides training for trainers, web-training sessions on topics specified by the counties and CDSS, and in person Core Team and trainer meetings.

Additional services include: monitoring and evaluating the SDM model in participating counties; providing ongoing technical assistance; processing data and management reports. These reports assist counties in proper implementation and in the continued use of SDM tools by assessing operations through reviewing safety assessment results, response priority results, risk levels, etc.; and an assessment of the utility of the instruments in California.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the Title IV-E foster care program: referral to services; development of the case plan; case reviews; costs related to data collection, and reporting and monitoring.

Setting/Venue

Training offered statewide.

Training Duration

Training length may vary depending on type of training, audience and location. This training is short-term and on-going and will continue throughout the period covered in this five-year plan.

Training Activity Provider

Children's Research Center/National Council on Crime and Delinquency.

Approximate Number of Days/Hours of Training Activity

To be determined.

Training Audience

Child welfare workers and child welfare supervisors statewide.

Total Cost Estimate

\$242,000

Cost Allocation Methodology

This training is allocated to the IV-E enhanced and administrative rates and SGF. For those costs that are not allocable to IV-E (such as hotline), the costs are allocated to SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training activity supports the objectives of ensuring safety, and promoting permanency and well being. The training assists county child welfare staff in improving their assessment and decision making skills by providing risk, safety and needs assessment tools and training on the tools. There is now training for child welfare supervisors to support the use of the assessment tools throughout the life of a child welfare case.

Comprehensive Assessment Tool (CAT)

The Social Policy and Health Economics Research and Evaluation (SPHERE) Institute has developed a Safety and Risk Assessment System for use in County Child Welfare agencies. The system, which is currently being used in eight counties (Amador, Contra Costa, Imperial, Napa, San Bernardino, Santa Clara, Sonoma and Stanislaus Counties),

includes tools and methods of gathering and reporting data to document and support social workers' safety and risk assessment decisions. The purpose of the CAT is to create a standardized assessment approach, which supports consistency, fairness and equity in the process used to assess each child and family referred to a county child welfare agency. The components of the CAT include five safety and risk assessment tools for use at seven critical decision points in the life of a child welfare case. The SPHERE Institute provides ongoing support by conducting on-site training and technical assistance, working with county staff to support implementation, providing desk guides and other support material and facilitating User Group and Policy Committee meetings to guide ongoing development. A secure website is available to allow county workers to upload and download training materials, user guides, and meeting minutes. The website also allows counties to upload completed batches of CAT tools directly into SPHERE's database.

The SPHERE Institute provides training directly to eight CAT counties on the implementation of the CAT safety and risk assessment tools. The training consisted of on-site training in field application of CAT tools to support the use of tools, on interpretation and use of analyses and reports in context of risk assessment practice and risk management system, and training supervisory and management staff on the context of safety and risk management system.

Allowable Title IV-E

Assesses field application of assessment tools and data entry protocols, collects feedback and revises curriculum, evaluates evidence-based best practices identifies through the development, implementation, and analysis of county risk assessment and risk management system and updates curriculum, updates training curricula based on CWS/CMS data analyses.

Setting/Venue

In local county child welfare offices.

Training Duration

Small group trainings; short term.

Training Activity Provider

Staff from the SPHERE Institute.

Approximate Number of Days/Hours of the Training Activity:

Varies

Training Audience

The audience will be child welfare social workers and supervisors in the eight CAT counties.

Total Cost Estimate

\$230,500

Cost Allocation Methodology

These activities will be cost allocated to the appropriate benefitting programs.

The Family to Family Initiative

The California Family to Family (F2F) Initiative offers California an opportunity to reconceptualize, redesign and improve the state's child welfare system. The California F2F is comprised of a partnership between CDSS, the Annie E. Casey Foundation, the Stuart Foundation, and the Walter S. Johnson Foundation. The Family to Family Initiative consists of five core strategies: 1) Recruitment, development, and support of resource families, 2) Building community partnerships, 3) Team Decision-making, 4) Self-evaluation, and 5) the California Connected by 25 Initiative. There are also several emerging strategies that address additional areas needing improvement that are closely linked to the five core strategies. They are: 1) Eliminating Racial Disparity and Disproportionality, 2) Immigration and child welfare, 3) Improving Youth Engagement, 4) Improving Parent Engagement, 5) Domestic violence and child welfare, and 6) children with incarcerated parents. The Family to Family Initiative is in various phases of implementation throughout the state of California. There are currently 25 counties voluntarily participating in the F2F initiative, which capture roughly 87% of the foster children in care.

Allowable Title IV-E

The purpose of this program is to promote training and technical assistance to participating counties for the implementation of the F2F Initiative's five core strategies and emerging strategies in assisting counties in making improvements in their foster care program to promote effective, out-come based, community-supported, family-centered services. The Title IV-E funds are matched with donation funds. The authority for utilizing Title IV-E funds is under 45 CFR 1356.60(b).

Setting/Venue

Various

Training Duration

Training and technical assistance is provided on a regular basis throughout the state of California to the 25 participating counties through the duration of the contract, May 1, 2009 to June 30, 2010.

Training Activity Provider

Training and technical assistance is provided by the Child & Family Policy Institute of California which is contracted to coordinate services. The scope of work focuses on the facilitation of the training and technical assistance services to county social workers and other identified staff in regards to implementing the Family to Family five core strategies and the emerging strategies.

Approximate Number of Days/Hours of Training Activity

Various

Training Audience

The training audience is composed of county welfare workers and other county staff who are identified with the implementation or support of the Family to Family Initiative.

Total Cost Estimate

\$824,760

Cost Allocation Methodology

Training is allocated to Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of How Training Meets Goals/Objectives of CFSP

Training/technical assistance to assist in achieving permanence and stability for foster children by engaging participation in case planning by the family, child (when appropriate) and community supports. Training/technical assistance is provided to increase reunification (when possible), sibling visitation, and placement in the child's own community.

Training/technical assistance is provided to increase recruitment of resource families when out-of-home placement is necessary, to increase supports to resource families, and to decrease foster youth in congregate care. Training/technical assistance increases well-being for foster youth transitioning from foster care. Increased training/technical assistance and developing curriculum for issues in child welfare need to be addressed, such as domestic violence and disproportionality.

Specialized Training for Adoptive Parents (STAP) Program

California's STAP Program was established through the provisions of Statutes of 1998 (Assembly Bill 2198) to provide special training and services to pre-adoptive/adoptive parents of children born Human Immunodeficiency Virus (HIV) positive and/or substance exposed. The program is designed to assist the adoption of children who are medically fragile and who are dependent children of the court or who have an adoption case plan and reside with a pre-adoptive or an adoptive caregiver. Children with prenatal drug exposure are disproportionately represented in the foster care system and may be considered hard to place for purposes of adoption. Many of these children face a multitude of challenges and greatly benefit from an adoptive family who has the tools to help them adjust. Currently nine counties receive funding for participation in the STAP program.

Allowable Title IV-E

This training activity falls under the placement of the child category necessary for the administration of the foster care program in order to facilitate the adoption of children who are HIV positive or born substance exposed to alcohol and/or drugs.

Setting

Varies, usually off-site

Training Duration

Varies, depending upon the type of training offered.

Training Activity/Provider

Counties participating in the STAP Program administer training activities independently.

Approximate Number of Days/Hours of Training Activity

Varies

Target Audience

Pre-adoptive/adoptive parents.

Total Cost Estimate

One million in SGF is made available for the administration of this program, a portion of which is dedicated to training.

Cost Allocation Methodology

This training is allocated to the Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Description of how training meets goals and objectives of the CFSP

This training activity promotes the assessment of the child and family's needs, and assists in improving adoption rates for HIV/substance exposed children.

Family Resource and Support Training and Technical Assistance ("Strategies")

Strategies, a network of three regional training centers, was developed to enhance the quality of programs and services provided by family support programs and family resource centers (FRCs) throughout California. The three non-profit organizations comprising Strategies are: Youth for Change in Butte County (Region 1), Interface Children Family Services in Ventura County (Region 2), and the Children's Bureau of Southern California with offices in Los Angeles and Orange Counties (Region 3). The regional training centers will deliver training and technical assistance to: enhance the quality of programs and services, increase knowledge and skills of professionals, (and para-professionals and volunteers); strengthen non-profit management and sustainability, develop leadership skills of family resource center staff, and promote public-private partnerships/interagency collaboration. In conjunction with diverse collaborative partners, Strategies will support efforts for increased networking statewide amongst FRCs, and they will provide a regional lending library of materials on varied topics including family support, home visiting, strategic planning, and best practice. Additionally, Strategies will play a crucial role in the statewide dissemination of the results of the Supporting Father Involvement Study, an evidence based family intervention research study funded by CDSS/OCAP.

Allowable Title IV-E

Not Applicable (NA)

Setting/Venue

Training is conducted in various settings statewide.

Training Duration

Duration of training varies depending on the type of training offered. This training project is short-term and is funded to operate through June 30, 2011.

Training Activity Provider

Strategies: a network of three regional training centers programs.

Approximate Number of Days/Hours of Training Activity

Length of training varies depending on training topic.

Training Audience

The target audience includes staff from family resource centers/family support programs, community organizations, and public/private agencies.

Total Cost Estimate

\$5,113,544

Cost Allocation Methodology

Funding is allocated to PSSF, CAPIT and CAPTA.

Description of how training meets goals/objectives of CFSP

Training/technical assistance will assist in ensuring the safety of children, promoting the accurate assessment of child and family needs, supporting the participation of the child and family in case planning, and improving the quality and availability of relevant services.

Special Start Training Program (SSTP)

Special Start is a training program through webcast and in-person formats, for community professionals, parents, and foster parents focusing on the developmental and behavioral needs of medically high-risk newborns who are graduates of the newborn intensive care nursery. This training program spans development through eight months corrected age in the home and community environments. The project trains multidisciplinary professionals and parents to increase their knowledge and understanding of the experience of the family and Neonatal Intensive Care Unit (NICU) infant, including medical conditions and how these conditions impact early brain development and infant behavior. The training also provides information to support parents and caregivers in their relationship and care of newborn intensive care nursery graduates, to facilitate enhanced parent-infant interactions and promote infant development and recovery. The SSTP utilizes the Family Infant Relationship Support Training (*FIRST, Browne, 1996*).

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the Title IV-E foster care program: referral to services, placement of the child, development of case plan, case reviews, case management and supervision, a proportionate share of related agency overhead, costs related to data collection and reporting and monitoring and conducting periodic evaluations.

Setting/Venue

Training provided statewide.

Training Duration

Duration of training varies according to training offered and audience (professionals) to be served.

Training Activity Provider

University of California at San Francisco (UCSF).

Approximate Number of Days/Hours of Training Activity

Total of 10 on-site sessions and 12 webcasts with corresponding web site support material.

Target Audience

Foster parents, caregivers and multidisciplinary professionals.

Total Cost Estimate

\$1,230,517 for grant term January 1, 2009 – June 30, 2011

Cost Allocation Methodology

CDSS continues to use CAPTA funds for the SSTP, which provides training to medical professionals, social workers and staff in other disciplines, and foster /adoptive parents on assessment and developmental interventions for high risk newborns discharged from intensive care nurseries.

Training for Group Home Staff

The California Code of Regulations, Title 22, Division 6, Chapter 5 requires group home staff be trained regarding the children served in the group home. Section 84064 requires the group home administrator to develop a training and orientation plan for group home staff. Section 84065 requires the plan have an overview of the client population served by the group home and training on the group home regulations. The training plan also includes training on the needs and services plan that is required for each child in care. Section 84068.2 requires the group home social work staff to develop the needs and services plan based on the needs of the child as outlined in the case plan with the child and the placement social worker. The group home must obtain written approval from the child's placement social worker on the needs and services plan. If the child is age sixteen or older, the needs and services plan incorporates the child's Transitional Independent Living Plan (TILP) in the case plan and outlines the group home role in meeting the child's goals in the needs and services plan. Further, Section 84072, Personal Rights, states, "(25) To work and develop job skills at an age-appropriate level that is consistent with state law, (27) To attend Independent Living Program classes and activities if he or she meets age requirements."

The child's social worker must meet the Manual of Policies and Procedures, Section 30-504.1, Services Delivery Methods: "1. Independent living services shall be provided to all eligible youth, based on needs, services and goals identified in the most recently completed TILP." The placement social worker and the group home staff work together to meet the child's needs as outlined when the child is placed in the facility.

The Community Care Licensing Division (CCLD) does not track group home staff training. As described above, there are specific training requirements for different group home employees dependent on classification such as facility administrator, facility manager, social worker, child care staff, etc. Due to a very large turnover in the group home industry tracking training from year to year or keeping records of such is difficult. CCLD does check to see that staff have appropriate training or certification for their assignment. They routinely review staff qualifications, certifications and training hours (including content or curriculum) as specified in Title 22 during facility inspections. Though they ensure certifications are current, such as First Aid Certificates, they do not get into the cost side of the issue. Aside from random inspections and annual evaluations, they also review staff training as a result of incidents that may be self reported or issues that arise during complaint investigations.

CWS/CMS Training

The CWS/CMS staff development and training allocation is \$8.294 million. The State divides and distributes the allocation to three training sources to provide consistent statewide training.

Approximately \$3 million is allocated for the provision of classroom training to state and county CWS/CMS users. The CMS Support Branch used the Invitation for Bid process to

contract a private vendor to provide direct, statewide, classroom training to State and county staff utilizing or accessing the application. The vendor provided training utilizes a standardized statewide curriculum available to all State and county staff working with child welfare services. The application training includes, CWS/CMS New and Intermediate User, Onsite, CWS/CMS Beginning, Intermediate and Customized Business Objects. Business Objects is the date manipulation and reporting software provided by the State for the counties. The vendor delivers the CWS/CMS training through classroom instruction at various locations throughout the State. The sites are strategically located throughout the State allowing easy access in order to maximize attendance. Training is allowed at an individual county staff desk when required by county needs.

In addition to the vendor training contract, the CMS Support Branch has an Interagency Agreement with the Office of Systems Integration CWS/CMS Project Office for the Statewide Training Support (STS) Unit. The STS unit provides oversight of the vendor contract for the statewide classroom training and provides training for CWS/CMS trainers. In addition to the classroom training and the STS unit, this portion of the allocation supports a county consultant contract. The consultant provides input on the training and Business Objects needs of the counties.

The STS unit develops, updates, and maintains training tools, including curriculum, the Statewide Training Application Resource (STAR), Online Release Notes, and Quick Reference Guides. These training tools and materials are used during the classroom training provided by the State vendor. All the training tools are available on the CWS/CMS website. These tools are reviewed and updated to provide uniformity on how the CWS/CMS application is used.

The CMS Support Branch is currently researching alternative methods for distributing this portion of the training allocation to ensure efficient, effective and economical statewide classroom training.

The State allocates \$5.294 million of the CWS/CMS training allocation directly to the counties to provide staff training. Counties use the allocated funds to provide local CWS/CMS training to new staff, staff whose functions within the program are changing, or special training to meet county or individual staff member specific needs. To assist counties in providing training locally and to ensure compliance with statewide training, the statewide training tools are available on the CWS/CMS website.

CMS Support Branch is currently completing a Request for Proposal to develop CWS/Web to replace CWS/CMS. During the implementation phase, the State will provide training to county and State staff. Subject to project schedule changes, the training budget for CWS/Web is estimated as follows:

Year	Budgeted Amount for Training
2013	\$3.4 million
2014	\$9.1 million
2015	\$2.7 million
Total	\$15.2 million

The State will continue the current distribution of the training allocation when CWS/Web enters the maintenance and operations phase.

Allowable Title IV-E

CWS/CMS training falls under the following categories necessary for the administration of the foster care program: development of the case plan, monitor and conduct evaluations, and case reviews.

Setting/Venue

All county and State staff requiring CWS/CMS training attend classes at various sites. The sites are strategically located throughout the State to allow easy access to as many staff as possible. Training is allowed at an individual county staff's desk when required by county needs.

Training Duration

Each training session can vary according to the type of training provided, from a few hours to a seven day package. The county has the ability to provide in-house training whenever it is deemed necessary. Additionally, the current training contract extends for the period of August 1, 2008 through September 30, 2010.

Training Activity Provider

In addition to the ongoing individual county training activities, the statewide training contract is currently with the Adams, Maeda, Byrd, Lee Consulting Group, Inc., for the period identified above.

Approximate Number of Days/Hours of Training Activity

There are 295 days of proposed classes for the duration of the contract. This equates to 4,840 hours dedicated for classroom training per 12 month period. Courses offered and training materials are reviewed and updated periodically to meet the needs of the counties.

Training Audience

The training audience includes all county and State staff using the CWS/CMS system. The number of students trained to use the system varies frequently because it is based on fluctuating State and county needs.

Cost Allocation Methodology

This training is allocated to the Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Indian Child Welfare Act (ICWA) Training

The training will increase coordination, knowledge and skills in implementing ICWA. The training stimulates greater understanding of tribal issues for individuals responsible for making decisions regarding Indian children and their families. Through the training process, participants develop skills on effectively engaging tribal members in cooperative relationships and assist tribes in understanding and effectively negotiating with public child welfare agencies. The training better informs participants of the requirements of ICWA and provides strategies to improve compliance. Participants also develop a greater understanding and appreciation of tribal challenges and historical barriers to effective

relationships with government representatives. Tribal participants develop effective skills in working with public child welfare agencies and probation departments.

Allowable Title IV-E

Eligibility determination, referral to services, preparation for and participation in judicial determinations, placement of the child, development of the case plan, case reviews, and case management and supervision.

Setting/Venues

Various

Training Activities Provider

Administrative Office of the Courts (AOC).

Approximate Number of Days/Hours of Training Activity

Eight six-hour regional training sessions will be provided.

Target Audience

County child welfare and probation staff, family and juvenile court representatives, and tribal representatives.

Total Cost Estimate

\$200,000

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced rate, transitional rate (for the additional audience, per PL 110-351, gradually increasing from 55 to 75 percent for FFY 2009 to 2014), and SFG. For those costs allocated to Title IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

Indian Child Welfare Act (ICWA) Initiative

The Judicial Council of California – Administrative Office of the Courts (AOC) will support the CDSS' commitment to full implementation of the Indian Child Welfare Act (ICWA) by providing technical assistance to county child welfare and probation staff, judges, judicial staff, county counsels, and tribal representatives on the requirements of ICWA. The AOC will develop protocols to assure complete understanding of the requirements of ICWA, and they will facilitate provision of educational workshops by a broad-based group of subject matter experts on a statewide, regional and local basis. The ICWA Initiative will improve compliance with the ICWA by making available a range of cross-discipline facilitation and education services provided by the AOC staff and outside consultants. These services will be tailored to meet the needs of the local county or region.

Allowable Title IV-E

N/A

Setting/Venue

Training is provided on a statewide, regional, and local basis.

Training Duration

These training activities are short-term.

Training Activity Provider

AOC and outside consultants.

Approximate Number of Days/Hours of Training Activity

Various

Target Audience

County child welfare and probation staff, state juvenile court judges, commissioners, referees, judicial staff, and attorneys.

Total Cost Estimate

\$279,430

Cost Allocation Methodology

All State General Funds.

ANNUAL TRAINING ACTIVITIES**Annual California Indian Child Welfare Act (ICWA) Conference**

For over sixteen years, the California ICWA Conference has provided training and information to ICWA workers, tribal advocates, council members, community leaders, law enforcement, child welfare and probation staff, judges, attorneys, foster/adoption agencies, social services agency personnel, college students and other interested parties. The mission of the annual conference is to enhance the changing role of tribes by seeking and establishing new and positive partnerships between tribes and federal, state and local governments for the benefit of all Indian children.

Allowable Title IV-E

N/A

Setting/Venue

This training alternates annually between southern and northern California, and is sponsored and organized by a host Tribe in the selected area.

Training Duration

This training is short-term.

Training Activity Provider

Contractor is determined annually. The California Tribe selected to host and organize the training becomes the contractor.

Approximate Number of Days/Hours of Training Activity

The training is conducted over two and one-half days. Approximately 200 individuals will receive training.

Target Audience

Indian child welfare workers; tribal advocates, council members and community leaders, law enforcement; child welfare and probation staff, judges, attorneys, foster/adoption agencies, social services agency personnel, college students, and other interested parties.

Total Cost Estimate

\$25,000

Cost Allocation Methodology

All State General Fund.

Interstate Compact on Adoption and Medical Assistance (ICAMA) Training for California County ICAMA Liaisons

The CDSS will work with the California Department of Public Health (California's ICAMA Co-Compact Administrator) to identify relevant ICAMA training needs and appropriate training methods. The training will be designed to provide participants with a clear understanding of ICAMA requirements. The training may involve an in-person training component and/or an on-line training component. Any in-person training will provide county ICAMA liaisons with a forum for sharing and receiving state and national information related to adopted children that move from the state where their adoption assistance agreement was signed.

Allowable Title IV-E

This training activity falls under the category of determining eligibility and case management.

Setting/Venue

Training will be available statewide.

Training Duration

Duration of training will vary according to type of training developed, topics of training offered and location. This training project is expected to be short-term.

Training Activity Provider

The ICAMA training will be a new training contract with an organization that has experience in providing statewide training and ICAMA subject matter.

Approximate Number of Days/Hours of Training Activity

To be determined based on the type of training offered, topics and the audience to receive training. It is envisioned that any in-person training would involve two one-day Northern and Southern trainings which could be offered at different times to enable all county liaisons to be included.

Training Audience

Statewide ICAMA county liaisons, including CDSS District Offices and California tribes and eligibility workers. Training may also include judges, commissioners, referees, court personnel and attorneys involved with the adoption of Adoption Assistance eligible children.

Total Cost Estimate

\$150,000

Cost Allocation Methodology

This training is allocated to Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E the non-federal discount will be applied to account for the non-federal caseload.

Description of how training meets goals/objectives of CFSP

This training will assist child welfare staff in engaging families with individualized responses to help them preserve and strengthen their capacities to provide safety and stability for their children.

Interstate Compact on the Placement of Children (ICPC) Training

The training will provide participants with a clear understanding of ICPC requirements. The training would also provide information on the eligibility conditions for a child placed out of state and supported by federal Title IV-E funding and/or state and county dollars. Training will provide a forum to facilitate communication and improve consistency in compliance with ICPC requirements.

Allowable Title IV-E

The ICPC training would cover ICPC requirements and procedures, including by whom and when it must be used, types of placements covered, case planning and financial and medical support responsibility by the sending entity until closure with concurrence of both agencies, referrals to services, supervisory reports and visitation, and case reviews. Additionally, training will include information on federal ICPC home study timeline requirements and applicable data reporting requirements. Training will also provide participants with a better understanding of the complexities of the proposed new compact requirements compared with the current ICPC.

Setting/Venue

Regional training sites and/or on-line format.

Training Duration

Short term: The training will consist of four to five, one to two-day, regional (northern and southern) training sessions or a self-paced on-line training format.

Training Activity Provider

Training provider has not yet been determined. This will be a new training contract with an organization that has knowledge of ICPC and experience in organizing statewide training sessions and/or providing on-line training.

Approximate Number of Days/Hours of Training Activity

Approximately four to five, one to two-day regional training sessions, that would consist of approximately 8 to 16 hours per session or comparable hours of on-line training.

Target Audience

The state's ICPC liaisons in each county, placement supervisors (child welfare services, probation, and tribes) that place out-of-state, and CDSS Adoption District Office staff (75-125).

Total Cost Estimate

\$150,000

Cost Allocation Methodology

This training is allocated to Title IV-E enhanced rate and SGF. For those costs allocated to Title IV-E, the nonfederal discount will be applied to account for the nonfederal caseload.

Description of how training meets goals/objectives of the CFSP

This training promotes appropriate placement, placement stability and a better understanding about the protection of children who are placed out of state while remaining under court jurisdiction. Without this training, there is potential for statewide inconsistencies in ICPC compliance, including placements that have not been approved through the ICPC process. Noncompliance with the ICPC process could jeopardize a child's placement, as well as benefits and services.

EVALUATION

Training Evaluation for RTA's

The CDSS uses a multi-pronged approach to the evaluation of training programs. To address the ever-increasing importance of evaluating training activities, the Macro Evaluation Team was established. The membership is comprised of representatives from the CDSS, county staff development organizations, Regional Training Academies (RTAs), the Resource Center for Family Focused Practice (RCFFP), and the Inter-University Consortium (IUC) in Los Angeles. The Team is charged with making recommendations about statewide CWS training evaluation that includes the development of the statewide Training Evaluation Framework Report. Counties and RTAs can also access training from CalSWEC and national experts in training evaluation via the Macro Evaluation Team. This evaluation framework was first applied with the introduction of the common core curricula training for new child welfare workers and supervisors.

The Framework addresses assessment at seven levels of evaluation, which together are designed to build a "chain of evidence" regarding training effectiveness. The levels used in California are a refinement of the Kirkpatrick levels of training evaluation. They allow a more precise matching of the evaluation design to the measurement of specific learning outcomes, and attempt to link these learning outcomes to child welfare outcomes.

California's levels are:

Level 1: Tracking attendance.

Level 2: Formative evaluation of the course (curriculum content and delivery methods).

Level 3: Satisfaction and opinion of the trainees.

Level 4: Knowledge acquisition and understanding of the trainee.

Level 5: Skills acquisition by the trainee (as demonstrated in the classroom).

Level 6: Transfer of learning by the trainee (use of knowledge and skill on the job).

Level 7: Agency/client outcomes - degree to which training affects the achievement specific agency goals or client outcomes.

There are several benefits of utilizing the Framework, including:

- Data about the effectiveness of training at multiple levels (a chain of evidence) can be used to help answer the overall question about the effectiveness of training and its impact on child welfare outcomes.
- Data about training effectiveness is based on rigorous evaluation designs.
- Curriculum writers and trainers have data focused on specific aspects of training, allowing for targeted revisions of material and methods of delivery.
- Evaluation provides a standardized process for systematic review and evaluation of different approaches to delivery of training.

Supporting Father Involvement Study

The CDSS' OCAP has entered into an Interagency Agreement with the University of California, Berkeley to conduct a research study, Supporting Father Involvement (SFI), with low income, at risk families. The goals of SFI are to: 1) determine the effectiveness of a particular intervention to increase positive father involvement in their families, 2) reduce child abuse and neglect, and 3) measure organizational culture change to determine if the Family Resource Center implementing the intervention becomes more inclusive of fathers in other programs and services. The study is being implemented in Santa Cruz, San Luis Obispo, Contra Costa, Tulare and Yuba Counties. Grantees-consist of either specific Family Resource Centers or Family Resource Centers selected by the county child welfare services agencies in the identified counties to partner with them for implementation. Low income families with no open Child Protective Services (CPS) case within the past year and with the youngest child age birth to seven years comprise the target population. Families are randomly assigned into one of three conditions: 1) a onetime educational presentation about how positive father involvement improves outcomes for children, 2) a sixteen week (2 hours per week) group meeting for fathers, and 3) a sixteen week group for couples (2 hours per week). All project participants receive case management services. Data is collected through a battery of assessments, administered three times during each family's participation in the study. Results of the study thus far are overwhelmingly positive, showing significant improvement in parent-parent relations, parent-child relations and reduced stress experienced by both parents. This project is being funded for a three year extension (SFY 2009-12). In this new phase, families with open CPS cases within the past year will comprise 60% of the target population. It is expected that equally positive results will occur with the new population who are experiencing more challenging life issues.

Future training plans include:

Due to the current fiscal climate CDSS and its partners will work closely with counties as their training needs change. In addition, System Improvement Plans (SIPs) submitted by the counties will be reviewed as a guide to advance training. Training is likely to be focused on continuous development of current staff since it is anticipated that counties will not be hiring new staff.

CDSS will explore the following in an effort to enhance core training:

- “SDM Case Reading” into Social Worker Training Curriculum.
- Develop supervisor training series with a focus on change, fiscal crisis, etc.
- Identify training needs that have emerged during the PQCR process.
- Provide beginning and advanced Safe Measures training to counties statewide.
- Expand training to Tribal child welfare staff
- Updating and revising of the Manager CORE series to better reflect the overall changes in child welfare practice reflected in Supervisor CORE and Line.

Section IV

**Child Abuse Prevention
and
Treatment Act (CAPTA)**

CHILD ABUSE PREVENTION AND TREATMENT ACT (CAPTA)

It is the state's intent to ensure a clear link between CAPTA and the Title IV-B CFSP goals by utilizing CAPTA funds to enhance community capacity to ensure the safety of children and promote the well-being of children and families. The CDSS, through its Office of Child Abuse Prevention (OCAP), uses the CAPTA grant in combination with other funds such as Promoting Safe and Stable Families (PSSF) and state funds from the Child Abuse Prevention, Intervention and Treatment (CAPIT) Program and the State Children's Trust Fund to support counties, family resource centers, and other community-based organizations through grants, contracts and interagency agreements to promote child abuse prevention and to provide early intervention services that serve children and families within their own communities whenever possible.

When evaluating the programs that provide the services and the training that is necessary to ensure that there is the sufficient capacity to keep children safe and to enhance the well being of children and families, CDSS' OCAP reviews the activities and assesses the results associated with these specific programs.

INTRODUCTION OF CAPTA PLAN

The Child Abuse Prevention and Treatment Act (CAPTA) Plan is the primary prevention component of the State's Child and Family Services Title IV-B Plan, which is also referred to as the Child and Family Services Plan (CFSP). The programs, services, and activities outlined in the CAPTA component are linked to the following goals and objectives of the entire CFSP plan:

- **Safety Outcome**

Goal 1: Children are first, and foremost, protected from abuse and neglect; they are safely maintained in their homes whenever appropriately possible and provided services to protect them.

- **Well Being Outcome**

Goal 3: Children are safely maintained in their homes whenever possible and appropriate; families have enhanced capacity to provide for their children's needs; children, youth and families are active participants in the case planning process; and children receive adequate and appropriate services to meet their educational, physical and mental health needs.

California's state-supervised child welfare system is administered at the local level by 58 counties, each governed by a county board of supervisors. Funding for child welfare services is a combination of federal, state, and county resources. The range of diversity among the counties is immense and there are many challenges inherent in the complexity of this system. However, its major strength is the flexibility afforded to each county in determining how to best meet the needs of its own children and families. California's rich culture and ethnic diversity includes 224 languages, 109 federally recognized Indian tribes, and an estimated 40 to 50 non-federally recognized tribes. The state's counties differ widely by population, economic base, and are a mixture of urban, rural and suburban settings.

The CDSS is the agency authorized by statute to promulgate regulations, policies and procedures necessary to implement the state's child welfare system and ensure safety,

permanence and well-being for children and families. Within the statutory and regulatory framework, counties are charged with providing the full array of services necessary to meet the needs of at-risk children and families.

When evaluating the programs that provide the services and the training necessary to ensure that there is the sufficient capacity to keep children safe and to enhance the well being of children and families, CDSS/OCAP reviews the activities and assesses the results associated with these specific programs.

IDENTIFICATION OF PROGRAM AREAS SELECTED FOR IMPROVEMENT

Area 8: Developing and facilitating training protocols for individuals mandated to report child abuse and neglect.

Area 12: Developing and enhancing the capacity of community-based programs to integrate shared leadership strategies between parents and professionals to prevent and treat child abuse and neglect at the neighborhood level.

Area 14: Supporting and enhancing collaboration among public health agencies, the child protection system and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including the mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

PROGRAM IMPROVEMENT AREA 8: PROGRAMS, ACTIVITIES, SERVICES AND TRAINING

Mandated Reporter Training

In response to the increasing numbers of mandated reporters requiring training, CDSS continues to focus on the availability and accessibility of mandated reporter training. Free online training is offered, and in all instances, attendance, and consumer profiles are collected for this online training. The mandated reporter training is offered through a grant with UCD. The current contract with the Resource Center for Family-Focused Practice, the Center for Human Services, University of California Davis Extension is ending June 30, 2009. CDSS' OCAP is in the process of developing a contract with the Chadwick Center for Children and Families of Rady Children's Hospital in San Diego for the coming fiscal year.

Objective

To provide online mandated reporter training, training of trainers, and educational materials.

Activities

- A basic online training for mandated reporters was placed on the web during FFY 2003. The training was developed by subject matter experts, in cooperation with CDSS. The materials were developed to both enhance other forms of mandated reporter training (e.g., classroom) and/or provide stand-alone mandated reporter training to participants at-home and in other suitable venues. The new contract with Rady Children's Hospital, Chadwick Center for Children and Families will focus on

updating the information available and the technology used for Mandated Reporter training. The goal is to make the training more effective, efficient, and easier to find and use on the web. Linking the resources available, such as the California Evidence Based Clearinghouse (CEBC), via the Chadwick Center for Children and Families will greatly expand the availability of resources to strengthen the knowledge base.

Strategies: Family Resource Center and Family Support Program Training and Technical Assistance

The OCAP has funded “Strategies,” a three organization collaborative, to provide training and technical assistance to family resource centers/family support programs (FRCs/FSPs) throughout California. OCAP’s goal for Strategies’ is to assist programs to:

- Develop effective leadership for the prevention and early intervention of child abuse in their respective counties
- Provide quality child abuse prevention services
- Remain current with California policy waves affecting the family support field
- Improve organizational management
- Successfully engage in and carry out strategic planning
- Implement promising practices that promote child safety, permanence and well-being
- Promote FRC/FSP networks
- Develop public/private partnerships

In the role of capacity builder for FRCs and FSPs, Strategies publicizes information on emerging initiatives that affect the family support field. Strategies also offers training, coaching, meeting facilitation and technical assistance to enable FRCs and FSPs to effectively address these initiatives. Areas of training/technical assistance include:

- Family Engagement
- Differential Response
- Systems Improvement
- Cultural Competence: Organizational and Staff Levels
- Father Engagement/Support
- Risk Factors of Poverty
- Developing Shared Resources
- Staff Development
- Network Development
- Family Strengthening
- Special Needs Children
- Community Development
- Dynamics of Change

Objective 1

Provide training to California family support agencies in order to improve their ability to provide quality child abuse prevention and early intervention services and implement best or promising practices that promote child safety, permanence, and well-being.

Activities

- Provide 24 days of training in each of the three Regions each fiscal year. Topics may be chosen from an array of well-established Strategies training curricula such as FRC Core, Case Management, Home Visitation, Community Development, Family Economic Success, Working with Children and Families with Special Needs, and Parent Involvement, or others that will be provided by subject matter experts.
- Develop and implement a transfer of learning (TOL) protocol to reinforce the long term effectiveness of training via enhanced job performance.
- Conduct a teleconference series consisting of ten calls annually.

Objective 2

Build the capacity of family strengthening networks and public/private partnerships to improve their ability to provide leadership for child abuse prevention and early intervention in their counties and to implement best or promising practices that promote child safety, permanence, and well-being.

Activities

- Support and promote existing and emerging regional family support networks to include the coordination of training and technical assistance opportunities for four networks per year.
- Provide linkages between family support networks/partnerships and other significant state and national child abuse prevention organizations to promote the implementation of promising practices at the community level.
- Produce and distribute Strategies' newsletter, "Working Strategies," three times per fiscal year.
- Support the coordination and maintenance of the statewide Strategies data collection system, the statewide Strategies training calendar, staff calendar, data entry system, on-line registration, the Strategies website, listservs, and regional libraries.
- Continue a variety of programmatic/staff support activities: Strategies' workgroups, professional development sessions, Regional Directors' conference calls and all staff meetings twice yearly.
- Conduct Peer Review activities with four agencies annually in each Strategies Region.
- Expand services to include potentially isolated and underserved populations among Native American tribes, rural and frontier communities, small counties not historically served by Strategies, varied ethnic communities, agricultural families, etc.
- Promote evidence-based practice for child abuse prevention and early intervention by participating in the dissemination and implementation of the Supporting Father Involvement project.

Medically Fragile Infants

The CDSS will continue to use CAPTA funds for the Special Start Training Program (SSTP), which provides training to medical professionals, social workers, professionals from other disciplines, and foster parents and adoptive parents on assessment and developmental interventions for high-risk newborns who are discharged from neonatal intensive care nurseries (NICU). The specialized training consists of Family Infant Relationship Support Training (FIRST) along with webcasts, and web site information focusing upon the experiences of the family that support developmental and behavioral

interventions and strategies that promote infant development and recovery at home through the infant and family relationship.

Objective 1

To provide specialized education and training for community professionals for the implementation of a developmental relationship based program for medically fragile and preterm NICU graduates in the home environment.

Activities

- Contract with an approved institution to provide the FIRST training curriculum which consists of an introductory workshop (six hours), Practicum (eight hours), Mentoring/Clinical Supervision Sessions (four hours), and Skills Check/Reliability (four hours) three sites in SFY 2008/09, four sites in SFY 2009/10 and SFY 2010/11. The contract is now with University of California at San Francisco (UCSF). OCAP believes this new location/affiliation will further expand the capacity of this well-established program to inform and educate a wider base of parents and professionals.

Objective 2

To develop materials to enhance online modules (webcast) including: update information regarding the experience of the family and NICU infant, including medical conditions and how these conditions impact early brain development and infant behavior; to increase understanding of the emotional support needed by parents and caregivers.

Activities

- Develop web-based curriculum of “Individualized Developmental Support for NICU Graduates” presentation and training materials. Produce training modules/presentations via webcasting developed in two-three hour segments; expand the SSTP web site to include the materials and supportive educational materials from the webcasts.

Objective 3

Provide education regarding supportive development and behavioral interventions and strategies which facilitate healthy parent-infant interactions and promote infant development and recovery after the NICU.

Activities

- Develop eight to ten webcast in two to three hour presentations. Continue FIRST training; provide web based information board/email contacts; provide ongoing resources/references list online including links.

Objective 4

Assess, and if feasible, develop curriculum content and training module for training foster parents in the statewide Foster and Kinship Education Program through the California Community College system regarding the developmental needs of NICU graduates with provision of support for biological parents.

PROGRAM IMPROVEMENT AREA 12: PROGRAMS, ACTIVITIES, SERVICES AND TRAINING

Family Development Matrix Project

The Family Development Matrix Project (FDM) is a collaborative effort of: The Institute for Community Collaborative Studies, California State University Monterey Bay, Strategies, CDSS' OCAP and The Pathways Mapping Initiative. The FDM <http://hhspp.csumb.edu> developed a case assessment, and evaluation model that is currently in use in thirteen California counties. Three thousand families have undergone single assessments, while 1,800 of those families participated in two to three additional assessments based on need and time in the program. Each county has a collaborative team of agencies using shared outcome indicators between child welfare and family resource partners. This project uses evaluation data to guide the choice of interventions and to make any necessary modifications based on client progress. The model provides social workers with an easy to use tool to test the effectiveness of their interventions. Staff is trained to assess the current family condition identifying family strengths. These are then used in the development of a case plan. The model provides for consistency in analysis and a process for standardizing outcome indicators allowing for cross agency comparison and analysis of outcome data. The FDM has been re-funded for three years SFY 2008-11 to further develop the FDM Outcomes Model and assist the participating counties in integrating The Pathway to the Prevention of Child Abuse and Neglect (Pathway) goals and interventions. The Pathway www.cdss.ca.gov/cdssweb/entres/pdf/Pathway.pdf is an innovative, comprehensive resource manual which was completed and made available on-line. It assembles a wealth of findings from research, practice, theory, and policy about what it takes to improve the lives of children and families. The emphasis is on acting strategically across disciplines, systems, and jurisdictions to reduce the costs of abuse and neglect and to promote thriving children, families and communities.

Objective 1

Support, broaden and extend existing public/private partnerships in the thirteen California FDM counties focusing on prevention and neglect using a collaborative planning process.

Activities

- The Institute for Community Collaborative Studies (ICCS) and Strategies provide orientation and applications for the family strengthening agencies in thirteen counties who participate in the FDM project.

Objective 2

Strengthen the validity of the FDM model by establishing a Panel of Experts approved by the OCAP.

Activities

- The ICCS and OCAP designate a Panel of Experts. ICCS/OCAP will establish and maintain an active membership comprised of state and local child welfare leaders, representatives from supporting organizations, and nationally respected authorities on child welfare. The expert panel will guide ICSS/OCAP in ensuring that the FDM model will assist participating county agencies in identifying and tracking the families that participate in the FDM model.

Objective 3

Develop a strategy for the integration of the FDM model and the Pathways approach.

Activities

- The ICCS develop a core set of prevention outcome indicators to use in the thirteen California FDM counties to track progress across the Pathway goals.
- The ICCS will broaden its website to showcase the Pathway with the core set of indicators connected to Pathway goals and prevention planning documents.
- The ICCS and Strategies will help to broaden and extend existing public/private partnerships in the thirteen FDM counties to include Family Resource Centers, County Welfare Representatives, Tribal Communities, and other local partners to provide input into the counties' plans for the prevention of child abuse and neglect.
- County teams will begin to implement a prevention action plan.

PROGRAM AREA 14: PROGRAMS, ACTIVITIES, SERVICES AND TRAINING

Child Abuse Prevention Coalitions (CAPCs)

The partnership of state and local entities provides a strong basis for the networking of CAPCs and FRCs. Additionally, in many instances parents are included as partners in implementing an interdisciplinary, collaborative, public-private structure. This collaboration has resulted in system wide improvements in local communities.

The prevention networks will continue to coordinate services that strengthen families in their respective communities. Planned services included offering assistance to families by:

- Promoting the development of parenting skills (especially in young parents and parents with very young children).
- Improving family access to resources and opportunities available in the local community.
- Outreach to special populations; minorities, geographically isolated communities, Native American tribal families and to provide services/resources.
- Offering individualized community supports such as respite care and other services to families, particularly to children with disabilities.
- Providing early comprehensive support to families and to increase family stability.

California counties will continue to innovatively use prevention and early intervention funding to collaborate and network between disciplines to maximize the use of the various federal, state and local funds to enhance child abuse prevention programs. Each year brings a new expansion of these networking activities that serve to strengthen the family and community at the grass roots level.

Strengthening Families Framework

The OCAP is incorporating the Strengthening Families' framework, including the Protective Factors in OCAP funded programs. The CDSS' OCAP is promoting the use of Protective Factors in the CAPC efforts based on research, which has found that the most successful child abuse and neglect prevention interventions include strategies that both reduce risk factors and promote Protective Factors to ensure the well-being of children and families. The OCAP will be consulting with other states who have already implemented this framework and the Center for the Study of Social Policy to further develop its strategy and implementation plan. In addition, as contracts and grants come up for renewal, the OCAP

has been looking at ways existing projects can incorporate the promotion of the Protective Factors.

Evidenced-Based Clearinghouse for Child Welfare Services in California

The California Evidence-Based Clearinghouse for Child Welfare (CEBC) is one of the CDSS' targeted efforts to improve the lives of children and families served within the child welfare system (CWS). The CDSS' Office of Child Abuse Prevention contracted with Rady Children's Hospital-Chadwick Center for Children and Families to create the CEBC. Children's Hospital, San Diego was awarded the grant on June 1, 2004. The website, <http://www.cachildwelfareclearinghouse.org>, became operational in the spring of 2006. Changes continue to be made to improve the look and function of the site.

The CEBC website statistics as of March 2009 include:

- 88,245 visitors counted.
- 16% of the total visitors were from over 169 international countries.
- 84% were from the United States.
- 36% were from California.

The CEBC helps to identify and disseminate information regarding evidence-based practices relevant to child welfare, providing guidance on evidence-based practices to statewide agencies, counties, public and private organizations, and individuals. The CEBC is guided by an Advisory Committee (AC) and a scientific panel. The AC includes researchers, child welfare services practitioners, as well as representatives from the CWDA, CDSS, community agencies, and foundations. The Scientific Panel is comprised of five core members who are nationally recognized as leaders in child welfare research and practice, and who are knowledgeable about what constitutes best practice/evidence-based practice.

The CEBC website is designed to:

- Serve as an online connection for child welfare professionals, staff of public and private organizations, academic institutions, and others who are committed to serving children and families.
- Provide up-to-date information on evidence-based child welfare practices.
- Facilitate the utilization of evidence-based practices as a method of achieving improved outcomes of safety, permanency and well-being for children and families involved in the California public CWS.

Objective 1

Maintain structure of the CEBC.

Activities

- Maintain an active membership of the CEBC Advisory Committee comprised of state and local child welfare leaders, representatives from supporting organizations, and nationally respected authorities on child welfare.
- Meet twice a year in a face-to-face format and two times via teleconference each SFY. Meetings purposes are to: determine topical areas, for which evidence-based practices will be sought, assist in identifying evidence-based practices, ensure the CEBC remains up-to-date with emerging evidence, assist in developing the most

effective means to disseminate the product of the CEBC, and to provide feedback on the utility of the CEBC products.

- Maintain the Scientific Panel that guides the scientific process for the CEBC. The Panel is comprised of five core members, who are nationally recognized as leaders in child welfare research and practice.
- The Scientific Panel selects and rates programs for inclusion on the website and ensures the CEBC remains up-to-date with emerging evidence.
- The Panel participates in one face-to-face meeting and two teleconferences (involving both the Scientific Panel and current Topical Experts) per year. They review and refine the Scientific Rating criteria, suggest potential Topical Experts for the Topic Areas selected by the Advisory Committee, assist in identifying evidence-based practices, assist in developing the most effective means to disseminate the products of CEBC and provide feedback on the utility of the CEBC products.

Objective 2

Maintain and expand the existing content on the CEBC website.

Activities

- Continue to build the CEBC by adding five new Topic Areas each year as selected by the Advisory Committee. The CEBC staff will review twenty-five programs per year.

Objective 3

Keep the CEBC up-to-date.

Activities

- The CEBC staff, with the support from the Scientific Panel, will re-review and update 25 programs per year to capture new research on programs previously reviewed. CEBC staff will add up to ten new programs in topic areas currently highlighted on the website.
- CEBC staff will contact all programs highlighted on the website annually to obtain updated contact information and to identify newly published research.

Objective 4

Expand the information available on the website.

Activities

- Expand the website links to existing online databases that provide information about Randomized Controlled Trials relevant to Child Welfare that are currently being conducted (such as the Federal Computer Retrieval of Information on Scientific Projects [CRISP] and Campbell Collaborative SPECTR).
- Expand the existing Frequently Asked Questions (FAQ) page on the website to include questions posed by consumers on the website and during CEBC presentations. These will be updated at least once a year.
- Create a desk guide for front line workers and supervisors that provide assistance with the critical step of linking their clients to the appropriate evidence-based practices (EBPs that are scientifically rated a one, two, or three on the CEBC website). The desk guide will include a brief description of the practices; the uses,

and contraindications of the practice. The desk guide will be updated annually to capture new and relevant information that has been posted on the CEBC website.

Objective 5

Expand the website to include implementation of Evidence-Based Program (EBP) resources.

Activities

- Create the structure for the implementation resources to be added to the website by creating additional website pages, creating a user-friendly way to navigate this section of the website
- Create the structure for the implementation resources to be added to the website by creating the content and design for the implementation resource section of the website.
- Provide implementation materials on the website by conducting a literature review of the available implementation resources to determine which EBP implementation guides and tools will be posted.
- Post guides for EBP implementation support that include examples of various organizational assessment tools.

Objective 6

Provide a venue for discussion of implementation strategies and resources.

Activities

- Create a discussion board, accessible by password. Evaluate, maintain, and expand the discussion boards.

Objective 7

Disseminate information from the CEBC website to consumers.

Activities

- Create the structure for disseminating findings from the CEBC website by creating a process for the prioritization of training requests and the submissions of proposals to local, state, and national conferences. Provide ten to twelve CEBC presentations about EBP's to the various regions within the state. The same training will cover areas such as: the importance of EBP's, the benefits of using EBP, practical application of the CEBC, organizational readiness and making decisions about implementing EBPs.
- Create a process for determining the response for requests for articles about the CEBC. Write three to five descriptive articles about the CEBC per year for newsletters or website and submit on journal article about the CEBC annually to journals relevant to child welfare.
- Create a forum for child welfare professionals to share relevant information about EBPs. Plan and coordinate the child welfare track for the San Diego International Conference on Child and Family Maltreatment promoting EBPs in child welfare, finding of the CEBC, and EBP information relevant to child welfare.

Supporting Father Involvement Study (SFI Study)

In 2003, CDSS' OCAP entered into an Interagency Agreement with the University of California, Berkeley to conduct a research study and intervention designed to: 1) strengthen family relationships, 2) Increase the positive involvement of fathers in their families; 3) enhance children's development; 4) prevent child maltreatment, and 5) change organizational culture to become more father friendly and father inclusive.

Service elements for SFI families are implemented through public-private partnerships between child welfare services agencies and family resource centers in the counties of Santa Cruz, San Luis Obispo, Tulare, Yuba, and Contra Costa. This evidence-based program has proven successful with low income, at risk, co-parenting, Caucasian, Latino, and African American families with children age seven and younger.

Families, who volunteer for services, are randomly assigned to one of three groups: 1) a one-time educational presentation on the impact of positive father involvement upon outcomes for children; 2) a sixteen week group for fathers, or 3) a sixteen week group for couples. All project participants receive case management services.

An analysis of data obtained thus far shows:

- Participants in the on-going groups reported fewer symptoms of anxiety and depression.
- Couples maintained their satisfaction with their relationships as couples.
- Fathers in both groups showed significant increase in hands-on involvement in the daily tasks of child care.
- Participants in both on-going groups experienced a significant rise in annual income, in comparison with control participants, whose incomes remained stable.

Funding for this project is being extended through June 30, 2012 to focus upon work with families referred by CWS. It is projected that SFI will be just as effective with this new population of families, within the CWS system. CWS families will comprise approximately sixty to seventy percent of the families receiving SFI services.

Objective 1

Extend the Supporting Father Involvement Study Program to families referred by Child Welfare Services.

Activities

- Update data management system and forms to include new target population. Establish, enhance, and maintain relations with CWS liaisons. Develop CWS-SFI Memorandum Of Understanding (MOU) for each of the five initial counties. Collaborate on the design of an effective SFI protocol. Provide SFI orientation to CWS supervisors and social workers in each of the site counties. Continuously assess and revise forms, protocols, etc. through the first year. Secure and analyze data for comparison with successful outcomes from Phase I and Phase II. Produce related reports.

Objective 2

Provide on-going and appropriate case management and group facilitation

Activities

- Provide staff training/professional development activities in domestic violence and child abuse/neglect. Obtain consultation from clinical experts in domestic violence and child abuse as manifested with Latino, Caucasian, and African American families. Revise recruitment activities to include new population of families.

Objective 3

Statewide Dissemination Phase I and Phase II results

Activities

- Collaborate in the planning and implementation of county specific and statewide dissemination of Phase I and Phase II results. Engage agencies in dissemination activities such as: orientation sessions, organizational self assessments and/or full implementation of groups. Provide agencies with training and technical assistance needed to fully implement the SFI intervention.

Citizen Review Panels

The CDSS' OCAP administers California's Citizen Review Panels (CRPs). Currently there are panels in Calaveras and San Mateo Counties and a statewide panel, the California State Citizens Review Panel, which reviews the policies, practices and procedures of California's child welfare services system. These panels are reflective of the demographic, economic, social and political climate found in different areas throughout the state depicting the varied conditions of child protective services in California. Technical assistance, guidance and coordination are available through the OCAP. Additionally, OCAP hired a special consultant to provide dedicated technical assistance to all CRPs. During this reporting period approximately 140 hours of technical assistance has been provided by the consultant to the county panels, state panel and to the OCAP.

Objective 1

The OCAP staff in conjunction with the CRP Consultant and the CRPs, are focusing on building strong panels that are reflective of their communities and are able to partner with local and statewide child protective service systems as well as each other to enhance the safety and well being of children.

Activities

- Schedule a convening of representatives from each panel to provide information sharing, technical assistance and networking opportunities.
- Promote information sharing and networking within the three state panels as well as with panels in other states. Panels now have access to the national CRP website at www.uky.edu/SocialWork/crp/.
- Encourage panels to review the Program Improvement Plan (PIP) developed in response to California's Child and Family Services Review.
- Continue to contract services with CRP consultant. The consultant is a valuable source of information and is helping to train and provide technical assistance to the panels as well as new OCAP staff.

Objective 2

The CAPTA requirements are broadly defined. OCAP is reviewing current guidelines and considering their value to the structure of California CRPs.

Activity

- Modification and deletions to guideline are being made and plans to create state regulations to formalize the CRP process are underway.

Safely Surrendered Baby

This effort provides public awareness of the state law regarding abandonment of newborn babies. The Safely Surrendered Baby (SSB) Law allows a responsible party to confidentially surrender a baby to a hospital and, in designated counties, fire stations. A parent who is unable or unwilling to care for an infant can legally and confidentially surrender their baby within three days of birth, as long as there is no evidence of abuse or neglect. The goal of the SSB program is to prevent injury or death to newborns that may have been abandoned under unsafe conditions.

Objective

To provide public awareness through education and outreach by providing and disseminating materials that educates the general public about the state law.

Activities

- In the ongoing effort to increase public awareness the CDSS/OCAP continues to provide public outreach materials. The new public education materials include posters and brochures that are available in both English and Spanish at no cost. To enable counties and public agencies to personalize the brochures, space on the back allows for the insertion of local information. CDSS/OCAP is now exploring the possibility of a toll free hotline number.
- Safely Surrendered Baby public education materials have continued to be distributed throughout the state to a wide variety of local public and private agencies that serve children and families. The types of agencies that receive the SSB materials are:
 - Local health departments, hospitals and other health care organizations (the California Health Care Association).
 - Community-based service organizations (FRCs).
 - Law enforcement (district attorneys, police departments, sheriff's departments, and probation offices).
 - Public agencies, private organizations, and policy/decision makers from local government.
 - State Departments (Education and Health Services).
 - Community Institutions (schools, colleges and universities).

The CDSS also continues to promote the SSB media campaign. As a result of the recent audit of the SSB law by the California Bureau of State Audits (April 2007), a workgroup was convened to include statewide and local stakeholders to improve outreach efforts.

Child Fatality/Near Fatality Disclosure Responsibilities

CAPTA requires states to "have provisions which allow for public disclosure of the findings or information about the case of child abuse and/or neglect which has resulted in a child fatality or near fatality."

For the purposes of reporting, a near fatality is defined as "a severe childhood injury or condition caused by abuse and/or neglect which results in the child receiving critical care for at least 24 hours following the child's admission to a critical care unit."

California state law was changed effective January 1, 2008, with the passage of SB 39, Chapter 468, Statutes of 2007, which clarified the requirements for disclosure of child fatality information in California and helped ensure compliance with CAPTA requirements. In accordance with SB 39, counties are required to submit to the CDSS a Statement of Findings and Information (SOC 826 form) to report child fatalities which are suspected or found to be caused by abuse and/or neglect. Additionally, beginning January 1, 2008, SB 39 required local child welfare agencies to respond directly to public requests for information related to child fatalities resulting from abuse and/or neglect.

Counties also continue to have responsibility for providing CDSS with a Statement of Findings and Information for child near fatalities that are the result of abuse and or neglect. CDSS has the responsibility for responding to public requests for information on near fatalities resulting from abuse or neglect. Upon public request, CDSS meets this responsibility by releasing a Statement of Findings and Information that includes CAPTA required information. The Statements of Findings and Information serves as the basis for CAPTA disclosure and analysis, and will be reviewed by CDSS from an oversight perspective.

SB 39 also requires CDSS to issue an annual report on the notifications received, and any systemic issues or patterns based on information provided by the counties in the SOC 826 forms. As agreed upon between CDSS and Region IX, Children's Bureau, the annual report will also be provided as part of the Annual Progress and Services Report (APSR) of the state's Title IV-B Child and Family Services Plan and will be available to the public on the CDSS website beginning with the federal fiscal year 2009 reporting period. To the extent that this report does not reflect near fatality information, additional analyses will be submitted as needed as part of the APSR. Therefore, beginning with the federal fiscal year 2009 APSR report, CDSS will provide relevant child fatality/near fatality information for Calendar Year 2008.

Section V

Statistical and Supporting Information

STATISTICAL AND SUPPORTING INFORMATION

Intercountry Adoption

A failed intercountry adoption in this State can occur through two methods. The first method is the disruption of an adoptive placement that did not finalize in the child's country of origin. This type of adoption would be pending finalization in this State. California law requires that a prior agreement be made between the private intercountry adoption agency facilitating the adoption and the country of the child's origin to address who will take responsibility of the child if such a disruption occurs. In these cases either the private adoption agency will take care, custody and control of the child or the child will be sent back to their country of origin who will resume responsibility for the child. Pursuant to Family Code 8903, if an adoption agency fails to meet its responsibility with respect to a child in a failed adoptive placement, and the child becomes a dependent of California, California will assume financial responsibility for the child.

The second method is an adoption that was finalized in the child's country of origin. In this circumstance, the child could become a dependent of California per Welfare and Institutions Code Section 300 (a) through (j).

All intercountry adoptions completed by Hague Convention countries also require an agreement between the California adoption agency and the foreign country which addresses who will assume legal and financial responsibility for the child if the adoption fails. Instructions were issued to all California intercountry adoption agencies in All County Letter 09-10.

In 2008, CDSS conducted an informal survey of counties who reported that approximately ten cases within the last five years fell under the auspices of Family Code 8903. In March 2009, CDSS' adoptions district offices, reported that in the last year, there have been two cases which fell under the auspices of Family Code 8903. These two failed intercountry adoptions were handled by CDSS adoption district offices. Additional information regarding these cases is currently unavailable. Unfortunately, this data is not currently captured in the CWS/CMS application. However, CDSS has submitted a request that the CWS/CMS application be changed to capture this data.

Safe and Timely Home Studies

California enacted Senate Bill (SB) 703, Chapter 583, Statutes of 2007, to come into conformity with the federal Safe and Timely Interstate Placement of Foster Children Act of 2006. Pertinent provisions effective January 1, 2008, were implemented via All County Letter (ACL) 08-26, dated May 28, 2008. California local agencies were instructed via this ACL to conduct home studies requested by out-of-state agencies assessing the safety and suitability of proposed placements into California within the requisite time periods and to collect data regarding time line compliance for future reporting purposes. Counties were instructed to manually track the various elements until the Child Welfare Services/Case Management System (CWS/CMS) could be modified to track such data electronically, which is currently anticipated for late 2010. In early 2009, CDSS received from Region IX, DHHS, program instructions for the Title IV-B Child and Family Services Five-Year Plan for FFYs 2010-2014 that the plan was to include specific data regarding the states' compliance during Fiscal Years 2007 and 2008 with the out-of-state home study time line requirements imposed by the new federal law.

In California, county child welfare services agencies and CDSS adoption district offices are the primary agencies responsible for conducting home studies for prospective Interstate Compact on the Placement of Children (ICPC) placements. Additionally, some home study requests from out-of-state agencies may be sent directly to private adoption agencies, although the majority are processed through county child welfare and adoption district offices. In completing a home study to assess the safety and suitability of such out-of-state foster and adoptive home placements, California child welfare and adoption agencies apply the same licensing and approval standards used for the placement of California children, including criminal records/prior abuse checks, assessment of the caregiver qualifications and of the safety of the home and grounds, and providing the child's personal rights to the caregiver and child(ren).

On June 15, 2009, CDSS sent a survey to all California county ICPC liaisons (58), all California Private Adoption Agencies (67), as well as all CDSS adoption district offices (7), to collect and compile data regarding time lines for completing home study requests made by other states during Calendar Year (CY) 2008. The CDSS received responses from all counties, all CDSS adoption district offices, and 55 private adoption agencies. The following represents an aggregate analysis of that data for CY 2008. Since California did not implement the out-of-state home study requirements into law until 2008, there is no data for CY 2007.

Total Home Study Requests from Out-of-State Agencies

For CY 2008, California counties and CDSS adoption district offices collectively processed approximately 1,600 home studies requested by out-of-state agencies. Of these, approximately 153 (10 percent) were requests for foster home studies, 969 (60 percent) were for relative home studies, 306 (19 percent) were for parent home studies, 170 (11 percent) were for adoptive home studies and 2 were conducted by a private adoption agency. Counties processed the majority of the home study requests received, at 98 percent of the total.

Frequency with Which the State Needed the Extended 75-Day Period for an Interstate Home Study Begun on or Before September 30, 2008

For home studies requested by out-of-state agencies begun on or before September 30, 2008, the frequency with which the state needed the extended 75-day period was 49 percent of the time. Therefore, of the total 1,250 cases processed during this time period (January 1 to September 30, 2008), 618 required the 75-day extension. Furthermore, 51 percent of the cases were completed within 60 days.

Reasons Why the Extended Compliance Period Was Needed

In completing the survey, respondents were asked to list the reasons why the extended 75-day compliance period was needed. Of the ten reasons survey respondents listed, three of the most commonly reported by California agencies were: lack of compliance from the Prospective Caregivers (29 percent), delays resulting from Criminal Background Check Process (21 percent), and delays resulting from Waivers/Exemptions (9 percent). Other commonly reported reasons included pending information from requesting state, education and training requirements, and prospective caregiver's home needs correction(s).

A more thorough discussion regarding the challenges these delays present to California's home study process can be found in the section below, entitled Actions Taken by the State and Any Relevant Federal Agency to Resolve the Need for an Extended compliance Period.

Extent to Which the Extended Compliance Period Resulted in the Resolution of the Circumstances that Necessitated the Extension

Of the 618 cases previously cited above that needed the 15-day extension, approximately 25 percent, or 154 cases, were able to be resolved in the 75 days. The remaining 464 cases required a longer period of time to complete the home study.

Actions Taken by the State and Any Relevant Federal Agency to Resolve the Need for an Extended Compliance Period

California hopes to improve the timeliness of completing home studies requested by out-of-state agencies during CY 2009. However, it is anticipated that many home studies will still necessitate longer than 60 days to complete a thorough home study. While some of the reasons for the need for an extended period can be resolved by technical assistance and working within best practice scenarios, some are more challenging, and a 60-day time line is often systemically insufficient. As indicated above, California treats in-state and out-of-state home study requests in the same manner; not affording preferential treatment to either. It would be contrary to our state law to quickly approve or deny, or simply close a case without a thorough review of the safety and suitability of a proposed placement merely to meet a time line.

As previously reported to ACF on October 23, 2006, California's average time to license or approve a foster family home is four months. The CDSS believes this average holds true to current practice. California employs a thorough and extensive process to approve an out-of-home placement for a child who is a dependent or ward. Caregivers are assessed and either licensed or approved based on a review of the following areas: caregiver qualifications, safety of the home and grounds, criminal record/prior abuse clearances, child's personal rights, and orientation and training. This process is administered by the county child welfare or probation department and requires considerable cooperation from the prospective caregiver and other in-state and out-of-state agencies. Caregiver(s) and each adult resident in the home must submit fingerprints for a state and federal level criminal record background check. If the individual has a criminal history, he/she must submit police reports and court documents concerning his/her arrests and convictions, as well as evidence of rehabilitation, in order to request a criminal record exemption. In compliance with the Adam Walsh Child Protection and Safety Act, the process also requires a check of each state's child abuse registry for any caregiver and adult residing in the home that has lived in another state within the previous five years. Additionally, to meet the standard regarding safety of the home and grounds, it may be necessary for the prospective caregiver to remedy an unsafe situation, modify the current home configuration, or to relocate.

California's ability to complete a home study within 60 days is challenged because of the comprehensive nature of California's process and reliance on other individuals and entities outside the control of the approving agency. As noted, prospective caregivers have a significant role in completing the process. Many of their responsibilities depend on their ability to access other systems and to get timely responses to requests for information. Criminal background checks pose a similar problem of getting timely responses to requests for court and law enforcement documents and also pose additional challenges due to the process by which California exempts certain past criminal convictions. With the passage of the Adam Walsh Child Protection and Safety Act, prospective caregivers who previously could have demonstrated rehabilitation through the exemption process are now precluded from doing so and are, therefore, not eligible for a criminal background clearance.

California's best practices do not allow us to bypass any elements of our current approval/licensing process in conducting a home study requested by an out-of-state agency for a prospective adoptive or foster placement into California. Therefore, it is likely that there will be a continued need for longer than 60 days to complete many home studies requested by out-of-state agencies.

The CDSS has and will, however, continue to meet quarterly with California's ICPC liaisons, to provide technical assistance in meeting this and other ICPC requirements. The CDSS is also working on standardizing forms and tracking in CWS/CMS to better improve processing and data and, thus, the ability to complete home studies in a timely manner. Lastly, CDSS is working with counties and CDSS district offices to ensure that when counties and CDSS district offices determine that they will be unable to complete a home study within the 60 days for reasons beyond their control that they provide the requesting state with a status update to keep the other state apprised of the status of the home study request and what may be causing any delays. The CDSS believes such action will better enable California to meet the spirit and intent of the Safe and Timely Act. Now that the State has a base line with which to work and compare progress, there is are confidence the State can work with individual counties to resolve some concerns and issues.

Juvenile Justice Transfers

CWS/CMS CASES CLOSING TO PROBATION OR INCARCERATION

All CWS/CMS cases that closed during the Federal Fiscal Year (10/01/1999 to 09/30/2008) with an indicated closure reason of probation or non-601/602 incarceration.

Period of Report: 10/01/1999 to 09/30/2008

Report#: 6085-kz

All 600/Incarceration case closure reason types are included:

Incarcerated - Adjudicated 601/602
No Incarcerated – Adjudicate 601/602
Incarcerated – Adjudicated Non 601/302
Child receiving services from Probation, Case Suspended

Data from CWS/CMS, California's Statewide Automated Child Welfare Information System (SACWIS) is used to identify CWS/CMS cases that close each federal fiscal year with one of the above 600/Incarceration closure reasons.

Federal Fiscal Year	Count of Cases
2000	885
2001	1,014
2002	917
2003	918
2004	934
2005	917
2006	1,026
2007	1,017
2008	882
Sum	8,510

Licensing Waivers

The number and percentage of children in foster care placed in licensed relative foster family homes:

Relative foster family homes in California are approved to core licensing standards, whereas non-related foster family homes are licensed to those same standards. The response to this request will be the number/percentage of *approved* relative foster family homes. The number/percentage of these placements in FY 2009 will be provided by December 15, 2009, pursuant to the CFPS instructions.

The number and percentage of children in foster care placed in unlicensed relative foster family homes:

A small number of children are placed via court order into a relative home that may have been assessed but was not approved. The CWS/CMS 2 report provides data in a placement category, "Other Unspecified Home". This placement category captures the combined number of placements in small family homes, tribe specified homes, and court specified homes. The exact number of these placements will be provided by the December 15, 2009 due date.

The frequency of case-by-case waivers of non-safety licensing standards for relative foster family homes:

Case-by-case waivers are recorded as a documented alternative plan (DAP) on two forms utilized in the relative approval process (the SOC 815 and SOC 817) and maintained in the CWS/CMS database. CDSS is exploring whether this data can be collected; if so, it will be provided by December 15, 2009.

The types of non-safety licensing standards waived:

Currently, two regulations sections are permitted an exception (or waiver). These are non-safety requirements related to bedroom space and home telephone service. California is exploring additional non-safety waivers of licensing standards as permitted under the federal law.

Assessment of how such case-by-case waivers of non-safety licensing standards have affected children in foster care, including their safety, permanency and well-being:

Anecdotal information indicates that allowing an exception to the regulatory requirements concerning bedroom space facilitates placement of the child with a relative whose home does not meet pertinent regulations. It allows a child who may be placed elsewhere because of the bedroom-related requirements to be placed with a relative. The exception may also enable siblings to be placed together. The exception (waiver) facilitates placement with family.

Reasons why relative foster family homes may not be licensed despite authority to grant such case-by-case waivers of non-safety licensing standards:

Relative foster family homes are primarily denied due to non-exemptible criminal history, prior reports to the child abuse central index, or prior reports to Child Protective Services.

Actions the State plans to take or is considering taking in order to increase the percentage of relative foster family homes that are licensed while ensuring the safety of children in foster care and improving their permanence and well-being:

Strengthen family finding and engagement activities; expand current efforts for inclusion of family members in case plan development; pilot a program to establish a unified, family-friendly and child-centered resource family approval process; continued involvement with the Family to Family Initiative; convene a kinship caregiver advisory group to identify, address, and make recommendations on recruitment, permanence and well-being related issues; develop a subsidized relative guardianship program in compliance with the federal Fostering Connections for Success Act.

Suggestions the State has for administrative and or legislative actions to increase licensed relative care. (See 45 CFR 1355.20 for definitions):

Reinstate the opt-out provision that was in place prior to enactment of Adam Walsh, allowing California to return to its criminal background check process that was in place prior to the Act. Under the opt-out provision, California had in place a process that included state and federal fingerprint-based checks of prior criminal and child abuse history, with guidelines for evaluating the suitability of a prospective caregiver that ensured a child's safety, while providing flexibility in exempting certain past criminal history upon a showing of rehabilitation and good character. This process afforded California to not only ensures the safety of children who would be placed in out of home care, but to also have available a larger pool of potential relatives for the child's placement. The Adam Walsh non-exemptible crimes ban and five year prohibition has impacted the availability of relatives as caregivers.

Section VI

Chafee Foster Care Independence Program and Education Training Voucher Program

CHAFEE FOSTER CARE INDEPENDENCE PROGRAM

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The following document is arranged in accordance with the provisions of the U.S. DHHS, Administration on Children, Youth and Families Program Instruction ACYF-CB-PI-04-01 requirements.

Part I: Program Plan Narrative

The CDSS supervises the programs carried out under this plan by the counties. The CDSS agrees to cooperate in national evaluations of the effects of the Independent Living Program (ILP) implemented to achieve the purposes of this plan. Subsections a) through g) below describe how CDSS has designed its ILP to focus on the outcomes and service objectives associated with achieving the purposes of Sections 477(a)(1)-(6), 477(b)(2)(A) and the newly added 477(a)(7) and 475 (5) (8)(B)(iii) of the Social Security Act established through P.L. 110-351.

In relationship to the impacts of the Performance Improvement Plan (PIP) on the provision of Chafee Foster Care Independence Program (CFCIP) services, CDSS will focus on evidence-based practices and training opportunities. Specifically, CDSS will continue to require all counties to provide core CFCIP services to all eligible youth in California and provide documentation of outcomes. In addition, CDSS will encourage the development and implementation of proven best practices and provide technical assistance to counties in the provision of core services.

The CDSS has adopted regulations that provide the framework within which counties will provide core services to youth throughout the State. The Regulations were implemented in November of 2003 and the results of implementation are reflected in the Annual Narrative Report and Plan in which all counties are required to provide qualitative and quantitative data relevant to the previous FFY.

A) Help youth make the transition to self-sufficiency:

Independent Living Program Services

The CDSS administers and monitors a statewide, county implemented, Independent Living Program (ILP) which includes the Transitional Housing Placement Program (THPP) and the Transitional Housing Program-Plus (THP-Plus).

Section 31-236 (a) of the State ILP Regulations, explicitly states that for each youth in placement, 15½ and not yet 16 years of age, the social worker/probation officer of the county of jurisdiction shall insure that the youth actively participate in the development of the Transitional Independent Living Plan (TILP). The regulations describe the TILP as the

primary, written service delivery plan for youth 15 ½ and older. ILP services shall be provided to all eligible youth, based on a needs assessment. Services and goals are identified from the needs assessment and documented in the most recently completed TILP. The ILP has been designed to offer the following core services that will enable foster youth 16 years of age and older, to successfully transition to adult living in accordance with Section 31-525.8 of the Regulations.

Core services shall be provided based on identified individual needs and goals as documented in the TILP including, but not limited to:

- Education, including: skill development, assistance and referrals to obtain literacy skills, high school diploma/GED, post-secondary education experiential learning and computer skills.
- Career development, including: assistance and referral to obtain career exploration, work readiness and responsibility skills, employment development, employment experience, vocational training, apprenticeship opportunities, job placement and retention.
- Assistance and referral to promote health (including mental health) and safety skills including, but not limited to: substance abuse prevention, smoking cessation, pregnancy prevention, and nutrition education.
- Referral to available mentors and mentoring programs.
- Daily living skills, including: information on and experiences and training in financial management and budgeting; personal responsibility skills; self-advocacy; household management; consumer and resource use; survival skills; and obtaining vital records.
- Financial resources, including: information and referrals regarding financial assistance if applicable, including, but not limited to, incentives, stipends, savings and trust fund accounts, educational/vocational grants, CAL-Grants, Employment Development Departments, registered in One-Stop Career Centers, Workforce Investment Act funding and programs, other employment programs and other forms of public assistance including, but not limited to, CalWORKs, Food Stamps, and Medi-Cal; and Housing information, including: training and referrals about transitional housing programs; federal, state and local housing programs; and landlord/tenant issues.

The TILP describes the youth's current level of functioning; emancipation goals as identified in Section 31-236.6; progress towards achieving the TILP goals; programs and services needed, including, but not limited to, those provided by the ILP; and identifies the individuals assisting the youth. The TILP shall be reviewed, updated, approved, and signed by the social worker/probation officer, caregiver and the youth every six months. Additional individuals, important to the youth, such as mentors or ILP Coordinators are encouraged to participate in the process of developing the TILP.

The inclusion of ILP participants in the development and implementation of the TILP provides the youth the opportunity to not only directly design their own TILP, but to accept responsibility for their actions as well as providing them with a sense of empowerment over their own life goals. To encourage the youth's participation in developing the TILP, a new TILP form was developed in 2008. This form was reduced significantly in length to be more youth friendly and youth directed. The new form also

includes a place for the caregiver's signature to help ensure that all parties are clear on what goals the youth is trying to achieve.

P.L. 110-351 requires each state to develop a transition plan within the 90 day period prior to the youth's emancipation from foster care. Although, CDSS currently requires that all youth 16 and older have a transition plan, P.L. 110-351 also requires what domains must be addressed in that plan. The CDSS is convening a workgroup with internal staff, stakeholders and former foster youth to determine the best way to incorporate these new requirements into the current processes and ensure that the transition plan is a youth driven process.

The Health and Education Passport

In collaboration with the Department of Health Care Services, the CDSS developed and implemented a statewide foster child Health and Education Passport (HEP) that is available on the state's Child Welfare System/Case Management System (CWS/CMS). The HEP is designed to provide updated and relevant information related to a foster child's current and past physical, dental, mental health, and educational needs and status. The purpose of the HEP is to ensure the provision of viable and useful health and education services to foster children. This information is for the utilization of social workers, probation officers, courts, care providers, medical professionals, educators and the foster child. The University of California at Davis (UCD) under contract with the Health and Human Services Data Center works with counties to provide training on how to utilize the HEP. The HEP training, conducted by UCD, provides participants with the knowledge and skills needed to use the application tools and processes to record information in the HEP notebooks and generate the HEP document.

Along with the California Department of Mental Health, the California Adolescent Health Collaborative (AHC) is another organization devoted to maintaining and improving health care services for youth. The CDSS staff uses these meetings and trainings as a venue to communicate with various partners on the health issues of foster youth. With funding from the California Wellness Foundation, the AHC is developing a resource network on mental health issues with a focus on resources for providers working with out-of-home youth. Foster youth are among the most vulnerable for mental health problems. This AHC project includes:

- Web-based resources for sharing information about mental health issues with a focus on out-of-home youth.
- Statewide meetings to facilitate information-sharing and technical assistance to service providers.
- Community events in collaboration with local public or private agencies to support local networking.

Local, Statewide and National Collaboration and Coordination

The collaboration and coordination of efforts locally and statewide have been an important factor in the on going efforts to provide integrated services to state's foster youth. Per Section 30506.6 of the Regulations, counties shall collaborate with other public and private agencies to ensure the availability of core services and shall not duplicate or replace services that are available through other agencies, programs or funding sources.

The Foster Youth Employment, Training and Housing Taskforce was established in 2001 to address the needs of homeless youth. It is an example of successful collaboration between

CDSS, Employment Development One-Stop programs, the Workforce Investment networks, the Department of Education, California Youth Connection and other community based organizations. As a result of this collaboration, four foster youth pilot projects have been developed and a multidisciplinary training for ILP coordinators, One-Stop staff, foster parents and stakeholders to train them on the needs of foster youth and services offered by the One-Stop Centers.

At the county level, there is collaboration and coordination between the social worker/probation officer and the ILP staff. Counties are encouraged to develop and maintain working relationships with other county agencies, for example, county mental health departments, as well as community based organizations to ensure that youth receive needed services. This coordination, along with the training of caregivers to assist them as they promote a foster youth's self-sufficiency, is an essential component of the process of providing services to youth.

Ongoing partnerships create opportunities to better serve, and in many instances, improve the quality of services provided to youth in the ILP by filling gaps in service and to pool resources and information. At this time, CDSS collaborates and partners with:

- The California Welfare Directors Association (CWDA),
- The CWDA ILP Subcommittee
- The Department of Health Care Services
- The Department of Mental Health
- The Department of Housing and Community Development
- The Federal Housing and Urban Development Department
- The Employment Development Department
- Welfare to Work
- CalWORKS
- The Community College Foundation
- The California Youth Connection
- AmeriCorp
- The Inter-Tribal Council
- The United Way
- Community Based Organizations
- The University of Oklahoma, National Resource Center
- Casey Programs
- The Stewart Foundation

ILP Outcomes

The CDSS, in collaboration with county and state representatives, foster youth, and advocates, developed and implemented regulations to ensure that the offered ILP services are consistent with the following outcome measures:

Domain	Expected Outcomes: to increase the number of former or current foster care youth who:
Self-sufficiency	1. Have attained economic self-sufficiency, i.e., are employed and have avoided public assistance. 2. Have a stable and safe place to live.
Knowledge and skills/ Readiness for self-sufficiency	3. Have attained academic or vocational educational goals, i.e., have received a high school diploma.
Social/interpersonal supports	4. Have connections to caring adults. 5. Exhibit citizenship and community involvement.
High-risk behaviors	6. Postpone parenthood, i.e., avoid non-marital birth. 7. Avoid unsafe behavior, i.e., high-risk and illegal.
Physical and mental health	8. Have access to physical and mental health care.
Self-perceptions/ Personal characteristics	9. Have a sense of well-being and aspirations for the future. 10. Have a strong personal and cultural identity.

The CDSS has recently implemented a new data collection tool, The Exit Outcomes for Youth Aging out of Foster Care Quarterly Statistical Report, which counties must submit each quarter. The report collects data on youth who have aged out of foster care in that quarter and includes information on outcome related domains such as: high school completion, enrollment in college, employment, housing and financial information.

Due to the impact of the budget deficits in California, the goal and objectives for California's Chafee Foster Care Independence Program will be to maintain current Independent Living Programs and services for current and former foster youth.

The department will continue to collaborate with its partners, including the John Burton Foundation for Children Without Homes and the Casey Family Programs for the Breakthrough Series Collaborative (BSC). The ILP BSC will be unveiling its recommended findings and best practices to the counties beginning November 2009. The department will continue to involve Chafee Educational Training Voucher stakeholders in order to improve the distribution of vouchers and to support post-secondary training for youth. The department will continue its participation in several partnerships, including the Foster Youth Education and Employment Taskforce, New Ways to Work, and Work Force Investment Act, to expand employment resources for current and former foster youth.

The focus will also be to continue partnerships with caregivers in an effort to achieve improved outcomes of permanency and well-being as identified in the Department's Program Improvement Plan goals and objectives.

B) Help youth receive the education, training and services necessary to obtain employment:

A foster youth unable to obtain a high school diploma or educational equivalency prior to

exiting the child welfare system will be offered the education and training needed to obtain a vocational certificate and/or stable employment by age 19, but no later than the day before their 21st birthday.

The CDSS' ILP service goals that are found on the TILP focus on the educational and experiential learning needed by eligible foster youth to function as healthy, productive, and responsible self-sufficient adults. Upon entering ILP, THPP & THP, and no less than every six months, all program participants are directly involved with county personnel in the process to assess their strengths and needs in preparation for independence. Assessment tools that CDSS recommends for use are:

- The Daniel Memorial Life Skills Assessment.
- The Ansell-Casey Life Skills Assessment.

Assembly Bill (AB) 490 (Chapter 862, Statutes of 2003) targets the educational needs and rights of foster youth and wards of the court by enhancing the educational rights of these youth. Specifically, the guiding principles of AB 490 are:

- For foster youth to meet state academic achievement standards.
- For youth to maintain stable school placements.
- Placement of youth in least restrictive educational programs.
- Access to the academic resources, services and extracurricular and enrichment activities available to all students.

The CDSS will partner with the California Department of Education (CDE) to develop AB 490 guidelines for counties and, as is standard practice, consult with foster youth.

Key provisions of AB 490 that impact a youth's educational goals:

- Foster youth access to same academic resources, services, and extracurricular activities.
- Education and placement decisions dictated by best interests of the child.
- There will be a "Foster care liaison" on school staff.
- School stability in school of origin.
- Preference for mainstream school placement.
- Immediate enrollment.
- Timely transfer of educational information.
- Protection of credits, grades, and graduation.
- Case worker/probation officer access to school records.

C) Help youth prepare for and enter postsecondary training and educational institutions:

The CDSS has requested approval of the amendment to California's Title IV-E State Plan for the approved Chafee Foster Care Independence Program, Post-secondary Education and Training Voucher (ETV) Program. Operational responsibility for dissemination of the grant monies to eligible youth for the ETV remains with the California Student Aid Commission through an interagency agreement with CDSS.

Adequate funding for education and training has been a significant barrier to foster youth who often have special learning needs and often must work either full or part-time. The ETV Program will allow the State to bear more costs for support (e.g.,

tutoring, books, supplies, transportation, etc.), which will assist youth in completing educational and training goals. The Chafee ETV program allows many foster youth, whom could not otherwise afford it, the opportunity to attend college. Section f) provides more detailed information on the ETV Program.

California currently assists foster/probation youth in attaining their post-secondary educational/training goals by utilizing some of the ILP funds and the Emancipated Foster Youth Stipend. Additionally, ILP coordinators, social workers and probation officers encourage foster youth to apply for scholarships and grants through state and local college financial aid offices. Counties provide a supportive role through assisting youth in obtaining the vital services needed for success in post-secondary education or training programs.

D) Provide personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults:

Providing personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults is a crucial element in assisting foster youth 16 years and older to successfully transition to adult living. As previously noted the CDSS collaborates and partners with numerous State agencies, advocacy organizations, and community based organizations and encourages the design of mentoring programs that utilize the following resources to provide this personal and emotional support to youth:

The County ILP Coordinator

All 58 California counties have at least one ILP Coordinator. County ILP Coordinators link eligible foster youth to a community service agency, job information, educational support, or college programs services. In many instances these coordinators serve as a mentor to youth to provide program assistance and personal support. ILP regulations require counties to provide youth with referrals to available mentors and mentoring programs.

AmeriCorp

In California, the Chancellor's Office of the California Community Colleges staff formed the Foster Youth Mentoring Project in collaboration with State agencies and other stakeholders. This program carries out local community service projects and recruiting local community volunteers, including foster youth to participate in community service projects.

This Project provides emancipated former foster youth that are currently enrolled in a community college and who work with their county ILP Coordinator to mentor a foster youth between the ages of 13-18. Americorp provides mentoring and strong intervention by way of one-on-one mentoring relationships using individualized goal plans to improve and create positive outcomes emancipated youth often do not realize. Americorp representatives participate in the CDSS teen conference and training summits to provide information regarding opportunities for foster youth.

One of Americorp's goals is to motivate younger current foster youth through their interaction with the Americorp member to prepare for, and enter, postsecondary education. The current foster youth may then become an Americorp member themselves and carry on the mentoring tradition.

The California Mentor Initiative

A statewide, locally administered, mentoring program funded through a contract with the State of California, Department of Alcohol and Drug Programs. Foster youth referred to the California Mentor Initiative will receive the support and guidance they need to successfully meet the challenges in their daily lives. One-on-one, team group mentoring, tutoring, coaching, and role modeling are among the variety of services provided to foster youth by the California Mentor Initiative.

The Foster Youth Services Program

A State of California, Department of Education program designed to meet the unique needs of foster youth residing in group homes. Although not yet functioning on a statewide basis, the Foster Youth Services Program has the following three goals: 1) to improve pupil academic achievement, 2) to reduce the incidence of pupil discipline problems or juvenile delinquency, and 3) to reduce the rates of pupil truancy and dropout.

E) Provide financial, housing, counseling, employment, education and other appropriate support and services for former foster care recipients between 18 years of age and up to the day before their 21st birthday:

Former foster care recipients between the age of 18 and up to the day before their 21st birthday will be offered financial, housing, counseling, employment, and education services.

The CDSS has partnered with the Employment Development Department (EDD) and other agencies and organizations through participation in the Foster Youth Employment, Training and Housing Task Force to encourage counties to collaborate at the local level with builders, foundations and community based organizations to develop affordable housing, employment and training opportunities for emancipated youth. In addition, ILP regulations require foster youth to be registered at One Stop Centers so that they are aware of services available to them upon emancipation from foster care.

AB 1119 (Chapter 639, Statutes of 2002) provides State General Funds (SGF) to counties for the expansion of transitional housing for emancipated foster/probation youth Transitional Housing Program – Plus (THP-Plus) by increasing the rate paid to providers. The rate increase for providers serves as an incentive to increase the number of providers who offer transitional housing to foster youth. For counties to provide THP-Plus they must submit a written plan to the state that includes information on: supervision of the program, program funding, the availability of safe and affordable housing and the availability of program providers.

THP-Plus eligible youth are young adults who have emancipated from foster care and are 18 through 20 years old, and are pursuing the county-approved goals they have developed in the THP-Plus Transitional Independent Living Plan (TILP). The maximum time for youth to participate in THP-Plus is 24 cumulative months.

The youth must be participating in the activities identified in the THP-Plus TILP. The plan shall be up-dated every six months. Participants are responsible for informing the county whenever changes occur that affect payment of aid, including changes in address, living circumstances, educational, career, and training programs.

The 30 Percent Housing Allocation

In accordance with the federal John H. Chafee Foster Care Independence Act of 1999, a county may spend up to 30 percent of their ILP allocation for the room and board needs of eligible emancipated youth. The age of eligibility is from 18 years of age up to the day of their 21st birthday. There is great variance in county housing programs. Allowable expenditures for the 30 percent housing allocation may include the following variety of costs emancipated youth incur:

- Food purchases.
- Payment of rental deposits and/or utility deposits.
- Payment of rent and/or utility bills.
- Emergency assistance - the determination of which is a county's interpretation.

Emancipated Youth Stipends (EYS)

Emancipated Youth Stipends are 100 percent SGF and are a separate source of funds from a county's ILP allocation. EYS funds are used to address the special needs of emancipated foster youth. Any EYS expenditures paid in excess of a county's allocation will be a county-only cost.

Counties have found this funding, 3.5 million, a valuable means of providing a wide variety of services to youth. The following are seven categories of allowable costs that may be paid from the EYS.

<p>Category 1. Transportation Costs</p> <p>If the emancipated youth uses a non-public transportation vehicle for the errands described, reimbursement paid from the Emancipated Youth Stipend shall not exceed the per-mile reimbursement rate paid by the placing county.</p>	<p>Incurred through the use of public transportation to attend and return home from:</p> <ul style="list-style-type: none">• School• Court proceedings• Visiting sibling(s)• Work• Work-related training• ILP-sponsored events and classes• Medical appointments for themselves and/or their child(ren)• Their child(ren)'s childcare, preschool or school• Public parking fees• The cost of driving lessons• The cost of car insurance for the emancipated youth
<p>Category 2. Work Required Costs</p>	<ul style="list-style-type: none">• Clothing and/or uniforms• Job interview related costs• Tools• Vocational/educational assessments• Training Professional/union dues

<p>Category 3. Contracted Services Costs</p>	<ul style="list-style-type: none"> • Educational planning • Life skills training • Job preparation • Financial aid workshops • Personal awareness • Computer classes • Career assessment and development
<p>Category 4. Health Services Costs</p>	<p>Non-Medi-Cal funded physical and/or mental health medical treatment needs of the emancipated youth that are beyond the financial means of the emancipated youth, or the cost of tuition for classes, activities, or services on or related to:</p> <ul style="list-style-type: none"> • Nutrition • Family planning • Parenting skills • Sexuality and sexual behavior • Drug/alcohol use • Prenatal drug/alcohol exposure • Home health and safety management • CPR • Eating disorders • Hygiene and personal care
<p>Category 5. Non-Medi-Cal Funded Costs Related to the Child(ren) of the Emancipated Youth</p>	<p>Non-Medi-Cal funded costs physical and/or mental health medical treatment needs of the child(ren) of the emancipated youth that are beyond the financial means of the emancipated youth, including:</p> <ul style="list-style-type: none"> • Food • Clothing • Bedding • Diapers • Childcare, preschool and/or school • Infant furniture such as a high chair, car seat, crib, bed and/or stroller
<p>Category 6. Housing Assistance Costs</p>	<ul style="list-style-type: none"> • Food Rent and/or utility deposits • Rent and/or utility charges • Moving expenses • Furniture and/or household items • Costs incurred through roommate network agencies
<p>Category 7. Emancipated Youth Aftercare Costs</p>	<ul style="list-style-type: none"> • Assistance with college fees • Educational counseling • Crisis counseling • Job placement and retention training • Vocational training

The Workforce Investment Act and One-Stop Centers

The ILP/THPP/THP-Plus Regulations states that the social worker/probation officer shall assist the youth to complete the emancipation preparation goals by collaborating with public and private agencies/persons including but not limited to schools, colleges, the Department of Education, Mental Health, ILP coordinators, care providers, the Student Aid Commission, Workforce Investment Act programs and services, the Employment Development Department and One-Stop Career Centers. The One-Stop program in Santa Rosa, California, is identified nationally as an example of a best practice program. All current and former foster youth between the age of 18 and up to the day before their 21st birthday are eligible to receive services through the provisions of The Workforce Investment Act and One-Stop Centers.

Section 477(a)(5) of the Social Security Act permits states to provide services to former foster youth that are at least 18 years of age who left foster care and have not reached their 21st birthday. Throughout the State, counties are focusing more and more on providing services to this population of young adults in order to best serve their needs and ensure positive outcomes.

F) Make vouchers available for education and training, including postsecondary education to youth who have aged out of foster care.

Education and Training Vouchers Program:

The CDSS, in its continuing efforts to assist foster youth in obtaining successful safety and permanency outcomes, make the transition to self-sufficiency and receive the education, training and services necessary to obtain employment, provides oversight to the California Student Aid Commission (Commission) for the operational responsibility of the CFCIP Educational and Training Voucher Program and its 58 counties for support of youth participants.

California Chafee ETV program will assist eligible foster youth who are:

- A minimum age of 16 and who have not yet reached their 21st birthday.
- Adopted from foster care or in a legal guardianship after attaining age 16.
- Eligible for services under the State's Chafee ILP program, with the exception of youth who are in a Kin-GAP placement that came into effect before the youth turned 16.
- Participating in the voucher program at age 21, until they turn 23 years old, as long as they are enrolled in an approved post-secondary education or training program and are making satisfactory progress in completing their course of study or training.

The ETV program will provide eligible youth access to educational and vocational resources through reimbursable costs for:

- Attending an institution of higher education, not to exceed the lesser of \$5000 or the total cost of attendance as defined in Section 472 of the Higher Education Act; including,
- The purchase of technical equipment, to include, but not limited to, computers, calculators, and supplies associated with course work.

The grant awards up to \$5000 per student. For the 2008/2009 school year, 3,078 youth were awarded ETV grants. Any unused/unclaimed grant money is returned and

redistributed to other eligible youth. The CDSS sends out Chafee information to eligible youth twice annually.

The CDSS through the ILP program has struggled to assist foster youth in receiving grants and scholarships. While ILP funds and the Emancipated Foster Youth Stipends are used, many young people have not been able to fully utilize funding opportunities or receive funding that adequately meets their needs. With the assistance of and in collaboration with other State and local agencies, CDSS will ensure that the ETV program funds are:

- Used in a manner consistent with ETV requirements.
- Allocated equitably to eligible youth statewide for postsecondary education and training.

Due to the large need of financial support for post-secondary education, CDSS receives more applications for ETV grants than can be provided with the available funding. As a result, CDSS and relevant stakeholders developed the following priority list for ETV grant awards:

1. Renewal applicants
2. Students with dependents
3. Students aging out of foster care
4. Financial need
5. Date of application

The CDSS shall coordinate with the Student Aid Commission and other appropriate State and local service providers and education and training programs to prevent supplantation of services and benefits. The CDSS shall take appropriate steps to prevent duplication of benefits under this and other federal or federally supported programs.

g) Provide services to youth who, after attaining 16 years of age, have left foster care for kinship guardianship or adoption

California youth who have left foster care after age 16 for adoption or guardianship are eligible for the same ILP services as youth who are currently in care or have aged out of care. Section (e) and Part 3 contains more detailed information on services available to these youth.

Part 2: Serving Youth Across the State

The CDSS actively collaborates with other State of California Departments, county agencies, The Community College Foundation, private non-profit foundations, political subdivisions and other interested stakeholders to all to ensure that ILP services are available to all eligible youth across the state. Subsections a) through c) briefly describe how California collaborates with other entities to ensure the Independent Living Program is effectively implemented to all youth through consultation with other political subdivisions in the State.

A) Other State of California Departments

The State of California, Department of Education (DOE)

The DOE funds and administers the Foster Youth Services Program (FYS); a program mandated through the Education Code sections 42920–25. The primary purpose of the FYS

Countywide Programs is to provide advocacy and direct services to support the educational success of all foster youth attending school in their districts. FYS expanded from 39 to 57 county programs as of State Fiscal Year 2007/08. The FYS functions as a liaison between the foster youth and their educators to 1) improve pupil academic achievement, 2) reduce the incidence of pupil discipline problems or juvenile delinquency, and 3) reduce the rates of pupil truancy and dropout. FYS provides foster youth with a wide range of academic support from tutoring to school based behavioral support, as well as, vocational education and emancipation services. In 2007/08, FYS provided over 41,000 direct services to foster youth.

The State of California, Department of Alcohol and Drug Programs (DADP)

The DADP funds and administers the California Mentor Initiative. The California Mentor Initiative is a statewide, local mentoring program. Foster youth will be referred to the California Mentor Initiative for mentoring help in providing the support and guidance these youth need to successfully meet the challenges they face in their daily lives.

The State of California, Employment Development Department

As previously noted, the State's ILP/THPP/THP-Plus Regulations require counties to ensure youth are registered in a One-Stop Center. All current and former foster youth that are at least 18 years of age but have not yet attained 21 years are eligible to receive services at these centers. Individual counties or regional consortiums of counties will be establishing One-Stop Centers or their equivalent ILP Resource Centers to provide a comprehensive, coordinated community-based system of aftercare services for this former foster youth population.

The State of California, Housing and Community Development (HCD)

Among its many responsibilities, the HCD provides leadership, policies and programs to expand and preserve safe and affordable housing opportunities for foster youth. The collaboration that CDSS has established with this department has resulted in the inclusion of foster youth as a "special class," for the purposes of grant funding.

The State of California, Department of Mental Health (DMH)

Through its collaboration with CDSS, the DMH ensures that foster children receive appropriate mental health services. In 1999, it became a law that only a juvenile court judicial officer shall have authority to make orders regarding the administration of psychotropic medications to foster children in placement. The court may issue an order delegating this authority to a parent after making findings on the record that the parent poses no danger to the child and has the capacity to authorize psychotropic medications. Additionally, the physician's request must include the reason for the request, the child's diagnosis, behavior and potential side effects of the medication. In 2004, this law was amended to establish procedures for processing these requests. The amendments include two main aspects: 1) encourage child welfare agency to complete a request within three days of receipt of physician's recommendations, and 2) Require the judicial officer to approve or deny a request within seven days or schedule a hearing. Youth shall not be denied ILP or housing services due to being on prescribed psychotropic medications.

In addition, the DMH's Supportive Housing Grants for Persons with Special Needs Program provides housing for a variety of identified populations, including young adults aging out of the foster care system.

The State of California, Department of Health Care Services (DHCS)

The CDSS has expanded Medicaid to provide services to youth that have aged out of foster care and are at least 18 years of age and have not yet attained their 21st birthday. This program allows foster youth that are receiving foster care funds on their 18th birthday to remain eligible for Medi-Cal with no share of cost or monthly income evaluations. Re-determination will be left to each county per DCHS specifications. The CDSS continues to work with counties and the DHS to ensure all eligible youth receive extended Medi-Cal benefits.

B) Local County Entities.

County ILP Coordinators

All 58 California counties have an ILP Coordinator. Los Angeles County, the state's largest county has 16 ILP Coordinators. The County ILP Coordinators link eligible foster youth to community service agencies, job information, or college programs services. The County ILP Coordinators assist ILP participant's transition to self-sufficiency by offering participating youth the following services:

- Offered by county agencies for current or emancipated foster youth and Tribal youth:
 - a) Job placement and retention
 - b) Vocational training
 - c) Development of daily living skills
 - d) Substance abuse prevention
 - e) Consumer and resource use
 - f) Housing and household management
- Offered by Community Colleges, school districts and faith based/community organizations:
 - a) Preventive health and safety activities (including smoking avoidance, nutrition education, and pregnancy prevention)
 - b) Interpersonal/social and self- development skills
 - c) Survival skills
 - d) Computer/Internet skills
 - e) County agencies

County Welfare Agencies

Responsible for administering aftercare services for the emancipated youth up to the day before their 21st birthday.

The California Welfare Directors Association and The Chief Probation Officers of California:

These statewide organizations, through their linkages with local agencies, provide that individualized services are offered to foster youth.

California Welfare Directors Association/ILP Subcommittee

This subcommittee collaborates with the Department on ILP policy and service delivery.

The Breakthrough Series Collaborative

California was one of six states chosen to participate in a National Governor's Association (NGA) Policy Academy on Youth Transitioning out of foster care. California's NGA team,

under leadership of the California Department of Social Services, brought together a broad representation of leadership, partners and advocacy organizations to address the challenges faced by transition aged foster youth. The NGA team's focus is to improve transition outcomes for foster youth and to implement these changes effectively to the current system. The Breakthrough Series Collaborative (BSC) methodology was identified as an effective approach that would assist counties translate the NGA's recommendations and vision into action, with the goal of redefining and reshaping programs and services promoting permanency and preparation for foster youth for adulthood.

The California Independent Living Program Transformation Breakthrough Series Collaborative (ILP/BSC) will engage up to 15 counties and one state-level team which will focus on fast tracking practices, protocols and policies for foster youth before they exit the foster care system. The emphasis is on ensuring that each transitioning foster youth will have an individualized case plan which will support all of their transition goals in the areas of permanence, education and employment.

The BSC/ILP Transformation has 4 Learning Sessions interspersed throughout the 18 months of active county team participation in the project. The second Learning Session will occur in June 2009. At these Learning Sessions county teams learn how to integrate transition planning, skill-building activities, and support into the daily lives of all transitioning foster youth. Transition services are also integrated into day-to-day case management, school, and other community-based activities to ensure all foster youth are supported in achieving their independent living goals.

The goals of the ILP/BSC transformation are:

- Increase foster children/youth having permanent homes and connections to communities, culture and important adults.
- Increase exits to permanency (reunification, adoption, legal guardianship for youth 14 to 18 who are in care for 24 months or longer.
- Permanency/Lifelong Connections: Increase in foster youth and youth transitioning from foster care reporting that they have at least one family member or supportive adult with whom they feel they have a lifelong connection.
- Increase engagement of youth as true partners.
- Increase youth transitioning from foster care reporting that they are receiving community-based and experiential services/activities in preparation for their transition from foster care.
- Increase in foster youth transitioning from care making progress towards graduation from high school and post secondary readiness.
- Increase in foster youth transitioning from care receiving work experience, consistent with their self-identified career goals prior to leaving the foster care system.

C) The Private Sector, including Foundations, Private Non-Profits, and Interested Stakeholders

Foundation for California Community Colleges (FCCC)

The CDSS contracts and collaborates with the FCCC to administer the ILPs through the community college system. In turn, FCCC partners with various State of California Departments, associations, private, non-profits, and interested stakeholders, including:

- The California Probation Officers Association

- The Chancellor's Office of the California Community Colleges
- The California Foster Parent Association Education
- The California Alliance of Child and Family
- The State of California, Department of Rehabilitation
- The State of California, Employment Development Department
- The California Ombudsman's Office
- The California Youth Connection
- The California Welfare Directors Association
- California Mental Health Directors
- California Public Health Nurses

The collaboration between the CDSS and the FCCC is to promote statewide educational training on life skills and college and career preparation to current and transitioning foster and probation youth aged 16 to 21 years. In addition, adult care providers including foster parents, kinship caregivers, group home staff, and foster family agencies receive educational training in conjunction with these youth.

The FCCC provided statistics during the grant period 2007-08, that the program served:

- 1,657 foster youth
- 188 transitioned youth
- 51 adults

The FCCC provided statistics through March 2009 for the grant period 2008-09, that the program served:

- 725 foster youth
- 187 transitioned youth
- 94 adults

The collaboration between the CDSS, the FCCC, and FCCC's partnerships promotes:

- Collaborative needs assessments
- The use of college and county resources
- Program planning
- Linkages through which foster youth receive individual services
- Implementation and evaluation of various ILP services

The Casey Foundation, California Connected by 25 Initiative

The California Connected by 25 Initiative, sponsored by the Annie E. Casey Foundation, was developed to help address the needs of youth during the transition from the foster care system to adulthood. The goal of the initiative is that "through positive youth development and integrated systems of support and services, transitioning foster youth are connected by age 25 to the opportunities, experiences and support that will enable them to succeed throughout adulthood." The initiative is being developed to assist county child welfare agencies and their communities to build a comprehensive continuum of supports and services across seven key focus areas:

- K-12 Education.
- Employment/Job Training/Postsecondary Education.
- Housing.
- Independent Living Skills Program.

- Financial Competency, Savings and Assets.
- Personal/Social Asset Development.
- Permanency.

The California Connected by 25 Initiative also provides assistance to participating counties in implementing or expanding their THP-Plus programs. As a result of receiving assistance from California Connected by 25, Santa Clara County now provides 80 youth with stable transitional housing. Santa Clara County also developed an innovative agreement with the San Jose State University Housing Services for foster youth attending the University. Fresno, Stanislaus and San Francisco also led with innovations in transitional housing by starting up a host family model of transitional housing that integrates a permanency focus.

Part 3: Serving Youth of Various Ages and Stages of Achieving Independence.

There is a Departmental effort to ensure age appropriate ILP services are delivered to youth and that youth in ILP are able participate in normal social and developmental activities for their age. ILP services are tailored for: 1) youth under 16, 2) youth 16-18, and 3) youth between the ages of 18 and 21 and (4) youth who were placed in kinship guardianship or adoption after turning age 16.

The following chart offers examples of services being provided to the following four populations:

<p>(1) 14-15 years of age* and still in foster care</p> <p>*This age is service at county option.</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their emotional and educational needs. 3. Coordinate academic counseling and/or tutoring assistance. 4. Offer the youth the opportunity to: <ul style="list-style-type: none"> • Motivate themselves for their exit from the foster care system. • Develop their daily living skills. • Be introduced to pre-employment services. • Develop their interpersonal, social, and self-development skills. • Develop their computer and Internet skills. 5. Stabilize their out-of-home placements. 6. Offer mentoring programs.
<p>(2) 16 -18 years of age and still in foster care</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their needs for achieving independence. 3. Coordinate academic counseling and/or tutoring assistance. 4. Offer the youth services designed for the youth to develop and/or understand: <ul style="list-style-type: none"> • Their career, employment, or vocational interests. • Job placement and retention requirements. • Household management requirements. • Computer/Internet skills. • Preventive health and safety activities and

	<p>their Medi-Cal services.</p> <ul style="list-style-type: none"> • How to continue with their postsecondary education. <p>5. Develop and maintain a Transitional Independent Living Plan.</p> <p>6. Offer mentoring programs.</p> <p>7. If available, the opportunity to participate in the Transitional Housing Placement Program.</p>
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<p>(3) 18-19 years of age and still in foster care</p>	<p>1. Seek this population through outreach.</p> <p>2. Assess their needs for achieving independence.</p> <p>3. Assess their career, employment, or vocational interests.</p> <p>4. Offer the youth services designed for the youth to develop and/or understand:</p> <ul style="list-style-type: none"> • Their career, employment, or vocational interests. • Job placement and retention requirements. • Household management requirements. • Computer/Internet skills. • Preventive health and safety activities and their Medi-Cal services. • How to continue with their postsecondary education. <p>5. Maintain a Transitional Independent Living Plan.</p> <p>6. Offer mentoring programs.</p> <p>7. If available, offer them the opportunity to participate in the Transitional Housing Placement Program.</p>
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<p>(4) 17-20 years of age, no longer in foster care and ILP eligible*</p> <p>*This includes youth who emancipated, were adopted, reunified or in a legal guardianship at or after age 16.</p>	<p>1. Seek this population through outreach.</p> <p>2. Advocate for their issues.</p> <p>3. Offer the youth aftercare services that include:</p> <ul style="list-style-type: none"> • Employment counseling. • The opportunity to participate in the Workforce Investment Act. • Crisis counseling. • Financial assistance, including incentives, stipends, and educational cost assistance. • Access to an emergency shelter. • Housing assistance, information and referral. • Opportunities for community service. • Information addressing their preventive health and safety activities and their Medi-Cal services. • How to continue with their postsecondary education. <p>4. Offer mentoring programs.</p>
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The following programs are available to youth between the ages of 18-20:

Room and Board

The State must also include a reasonable definition of "room and board" and a description of the approach(es) being used to make available room and board to former foster youth between the ages of 18 years of age up to the day before their 21st birthday.

Room and board means:

- Food purchases; or payment of rental deposits and/or utility deposits; or payment of rent and/or utility bills, or emergency assistance (a county's interpretation) for eligible emancipated youth, i.e., those youth who are at least 18 years of age, but have not yet attained 21 years of age.
- A county may spend less than, but cannot exceed, 30 percent of the total of their ILP allocation for the room and board needs defined above.

The following provides suggestions for making room and board and other services available for eligible emancipated foster youth, i.e., those youth who are at least 18 years of age, but have not yet attained 21 years of age.

- Seek this population through outreach.
- Advocate for their issues.
- Offer information to the youth on preventive health and safety activities and how to maintain their Medi-Cal services.
- Provide aftercare support which may include:
 - Employment counseling.
 - An opportunity to participate in the Workforce Investment Act.
 - Crisis counseling.
 - Financial assistance, including incentives, stipends, and educational cost assistance.
 - Access to an emergency shelter.
 - Housing assistance, information and referral.
 - Opportunities for community service.

The following guidelines explain allowable room and board costs:

- Food.
- Rent and/or utility deposits.
- Rent and/or utility charges.
- Moving expenses.
- Furniture and/or household items.
- Costs incurred through roommate network agencies.

Medicaid Coverage for former foster youth ages 18-20:

The CDSS has implemented the Medi-Cal program in cooperation with the Department of Health Services to ensure foster youth that emancipate from the foster care system continue to receive health care up to their 21st birthday.

Education and Training Vouchers Program

The CDSS welcomes the ability to provide foster youth with the very important opportunity to pursue and or continue their post-secondary education and training goals. To assist in the development of an ETV grant program that meets federal requirements and helps to

move additional youth towards positive outcomes, the State has convened a work group whose purpose is to develop a statewide criteria for key ETV program requirements to ensure consistency in application of grant program funding and basic services for the benefit of all eligible youth. This team consists of public and private partners and includes but is not limited to the following stakeholders; the Commission, Departments of Education (Foster Youth Services), Employment Development, Probation, Health Services, Workforce Investment Boards, California Youth Connection, Community College Foundation, Chancellors Office, Casey Family Programs, Foster Parent Association and local school districts.

Program Requirements

With State direction and oversight, the Commission will administer the program according to federal and state guidelines to assure that no assistance will exceed the total cost of attendance and to avoid duplication of benefits under this and any other federal assistance program. It is the State's expectation that counties in support of youth in the ETV Program will also coordinate with the aforementioned organizations and others at the local level. Essential statewide ETV program criteria and guidelines have been finalized and incorporated into the CDSS interagency agreement with the Commission.

CDSS continues to collaborate with both public and private partners to develop statewide criteria to ensure consistency of opportunity and services to youth under the Chafee ETV for the following:

- a. Application process
- b. Service provision
- c. Applicant priority
- d. Participant evaluation
- e. Program outcomes
- f. Maximum grant awards

The CDSS continues its interagency agreement with the Commission to transfer operational responsibility for the Chafee ETV program to the Commission.

The CDSS requires the Commission to:

- Operate the ETV program in accordance with the program instructions provided by the U.S. Department of Health and Human Services, Administration for Children and Families and the program guidelines developed by the CDSS.
- Provide assurances that the Chafee Education Training Vouchers (ETV) hereafter known as the California Chafee Grant Program (CCGP) will supplement and not duplicate existing financial aid resources.
- Provide assurances that voucher amounts are disregarded for purposes of determining the recipient's eligibility for, or the amount of, any other federal or federally supported assistance, except that the total amount of educational assistance to a youth under this section and under other federal and federally supported programs shall not exceed the total cost of attendance, as defined in Section 472 of the Higher Education Act of 1965, and except that the State agency shall take appropriate steps to prevent duplication of benefits under this and other federal or federally supported programs.

- Implement an application process developed by the State in consultation with stakeholders that will document the initial ETV expenditure and on-going ETV costs, other scholarships and grants, including the costs of other supportive services such as educational and career assessment tools, applications, childcare, medical expenses, room and board and the funding source. The application process will also ensure that vouchers are consistently and equitably distributed, non-duplicative, while offering priority to youth for whom otherwise, higher education/training would be unattainable.
- Implement the participant evaluation process established by the state including established milestones that will track satisfactory progress made towards successful completion of educational/training goals as defined by the educational or training organization the youth attends.
- Implement a program evaluation process per the State criteria which identifies the numbers of program participants, outcomes and program successes, challenges and needed enhancements annually.
- Provide a youth outreach component utilizing State and community resources, to advertise the ETV Program for eligible foster youth including the California Youth Connection, Department of Education (Foster Youth Services), Employment Development Department, Probation Department, Department of Health Services, Department of Housing and Development, Community College Foundation, Chancellor's Office, Foster Parent Association, school districts, faith-based organizations, other child care providers and advocacy groups.
- Administer the ETV for county Probation departments' foster and former foster youth.

The CDSS requires counties to:

- Provide assurances that counties will coordinate through the California Student Aid Commission and college financial aid offices, the receipt of ETVs with the other available post-secondary education/training resources such as Cal Grants, Pell Grants and other such financial aid resources to ensure that vouchers will supplement and not duplicate existing financial aid.
- Encourage participants in developing educational/training or transitional independent living plans to:
 - Form connections with post-secondary educational/training counselors, officials and other support persons.
 - Successfully complete post-secondary education/training.
 - Completed required applications, assessments, tests, and financial aid forms.
 - Access available support during post-secondary educational/training attendance including, but not limited to, housing, child care and tutoring (allowable costs related to successful participation in post-secondary education and training).
- Coordinate the ETV Program services with appropriate local service organizations, education and training programs including community colleges, school districts and Workforce Investment Boards.
- Report on ETV services, expenditures and program outcomes via the ILP Annual Narrative Report.
- Report all ETV costs to a separate program code on the County Expense Claim.
- Verify Chafee ETV eligibility for youth whose eligibility is in question.

Measures to avoid over expenditure and duplication

The Commission uses the grant award criteria established by the State to ensure that vouchers for higher education/training shall not exceed the lesser of \$5000 or the total cost of attendance as defined in Section 472 of the Higher Education Act. The Commission works with financial aid offices and County staff through the grant application process developed by the State to coordinate funding sources (e.g., federal and state student financial aid programs, grants, etc.) to maximize the use of ETV funding and to avoid duplication of funding and services. The CDSS utilizes the CWDA ILP Sub-Committee meetings, and quarterly CWDA ILP regional meetings to solicit counties regarding efforts to equitably deliver program services. County Directors continue to certify county administrative expense claims as true and accurate, and claim all ETV costs to a separate program code on the County Expense Claim.

The Commission distributes vouchers to eligible youth utilizing the Commission data base and the Child Welfare Services/Case Management System. The State provides technical assistance to the Commission and counties regarding ETV requirements and gathers information from stakeholders such as the California Youth Connection, the CWDA/ILP subcommittee and the CDSS Ombudsman's office to gauge the Program's success in providing consistent ETV services to youth. The CDSS will utilize this information to provide technical assistance to specific counties and/or will issue an All County Information Notice to ensure effective delivery of program services, when statewide clarification is needed.

Various categories served and administrative/legislative barriers:

The CDSS has convened a team of stakeholders that includes: California Youth Connection, CWDA, Casey Family Programs, and representatives from the Commission, Departments of Education, Employment Development and Probation to draft program requirements for key ETV program areas such as the grant award process, service provision, participant evaluation and the important issue of outcome accountability and data collection for those youth who have exited the system. The CDSS continues to collaborate with the Commission and other State and local stakeholders regarding youth outreach strategies to inform the widest possible audience of foster youth regarding ETV opportunities. The CDSS recognizes that it is important that as California moves forward with its implementation of Child Welfare Redesign, counties integrate administration of the ETV Program into a system of services that addresses the needs of transitioning youth, and furthers positive outcomes.

On November 6, 2008 the CDSS convened an ETV stakeholder meeting to report on the status of the program in the prior year both academically and financially. Meeting participants were given the opportunity to share the successes and challenges in the program and were asked to share ideas on ways to improve program implementation.

Transitional Housing Program-Plus

The THP-Plus is a transitional housing placement opportunity for emancipated foster youth, aged 18-24, who emancipated from the child welfare system. The goal of the program is to provide a safe living environment while helping youth achieve self-sufficiency so that they can learn life skills upon leaving the foster care support system. Counties electing to participate in the program provide supervised independent living and support services.

Participant Eligibility:

- THP-Plus eligible youth are young adults who have emancipated from foster/probation care and are 18 through 24 years old, and are pursuing the county-approved goals they have developed in the STEP/THP-Plus TILP.
- Participation in THP-Plus is subject to: county participation in the program, the availability of safe and affordable housing, and the availability of program providers.
- The maximum time for THP-Plus participation is 24 cumulative months.

Consultation and Collaboration

The CDSS collaborates with the following public and private sector entities to help adolescents in foster care achieve independence:

The Chancellor's Office of the California Community Colleges System.	The California Youth Connection.
The State of California, Department of Education.	Kinship Care Providers.
The State of California, Department of Alcohol and Drug Programs.	The Stuart Foundation.
The California Welfare Directors Association.	Casey Family Programs.
The California Chief Probation Officers Association.	
The California Foster Parent Association.	
The California Alliance of Child and Family Services.	

California Indian Tribes

The CDSS utilizes its ICWA Workgroup, which is currently comprised of 20 representatives from tribes and tribal organizations as well as representatives from the Bureau of Indian Affairs, counties and the State, as a means of consulting with tribes. Through CDSS' collaborative efforts with various public and private non-profit entities, counties are encouraged to actively outreach to current and former foster Indian youth in California regarding ILP benefits and services available to them as is available to other non-Indian current and former foster youth in the state. Additionally, the CDSS has embarked on a collaborative effort with community partners in receipt of a federal grant to develop the Tribal Successful Transitions for Adult Readiness (STAR) project to ensure that Native American youth are offered the full range of ILP services in a culturally sensitive manner. The Department fosters culturally sensitive outreach and services to foster youth by sponsoring workshops at its ILP training summit geared to Native American youth conducted by the University of Oklahoma National Resource Center and the Tribal STAR project staff. The ICWA Workgroup was sent a copy of the Title IV-B Plan and Chafee plan.

Juvenile Justice and Delinquency Prevention Act of 1974

The State has made every effort to coordinate the State programs receiving funds provided from an allotment made to the State under subsection (c) with other Federal and State programs for youth, especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974 to address the immediate needs of runaway and homeless foster youth.

Current and Former Foster Youth

The information in this Plan reflects CDSS' on-going effort since 1992 when the Consolidated Omnibus Budget Reconciliation Act of 1993 (Public Law 103-66) permanently reauthorized ILP effective October 1, 1992. For the past 10 years the input of youth, including those presently in care as well as former foster youth, has been an integral factor in the development of the existing statewide ILP that is designed to assist foster youth 16 years of age and older to successfully transition to adult living. Taken cumulatively over the past 10 years the input of current and former foster youth has been integrated into the development of this Plan. The CDSS has, in every possible instance, made certain that foster youth participate in Departmental initiatives such as the Redesign, housing committees, conferences, the development of the ILP/THPP/THP-Plus Regulations and the TILP.

Part 4: Determining Eligibility for ILP Services

Eligibility requirements

In California, youth who are eligible for ILP are 1) between 16 years of age up to the day before their 21st birthday, 2) either are currently in foster care, or were in foster care on or after their 16th birthday and 3) are in receipt of Kin-GAP and between the ages of 16-18 (and up to the age of 21) at state only costs pursuant to Welfare and Institutions Code Section 10609.3.

In addition, California's counties have an option to provide services to 14-15 year old foster care youth using county only funds.

ILP services and benefits allow the service provider to provide Core services to youth based on identified individual needs and goals as documented in the TILP including, but not limited to:

- Education, including: skill development, assistance and referrals to obtain literacy skills, high school diploma/GED, post-secondary education experiential learning and computer skills.
- Career development, including: assistance and referral to obtain career exploration, work readiness and responsibility skills, employment development, employment experience, vocational training, apprenticeship opportunities, job placement and retention.
- Assistance and referral to promote health (including mental health) and safety skills including, but not limited to: substance abuse prevention, smoking cessation, pregnancy prevention, and nutrition education.
- Referral to available mentors and mentoring programs.

- Daily living skills, including: information on and experiences and training in financial management and budgeting; personal responsibility skills; self-advocacy; household management; consumer and resource use; survival skills; and obtaining vital records.
- Financial resources, including: information and referrals regarding financial assistance if applicable, including, but not limited to, incentives, stipends, savings and trust fund accounts, educational/vocational grants, CAL-Grants, Employment Development Departments.
- Employment relates resources including, but not limited to: registering in One-Stop Career Centers, Workforce Investment Act funding and programs, other employment programs.
- Other forms of public assistance including, but not limited to: CalWORKs, Food Stamps, and Medi-Cal.
- Housing information, including: training and referrals about transitional housing programs; federal, state and local housing programs; and landlord/tenant issues.

Upon entering the ILP, and no less than every six months, all ILP participants are individually assessed on their strengths and needs and involved in their own preparation for independence. All ILP participants maintain a completed TILP in their case file focusing on the educational and experiential learning needed for them to function as healthy, productive and responsible self-sufficient adults.

Ensuring fair and equitable treatment of benefits for recipients

In November of 2003, emergency ILP/THPP/THP-Plus Regulations were implemented. Pursuant to Assembly Bill 1111, Chapter 147, Statutes of 1999, the Department was charged with developing statewide standards for the implementation and administration of the Independent Living Program established pursuant to the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (Public Law 99-272).

In response to this directive, CDSS representatives, in conjunction with the Independent Living Program Strategic Planning Group, a committee comprised of representatives of the County Welfare Directors Association, County Independent Living Program Coordinators, placement agencies, advocacy groups, community groups, and foster youth, developed The Statewide Standards for the Independent Living Program.

Implementation of the ILP Regulations which are based on the Standards is an additional the avenue by which the CDSS can work with counties, other State agencies and foster youth to ensure consistent provision of services to current and former foster youth.

Implementing the National Youth in Transition Database (NYTD)

In response to the federal mandate to collect data on transitioning age foster youth, CDSS convened an internal workgroup including staff from several divisions within the department to develop an implementation plan for NYTD. A project charter was developed and signed by the Deputy Director. This document provides the overarching aims of the project and identifies the major milestones that must be accomplished to ensure that CDSS is ready to begin data collection on October 1, 2010. Additionally, CDSS participates in national workgroups and meetings to stay informed on federal expectations of NYTD, as well as to collaborate with other States on NYTD implementation issues.

After the completion of the project charter, CDSS convened a NYTD workgroup consisting of state, county and probation employees, as well as, former foster youth, CWDA and other stakeholders. The NYTD workgroup meets on a weekly basis and oversees the tasks that must be accomplished for implementation. Currently, the requirements for the needed changes to our SACWIS system have been completed and sent to IBM for sizing and Federal approval. CDSS anticipates that changes to our SACWIS system will be completed on time for the start of data collection.

The CDSS is currently in the process of negotiating a contract with California State University, Sacramento (CSUS) for collecting the survey data from the 17, 19 and 21 year olds. CSUS will be responsible for administering the surveys (baseline and follow-up), following up on non-respondents, sending the data to CDSS, tracking youth and reminding youth of the follow-up surveys

California Child and Family Services Review (C-CFSR)

Under the new outcomes and accountability system, each County will identify and assess their Independent Living Programs. In the context of the C-CFSR process, counties will assess information related to children transitioning to self-sufficient adulthood. This data is collected in two ways: 1) counties must report data on all of the ILP services provided to foster youth through data entry into CWS/CMS and 2) counties must provide outcome data on youth who aged out of foster care through the Exit Outcomes Report. Additional information that the County must report about the services they provide through the Annual Narrative includes:

- The extent to which the County ensures housing for transitioning foster youth, including efforts to increase the availability of subsidized housing or other low income, develop collaborations with local rental associations, landlords, etc.
- The extent to which the county assists transitioning foster youth in receiving appropriate education and/or training, including efforts to develop collaborations with local colleges to establish student mentoring programs to promote successful high school graduation; develop collaborations with institutions of higher education to facilitate college entrance, and financial aid and scholarships; develop collaboration for vocational training with unions, trade associations, restaurants, etc.
- The extent to which the County assists transitioning foster youth in achieving employment or economic self-sufficiency, including efforts to ensure youth have access to recruiters; ensure youth have access to local One Stop Centers through the Employment Development Department.
- The extent to which the County assists transitioning foster youth to develop personal, supportive relationships by locating absent family members, facilitating maintenance of important relationships, and developing mentoring programs.
- The extent to which the County ensures transitioning foster youth are advised about the continued availability of Independent Living Program Services.

Specifically, the Standards address the following objectives: services, activities and assistance in each county.

Changes were recently made to our SACWIS system to allow for the documenting of all core ILP services that foster youth receive. As the data collection for this is new, California is in the process of establishing baseline data before establishing achievement goals. Additionally, the Department has begun using the newly implemented Exit Outcomes form

that provides information on outcomes for youth emancipating from foster care. After the State has one year of data on this form, the Department can begin establishing baseline data.

Objective I.

Core Services

To achieve the program outcomes, a set of core services must be available to eligible youth. Youth will be given the opportunity to participate in an array of learning experiences that will give them the skills to emancipate successfully. Services, activities and assistance in each county must include but not be limited to:

- Youth participation in developing TILPs.
- Assistance in obtaining a high school diploma.
- Assistance pursuing post-secondary education.
- Career/Job guidance.
- Employment development/vocational training.
- Daily living skills, including money, time and home management, and interpersonal/social skills.
- Health care information, including mental health and substance abuse prevention.
- Personal and emotional support through counseling and mentors.
- Transitional housing experiences.
- Financial assistance; must be need-based, reasonable and equitable, and includes incentives, stipends, educational/vocational tuition and other educational expenses, and start-up housing assistance.

Objective II.

Education and Career Development

Participating youth shall have obtained educational success and career preparedness at the same ratio as all California youth in the same age group:

- Prior to exiting foster care and by age 19, but no later than age 21, participating youth shall be provided learning and educational support opportunities that lead toward obtaining a high school diploma or educational equivalency, commensurate with their individual learning capacity.
- Participating youth that do not obtain a high school diploma or educational equivalency shall be offered and encouraged to participate in educational, vocational or other accredited training that leads to post-emancipation employment stability.
- Youth will be encouraged to complete postsecondary education and/or vocational training.

Objective III.

Resources for all Eligible Youth

1. Foster youth and emancipated youth will have access to the documents, resources and information they need for successful independence.
 - Youth who are participating in ILP or who have emancipated from foster care will be provided with the documents necessary to conduct adult business and personal affairs.
 - Emancipating participants shall be provided with all personal, medical, and other vital documents as indicated on, but not limited to TILP.

- Information shall also be provided regarding resources available on vocational choices, the community college and four-year college systems; information related to ILP Resource Centers; and the availability of aftercare services.
2. Former foster care recipients will be provided financial, housing, counseling, employment, education and other appropriate support and services between 18 years of age and up to the day before their 21st birthday. The CDSS and county will:
- Seek this population through outreach.
 - Advocate for their issues.
 - Offer the youth aftercare services that include:
 - Employment counseling
 - The opportunity to participate in the Workforce Investment Act
 - Crisis counseling
 - Financial assistance, including incentives, stipends, and educational cost assistance
 - Access to an emergency shelter
 - Housing assistance, information and referral
 - Opportunities for community service
 - Information addressing their preventive health and safety activities and their Medi-Cal Services
 - How they can continue with their postsecondary education
 - Offer mentoring programs.

Objective IV.

Access to Core Services

To meet the needs of eligible foster youth, access to ILP core services will be consistent and available to them wherever they live in the state.

- With the assistance of county agencies, CDSS shall coordinate a statewide support system that ensures eligible youth have access to services.
- When youth are placed out-of-county, county placing agencies are responsible for ensuring that ILP core services are made available.
- All care providers shall be held accountable for providing transitional living experiences in partnership with county agencies and encouraging youth to maintain savings accounts in accordance with regulations.

Objective V.

Outreach

Eligible youth shall be provided with information regarding what services are available to them, where the services are located, and how the services can be accessed.

- CDSS and county agencies are responsible for:
 - Developing and implementing an outreach program to recruit all eligible youth for participation in ILP, THPP, and aftercare programs
 - Making the public aware of the value of these programs.

Objective VI.

Housing

Eligible foster youth will participate in THPP, if available, or alternative transitional living experiences.

- Participating youth will be provided the opportunity to learn and practice self-sufficiency skills.
- If consistent with the case plan, all foster youth eligible and appropriate for THPP, shall be referred to THPP, if available, or to alternative transitional living experiences that meet Community Care Licensing requirements.
- Assistance to county agencies in the development of THPPs will be provided by CDSS.

Objective VII.

Aftercare Services

To assist eligible foster youth that have emancipated from foster care in the transition to self-sufficiency an array of services will be provided.

- Youth up to age 21 and who emancipated from foster care will be provided aftercare services that include educational, vocational, career, counseling, employment, and legal assistance.
- Housing assistance will be available to eligible youth to age 21.

Objective VIII.

Assessment

All efforts must be made to involve ILP youth in the development of their individual TILP and the fulfillment of its goals.

- Assessments will be monitored and documented in the case plan.
- Program participants aged 18 and under will be individually assessed every six months after entry into ILP.
- All ILP participants will be actively involved in the design, implementation and evaluation of their TILP.

Objective IX.

Collaboration

The collaboration of various State, public and private agencies will ensure that the needs of foster youth are met.

- All public and private agencies providing services to eligible youth will be proactively engaged in helping those youth achieve TILP goals
- State and county agencies will establish links with other entities including, but not limited to: departments of education, mental health, health services, community services organizations, and private business and industries.

Objective X.

Reporting Data:

- To ensure that the needs of foster youth are being met accurate, relevant data will be entered by the counties and compiled by the state.
- County agencies shall collect and report client data and program activities and costs to CDSS, for such reports as are deemed necessary.
- The State will provide and maintain a state data collection system.

- The system should record all data necessary to measure accurately the outcomes of the program.
- Reports will confirm that expenditures were specific to the purposes of ILP and met federal and state requirements against fraud / abuse.

a) Recipients of the Proposed State Plan

All County Independent Living Program Coordinators
 Executive Director, The County Welfare Directors Association
 Executive Director, The California Probation Officers Association
 Director, The Foundation for California Community Colleges
 Foster Youth Services Program Coordinator, Educational Options Office, California Department of Education
 Chief, Program Support Branch, California Department of Health Services
 The California Foster Parent Association
 The California Youth Connection
 Casey Family Programs

b) In accordance with the provisions of Section 477(b) (3) (E), members of the public and interested stakeholders were mailed a copy of the proposed State Plan. All recipients were provided more than 30 days to submit their written comments on the proposed State Plan.

EDUCATION AND TRAINING VOUCHER PROGRAM

The California Student Aid Commission (CSAC) administers the California Chafee Educational and Training Voucher Program (ETV). The ETV provides resources specifically to meet the educational and training needs of youth who are transitioning out of foster care. Eligible youth can be awarded a grant up to \$5,000 per school year and the grant does not need to be paid back. The awards are intended to supplement, not supplant, any grant funds that the student may otherwise be entitled to receive. The total grant funding may not exceed the student’s cost of attendance.

To qualify, the youth must have been in foster care between the ages of 16-18 and have not reached their 22nd birthday as of July 1 of the award year. In addition to be used for educational expenses, the funding can be used for child care, transportation and rent. The student must be enrolled in an eligible career, technical school or college course of study for one year or at least half- time and must maintain satisfactory academic progress to continue receiving the grants. The satisfactory academic progress is determined by the school or college.

CSAC reports the total Chafee ETV awards as follows:

Academic School Year of 2007-2008	Average Award amount
Total of New Awards: 1600	\$4,335
Total of Renewal Awards: <u>1818</u>	\$4,476
Total of all awards: 3418	\$4,413

Academic School Year of 2008-2009
(As of April 23, 2009)

Average Award amount

Total of New Awards:	1380	\$4,394
Total of Renewal Awards:	<u>1679</u>	\$4,507
Total of all awards:	3059	\$4,459

Section VII

Emergency and Disaster Preparedness Plan

EMERGENCY & DISASTER PREPAREDNESS PLAN

BACKGROUND

This Children's Services Operations and Evaluation Branch (CSOEB) Annex is to be used in conjunction with the California Department of Social Services (CDSS) Mass Care and Shelter (MCS) Plan in large-scale, multi-county, interregional emergencies and disasters. The basic MCS Plan and the CSOEB Annex will provide the structure, policies, procedures, and forms for the CDSS Disaster Operation Center (DOC) activation.

The CSOEB serves a population that includes dependent and probationary children under the care or supervision of the state. Since many of these children reside in multiple jurisdictional areas which are supervised by local child welfare agencies and CDSS, specific planning for this population is necessary. The CSOEB Annex details necessary response information for declared national disasters and national security emergencies.

In September 2006, Congress passed the Child and Family Services Improvement Act of 2006 [Public Law (PL) 109-288]. PL 109-288 amended Part B of Title IV of the Social Security Act to reauthorize the Promoting Safe and Stable Families Program. Among other changes, PL 109-288 established requirements for states on disaster planning in child welfare under Section 6 (a) (16).

Under the new federal guidelines:

“(16) provide that, not later than one year after the date of the enactment of this paragraph, the State shall have in place procedures providing for how the State programs assisted under this subpart, subpart two of this part, or Part E would respond to a disaster, in accordance with criteria established by the Secretary which should include how a State would;

- A. Identify, locate, and continue availability of services for children under State care or supervision who are displaced or adversely affected by a disaster;
- B. Respond, as appropriate, to new child welfare cases in areas adversely affected by a disaster, and provide services in those areas;
- C. Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster;
- D. Preserve essential program records; and
- E. Coordinate services and share information with other states.”

POPULATION STATISTICS

The Center for Social Services Research Child Welfare Dynamic Report System, a CDSS/University of California, Berkeley, collaboration, compiled statistics on the number of dependent and probationary children under the care or supervision of the State. They include the following:

Total California Population:

(Ages Under 1 – 10) 35,180 of which none have probationary status.

(Ages 11 – 20) 38,003 of which 6,638 have probationary status.

The above data was extracted from the Child Welfare Services Case Management System (CWS/CMS) 2008 Quarter 3.

PLAN MAINTENANCE

The CSOEB Emergency and Disaster Preparedness Plan will be maintained by the CDSS CSOEB designated employee. The overall plan will be reviewed and revised as necessary, but no less than every 5 years. The plan may also be revised after new learning occurs during actual events, table top exercises, etc. Selected elements of the plan will be updated as needed. Plan updates and revisions will include:

- Request and review annual updates from all 58 county child welfare services agencies and the seven Adoption Services Bureau's District Offices.
- Update of names, phone numbers, pager numbers, addresses, and other contact information.
- Changes in operating procedures and organizational structures.
- Policy changes.
- Legislative changes.

Planning Assumptions

- County child welfare agencies have emergency plans and procedures for identifying and locating children under state care or supervision that have been adversely affected by a disaster.
- County child welfare agencies have agreements with adjacent jurisdictions that allow for cooperative assistance consistent with the Emergency Services Act and the Master Mutual Aid Agreement.
- County child welfare agencies have responded to the needs of dependent and probationary children by activating its emergency response plan.
- County child welfare agencies have taken actions to locate and identify dependent and probationary children prior to requesting assistance through the normal SEMS Structure.
- County child welfare agencies will respond to new child welfare cases in areas adversely affected by a disaster, and provide services.
- County child welfare agencies will remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster.
- County child welfare agencies will preserve essential program records.
- County child welfare agencies will coordinate services for their respective county and share information with other counties, state, and federal entities.

CSOEB Emergency Management Objectives and Goals

- Identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster.
- Respond, as appropriate, to new child welfare cases in areas adversely affected by a disaster, and provide services in those areas.
- Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster.
- Preserve essential program records.
- Coordinate services and share information with other states.

ANNEX

This plan is composed of the following sections:

BASIC ANNEX

Primary information relating to plan assumptions, plan goals, training and exercises, maintenance of the plan, elements for preparedness, response, recovery and mitigation phases of emergency management for dependent and probationary children under the care or supervision of the state.

Introduction

Purpose

The purpose of this Annex is to establish an effective process for activating and operating an emergency and disaster preparedness plan, in cooperation with state and local government for dependent and probationary children under the care or supervision of the state. It describes the responsibilities and actions required for the effective operation of locating and monitoring dependent and probationary children under the care or supervision of the State of California, Department of Social Services.

AUTHORITIES AND REFERENCES

The elements for preparedness, response, recovery and mitigation phases of emergency management for dependent and probationary children will be conducted as outlined in this document and in accordance with State law, the State Emergency Plan, the California Services Act, the CDSS Administrative Order, and the State Mass Care and Shelter Plan.

PREPAREDNESS ELEMENTS

Emphasis on preparedness for dependent and probationary children:

- Define dependent and probationary children.
- Establish local emergency preparedness guidelines.
- Ensure local emergency preparedness guidelines are followed.
- Define the state agencies and their role in providing support to local agencies for dependent and probationary children.

EMERGENCY MANAGEMENT PHASES

Emergency management activities during peacetime and national security emergencies are often associated with the four emergency management phases as indicated; however, not every disaster necessarily includes all indicated phases.

This section describes the appropriate emergency management phase response for identifying and locating dependent and probationary children under the care or supervision of the state.

- Preparedness Phase (including increased readiness)
- Response (including Pre-emergency, Emergency Response, and Sustained Emergency)
- Recovery
- Mitigation

Phase 1 – Preparedness

The preparedness phase involves activities taken in advance of an emergency. These activities develop operational capabilities and effective response to a disaster. These actions include mitigation, emergency/disaster planning, training,

exercises, and public education. Those entities identified in this plan as having either a primary or support mission relative to response and recovery should prepare operating procedures and checklists detailing personal assignments, policies, notification rosters, and resource lists.

During this phase, the CSOEB of CDSS will:

- Request and review Child Welfare Disaster Response Plans from all 58 county child welfare services agencies and the seven Adoption Services Bureau's District Offices; updating as necessary, the name, telephone numbers, pager numbers, addresses, and other contact information.
- CDSS will place all Child Welfare Disaster Response Plans from all 58 county child welfare services agencies on the Department website (www.childsworld.ca.gov).
- Encourage local county agencies responsible for the care or supervision of dependent and probationary children to continue development of plans and exercise readiness procedures for identifying and locating dependent children under their supervision.
- Develop resource lists and contacts with supporting agencies and organizations in other jurisdictions.
- Develop, implement, and participate in readiness training programs and exercises with affected agencies and organizations.

Increased Readiness

The warning or observation that an emergency is likely or has the potential to require activation of the CSOEB Annex will initiate increased readiness actions.

Appropriate actions include, but are not limited to the following:

- Review and update procedures for the activation, operation, and deactivation of the CSOEB Annex.
- Review the current status of all resource lists.
- Request information from local Child Welfare Agencies regarding the number of people trained in emergency management functions necessary for the care or supervision of dependent and probationary children under the care or supervision of the state.
- Request information from local Child Welfare Agencies regarding the number of trained people available for deployment to assist in identifying and locating dependent and probationary children under the care or supervision of the state.
- Develop preliminary staffing plans for deploying trained personnel to assist in the identifying and locating of dependent and probationary children under the care or supervision of the state.
- Initiate contact, coordinate services, and share information with supporting agencies, organizations, and other states involved with assisting in identifying and locating dependent and probationary children (County Child Welfare Agencies, CWDA, and Adoptions Services Bureau's District Offices).
- Contact International Business Machines (IBM), the controller and preservationist of the essential program records for a mock report of dependent and probationary children.

Phase 2 – Response

Pre-Emergency

When a large-scale disaster is inevitable, actions are precautionary and emphasize protection of life. Typical response actions may include:

- Alert and notify CSOEB staff for possible deployment.
- Notify other personnel regarding possible deployment.
- Retrieve essential program records from IBM.
- Send essential program records/report which contains the identifying information of dependent and probationary children to the county disaster representative of affected county. In the event the receiving county is not able to receive the report, it will be sent to the disaster representative of the adjoining county.
- Remain in communication with caseworkers, and other essential child welfare personnel potentially affected by the disaster.
- Coordinate services and share information with local government agencies, District Offices, and other states.

Emergency Response

During this phase, emphasis is placed on saving lives and property, control of the situation, and minimizing effects of the disaster. Immediate response is accomplished within the affected area by local government agencies and segments of the public and private non-governmental sector. CDSS will coordinate with supporting agencies the activation of personnel for availability to respond to the needs of dependent and probationary children under the care or supervision of the state. Response may include:

- Alert and notify CSOEB staff for deployment.
- Notify other personnel regarding deployment.
- Coordinate services and share information with local government and other states.
- Maintain a log of trained personnel assignments, personal information (i.e. name, organization, personal emergency information, site location, shift hours, future schedules, staffing changes that may have occurred, etc).
- Identify, locate, and continue availability of services for children under State care or supervision who are displaced or adversely affected by a disaster.
- Respond, as appropriate, to new child welfare cases in areas adversely affected by a disaster, and provide services in those areas.
- Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster (i.e. telephone, cellular, e-mail, etc).

Phase 3 – Recovery

During the recovery phase, procedures for the CSOEB will include:

- Continue to communicate with caseworkers and other essential child welfare personnel who have been displaced because of the disaster and provide services in those areas.
- Continue to respond to new child welfare cases in areas adversely affected by the disaster, and provide services in those areas.
- Review and update the county Child Welfare Disaster Response Plans.

- Compilation and summarization of information from supporting agencies.

Phase 4 – Mitigation

Mitigation efforts occur both before and following disaster events. Post-disaster mitigation is part of the recovery process. Eliminating or reducing the impact of hazards which exist with the State and are a threat to life and property are part of the mitigation efforts. Mitigating these hazards, both before and after a disaster is particularly important when evaluating the impact on dependent and probationary children under the care or supervision of the State. Mitigation tools include:

- Maintain cooperative community relations between state, local, public, and private organizations.
- Identify, locate, and continue availability of services for children under state care or supervision who are displaced or adversely affected by a disaster.
- Respond, as appropriate, to new child welfare cases in areas adversely affected by a disaster, and provide services in those areas.
- Remain in communication with caseworkers and other essential child welfare personnel who are displaced because of a disaster.

RESPONSE ORGANIZATION/STRUCTURE IN A CATASTROPHIC EVENT

LEVEL	SOURCE	AGENCY/TITLE
Local	County Coordinator	Local Government, public and private organizations
Operational Area	County Coordinator	County Government
Regional Operations	CDSS District Offices	CDSS
State Operations	CDSS Agency Liaison	CDSS

Operational Area (OA) Level

As the onset of a disaster is at the local level, it is imperative that the locating and identifying plan at the local level include procedures and protocols for meeting the needs of dependent and probationary children before, during, and after a disaster. This is assumed to be an OA responsibility.

Regional Level

Because of its size and geography, the State has been divided into six mutual aid regions. The purpose of a mutual aid region is to provide for the more effective application and coordination of mutual aid and other emergency related activities. Three Regional Emergency Operation Centers (REOC) have been established; one is Southern California (Los Alamitos), one in Coastal California (Oakland), and the third in Northern California (Sacramento). Once the REOC is activated, the California Emergency Management Agency (CALEMA) may request that CDSS activate coordination efforts to identify and locate dependent and probationary children.

State Agency Level

California State Departments will coordinate with other state agencies, county, and non-governmental agencies to provide assistance in identifying and locating dependent and probationary children under the care or supervision of the state for CSOEB. The DOC manager will designate an Agency representative to be assigned to the State Operations Center (SOC).

➤ **California Department of Social Services (CDSS)**

CDSS serves as the coordinator and communication link between State and Federal disaster care and shelter response system for CSOEB. During an emergency CDSS will:

- Activate the CDSS DOC for response operations.
- The DOC manager will be responsible for appointing staff necessary to activate this CSOEB Annex.
- The DOC manager will appoint a CDSS Liaison to respond to requests for CSOEB resources from CALEMA.

➤ **Emergency Medical Services Authority (EMSA)**

The DHS/FEMA serves as the main Federal government contact during emergencies, major disasters and national-security emergencies. When the State has exhausted all resources in a catastrophic event, CALEMA will request assistance from Department of Homeland Security/Federal Emergency Management Agency (DHA/FEMA).

Federal Level

➤ **DHS/FEMA**

The DHS/FEMA serves as the main Federal government contact during emergencies, major disasters and national-security emergencies. When the State has exhausted all resources needed for care and shelter in a catastrophic event, CALEMA will request assistance from DHA/FEMA.

➤ **American Red Cross (ARC)**

The ARC provides emergency mass care in coordination with government, public and private agencies. It receives its authority from a congressional charter. In a catastrophic event, the ARC may coordinate disaster relief activities with:

- Private organizations, such as The Salvation Army (TSA)
- National and local Voluntary Organizations Active in Disaster (VOAD) and Community-Based Organizations (CBOs)
- Members of the Faith-Based Organizations (FBOs)

Attachments

- All County Letter Number 07-30
<\\cdss\app\DMS Applications\ACL\2007 chkd\ACL2007 chkd--07-30.pdf>
- All County Letter Number 08-52, including the Child Welfare Services Disaster Response Plan Template AD 525
<\\cdss\app\DMS Applications\ACL\2008\ACL2008--08-52.pdf>

Individual California County Disaster Plans can be located on the internet at:
<http://www.childsworld.ca.gov/PG1854.htm>

Section VIII

Financial

Section IX

Assurances