

**Children's Bureau
Child and Family Services Reviews
Program Improvement Plan Matrix (PIP Matrix)**

State: Virginia

ACF Regional Office: Region III

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Outcome or Systemic Factors and Item(s) Contributing to Non-Conformity			Goal/Negotiated Measure/ Percent of Improvement	Action Steps/Person Responsible for the Action Step	Method of Measuring Improvement	Benchmarks Toward Achieving Goal	Status of Progress
	A	N/A					
Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 1: Timeliness of initiating investigations of reports of child maltreatment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Establish a baseline for responding to allegations of maltreatment by January 2007. The baseline will be determined by reviewing each local department's guidelines and comparing it to the OASIS data to come up with a statewide average on the response time for different priority levels by January 2007. Position Responsible: CPS Policy Specialist		OASIS report on response time and local departments of social services response time guidelines		

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		<p>1. Determine local agency response time to CPS reports. Position Responsible: CPS Policy Specialist</p> <p>2. Implement, in 30 pilot agencies, policies and tools related to the acceptance, prioritization, and response time of reports of maltreatment through a contract with the Children's Research Center (CRC) for a Structured Decision Making (SDM) model. Position Responsible: CPS Policy Specialist/ CRC/Family Specialist/OASIS Staff</p>	<p>Copies of local response time guidelines submitted to the Home Office</p> <p>Copies of local response time guidelines submitted to the Home Office</p> <p>Evaluation of local response time guidelines Copy of statewide baseline</p> <p>List of LDSS that will serve as pilot agencies; Copy of training curricula; roster of those attending the training</p> <p>List of LDSS that will serve as pilot agencies and implementation date</p> <p>Copy of case review report</p>	<p>a. Forty-five percent of the local departments of social services will develop and implement local response time guidelines and submit them to the State Office. Projected Date: December 2005</p> <p>b. Seventy five percent of the local departments of social services will develop and implement local response time guidelines and submit them to the State Office. Projected Date: July 2006</p> <p>c. Evaluate local response time guidelines and establish a statewide baseline for responding to reports of child abuse and neglect. Projected Date: January 2007</p> <p>a. Select and train local departments of social services that will serve as pilot agencies for SDM. Projected Date: February 2005</p> <p>b. Implement SDM in 30 pilot agencies. Projected Date: February 2005</p> <p>c. Review a random sample of cases from pilot agencies to assess the consistency and compliance with response</p>	

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					<p>Copy of evaluation of information</p> <p>Copy of training curricula; roster of those attending the training</p> <p>A copy of the OASIS design for SDM integration</p>	<p>time as indicated in SDM policy. Projected Date: December 2005</p> <p>c. Evaluate information from pilot agencies regarding possible changes to SDM tools and/or state policy. Projected Date: March 2006</p> <p>d. Provide additional training and technical assistance to pilot agencies in implementing SDM. Projected Date: June 2006</p> <p>e. Complete the design for SDM integration into OASIS. Projected Date: January 2007</p>	
Item 2: Repeat maltreatment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Recurrence of maltreatment. (Statewide data indicator relating to Item 2.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Incidence of child abuse and/or neglect in foster care. (Statewide data indicator relating to Item 2.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 3: Services to family to protect child(ren) in home and prevent removal.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 4: Risk of harm to child(ren).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Decrease the risk of harm to children living in their own homes in 84 percent of the cases by January 2007. (In the 2003 Virginia		Case Reviews by VDSS staff and Virginia Tech staff. Copy of case review report.		

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	<p>CFSR, 81 percent of the cases were assigned an overall rating of Strength.)</p>	<p>1. Develop and implement training for local CPS and foster care workers and supervisors on the knowledge and skills needed to effectively engage families in safety and risk assessment and reassessment to ensure that child welfare workers and supervisors look beyond immediate identified problems. Position Responsible: VISSTA</p> <p>2. Improve the assessment of risk of harm to children living in their own homes in SDM pilot agencies. Position Responsible: CRC/Family Specialist/ CPS Policy Specialist</p>	<p>Copy of the “Engaging Families” course curricula and dates and locations of where the course will be offered</p> <p>List of child welfare workers and supervisors who have attend the “Engaging Families” course</p> <p>List of agencies receiving technical assistance</p>	<p>a. Make the “Engaging Families” course available statewide. The “Engaging Families” course introduces child welfare workers and supervisors to strength-base interviewing techniques that engage families to assess their service needs and determine safety. Different techniques that are appropriate at the different stages of change are introduced. Projected Date: Starting in February 2005</p> <p>b. Three hundred child welfare workers and supervisors will attend the “Engaging Families” course. Including the “engaging Families” course as part of the ongoing in-service training will be considered when the requirements for the mandated in-service training are established. Projected Date: January 2007</p> <p>a. Provide technical assistance to supervisors in SDM pilot agencies on how to assess the level of risk in open cases. Projected Date: July 2005</p>	

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		<p>3. Clarify policy related to the management of CPS in-home (ongoing) cases, including intensity of service provision and worker contacts based on risk. Position Responsible: CPS Family Specialist</p>	<p>A listing of reassessments approved.</p> <p>A listing of the cases reviewed and a copy of the review instruments.</p> <p>Copy of best practice strategies</p> <p>A list of the cases reviewed and a copy of the review instruments.</p> <p>List of agencies receiving technical assistance</p>	<p>b. Require supervisors to review and approve the risk reassessment that must be completed every three months on ongoing CPS cases in SDM pilots Projected Date: Starting October 2005</p> <p>c. Conduct a case review in pilot agencies to determine if cases are being re-assessed and services modified based on the risk assessment as a result of agency conformity to SDM policy. Projected Date: December 2005</p> <p>d. Disseminate best practice strategies related to risk reassessment as a result of information gathered from SDM pilot agencies. Projected Date: January 2007</p> <p>a. Evaluate through a case review the implementation of the CPS policy related to the handling of new reports of maltreatment in ongoing CPS cases and the intensity of service provision bases on risk level. Projected Date: June 2006</p> <p>b. Provide technical assistance to those local departments identified during the evaluation as needing</p>	

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				assistance in the implementation of state policy related to handling of new reports of maltreatment in ongoing CPS cases and the intensity of service provision based on risk level. Projected Date: January 2007	
Permanency Outcome 1: Children have permanency and stability in their living situation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
Item 5: Foster care re-entries.	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
Foster care re-entries. (Statewide foster care re-entries data indicator.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
Item 6: Stability of foster care placement.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of children who two or fewer foster care placements in the first year of their latest removal from 84.5 percent to 86.4 percent by January 2007.	<p>OASIS data on the number of placements</p> <p>Copy of the regulations</p> <p>Listing of workgroup participant</p>	<p>a. Promulgate regulations mandating pre-service training for resource parents, foster parents and adoptive parents. Projected Date: January 2007</p> <p>a. Establish a workgroup to identify minimum competencies and requirements for resource parents, foster parents, and adoptive parent pre-service training. Projected Date: June 2005</p>

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		<p>3. Mandate in-service training for resource parents and foster parents to prepare families to meet the on-going needs of children in foster care. Position Responsible: Foster Care Manager/Adoptive Consultant</p>	<p>A copy of the identified competencies and requirements</p> <p>A copy of the regulations</p> <p>Listing of workgroup participants</p> <p>Listing of workgroup participants</p> <p>A copy of the identified requirements</p> <p>A copy of the regulations</p>	<p>b. Identify minimum training competencies and requirements for mandated pre-service training. Projected Date: August 2005</p> <p>c. Integrate the minimum training competencies and requirements for mandated pre-service training into the proposed regulations for Resource, Foster, and Adoptive Home Approval Standards. Projected Date: October 2005</p> <p>d. Establish an on-going workgroup to advise VDSS in developing requirements and a process for assessing if local departments of social services resource, foster, and adoptive parent training curricula meet the established competencies. Projected Date: March 2006</p> <p>a. Establish a workgroup to identify minimum requirements for resource parents and foster parents on-going training. Projected Date: June 2005</p> <p>b. Identify minimum on-going training requirements. Projected Date: August 2005</p> <p>c. Integrate the minimum requirements for mandated</p>	

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				<p>4. Develop and implement strategies to strengthen the screening and assessment of children's needs. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>Listing of workgroup participants</p> <p>List of workers participating in SDM training on Strengths and Needs Assessment and the Family Reunification tools, when and where training was held</p> <p>List of workers from the concurrent planning pilots that received training on the Permanency Planning Indicator</p>	<p>on-going training into the proposed regulations for Resource, Foster, and Adoptive Home Approval Standards. Projected Date: October 2005</p> <p>d. Establish an on-going workgroup to advise VDSS in developing requirements and a process for assessing if local departments of social services resource, foster, and adoptive parent training curricula meet the established competencies. Projected Date: March 2006</p> <p>a. Provide training to local child welfare workers in the 30 SDM pilot agencies on using the Family Strengths and Needs Assessment and the Family Reunification tools in SDM. Projected Date: December 2005</p> <p>b. Provide training to the 20 concurrent planning pilot agencies on the use of the Permanency Planning Indicator. Projected Date: July 2006</p>	
Stability of foster care placement. (Statewide data indicator relating to Item 6.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 7:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of children		Case Reviews by VDSS staff		

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<p>Permanency goal for the child.</p>		<p>in care with appropriate permanency goals to 84 percent by January 2007. (Virginia's CFSR baseline is 81 percent.)</p>	<p>1. Implement concurrent planning to ensure appropriate permanency goals are selected for children in a timely manner. Position Responsible: Foster Care Consultant/ Adoption Consultant</p>	<p>and Virginia Tech staff</p> <p>List of agencies serving as a pilot for concurrent planning</p> <p>Concurrent planning handbook</p> <p>List of foster care and adoption staff that attend concurrent planning course</p> <p>List of technical assistance time for the National Resource Center and a listing of peer collaboration meetings and presenters.</p>	<p>a. Pilot concurrent planning in 20 LDSS. Projected Date: Starting in July 2005</p> <p>b. Pilot agencies will collaborate with VDSS to develop a concurrent planning handbook based on the Virginia model that was developed with assistance from the National Resource Center for Foster Care and Permanency. Projected Date: October 2005</p> <p>c. VDSS will require all foster care and adoption staff in the pilot agencies to attend the VISSTA concurrent planning course. Projected Date: FY 2005 & 2006</p> <p>d. Additional technical assistance will be sought from the National Resource Centers to augment the VISSTA training course and peer mentoring and to assist in providing training for attorneys and judges on concurrent planning... Projected Date: FY 2005 & 2006</p>	

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				<p>2. File petitions for termination of parental rights (TPR) simultaneously with the petitions for the initial permanency planning hearing to change the goal to adoption or document in OASIS the reason for not pursuing termination. Position Responsible: Permanency Program Manager</p>	<p>Guidance document and a listing of who the documents were distributed to.</p> <p>OASIS data reports and case reviews by Virginia Tech staff.</p> <p>Listing of agencies that receive technical assistance and consultation.</p>	<p>a. Collaborate with LDSS and the Court Improvement Program (CIP) to develop and disseminate guidance on filing the petition for TPR simultaneously with the petition for the initial permanency planning hearing to change the goal to adoption. This guidance should be distributed to LDSS, juvenile and domestic relations courts, guardian ad litems, CASAs and LDSS attorneys. Projected: September 2005</p> <p>b. Monitor the filing of the TPR petitions and permanency planning hearing petitions through data reports and case review. Projected Date: January 2006</p> <p>c. Provide one-on-one technical assistance and consultation to those departments of social services identified as having a problem in filing petitions for TPR simultaneously with petitions for the initial permanency planning hearing to change the goal to adoption. Projected Date: Starting in January 2006</p>	
Item 8: Reunification, guardianship, or	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of children who reunify with their family		OASIS data on reunification		

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<p>permanent placement with relatives.</p>	<p>within 12 months of entering foster care from 70.7 percent to 73.12 percent by January 2007.</p>	<p>1. Implement Structured Decision Making (SDM) tools in the decision-making process for reunification in 30 pilot localities. Position Responsible: Assistant to Permanency Program Manager</p> <p>2. Implement Family Group</p>	<p>List of SDM pilot agencies</p> <p>Documentation showing that SDM has been implemented in 30 pilot agencies</p> <p>List of attendees in the SDM pilot agencies that attended training on the Family Strengths and Needs Assessment and the Family Reunification tools.</p> <p>Documentation of the evaluation of SDM tools and /or state policy</p> <p>Listing of agencies that receive additional training and technical assistance</p> <p>Documentation of the design for SDM integration into OASIS</p> <p>Curriculum for Family Group</p>	<p>a. Select and train local departments of social services that will serve as pilot agencies for SDM Projected Date: February 2005</p> <p>b. Implement SDM in 30 pilot agencies. Projected Date: February 2005</p> <p>c. Provide training to local workers in the 30 SDM pilot agencies on using the Family Strengths and Needs Assessment and the Family Reunification tools in SDM Projected: December 2005</p> <p>d. Evaluate information from pilot agencies regarding possible changes to SDM tools and /or state policy. Projected Date: March 2006</p> <p>e. Provide additional training and technical assistance to pilot agencies in implementing SDM. Projected Date: June 2006</p> <p>f. Complete the design for SDM integration into OASIS. Projected Date: January 2007</p> <p>a. Develop a Family Group</p>	

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		<p>Decision Making to increase timely reunification or placement with relatives in 12 local departments of social services. Position Responsible: Family Preservation Consultant</p> <p>3. Develop and utilize a "relative identifier" form to expedite the identification and location of relatives as placement options for children entering foster care. The form should be used to collect such information on relatives such as name, address, telephone number and relationship to child. This information should be obtained on non-custodial parents, paternal relatives and maternal relatives. Position Responsible: Foster Care Program Manager</p>	<p>Decision Making course</p> <p>List of pilot agencies</p> <p>List of attendees in the Family Group Decision Making course</p> <p>Documentation showing that Family Group Decision Making has been implemented</p> <p>Documentation of collaboration with CIP staff and LDSS to develop a standardized relative identifier form and a copy of the form</p> <p>Copy of revised foster care procedural manual addressing relative searches and emphasizing both maternal and paternal relatives and a copy of the revised new worker training</p> <p>A listing of the training date and who attended the training</p>	<p>Decision Making course through VISSTA. Projected Date: June 2006</p> <p>b. Identify 12 pilot agencies. Projected Date: June 2006</p> <p>c. Require the participation of pilot agencies staff in the VISSTA Family Group Decision Making course. Projected Date: October 2006</p> <p>d. Implement Family Group Decision Making in 12 LDSS. Projected Date: January 2007</p> <p>a. Collaborate with the CIP staff and LDSS currently using relative identifier forms to develop a standardized form. Projected Date: September 2005</p> <p>b. Revise the foster care procedural manual and new worker training to address relative searches, emphasizing both maternal and paternal relatives. Projected Date: December 2005</p> <p>c. Provide training to the regional specialists on the relative identifier form so they can answer questions from local workers. Projected Date: January 2006.</p>	

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		<p>4. Support permanency with relatives by providing subsidized custody to relative caregivers through a Title IV-E waiver. Position Responsible: Family Preservation Consultant</p>	<p>Copy of the relative identifier form and procedural guidance and a listing of who the information was distributed to</p> <p>A copy of the notification to judges concerning the importance of obtaining information about relatives during the first court hearing</p> <p>Listing of models of automated relative locator services that was distributed to LDSS</p> <p>Copy of responses on programmatic questions sent to the federal government</p> <p>Copy of responses to evaluation question sent to the federal government</p>	<p>d. Disseminate the relative identifier form and procedural guidance to LDSS and juvenile and domestic relations courts statewide. Emphasize the importance of obtaining this information as early as possible and the need to have the judge assist the LDSS in obtaining this information. Projected Date: January 2006</p> <p>e. Collaborate with the CIP to educate judges on the importance of obtaining information about relatives during the first court hearing. Projected Date: January 2006</p> <p>f. Identify models of automated relative locator services and disseminate the information to LDSS Projected Date: March 2006</p> <p>a. Respond to programmatic questions raised by the federal government on VDSS' application for the waiver. Projected Date: February 2005</p> <p>b. Respond to evaluation questions raised by the federal government on VDSS' application for the waiver. Projected Date: Within 90</p>	

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						days of receiving the questions	
Item 9 Adoption.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of children who are adopted within 24 months of entering foster care from 20.2 percent to 23.1 percent by January 2007.	<p>1. Implement concurrent planning to expedite adoption of children in foster care when appropriate. Position Responsible: Foster Care Consultant/ Adoption Consultant</p> <p>2. Promulgate regulations and develop policy that allow for dual approval of resource parents, foster parents, and adoptive families. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>3. File petitions for termination of parental rights (TPR) simultaneously with the petitions for the initial permanency planning hearing to change the goal to adoption or document in OASIS the reason for not pursuing termination. Position Responsible:</p>	<p>OASIS data on achievement of the goal of adoption</p> <p>Copy of proposed regulations and State Board minutes</p> <p>A copy of the policy on dual approval</p>	<p>a. Implement the action step related to concurrent planning in the Permanency Goal for the Child Section. (Item 7, Action Step 1).</p> <p>a. Submit proposed regulation allowing for dual approval of resource parents, foster parents, and adoptive parents to the State Board of Social Services requesting approval for publication for a 60 day public comment period. Projected Date: June 2005</p> <p>b. Issue policy guidance to LDSS on the dual approval processes and procedures. Projected: November 2005</p> <p>a. Implement the action step related to filing petitions for TPR simultaneously with the petitions for the initial permanency planning hearing to change the goal to adoption in the Permanency Goal for Child Section (Item 7, Action Step 2).</p>	

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		<p>Permanency Program Manager</p> <p>4. Utilize “Progress to Excellence” reports as a management tool for assessing efforts to expedite adoptions and ensure timely documentation of final orders of adoption and other actions. Position Responsible: Permanency Program Manager</p> <p>5. Support efforts of the Office of the Supreme Court Of Virginia regarding Dispute Resolution for Child Dependency Mediation. The mediation should help facilitate timely permanency for children in foster care. Position Responsible: Permanency Program Manager</p> <p>6. Collaborate with the Court Improvement Program to</p>	<p>Copy of the “Progress to Excellence” report</p> <p>A listing of agencies that receive technical assistance</p> <p>Documentation of collaboration with the CIP and a copy of the notification of funding sources identified for the purchase of mediation of services to LDSS</p> <p>Documentation of the Permanency Unit staff</p>	<p>a. Develop a quarterly “Progress to Excellence” report which will include the number of children leaving care through adoption within 24 months of entering care. The “Progress to Excellence” report will provide LDSS data on the national performance indicators. Projected Date: April 2005</p> <p>b. Program Specialists will review the results of the “Progress to Excellence” reports at least quarterly and provide technical assistance to those local departments of social services who need to improve their results Projected Date: Starting in April 2005</p> <p>a Work with staff of the Office of the Supreme Court of Virginia to identify and notify local departments of social services of potential funding sources for the purchase of mediation services. Projected Date: October 2005</p> <p>a. Permanency Unit staff will participate in the annual CIP</p>	

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		<p>identify and educate on child welfare best practices and issues influencing timely permanency for children in foster care. Position Responsible: Permanency Program Manager</p>	<p>participation in the annual CIP Model Courts Conference</p> <p>Documentation of the Permanency Unit staff participation in the annual CIP Program Advisory Committee</p> <p>Documentation of efforts by VDSS to support the CIP initiatives to educate attorneys and judges on best practices on timely permanency by accessing technical assistance from National Resource Centers.</p> <p>Documentation of the CIP participation in quarterly meeting of the VDSS Permanency Advisory Committee.</p>	<p>Model Courts Conference to educate judicial staff on best practice initiatives in the State that impact timely permanence for children. Projected Date: Starting in 2005</p> <p>b. Permanency Unit staff will participate in the annual CIP Program Advisory Committee to ensure collaboration and communication between both groups on child welfare related issues that affect training of workers and judges and policy development. Projected Date: Starting in 2005</p> <p>c. VDSS will support the CIP initiative to educate attorneys and judges on best practices for timely permanence by accessing technical assistance for CIP projects through federally funded National Resource Centers. Projected: Starting in February 2005</p> <p>d. CIP staff will participate in the quarterly meetings of the VDSS' Permanency Advisory Committee to assist in foster care and adoption policy development and policy training for workers. Projected: Starting in March</p>	

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						2005	
Length of time to achieve permanency goal of adoption. (Statewide data indicator relating to Item 9.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 10: Permanency goal of other planned permanent living arrangement.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Permanency Outcome 2: The continuity of family relationships and connections is preserved for children.	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 11: Proximity of foster care placement.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 12: Placement with siblings.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 13: Visiting with parents and siblings in foster care.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		1. Establish guidelines for parent(s) and sibling visitation with children and youth in foster care. Position Responsible: Foster Care Program Manager	A copy of the information received on visitation policy and practices in other states A copy of the reports on visitation between the parent(s) and foster child and between the foster child and sibling A copy of the guidelines	a. Obtain information on other states' policy and practices concerning visitation between foster children and their parents and siblings from the National Resource Center Projected Date: March 2006 b. Obtain reports from OASIS to determine the current frequency of visits between parent(s) and foster child and between foster child and siblings. Projected Date: July 2006 c. Establish guidelines concerning the optimum frequency of Parent(s) and sibling visitation with children and youth in foster care. Projected Date: September 2006	

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			<p>A listing of the training dates and who attended</p> <p>List of agencies receiving technical assistance on "Bridging the Gap"</p> <p>List of barriers</p> <p>Copy of the plan to overcome barriers</p>	<p>d. Provide training to LDSS on guidelines and best practices for parent(s) and siblings visitation with foster children through regional training sessions. Projected Date: September 2006</p> <p>a. Provide technical assistance and consultation on "Bridging the Gap" between biological and resource/foster families for concurrent planning pilot agencies. Projected Date: Starting in July 2005</p> <p>b. Implement the action step related to concurrent planning in the Permanency Goal for the Child Section (Item 7, Action Step 1).</p> <p>c. In the concurrent planning pilots, identify barriers to increasing involvement of resource parents and foster parents in facilitating contact between children and their parent(s). Projected: December 2005</p> <p>d. Develop and implement a plan in the concurrent planning pilots to overcome these barriers. Projected Date: March 2006</p> <p>e. Disseminate best practices</p>	

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				<p>2. Increase the involvement of resource parents, foster parents, and adoptive parents in facilitating contact between children in care and their parent(s) and siblings. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>Documentation of dissemination of best practices learned by the concurrent planning pilots.</p> <p>The "Visitation Tool Kit" and a list of persons who received the kit</p> <p>A copy of the guidelines and revised curriculum for new worker training</p>	<p>learned by the concurrent planning pilots about barriers and successes in developing a relationship between birth and resource families through the VDSS web site. Projected Date: June 2006</p> <p>f. Provide a "Visitation Tool Kit" that includes items and information that support resource and foster families in facilitating contact between children in care and their parent(s) and siblings to new resource parents, foster parents, and adoptive parents in concurrent planning pilots. Projected Date: July 2006</p> <p>g. Establish guidelines and revise new worker training to cover resource parents' and foster parents' roles in facilitating contact between children in care and their parent(s) and siblings. Projected Date: July 2006.</p>	
Item 14: Preserving connections.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<p>1. Strengthen statewide use of Life Books to preserve connections. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>A copy of the policy on using Life Books</p> <p>A copy of the curriculum</p>	<p>a. Incorporate in foster care policy guidance on the development and use of Life Books. Projected: December 2005</p> <p>b. Integrate the foster care policy guidance on Life Books into VISSTA courses. Projected: December 2005</p>	

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		<p>2. Assist LDSS in their recruitment of resource parents, foster parents, and adoptive parents that reflect the ethnic and racial diversity of children in foster care. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>3. Strengthen policy and practice on preserving connections for children in foster care to ensure the child remains connected to extended family, heritage, culture, religion, friends, neighborhood, community, etc. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>A copy of the curriculum</p> <p>A copy of the information on the inter- and intra-net websites related to Life Books</p> <p>Copies of the multilingual brochures</p> <p>Copy of the revised policy</p> <p>Copy of the annual</p>	<p>c. Integrate the foster care policy guidance into resource parents, foster parents, and adoptive parents training. Projected: December 2005</p> <p>d. Update the VDSS' inter- and intra-net websites on Best Practices with information concerning Life Books. Projected: December 2005</p> <p>a. Implement the action step in for increasing the State's efforts in recruitment of prospective resource parents, foster parents , and adoptive parents in the Foster Home and Adoption Licensing, Recruitment and Retention Section (Item 44)</p> <p>b. Develop multilingual brochures on foster care for dissemination to the public. Projected Date: October 2005</p> <p>a. Revise foster care policy to emphasize the importance of preserving connections between the child in foster care and their extended family, heritage, culture, religion, friends, neighborhood, community, etc, and disseminate the policy to LDSS. Projected Date: July 2005</p> <p>b. Promote in the VDSS</p>	

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					announcement of available child welfare funding	annual announcement of available child welfare funding the use of foster family homes where siblings reside as “respite providers” for siblings placed in separate foster family homes. Projected Date: July 2005	
Item 15: Relative placement.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		1. Develop and utilize a “relative identifier” form to expedite the identification and location of relatives as placement options for children entering foster care. The form should be used to collect such information on relatives as name, address, telephone number, and relationship to child. This information should be obtained on non-custodial parents, paternal relatives, and maternal relatives. Position Responsible: Foster Care Consultant		a. Implement the action step for developing and utilizing a “relative identifier” form in Reunification and Placement with Relatives Section (Item 8, Action Step3).	
Item 16: Relationship of child in care with parents.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		1. Implement guidelines and best practice strategies for visits between the child in care and parent(s) and siblings to facilitate visitation that is responsive to the needs of the child, parent(s) and siblings. Position Responsible: Foster Care Program Manager 2. Collaborate with VDSS’ Division of Licensing Programs (DOLP) to implement methods in addition to structured visitation fro children in ouster care and their parents to	Copy of revised policy	a. Implement the action step on establishing guidelines for parent(s) and sibling visitation with children and youth in foster care in the Visitation with Parents and Siblings Section (Item 13, Action Step 1) a. Develop state guidance instructing public and private child care agencies to develop policy and procedures to institute additional and regular forms of contact such	

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			maintain contact. Position Responsible: Foster Care Consultant	Listing of meetings and who attended the meetings	as email, letters, phone calls, etc. between parents and children in out of home placements. Projected Date: September 2005 b. Communicate the expectation for greater contact between children in out of home care and their parents through regularly scheduled public and private provider meeting held by DOLP and/or the Division of Family Services' field staff. Projected Date: Starting in October 2005	
Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>				
Item 17: Needs and services of child, parents and foster parents.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of cases in which there is an adequate assessment of the needs and provision of the identified services for children, parents, and foster parents to 77 percent by January 2007. (Virginia's baseline is 74 percent.) 1. Develop and implement strategies to strengthen screening and assessment of needs for children and parents. Position Responsible: Assistant to Program Manager/Foster Care Consultant/Adoption Consultant	Case Reviews by VDSS staff and Virginia Tech staff A listing of workers who receive training on Family Strengths and Needs Assessment and Reunification tools Copy of the revised policy	a. Provide training to local child welfare workers in the 30 SDM pilot agencies on using the Family Strengths and Needs Assessment and the Family Reunification tools in SDM. Projected: December 2005 b. In collaboration with the	

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			2. Develop and implement strategies to strengthen service planning for children, parents,	<p>and transmittal notice</p> <p>Listing of workers attending training on screening and needs assessments</p> <p>Listing of child welfare workers and supervisors completing the Personal Development Plan.</p> <p>A listing of workers and supervisors who indicated that they needed training on completing assessments and the number that will receive training</p> <p>Copy of the revised policy</p>	<p>Permanency Advisory Committee (PAC) strengthen foster care policy regarding screening and assessment of needs focusing on best practices currently in use throughout the state. Projected Date: July 2005</p> <p>c. Provide training to LDSS on the revised foster care policy regarding screening and needs assessments. Projected: September 2005</p> <p>d. Require the completion of the Personal Development Plan by child welfare workers and supervisors so that the need for training on how to complete assessments can be determined... Projected Date: July 2005</p> <p>e. Establish a benchmark on the number of child welfare supervisors and workers needing training on how to complete assessments. The benchmark will be established using data obtained from the Personal Development Plan completed by child welfare workers and supervisors. Projected: September 2005</p> <p>a. In collaboration with PAC, strengthen foster care policy regarding using the needs</p>	

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		and resource parents, foster parents and adoptive parents. Position Responsible: Assistant to Program Manager/Foster Care Consultant/Adoption Consultant	<p>List of workers attending training</p> <p>Copy of revised policy training curriculum</p> <p>Listing of workers and supervisors completing the Personal Development Plan</p> <p>A listing of workers and supervisors who indicated that they needed training on developing service plans and the number that will receive training.</p>	<p>assessment to determine and document specific services needed. Projected Date: July 2005</p> <p>b Provide training to LDSS on the policy revisions. Projected: September 2005</p> <p>c. Include language in the foster care worker policy training curriculum to promote the use of resource parents and foster parents as members of the team and the inclusion of services needed to support resource parents and foster parents in the service plan. Projected: December 2005</p> <p>d. Require the completion of the Personal Development Plan by child welfare workers and supervisors so that the need for training on developing the service plans can be determined. Projected Date: July 2005</p> <p>e Establish a benchmark on the number of child welfare supervisors and workers needing training on developing service plans. The benchmark will be established using data obtained from the Personal Development Plans completed by child welfare</p>	

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		<p>3. Develop and implement strategies to better address the needs of resource parents, foster parents, and adoptive parents through standardized training that will be made available to resource parents, foster parents, and adoptive parents and through on-going peer support. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>A copy of the RFA</p>	<p>workers and supervisors. Projected : September 2005</p> <p>a. Implement the action step for mandating pre-service training of resource parents, foster parents, and adoptive families in the Stability of the Foster Care Placement Section (Item 6, Action Step 1)</p> <p>b. Implement the action step for ensuring consistency in mandated pre-service training of resource parents, foster parents, and adoptive parents in the Stability of the Foster Care Placement (Item 6, Action Step 2)</p> <p>c. Implement the action step for mandating in-service training of resource parents and foster parents in the Stability of the Foster Care Placement Section (Item 6, Action Step 3)</p> <p>d. Issue a Request for Application (RFA) to carry out the activities of Executive Director to develop a state association and regional and local associations; develop forums for learning opportunities; and develop and implement strategies to support resource parents, foster parents, and adoptive</p>	

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					A copy of the award notification	parents. Projected Date: February 2005 e. Award a contract to the most qualified bidder and implement contract activities. Projected Date: June 2005	
Item 18: Child and family involvement in case planning.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the percentage of cases in which there is an involvement of children and parents in the case planning process to 72 percent by January 2007. (Virginia's CFSR baseline is 69 percent.)	1. Develop and implement strategies to actively involve children and families in service planning. Position Responsible: Foster Care Consultant/Adoption Consultant	Case Reviews by VDSS staff and Virginia Tech staff A copy of when and where the "Engaging Families" course is offered A copy of the revised policy Dates that training was offered and a listing of who	a. Make the "Engaging Families" course available statewide. The "Engaging Families" course introduces child welfare workers and supervisors to strength-based interviewing techniques that engage families to assess their service needs and determine safety. Different techniques that are appropriate at the different stages of change are introduced. Projected: Starting in February 2005 b. In collaboration with the PAC, strengthen foster care policy regarding child and family involvement in service planning, adopting best practices in use by LDSS. Projected Date: July 2005 c. Provide training to the LDSS on the policy revisions	

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				<p>attended the training</p> <p>A copy of the evaluation</p> <p>A listing of workers and supervisors who attended the "Engaging Families" course</p> <p>A listing of the agencies receiving technical assistance</p>	<p>regarding child and family involvement in service planning. Projected Date: October 2005</p> <p>d. Implement the action step for concurrent planning in the Permanency Goal for the Child Section (Item 7, Action Step 1)</p> <p>e. Evaluate the implementation of new CPS and foster care policies regarding the involvement of children and parents in service planning. Projected: December 2005</p> <p>f. 300 child welfare workers and supervisors will attend the "Engaging Families" course. Including the "Engaging Families" course as part of the on-going in-service training will be considered when the requirements for the mandated training are established Projected : January 2007</p> <p>g. Provide technical assistance to those local departments of social services identified in the evaluation as needing assistance in the implementation of the CPS and foster care polices related to the involvement of children</p>	

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				2. Develop and implement strategies to improve the quality of worker contact with children. Position Responsible: Foster Care Consultant	A copy of the revised policy A copy of the broadcast A copy of the tool A copy of the training curriculum and a listing of where and when the training was offered and who attended	related to the frequency of face-to-face contacts between workers and children in foster care. Projected Date: September 2006 d. Revise foster care policy related to the frequency of face-to-face contacts between workers and the parents of children with the goal of reunification. Projected Date: September 2006. e. Notify LDSS of the revisions to policy. Projected Date: September 2006 a. Develop, in collaboration with the PAC, a tool to guide workers during their contacts with children. Projected Date: July 2006 b. Provide training on how to use the tool and implement usage of the tool. Projected Date: October 2006	
Well-Being Outcome 2: Children receive appropriate services to meet their education needs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 21: Educational needs of the child	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Well-Being Outcome 3: Children receive appropriate services to meet their physical and mental health needs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>					

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Item 22: Physical health of the child.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 23: Mental health of the child.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<p>1. Provide guidelines and tools to local departments of social services on mental health screening of children entering foster care and children and families receiving ongoing CPS services. Position Responsible: Foster Care Consultant/Adoption Consultant/CPS Consultant</p> <p>2. Implement strategies to</p>	<p>A copy of the tools identified and a listing of the training offered</p> <p>A copy of the curriculums</p> <p>A copy of the revised policy and information on when, where and who attended the training</p> <p>A listing of families receiving</p>	<p>a. Collaborate with the Virginia Department of Health; the Department of Education; the Department of Mental Health, Mental Retardation and Substance Abuse Services; and the National Resource Center at Georgetown to develop initial mental health screening tools based on the Bright Futures material and make these tools available to LDSS. Projected Date: June 2006</p> <p>b. Incorporate components of "Bright Futures: Guidelines for Mental Health Supervision of Infants, Children, and Adolescents" mental health training material and "Bright Futures in Practice: Mental Health" (vols. 1 and 2) into resource parents and foster parent in-service training. Projected Date: July 2006</p> <p>c. Strengthen foster care policy to include guidance on the purpose and the use of the Bright Futures-based screening tools and provide training to LDSS on the revisions. Projected: September 2006</p> <p>a. Provide to families</p>	

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				increase mental health resources. Position Responsible: Adoption Consultant	mental health services	participating in the Rural Adoptive Recruitment Initiative mental health services. Projected: Starting in October 2005 b. Implement the action step on increasing mental health and substance abuse services availability and accessibility for children and families involved with the child welfare system in the Service Array Section (Item 35 and 36, Action Step 3)	
Systemic Factor 1: Statewide Information system.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 24: The State is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or within the immediately preceding 12 months, has been) in foster care.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Systemic Factor 2: Case Review System	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 25: Provides a process that ensures each child has a written case plan to be developed jointly with the child's parents that includes the required provisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase the involvement of children and parents in the case planning process by January 2007.	1. Involve parents and children, if appropriate, in the process of assessing needs and developing service plans to meet the identified needs. Position Responsible: Foster Care Consultant	Case Review by State staff and Virginia Tech staff A copy of when and where the "Engaging Families" course is offered	a. Make the "Engaging Families" course available statewide. The "Engaging Families" course introduces child welfare workers and supervisors to strength-based interviewing techniques that	

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		<p>2. Implement concurrent planning to ensure parents and children are involved in the services planning process. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>3. Design and implement a quality assurance process to</p>	<p>Copy of the protocols and policy for involving children and parents in the case planning process</p> <p>A listing of workers and supervisors who attended the "Engaging Families" course</p> <p>A copy of the case review instrument</p>	<p>engage families to assess their service needs and determine safety. Different techniques that are appropriate at the different stages of change are introduced. Projected Date: Starting in February 2005</p> <p>b. Develop specific protocols and policies for early involvement of children and parents in the assessment process and service planning in 30 LDSS. Projected Date: January 2006</p> <p>c. 300 child welfare workers and supervisors will attend the "Engaging Families" course. Including the "Engaging Families" course as part of the ongoing in-service training will be considered when the requirements for the mandated in-service training are established. Projected Date: January 2007</p> <p>a. Implement the action step related to concurrent planning in the Permanency Goal for the Child Section (Item 7, Action Step 1)</p> <p>a. Design and implement a case review process to be</p>	

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				<p>monitor written case plans and the inclusion of the child and child's parent(s) in the planning process, where appropriate. Position Responsible: Virginia Tech Project Manager</p>	<p>Quarterly reports on the number of cases reviewed and the results of the reviews</p>	<p>used by the Child and Family Services Review Team to monitor written case plans and the inclusion of the child and child's parent(s) in the planning process. Projected Date: February 2005</p> <p>b. Conduct on-going case reviews by the Child and Family Services Review Team and State staff to monitor written case plans and the inclusion of the child and child's parent(s) in the planning process. Projected Date: Starting in March 2005</p>	
<p>Item 26: The State provides a process for the periodic review of the status of each child, no less frequently than once every six months, either by a court or by administrative review.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Increase the number of administrative panel reviews held in a timely manner and the quality of the administrative panel reviews so that children who are not required to have a court hearing will have a meaningful administrative panel review every six months with all parties involved by January 2007.</p>	<p>1. Provide clear policy guidance on timeframes for holding administrative panel reviews, participants to be included and procedures for administrative panel reviews. Position Responsible: Foster Care Consultant</p>	<p>Case Review by State staff and Virginia Tech staff</p> <p>A copy of the revised policy incorporating additional guidance on administrative panel review and a copy of the transmittal</p> <p>A copy of the broadcast clarifying policy and</p>	<p>a. Update foster care policy to incorporate additional guidance on timely and meaningful administrative panel reviews and notify LDSS of the revisions. Projected Date: May 2005</p> <p>b. Issue a broadcast clarifying policy and procedures for</p>	

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				2. Conduct full administrative panel reviews for children in foster care with the goals of adoption, permanent foster care, and independent living, alternating with court hearings. Position Responsible: Foster Care Consultant	procedures for administrative panel reviews OASIS quarterly reports and case reviews by VDSS staff and Virginia Tech staff	administrative panel reviews Projected Date: June 2005 a. Hold timely administrative panel reviews that meet policy requirements, including review of service plan goals and involvement of children, parents and other parties, in 95 percent of the appropriate foster care cases. Projected Date: July 2006	
Item 27: Provides a process that ensures that each child in foster care under the supervision of the State has a permanency hearing in a qualified court or administrative body no longer than 12 months from the date the child entered foster care and no less frequently than every 12 months thereafter.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 28: Provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act (ASFA).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ninety percent of the children with the goal of adoption will have a petition for the termination of parental rights (TPR) filed simultaneously with the petition for the initial permanency planning hearing to change the goal to adoption or will have documentation in OASIS as to the reasons termination is not being pursued by January 2007.	1. File petitions for termination of parental rights (TPR) simultaneously with the petitions for the initial permanency planning hearing to change the goal to adoption or	Case Reviews by VDSS staff and Virginia Tech staff	a. Implement the action step related to filing petitions for TPR simultaneously with the petitions for the initial permanency planning hearing to change the goal to adoption	

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				<p>document in OASIS the reason for not pursuing termination. Position Responsible: Permanency Program Manager</p> <p>2. Implement concurrent planning to facilitate timely completion of termination of parental rights when appropriate. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>3. Collaborate with the Court Improvement Program to provide a forum for communication between LDSS attorneys to reduce legal barriers to permanency. Position Responsible: Adoption Consultant</p>	<p>A listing of attorneys on the workgroup</p> <p>A listing of participants and the date of training</p>	<p>in the Permanency Goal for Child Section (Item 7, Action Step 2)</p> <p>a. Implement the action step related to concurrent planning in the Permanency Goal for the Child Section (Item 7, Action Step1)</p> <p>a. Develop a workgroup of LDSS attorneys to identify training needs related to legal barriers to permanency. Projected Date: February 2005</p> <p>b. Facilitate one statewide training event for LDSS attorneys. Projected Date: March 2005</p>	
<p>Item 29: Provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in any review or hearing held with respect to the child.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Increase the notification of and the opportunity to participate by resource parents, foster parents, pre-adoptive parents, and relative caregivers in court hearings and administrative panel reviews by January 2007.</p>	<p>1. Provide a process that allows resource parents, foster parents, pre-adoptive parents, and relative caregivers who are unable to attend court hearings to be included in the hearing through a conference call. Position Responsible: Foster</p>	<p>Case Reviews by VDSS staff and Virginia Tech staff</p> <p>A copy of the policies and procedures on using conference calls in the courtroom</p>	<p>a. Collaborate with the Court Improvement Program at the Supreme Court of Virginia to develop policies and procedures to implement conference calls in the courtroom. Projected Date: April 2005</p>	

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				<p>Care Consultant/Adoption Consultant</p> <p>2. Strengthen foster care policy guidance on providing resource parents, foster parents, pre-adoptive parents, and relative caregivers with the opportunity to provide input during administrative panel reviews (APRs). Position Responsible: Foster Care Consultant</p>	<p>A listing of the agencies participating in the pilot of allowing conference calls and when the conference calls were used in court hearings</p> <p>A copy of the revised foster care policy on providing notification to resource parents, foster parents, pre-adoptive parents, and relative caregivers and a copy of the transmittal</p> <p>A copy of the revised new worker training dealing with the rights of resource parents, fosters parents, pre-adoptive parents, and relative caregivers to be notified of APRs and to participate in them</p>	<p>b. Pilot the procedure allowing resource parents, foster parents, pre-adoptive parents, and relative caregivers access to court hearings by conference calls in 10 LDSS. Projected Date: October 2005</p> <p>a. Review and revise foster care policy to provide adequate guidance on conducting APRs and providing notification to resource parents, foster parents, pre-adoptive parents, and relative caregivers concerning the APRs and provide notification of the policy revisions to LDSS. Projected Date: July 2005</p> <p>b. Enhance new worker policy training to emphasize providing to resource parents, foster parents, pre-adoptive parents, and relative caregivers adequate notice of APRs and their right to attend and be heard at APRs. Projected Date: October 2005</p>	
<p>Systemic Factor 3: Quality Assurance System</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
<p>Item 30: The State has developed and implemented standards to ensure that children in foster care are provided quality services that protect the safety</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>					

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and health of the children.							
Item 31: The State is operating an identifiable quality assurance system that is in place in the jurisdictions where the services included in the Child and Family Services Plan (CFSP) are provided, evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Systemic Factor 4: Training	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 32: The State is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for staff who delivers these services.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ninety percent of new child welfare workers will receive initial training, to include policy, skills, and automated systems, within 12 months of employment beginning in January 2007.	1. Mandate integrated training for new child welfare workers through the promulgation of regulations. Position Responsible: Foster Care Consultant/Adoption Consultant 2. Develop integrated training for new child welfare workers. Position Responsible: Foster Care Consultant/Adoption Consultant	VISSTA Data Base Pathlore A copy of the regulation mandating initial training for new child welfare workers A listing of training requirements in other states A listing of training competencies	a. Promulgate regulation mandating initial training for new child welfare workers within 12 months of employment. Projected Date: January 2007 a. Review mandated training requirements in other states with a structure similar to Virginia's. Projected Date: September 2005 b. Finalize minimum training competencies Projected Date: January 2006	

Outcome or Systemic Factors and Item(s) Contributing to Non-Conformity			Goal/Negotiated Measure/ Percent of Improvement	Action Steps/Person Responsible for the Action Step	Method of Measuring Improvement	Benchmarks Toward Achieving Goal	Status of Progress
					<p>A listing of training courses that are included in the training package for new workers</p> <p>A listing of when and where the new worker training was piloted</p>	<p>c. Identify a group of core courses to comprise an initial minimum training package for new child welfare workers Projected Date: March 2006</p> <p>d. Pilot an integrated initial training package for new child welfare workers. Projected Date: January 2007</p>	
<p>Item 33: The State provides for ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Ninety percent of child welfare workers, including supervisors, will receive a minimum of six hours of in-service training annually that addresses the skills and knowledge base needed to carry out their duties beginning in January 2007.</p>	<p>1. Mandate in-service training for child welfare workers and supervisors that addresses the skills and knowledge base needed to carry out their duties in working with children and families involved in the child welfare system. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>2. Develop in-service training for child welfare workers and supervisors that integrates policy, skills and automated systems. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>VISSTA Data Base Pathlore</p> <p>A copy of the regulation mandating in-service training</p> <p>A copy of other states mandated training requirements</p> <p>A copy of the minimum training competencies</p>	<p>a. Promulgate regulations mandating in-service training for child welfare workers and supervisor. Projected Date: January 2007</p> <p>a. Review mandated training requirements for child welfare workers and supervisors in states with a structure similar to Virginia's. Projected Date: September 2005</p> <p>b. Finalize minimum training</p>	

Outcome or Systemic Factors and Item(s) Contributing to Non-Conformity	Goal/Negotiated Measure/ Percent of Improvement	Action Steps/Person Responsible for the Action Step	Method of Measuring Improvement	Benchmarks Toward Achieving Goal	Status of Progress
			<p>A listing of courses that will comprise the ongoing training package for child welfare workers and supervisors</p> <p>A listing of when and where the ongoing training was piloted</p>	<p>competencies. Projected Date: January 2006</p> <p>c. Identify a group of core courses to comprise an integrated ongoing training package for child welfare workers and supervisors. Projected Date: March 2006</p> <p>d. Pilot an integrated ongoing training package for child welfare workers and supervisors. Projected Date: January 2007</p>	
<p>Item 34: The State provides training for current or prospective resource parents, foster parents, adoptive parents and staff of State licensed or approved facilities that care for children receiving foster care or adoption assistance under Title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children.</p>	<p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p>One hundred percent of newly approved resource parents, foster parents and adoptive parents will receive mandated pre-service training and resource parents and foster parents will receive mandated in-service training that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children beginning in January 2007</p>	<p>1. Mandate pre-service training for resource parents, foster parents and adoptive parents to prepare families to meet the needs of children entering foster care. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>2. Ensure statewide consistency in mandated pre-service training of resource parents, foster</p>	<p>VISSTA Data Base Pathlore</p> <p>a. Implement the action step for mandating pre-service training of resource parents, foster parents, and adoptive families in the Stability of the Foster Care Placement Section (Item 6, Action Step 1)</p> <p>a. Implement the action step for ensuring statewide consistency in pre-service</p>	

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		<p>parents, and adoptive parents. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>3. Mandate in-service training for resource parents and foster parents to prepare families to meet the on-going needs of children in foster care. Position Responsible: Foster Care Consultant/Adoption Consultant</p>		<p>training of resource parents, foster parents, and adoptive parents in the Stability of the Foster Care Placement Section (Item 6, Action Step 2)</p> <p>a. Implement the action step for mandating in-service training of resource parents and foster parents in the Stability of the Foster Care Placement Section (Item 6, Action Step 3)</p>	
Systemic Factor 5: Service Array	<input checked="" type="checkbox"/> <input type="checkbox"/>				
<p>Item 35: The State has in place an array of services that assess the strengths and needs of children and families to determine other service needs, address the needs of families in addition to individual children in order to create a safe home environment, enable children to remain safely with their parents when reasonable, and help children in foster and adoptive placements achieve permanency.</p> <p>Item 36: The services in item 35 are accessible to families and children in all political jurisdictions covered in the State's CFSP.</p>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<p>Collaborate with other human services agencies to increase the availability and accessibility of critical services for families and children throughout Virginia by January 2007.</p>	<p>1. Collaborate with public and private agencies to increase access to dental and medical services. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>2. Collaborate with public and private agencies to increase mental health services</p>	<p>A listing of the collaboration activities</p> <p>A listing of localities that receive technical assistance</p> <p>a. Provide technical assistance through a partnership with the Department of Medical Assistance Services to 20 percent of localities that participate in the Take 5 initiative (dental providers accepting five Medicaid patients) Projected Date: January 2007</p> <p>a. Implement the mental health component of the Rural Adoptive Family</p>	

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		<p>availability and accessibility for children and families involved with the child welfare system. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>Listing of meeting attended and subjects discussed</p> <p>A listing of recommendation implemented to increase service availability and overcome barriers to obtaining mental and physical health services</p> <p>The assessment of the usage of the EPSDT mental health screening services</p>	<p>Initiative to develop adoption competent mental health providers in 20 rural areas of the state. Projected Date: Starting in October 2005</p> <p>b. Participate in meetings of the Secretary of Health and Human Resources' custody relinquishment workgroup to identify service gaps, funding stream barriers, and other policy and practice issues that force parents to relinquish custody of their children to foster care in order to obtain mental and physical health services. Projected Date: Throughout fiscal year 2005 and 2006.</p> <p>c. Collaborate with state and local agencies on the custody relinquishment workgroup to carry out recommendations approved by the Secretary of Health and Human Resources and the General Assembly to increase service availability and overcome barriers to obtaining mental and physical health services. Projected Date: Throughout fiscal years 2005 and 2006.</p> <p>d. Assess current use of EPSDT mental health screening services for children in CPS and foster</p>	

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			<p>Copies of disseminated materials to localities regarding the availability of mental health screening through EPSDT A listing of persons attending the state level symposium and a copy of the agenda</p> <p>A copy of the curriculum</p> <p>A listing of meetings attended and minutes from the meetings</p>	<p>care. Projected Date: October 2005</p> <p>e. Educate localities, as necessary, on the availability of mental health screening services through EPSDT. Projected Date: April 2006</p> <p>f. Conduct a state-level symposium to identify resource needs and make recommendations of how to target funding sources in order to address gaps in mental health services. Projected Date: June 2006</p> <p>g. Incorporate components of “Bright Futures: Guidelines for Health Supervision of Infants, Children, and Adolescents” mental health training material and “Bright Futures in Practice: Mental Health” (vols. 1 and 2.) into resource parents, foster parents and adoptive parents in-service training. Projected Date: July 2006</p> <p>h. Participate in existing DMHMRSAS workgroups (such as the “Integrated Policy and Plan to Provide and Improve Access to MH/MR/SA Services for Children and Adolescents” Workgroup) to develop a collaborative state level plan identifying resources to help</p>	

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		<p>3. Increase substance abuse services availability and accessibility for families and children throughout Virginia who are involved with the child welfare system. Position Responsible: CPS and Foster Care Family Specialists</p>	<p>A copy of the evaluation of the MOU and the strategic plan</p> <p>A copy of agencies policies and practices related to information sharing</p> <p>A copy of the protocols</p> <p>A copy of the screening tool to be used and guidance on when the tool is to be used.</p> <p>A copy of the strategies plan and documentation on how</p>	<p>address gaps in mental health services. Projected Date: January 2007</p> <p>a. Evaluate the implementation of the Memorandum of Understanding and a strategic plan developed with DMHMRSAS and the Office of the Executive Secretary of the Supreme Court of Virginia to improve outcomes for families affected by substance use who are involved in Virginia's child welfare system and juvenile and domestic relations courts. Projected Date: October 2005</p> <p>b. Improve cross-agency policies and practices related to information sharing. Projected Date: March 2006</p> <p>c. Develop and implement protocols to facilitate best practices across disciplines. Projected Date: June 2006</p> <p>d. Implement uniform screening for parental substance abuse and child safety in families who come into contact with the child welfare system. Projected Date: July 2006</p> <p>e. Implement an interagency strategic plan to address</p>	

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		<p>4. Collaborate with public and private partners to increase access to services for juveniles displaying sexual aggressive or reactive behaviors. Position Responsible: Foster Care Consultant</p> <p>5. Develop and implement strategies to strengthen service planning for children and parents. Position Responsible: Assistant</p>	<p>the plan was implemented</p> <p>A listing of meeting attended</p> <p>A listing of the members of the planning group and dates the group meets</p>	<p>information sharing, service delivery, professional development, community development, and funding and sustainability. Projected Date: January 2007</p> <p>a. Collaborate with Department of Juvenile Justice (DJJ) and Department of Criminal Justice Services (DCJS) through participation in the Juvenile Justice and Delinquency Prevention Advisory Committee to develop and support the DJJ three year strategic plan and components relating to service delivery and availability for sexually aggressive adolescents Projected Date: Throughout fiscal year 2005</p> <p>b. Establish a public/private planning group to address and provide recommendations for the community-based treatment, funding, and placement needs of youth in foster care who are sexually reactive or aggressive. Projected Date: December 2005</p> <p>a. Implement the action step for strengthening service planning for child in the Needs and Services of Child, Parent, and Foster Parent</p>	

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				<p>to Program Manager/Foster Care Consultant/Adoption Consultant</p> <p>6. Expand partnerships with LDSS, other government agencies, and community organizations to improve the accessibility, availability, and delivery of services to older youth transitioning out of foster care.</p> <p>Position Responsible: Independent Living Specialist/Foster Care Consultant</p>	<p>A listing of the agencies receiving technical assistance</p> <p>Information on the demonstration project developed by the two agencies</p> <p>A copy of the MOU</p>	<p>Section (Item 17, Action Step 2)</p> <p>a. Provide technical assistance to 10 LDSS for using their Independent Living basic allocation (up to 30 percent) for room and board for eligible youth, ages 18-21, transitioning out of foster care. Projected Date: July 2005</p> <p>b. Provide technical assistance to two LDSS for developing a demonstration project offering transitional housing services. Projected Date: July 2005</p> <p>c. Develop a Memorandum of Understanding with the Department of Housing and Urban Development concerning vouchers for housing former foster care youth that can serve as collaboration model for localities to adapt and adopt. Projected Date: January 2006</p>	
<p>Item 37: The Services in item 35 can be individualized to meet the unique needs of children and families served by the agency.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
<p>Systemic Factor 6: Agency Responsiveness to the Community.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>					

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Item 38: In implementing the provision of the CFSP, the State engages in ongoing consultation with tribal representatives, consumers, service providers, foster care providers, the juvenile court, and other public and private child-and family-serving agencies and includes the major concerns of these representatives in the goals and objectives of CFSP.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 39: The agency develops, in consultation with these representatives, annual reports of progress and services delivered pursuant to the CFSP.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Item 40: The Stat's services under the CFSP are coordinated with services or benefits of other Federal or federally assisted programs serving the same population.	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
Systemic Factor 7: Foster and Adoptive Parent Licensing, Recruitment, and Retention	<input checked="" type="checkbox"/>	<input type="checkbox"/>					
Item 41: The State has implemented standards for foster family homes and child care institutions which are reasonably in accord with recommended national standards. Item 42: The standards are applied to all licensed or approved foster family homes or child care institutions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Establish standards for resource parents, foster parents, and adoptive parents that are consistent between public and private child-placing agencies and in reasonable accord with Child Welfare League of America standards by January 2007.	1. Promulgate regulations that establish consistent standards for resource parents, foster parents, and adoptive parents who are approved by local departments of social services	A copy of the standards for public and private child-placing agencies A listing of inconsistencies in public and private regulations	a. Collaborate with VDSS' Division of Licensing to identify and rectify any areas of inconsistency in public and private regulations for approving resource homes,	

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				<p>or licensed by a private child-placing agency. Position Responsible: Foster Care Consultant/Adoption Consultant</p> <p>2. Implement dual approval of resource parents, foster parents, and adoptive parents. Position Responsible: Foster Care Consultant/Adoption Consultant</p>	<p>A copy of the proposed regulation and State Board minutes</p> <p>A copy of the final regulation and State Board minutes</p>	<p>foster homes, and adoptive homes. Projected Date: March 2005</p> <p>b. Submit proposed private agency regulations to the State Board of Social Services. Projected Date: December 2005</p> <p>c. Submit final public agency/approved providers regulation to the State Board of Social Services. Projected Date: July 2006</p> <p>a. Implement the action step for dual approval of resource parents, foster parents, and adoptive parents in the Adoption Section (Item 9, Action Step 2)</p>	
<p>Item 43: The State complies with Federal requirements for criminal background clearances as related to licensing or approving foster care and adoptive placements and has in place a case planning process that includes provision for addressing the safety of foster care and adoptive placements for children.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>					
<p>Item 44: Recruitment of potential foster and adoptive families that reflect the racial and ethnic diversity of children in the state for whom foster and adoptive homes are needed.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Develop and implement a statewide recruitment plan in collaboration with local departments of social services and private agencies to ensure the diligent recruitment of potential resource parents, foster parents, and adoptive parents that</p>		<p>A copy of the statewide recruitment plan and a description of how the plan was implemented</p>		

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		reflect the ethnic and racial diversity of children in foster care by January 2007.	1. Increase the State's efforts in recruitment of prospective resource parents, foster parents, and adoptive parents. Position Responsible: Adoption Consultant/Foster Care Consultant	A copy of the RFA A copy of the contract A listing of the dates and places of the forums A copy of the plan to use regional and local foster parents associations as recruitment resources and documentation of how the plan was implemented	a. Issue a Request for Applications (RFA) to carry out activities of an Executive Director to develop a state resource parents, foster parents and adoptive parents association and regional and local associations. Projected Date: June 2005 b. Award a contract to the most qualified applicant to carry out the prescribed activities. Projected Date: October 2005 c. Under the direction of the Executive Director, develop forums for regular learning opportunities for resources parents, foster parents, and adoptive parents through the state and regional associations. Projected Date: November 2005 d. Under the direction of the Executive Director, and in collaboration with CRAFFT, develop and implement a plan for using regional and local foster parents associations as recruitment resource. Projected Date: April 2006	

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				A listing of the strategies to support families who assist in recruitment efforts A copy of the quarterly report	e. Develop and implement strategies to support families who assist in recruitment of new resource parents, foster parents, and adoptive parent. Projected Date: April 2006 f. Monitor the progress of the recruitment effort on a quarterly basis. Projected Date: July 2006	
Item 45: The State has in place a process for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placements for waiting children.	<input type="checkbox"/>	<input checked="" type="checkbox"/>				

PIP Matrix Narrative Reporting Form

I. Summarize the reasons why benchmarks and/or goals were not achieved as projected

II. Provide a description of, and schedule for, the actions that the State will take during the next PIP quarter to meet these projected benchmarks and/or goals:

III. Other Comments:

**Attachment B
Children's Bureau
Child and Family Services Reviews
PIP Quarterly Report Tracking Log
For Use By the
ACF Regional Office Staff**

**PIP
Quarterly Reports
Date Received
(enter date)**

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