

Virginia PIP Matrix

Final Version

September 30, 2012

Virginia CFSR PIP Comments

Primary Strategy 1: Engage Families Across the Continuum of Child Welfare					
Goal: Ensure children, youth and parental input is heard and considered in the decision-making processes regarding safety, permanency, well-being, and service planning and placement Decisions					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
1. Utilize Family Partnership meetings as a way to involve families, youth, and significant others CFSR items addressed: 3, 6, 7, 8, 9, 10, 13, 14, 15, 16, 17, 18	1.1 Develop Family Partnership resources and tool kit for service providers, relevant family service contractors, and LDSS to share with families		1.1 Q 2 (all)	Family Engagement Manager	Completed (Q1)
	a. Post local and	1.1a. website and			Completed (Q1)

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	national sample documents such as brochures, forms, contact information	links for information			
	b. Post family engagement guidance	1.1b. family engagement guidance, informational broadcast, and link			Completed (Q1)
	1.2 Train LDSS workers and members of the bar on Virginia’s Family Engagement Model including Family Partnership meetings, Diligent Family Search and Engagement.		1.2 Q 5 (all)	Family Engagement Manager	Completed (Q4)
	a. Develop curricula, in conjunction with VISSTA, based on FEM guidance	1.2a. training curriculum			Completed (Q4)

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	b. Develop training phases for LDSS and determine which localities will be trained in which phase	1.2b. list of phases and participating localities, number attending trainings			Completed (Q4)
	c. Schedule training for members of the bar	1.2c. training schedule, number attending trainings			Completed (Q4)
	d. Evaluate trainings	1.2d. evaluation results			Completed (Q4)
	1.3. Revise CPS and Foster Care guidance manuals to support family engagement philosophy and partnership meetings.	1.3 dissemination of guidance manuals	1.3 Q 1 (all)	CPS policy specialist, Permanency policy specialist	Completed (Q1)
	a. Review Family Engagement guidance	1.3a. and b summary of reviews			Completed (Q1)
	b. Review current program guidance to identify key decision points	1.3a. and b summary of reviews			Completed (Q1)
	c. Obtain input from the Permanency Advisory Committee and the	1.3c. agenda and minutes from PAC and CPS Advisory committee			Completed (Q1)

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	Child Protective Services Advisory Committee				
	d. Coordinate language across CPS and foster care programs and incorporate consistent language in the respective guidance manuals	1.3d. CPS and foster care guidance manuals			Completed (Q1)
	e. Disseminate guidance in CPS and foster care manuals	1.3e. broadcast about dissemination and manuals			Completed (Q1)
	1.4. Increase the number of family partnership meetings		1.4 beginning Q 2 and ongoing	Family Engagement Manager	Completed (Q8)
	a. Set the expectation that each locality within the state will implement Family Partnership Meetings at least one decision point by the end of the calendar year 2010	1.4a. through Family Partnership report, show localities are holding meetings			Completed (Q8)
	b. Review the Family Partnership	1.4b. and c. technical		Family Engagement	Completed (Q8)

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	report to inform technical assistance needs	assistance documented by Regional consultants; additional trainings scheduled; # attending trainings		Manager, Regional Consultants	
	c. Provide technical assistance through Regional Consultants	1.4b. and c. technical assistance documented by Regional consultants; additional trainings scheduled; # attending trainings		Family Engagement Manager, Regional Consultants	Completed (Q8)
	1.5 CIP to fund facilitation of 20 family partnership meetings at 5 pilot LDSS				Completed (Q6)
	a. RFA developed in conjunction with CIP and Family Engagement Manager and sent to all local departments	1.5a. RFA and broadcast	1.5a Q 1	Family Engagement Manager	Completed (Q1)

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	b. Selected localities will be notified and included in a pilot project for Family Partnership training	1.5b. training roster	1.5b Q 1	Family Engagement Manager	Completed (Q1)
	c. Judges from the pilot site localities will be trained on Family Partnership meetings	1.5c. training curriculum, # attending training	1.5c Q 1	Family Engagement Manager	Completed (Q1)
	d. Develop a process for formally notifying the Court about the outcome of the family partnership meeting.	1.5d. Family Partnership report for courts	1.5d Q3 Q5 Q6	CIP staff	Completed (Q6)
2. Increase timeliness and discharges to permanency CFSR items addressed: 9	2.1. Target children who have the goal of adoption, with TPR who are not in adoptive placements to achieve permanence.		2.1 Q 1	Adoption Supervisor	Completed (Q2)
	a. Generate list of children with TPR who are not in a pre-adoptive	2.1a. list of children			Completed (Q1)

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	placement				
	b. Send the list of children to LDSS to find out if there is any progress towards adoption	2.1b. responses from LDSS			Completed (Q1)
	c. Revise the list of children and share with contractors	2.1c. revised list and distribution list for dissemination			Completed (Q1)
	d. Meet with contractors to inform them about changes to the renewal process	2.1d. meeting agenda and minutes			Completed (Q1)
	e. Revise current adoption contracts so that contractors will be required to increase the number of children and families served by 25% over previous year	2.1e. revised contracts			Completed (Q2)
	f. Revise current adoption contracts so that contractors use child specific targeted recruitment	2.1f. revised contracts			Completed (Q1)
	g. Hold regional	2.1g. meeting			Completed (Q1)

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	meetings to inform local departments about contract changes & negotiate agreements with contractors	agenda and minutes			
	2.2 Revise current contractor reports			Adoption supervisor	Completed (Q1)
	a. Process measures incorporated into reports	2.2a. revised quarterly reports	2.2a. Q 1		Completed (Q1)
	b. Reformat reports to include all contacts with child and family	2.2b. revised quarterly reports	2.2b. Q 1, Q 2, Q 3		Completed (Q1)
	c. Create roles and responsibilities agreement form for LDSS and contractors	2.2c roles and responsibilities form signed forms	2.2c. Q 1		Completed (Q1)
	2.3 Provide training on child specific, targeted recruitment		2.3 Q1 (all) Q4	Adoption supervisor	Completed (Q4)
	a. Gather input from LDSS and contractors on training needs	2.3a. and b list of training needs			Completed (Q1)
	b. Review quarterly reports to	2.3a. and b list of training needs			Completed (Q1)

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	determine training needs				
	c. Contract for training	2.3c. contract for training			Completed (Q1)
	d. Provide training	2.3d. training schedule training curriculum, # attending training	Q4		Completed (Q4)
	2.4 Analyze information gathered during contract year		2.4 Q2 (all) Q4	Adoption supervisor	Completed (Q2)
	a. Compile and review data from contractor reports	2.4a. summary of reporting data			Completed (Q2)
	b. Solicit and discuss feedback from contractors about what is working, barriers, etc	2.4b. summary of feedback from contractors			Completed (Q2)
	c. Solicit and discuss feedback from participating ldss	2.4c. summary of data from LDSS			Completed (Q2)
	2.5 Using data gathered from quarterly reports, revise upcoming RFP for new		2.5 Q 2 (all)	Adoption supervisor	Completed (Q3)

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	adoption contracts				
	a. Highlight positive approaches from contractors and share with others	2.5a. new RFP			Completed (Q2)
	b. Working with advisory committee to make decisions about how to achieve desired outcomes for children awaiting adoption and design RFP accordingly	2.5b. document complying approaches			Completed (Q3)
3. Collaborate with CIP to promote child welfare outcomes CFSR items addressed: 9, 29	3.1 Reevaluate the Adoption Progress Report in collaboration with CIP for LDSS and the Court to better utilize the report			Adoption supervisor, Permanency Program Manager, CIP staff	Completed (Q8)
	a. Create a collaborative	3.1 a. revised report	3.1 a Q 4		Completed (Q4)

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	work group to review the report and make any necessary changes				
	b. Incorporate revised report into guidance	3.1 b revised guidance	3.1 b Q 5		Completed (Q6)
	c. Train Inform staff on use of the report	3.1 c and d Curriculum for trainings for foster care, adoption workers, and judges, # attending trainings APR policy, agendas from regional meetings	3.1 c and d Q 6		Completed (Q8)
	d. Train Inform court personnel on use of the report	3.1 c and d Curriculum for trainings for foster care, adoption workers, and judges, #	3.1 c and d Q 6		Completed (Q8)

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		attending trainings Information packet provided to judges			
	3.2 Provide training around notice of hearing and right to be heard			Permanency Program Manager, Permanency policy specialist CIP staff	Completed (Q5)
	a. Include in available educational forums as a training topic for new juvenile and domestic relations district court judges and new clerks' office staff the provisions of law related to notice of court hearings for caregivers in	3.2a and b training agendas and materials, # attending trainings	3.2a and b Q 4		Completed (Q5)

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	child dependency cases and the supportive court documentation to accomplish this notice.				
	b. Include in available educational forums as a training topic for juvenile and domestic relations district court judges, guardians ad litem for children, counsel for parents and counsel for LDSS the importance of providing caregivers with a right to be heard in case review proceedings held with respect to foster children and the	3.2a and b training agendas and materials, # attending trainings	3.2a and b Q 4		Completed (Q5)

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	circumstances under which this right is to be accorded.				
4. Implement Custody Assistance as a permanency option for children in foster care CFSR items addressed: 7, 8, 15	4.1. Develop guidance in foster care manual for Custody Assistance as one of two options for the foster care permanency goal of placement with relatives		4.1 (all) Q4 Q5 Q8	Permanency Program Manager, Permanency policy specialist, Family Stabilization supervisor	Completed (Q7)
	a. Workgroup formed	4.1a. work group roster			Completed (Q1)
	b. Determine what sections of foster care manual will be amended	4.1b. Custody Assistance Guidance developed as an appendix to the foster care manual			Completed (Q6)
	c. Determine definition of relative	4.1c. definition of relative in guidance			Completed (Q6)

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	d. Clarify the process of ruling out reunification and adoption as not appropriate for the child	4.1d. guidance to include directions for ruling out reunification and adoption			Completed (Q6)
	e. Clarify how the VEMAT will apply to relative assistance payments	4.1e. broadcast about VEMAT			Completed (Q6)
	f. Develop tools for assessing families and children as appropriate for Custody Assistance	4.1f. copy of tools			Completed (Q6)
	g. Create guidance regarding all siblings qualifying for a subsidy	4.1g. guidance in foster care manual			Completed (Q6)
	h. develop post-custody review procedures	4.1h. procedures in guidance			Completed (Q6)
	i. Provide process	4.1i. process in			Completed (Q6)

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	for continued Medicaid eligibility when a family with custody moves to another state	guidance			
	j. Collaborate with Office of Comprehensive Services to amend CSA guidance to include requirements for Custody Assistance consistent with guidance in the foster care manual.	4.1j. amended OCS and foster care guidance			Completed (Q6)
	k. PAC to review guidance	4.1k PAC agenda and minutes			Completed (Q7)
	l. Develop plan for communicating through LDSS and FACES information about	4.1l. Communications plan			Completed (Q7)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	Custody assistance to relative foster parents				
	4.2. Identify OASIS updates				Completed (Q2)
	a. Outcome Based Reporting and Analysis Unit (OBRA) will review what is currently in OASIS and determine if current screens can be modified or if new screens must be created	4.2a. list of OASIS modifications needed	4.2a Q 2	OBRA staff	Completed (Q2)
	b. Meet with Managing by Data Work Group to determine requirements	4.2b. List of requirements for OASIS changes	4.2b Q 2	Permanency Program Manager, Family Stabilization supervisor	Completed (Q2)
	4.3 Examine and amend CPS guidance to determine			Permanency Program Manager, CPS policy	Completed (Q2)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	revisions required to support Custody Assistance.			specialist, CPS and Permanency Regional Consultants	
	a. With CPS policy person, draft guidance around identification and notification of relatives within 30 days of removal and the process to inform them of the right to participate in the care of the child	4.3a. and c revised CPS guidance	4.3a Q 2		Completed (Q2)
	b. Review guidance with CPS policy advisory team	4.3b. agenda and minutes of policy advisory meeting	4.3b Q 2		Completed (Q2)
	c. Disseminate guidance	4.3c. broadcast on dissemination of guidance	4.3c Q 3		Completed (Q2)
	4.4 Develop training for		Q7		

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	workers on the appropriate use of Custody Assistance as an option under the goal of Placement with Relatives				
	a. Provide Custody Assistance policy and procedures to DFS staff to incorporate into worker training.	4.4a. curriculum, plan to train	4.4a Q3 Q5 Q7	Permanency Program Manager	Completed (Q8)
	b. Provide Foster Care Guidance Transmittal Training including Custody Assistance procedures to local social worker coordinators and staff	4.4b. Training plan	4.4b Q3 Q6 Q7	Permanency Regional Consultants	Completed (Q8)
	c. Work with	4.4c. curriculum,	4.4c Q5	Family	Completed (Q8)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	NRC for Permanency and Family Connections to plan and conduct skills training on assessment and preparation of relatives for taking custody of kin for local staff	training schedules	Q7	Stabilization supervisor, Family Placement manager	
	d. Provide Child Welfare Training committee a training curriculum, consistent with the NRC skill training on assessment and preparation of relatives, to incorporate into the array of competency based courses	4.4d. curriculum	4.4d Q6 Q7	Family Stabilization supervisor, Family Placement manager	Completed (Q8)
	4.5 Educate and inform judges			Permanency Program	Completed (Q7)

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	and attorneys on Custody Assistance in collaboration with Court Improvement Program.			Manager, CIP staff	
	a. Provide Foster Care guidance on Custody Assistance to support development by CIP of curriculum to train judges	4.5a. Draft of CA guidance	4.5a. Q2 Q5		Completed (Q7)
	b. Consult with CIP staff on options for informing judges about Custody Assistance	4.5b Provide notification from CIP	4.5b Q3 Q4 Q7		Completed (Q7)
	c. Create Custody Assistance tip sheet	4.5c: Custody Assistance tip sheet	4.5c Q4 Q8		Completed (Q7)
	4.6 Develop evaluation plan in conjunction		Q7	Family Stabilization supervisor	Completed (Q8)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	with VDSS research department				
	a. Identify variables to be tracked	4.6a. identified variables that will be measured/tracked;	4.6a Q3 Q6 Q7		Completed (Q7)
	b. Determine methods of evaluation (i.e. surveys, interviews, etc)	4.6b. survey created to capture baseline information	4.6b Q4 Q6 Q7		Completed (Q8)
	c. Set baselines	4.6c. baselines	4.6c Q5 Q6 Q7		Completed (Q8)

Primary Strategy 2: Improve Assessment and Service Planning					
Goal: Appropriately assess safety, risk, and the needs of children and families in order to provide high quality, timely, efficient, and effective services.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
1. Improve local department staffs' abilities to assess initial safety and risk CFSR items addressed: 1, 2, 3, 4	1.1 Develop and/or revise and implement tools to improve local staffs' ability to improve response times to CPS reports		1.1 Q 3 (all)	CPS Program Manager, CPS policy specialist	Completed (Q3)
	a. Review SDM intake tools to ensure consistency with VA regulations and guidance	1.1a. revised guidance			Completed (Q3)
	b. Develop policy on timeframes for face to face contact with victims	1.1b. policy on contact			Completed (Q2)
	c. Obtain input from CPS policy advisory committee	1.1c. policy advisory committee agenda and minutes			Completed (Q2)

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	d. Incorporate intake tools in guidance manual	1.1d. revised guidance			Completed (Q3)
	e. Disseminate manual	1.1e. broadcast on updated manual			Completed (Q3)
	1.2 Revise CPS guidance manual to include tools on how to more accurately and consistently assess initial child safety and risk including factors such as domestic violence, mental health issues, and substance abuse.			CPS Program Manager, CPS policy specialist, Office of Family Violence manager	Completed (Q3)
	a. Review SDM safety and risk assessment tools to ensure consistency with VA regulations and guidance	1.2a. safety and risk assessment tools; write up of the review of tools; write up of any recommendation	1.2a. Q 3		Completed (Q2)

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		s made			
	b. Obtain input from the CPS policy advisory committee	1.2b. meeting agenda and minutes	1.2b. Q 3		Completed (Q2)
	c. Incorporate safety and risk assessment tools into guidance	1.2c. revised policy	1.2c. Q 3		Completed (Q3)
	d. Disseminate guidance	1.2d. notification to all CPS staff	1.2d. Q 4		Completed (Q3)
	1.3 Develop and implement statewide training for CPS supervisors and workers on the use of new initial safety and risk tools.			CPS policy specialist , CPS Regional Consultants	Completed (Q6)
	a. Develop training curriculum	1.3a. copy of training curricula	1.3a. Q 3		Completed (Q2)
	b. Select and train Trainers, to include CPS regional consultants and	1.3b. roster of trainers	1.3b. Q 3		Completed (Q2)

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	supervisors				
	c. Develop statewide training schedule	1.3c. training schedule	1.3c. Q 4		Completed (Q2)
	d. Train CPS supervisors and workers on use of new tools	1.3d. # of workers and supervisors trained	1.3d. Q 6		Completed (Q6)
	1.4 Develop OASIS screens to reflect new CPS safety and risk assessments.			OBRA manager	Completed (Q5)
	a Outcome Based Reporting and Analysis Unit (OBRA) will review what is currently in OASIS and determine if current screens can be modified or if new screens must be created	1.4a. and b list of requirements	1.4a. Q 2		Completed (Q2)
	b. Meet with Managing by Data Work Group	1.4a. and b list of requirements	1.4b. Q 2		Completed (Q2)

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	to determine requirements				
	c. Implement new screens	1.4c. screen shots from OASIS	1.4c. Q 4		Completed (Q5) • What is the status of the new screens?
	1.5 Utilize Quality Service Review data and other reports to-evaluate the extent to which initial safety and risk assessments are being completed correctly and within the required timeframes		Q8	CQI Manager	Completed (Q8)
	a. Compare QSR safety data to SafeMeasures data on SDM assessments	a. comparison of data			Completed (Q8)
	b. Examine SafeMeasures data on timeliness of assessment completion	b. summary of findings			Completed (Q8)
	c. Summarize	c. summary of			Completed (Q8)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	findings	findings			
	1.6 Identify and implement tools for local staff to use in assessing safety, domestic violence, substance abuse, and mental health issues present in relative and other caregiver families.		1.6 Q6 Q7 Q8	Family Placement manager	Completed (Q8)
	a. Materials from resource family assessment courses	1.6a. materials from resource family assessment courses	1.6a. Q6 Q7 Q8		Completed (Q8)
	b. Published tools for conducting family assessments	1.6b. published tools for conducting family assessments	1.6b. Q4 Q7 Q8		Completed (Q7)
2. Improve local department	2.1 Revise CPS guidance manual to provide tools			CPS Program Manager, CPS policy	Completed (Q6)

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staffs' abilities to conduct service needs assessments and develop relevant service plans. CFSR items addressed: 2, 3, 17, 21, 22, 23, 35	to support on-going assessment, risk reassessment and service planning for children and families' service needs			specialist	
	a. Obtain input from the Child Protective Services Advisory Committee on enhancing the current services section of the CPS manual	2.1a. meeting agenda/minutes and recommendations	2.1a. Q 6		Completed (Q6)
	b. Work with NRC in home services to	2.1b. review tool	2.1 b. Q 6		Completed (Q6)

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Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	develop review tool for regional specialist				
	c. review 50 in home cases to assess quality and level of service provision statewide (10 per region) in order to determine strengths and weaknesses in policy/guidance/practice	2.1c. report detailing results of review	2.1c Q 8		Completed (Q6)
	2.2 Revise Foster Care Guidance to provide specific tools to guide service workers in conducting child and family needs assessment and risk assessment prior to reunification.			Permanency Program Manager, Permanency policy specialist	Completed (Q8)
	a. Create	2.2a. work group	2.2a. Q 3		Completed (Q3)

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	workgroup to review tools and recommend tools to be used.	roster, meeting minutes and list of recommended tools			
	b. Obtain input from the Permanency Advisory Committee on recommended tools.	2.2b. PAC minutes	2.2b. Q 4		Completed (Q4)
	c. Incorporate tools into Foster Care Manual	2.2c. revised Foster Care manual	2.2c. Q4 Q6 Q8		Completed (Q8)
	d. Disseminate guidance	2.2d. transmittal broadcast disseminated to the field on revised guidance	2.2d. Q4 Q6 Q8		Completed (Q8)
	2.3 Create requirements for OASIS screens to reflect new CPS and Foster Care service needs assessment and service plans			OBRA manager, CPS Program Manager Permanency Program Manager, CPS policy specialist	Completed (Q8)

Primary Strategy 2: Improve Assessment and Service Planning					
Goal: Appropriately assess safety, risk, and the needs of children and families in order to provide high quality, timely, efficient, and effective services.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	a. Utilize workgroup to review OASIS screens and make recommendations for screen changes	2.3a. List of recommended changes to OASIS screens	2.3a. Q 5		Completed (Q5)
	b. Outcome Based Reporting and Analysis Unit (OBRA) will review what is currently in OASIS and the workgroup recommendations and determine if current screens can be modified or if new screens must be created	2.3b. OBRA list of what is required to make requested changes.	2.3b. Q 5		Completed (Q7)
	c. OBRA and Family Services meet to develop requisition to present to the Managing by Data Work Group	2.3c. Service Requisition for OASIS changes completed	2.3c. Q 6		Completed (Q7)

Primary Strategy 2: Improve Assessment and Service Planning					
Goal: Appropriately assess safety, risk, and the needs of children and families in order to provide high quality, timely, efficient, and effective services.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	to approve screen changes.				
	d. OBRA and Family Services meets with the Managing by Data Work group to prioritize timing for screen changes in OASIS	2.3d. MBD prioritizes OASIS changes	2.3d. Q 6		Completed (Q8)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
1. Establish training requirements for front-line and supervisory staff that align with child welfare competencies CFSR items addressed: 32, 33,	1.1. Establish sets of core competencies for child welfare supervisors	1.1. core competencies are adopted for supervisors	1.1 Q5 (all)	Training Manager, Steering Committee	Completed (Q3)
	a. Identify a point person(s) to lead establishment of core competencies for child welfare supervisors	1.1a. person(s) identified			Completed (Q1)
	b. Develop a process for establishment of competencies	1.1b. formalized process document			Completed (Q3)
	c. Identify a group of LDSS	1.1c. list of participants			Completed (Q1)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	supervisors and managers to participate in process				
	d. Collect and summarize feedback	1.1d. summary of findings			Completed (Q1)
	e. Present core competencies to Steering Committee for approval	1.1e. steering committee minutes/agenda			Completed (Q3)
	1.2. Establish sets of core competencies for child welfare staff	1.2. core competencies are adopted for child welfare staff	1.2 Q6 (all) Q7 Q8	Training Manager, Steering Committee	Completed (Q8)
	a. Identify a point person(s) to lead establishment of core competencies for child welfare staff	1.2a. person(s) identified			Completed (Q6)
	b. Develop a process for establishment of competencies	1.2b. formalized process			Completed (Q6)
	c. Identify a	1.2c. list of			Completed (Q6)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	group of LDSS supervisors, managers, and other identified LDSS staff to participate in process	participants			
	d. Collect and summarize feedback	1.2d. summary of findings			Completed (Q8)
	e. Present core competencies to Steering Committee for approval	1.2e. steering committee minutes/agenda			Completed (Q6)
	1.3. Guide the revision of existing curricula to reflect core competencies.	1.3. core courses that reflect core competencies are developed	1.3 Q6 Q7 Q8	Training Manager, Steering Committee	Completed (Q7)
	a. VDSS curriculum developers will develop curriculum that reflects the core competencies	1.3a core courses that reflect core competencies are developed			Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	1.4. Establish training requirements for child welfare workers and supervisors to reflect core curriculum	1.4. recommendations for revised guidance regarding requirements 1.6 c. steering committee minutes/agenda	1.4 Q7 (all) Q8	Training Manager,	Completed (Q7)
	a. Develop a process to reevaluate training requirements once core curriculum is finalized	1.4a Process documents			Completed (Q7)
	b. Develop recommendations for new training requirements	1.4b. recommendation document			Completed (Q7)
	c. Present recommendations to Committee for approval	1.4c. committee minutes/agenda			Completed (Q7)
	1.5. Establish standards for completion time	1.5. recommendations for revised	1.5 Q7 (all) Q8	Training Manager,	Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	frames for required initial in-service training	guidance regarding completion timeframes of required initial in-service training			
	a. Develop a process to reevaluate standards for timeliness of completion for initial in-service training once core competencies are finalized	1.5a. Process documents			Completed (Q7)
	b. Develop recommendations for timeframes	1.5b. recommendations document			Completed (Q7)
	c. Present recommendations for timeframes to PD Committee for approval	1.5c. PDC minutes			Completed (Q7)
	1.6. Establish annual in-service training	1.6. recommendations for revised	1.6 Q7 (all) Q8	Training Manager,	Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	requirements for child welfare supervisors and front-line workers	guidance regarding annual in-service training requirements			
	a. Develop a process to establish annual in-service training requirement for child welfare supervisors and front-line workers once core competencies are finalized	1.6a. Process documents			Completed (Q7)
	b. Develop recommendations for annual in-service training requirements	1.6b. recommendations document			Completed (Q7)
	c. Present recommendations for annual in-service training requirements to Steering Committee for	1.6c. committee minutes/agenda			Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	approval				
2. Ensure ongoing training opportunities for experienced staff CFSR items addressed: 33	2.1. Enhance VCU-VISSTA and ATC capacity to engage, develop, and evaluate subject matter experts as both trainers and workshop developers through training and consultation with IHS	2.1. developed recommendations for both ATC managers and staff at VCU-VISSTA	2.1 Q4 (all)	Training Manager, Steering Committee	Completed (Q1)
	a. Conduct assessments of each Area Training Center to evaluate strengths, knowledge and understanding of a competency based system, relationship with LDSS, and relationship with	2.1a. assessment findings from IHS			Completed (Q1)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	host agency				
	b. Assess VCU-VISSTA capacity through consultation with IHS and ongoing collaboration with VDSS	2.1b. assessment findings from IHS			Completed (Q1)
	c. Modify VCU-VISSTA and ATC contract language to reflect expanded roles with LDSS and expectations regarding workshop development	2.1c. VCU-VISSTA and ATC contract language for FY 2011 and FY2012			Completed (Q1)
	2.2 Establish process to provide ongoing training that is based on staff and supervisors' assessed needs	2.2. provision of workshops developed by subject matter experts based on assessed needs	2.2 Q7 (all)	Training Manager, Steering Committee	Completed (Q8)
	a. Develop process to develop and	2.2a. formalized process documents			Completed (Q8)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	deliver trainer-developed workshops				
	b. Pilot process through the development and delivery of one trainer-developed workshop in ATC region	2.2b. trainer-developed workshop outlines for all pilots			Completed (Q8)
	c. Evaluate pilot findings and refine process through Steering Committee if necessary	2.2c. summary of pilot findings, final process document for trainer developed workshop delivery			Completed (Q8)
3. Assess and evaluate training system CFSR items addressed: 32, 33	3.1. Explore better utilization of existing participant evaluation tool through the current Learning Management System	3.1 formalized evaluation process	3.1. Q6 (all) Q7	Training Manager, Steering Committee	Completed (Q7)
	a. Assess current	3.1a. steering			Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	functionality around participant evaluation through the Knowledge Center	committee report on degree of functionality			
	b. Develop a process to better utilize participant evaluation	3.1b. work group agendas and minutes			Completed (Q7)
	c. Submit recommendations for improvement of the function to the Steering Committee	3.1c. final recommendations			Completed (Q7)
	3.2. Establish evaluation process for trainers	3.2 evaluation tools	3.2. Q6 (all)	Training Manager, Steering Committee	Completed (Q6)
	a. Assess existing processes for evaluating trainers	3.2a. comparative analysis of history regarding trainer evaluation			Completed (Q6)
	b. Develop strategies to	3.2b. work group agendas			Completed (Q6)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	improve evaluation process for trainers as needed				
	c. Submit recommendations for trainer evaluation process to Steering Committee	3.2c. final recommendations			Completed (Q6)
	3.3. Establish a training needs assessment process to inform training delivery and system development and management	3.3. Data from needs assessments	3.3. Q6 (all) Q8	Training Manager, Steering Committee	Complete (Q7)
	a. Develop needs assessment protocol, including input from the regional training managers	3.3a. finalized protocol			Completed (Q7)
	3.4. Establish a process to	3.4. Course-specific tool for	3.4. Q6 (all)	Training Manager,	Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	promote transfer of learning for training participants	supervisors	Q8		
	a. Develop a process for integration of transfer of learning tools	3.4 b. formalized process document			Completed (Q7)
4. Ensure delivery of state-approved pre-service and in-service training for resource, foster, and adoptive parents CFSR items addressed: 34, 41	4.1. Revise format and structure for the needs assessment of current pre-service and in-service training needs	4.1. Revised needs assessment and procedures	4.1 Q4	Community Resource and Foster Family Training (CRAFFT) Coordinators, and VDSS CRAFFT Manager	Completed (Q5)
	4.2. Conduct annual needs	4.2. Statewide summary of	4.2 Q5	Community Resource and	Completed (Q5)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	assessment of current pre-service and in-service training needs	assessment		Foster Family Training (CRAFFT) Coordinators, and VDSS CRAFFT Manager	
	4.3. Identify outcomes for resource parents to measure skills and knowledge gained and impact of training on behaviors			Community Resource and Foster Family Training (CRAFFT) Coordinators, and VDSS CRAFFT Manager	Completed (Q7)
	a. review and refine resource parent training evaluation	4.3a. Training evaluation form	4.31 Q4		Completed (Q4)
	b. compile results of training evaluation regionally and statewide and distribute to	4.3b. quarterly CRAFFT reports	4.3b. quarterly beginning in Q6		Completed (Q7)

Primary Strategy 3: Reengineer Competency Based Training System					
Goal 1: Establish a locally-responsive training infrastructure that includes timely initial training and appropriate on-going training for child welfare staff and pre-service and in-service training for resource parents.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	resource and regional consultants				
	4.4 Create regional pre-service and in-service training plans for resource families based on needs assessment data	Regional training plans	4.4 Q6		Completed (Q7)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
1. Increase use of data driven decision making in Virginia’s child welfare system CFSR items addressed: 1, 7, 8, 9, 10, 13, 19, 20, 24	1.1 Conduct Translating Outcomes to Practice (TOP) meetings quarterly.			OBRA manager	Completed (Q8)
	a. Routinely examine data related to outcome areas to determine both best practices and opportunities for improvement across program areas.	1.1a. Process Improvement Plan Work plans.	1.1a Q 4, Q 8		Completed (Q8)
	b. Provide data to program staff/process improvement	1.1b. and c. TOP minutes and analysis	1.1b. and c. Quarterly beginning in Q 1		Completed (Q8)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	teams as they develop and implement process improvement plans.				
	c. Monitor outcomes to determine if process improvement plans are moving the outcomes.	1.1b. and c. TOP minutes and analysis	1.1b. and c. Quarterly beginning in Q 1		Completed (Q8)
	1.2 Utilize available reporting tools in all 120 LDSS, regional offices, and the VDSS home office.		1.2 Q 1	OBRA manager	Completed (Q8)
	a. Train on SafeMeasures	1.2a. Curriculum, Regional trainings, # trained	1.2a. Q 1		Completed (Q1)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	b. Monitor the use of SafeMeasures	1.2b. usage reports	1.2b. quarterly beginning in Q 1		Completed (Q8)
	c. Expand the use and awareness of the Virginia Child Welfare Outcomes Reporting Utility (VCWOR)	1.2c. Curriculum, Regional trainings, # trained			Completed (Q3)
	1.3 Improve programmatic performance by monitoring process and outcome data.				Completed (Q6)
	a. Develop Critical Outcomes Report and publish results	1.3a. Critical Outcomes report	1.3a. Q 2	OBRA manager	Completed (Q2)
	b. Develop a report that tracks children at risk of aging	1.3b. At risk report	1.3b. Q 2	OBRA manager	Completed (Q2)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	out of foster care that will focus on children with long term permanency goals, TPR without placement in pre adoptive homes, and children in congregate settings for more than 180 days and share with program staff to monitor.				
	c. Develop a report that monitors participation in Family Partnership Meetings and share with regional consultants for	1.3c. Family Partnership report	1.3c. Q 2	OBRA manager, Family Engagement manager	Completed (Q3)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	monitoring and TA				
	d. Develop reports on case worker visits with children, parents, foster parents, sibling visits, and child and family visits	1.3d. Updated FC guidance 1.3d. Visitation report	1.3d. Q 2	OBRA manager	Completed (Q6)
	1.4 Develop a new report by locality on face to face contact with victims to be disseminated on a monthly basis	1.4 New report on face to face contacts		OBRA manager, CPS program manager, CPS regional consultants	Completed (Q6)
	a. Train regional consultants on face to face contact report	1.4a. training schedule and curriculum	1.4a. Q 4		Completed (Q4)
	b. Introduce the report as a data management	1.4b. meeting agendas for supervisors	1.4b. Q 5		Completed (Q6)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	tools for state CPS staff and local departments of social services	meetings and minutes			
	1.5. Develop a report to track recurrence in Family Assessment cases.	1.5 Family Assessment recurrence report	1.5 Q7-Q8	OBRA manager	Completed (Q8)
	a. review report to determine recurrence and next steps	1.5a. analysis of report			Completed (Q8)
2. Develop a comprehensive quality assurance system that measures child status and system performance indicators.	2.1 Develop and implement QSR as Virginia's quality assurance system.			CQI manager	Complete (Q5)
CFSR items					

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
addressed: 30, 31					
	a. Finalize work plan for 2010	2.1a. work plan	2.1a Q 1		Completed (Q1)
	b. Communicate & educate stakeholders on the plan	2.1b. communications plan	2.1b Q 1		Completed (Q1)
	c. Develop and pilot instrument Fall of 2010	2.1c. QSR instrument developed and pilot completed	2.1c Q 1		Completed (Q2)
	d. Make modifications and finalize the instrument	2.1d. revised instrument	2.1d Q 2		Completed (Q1)
	e. Train reviewers in January 2011 and June 2011	2.1e. reviewer training offered in January 2011 and June	2.1e. Q 2 (Jan. training) Q 3 (June training)		Completed (Q3)
	f. Conduct 5 reviews in 2011 beginning in February	2.1f. reviews completed, baseline measurement started, review reports	2.1f. Q 5		Completed (Q5)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	2.2 Implement a System Improvement Plan (SIP) to be used after the Child Welfare Quality Review (CWQR) by regional consultants and LDSS to track continuous progress towards performance outcomes.	2.2 documented System Improvement Plan by Broadcast #5827		CQI manager	Completed (Q8)
	a. Regional consultants conduct feedback meeting with LDSS after a CWQR focused on outcomes.	2.2a. and b. developed System Improvement Plans by LDSS	2.2a. ongoing beginning in Q 1		Completed (Q8)
	b. SIP developed by	2.2a. and b. developed	2.2b. Q 1		Completed (Q5)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	LDSS, distributed and monitored by regional consultants based on outcome measures.	System Improvement Plans by LDSS			
	c. VDSS compiles semi annually SIPs and status and distributes to LDSS and stakeholders.	2.2c. report distributed by VDSS on System Improvement Plans that reports on trends and outcome measures form the SIPs.	2.2c. Q 2		Completed (Q6)
	d. Develop link with System Improvement Plan process in order to help inform training priorities	2.2d. feedback protocol for System Improvement Plans	2.2d. Q 6		Completed (Q7)
	2.3 Develop a report on child	2.3 database and reporting	2.3 Q2 Q8	CQI manager	Completed (Q8)

Primary Strategy 4: Managing by Data and Quality Assurance					
Goal: Create a performance management system that utilizes data to inform management, improve practice, measure effectiveness and guide policy decisions.					
Objective	Strategy	Evidence of Completion	Deadline	Responsible Person	Status/Comments
	status and system performance indicators from the QSR.	templates developed			

Virginia National Standards Measurement Plan and Quarterly Status Report

Permanency Outcome 1: Timeliness and Permanency of Reunification												
National Standard	122.6											
Performance as Measured in Final Report/Source Data Period	118.3											
Performance as Measured in Baseline/Source Data Period	117.9 (2008b09a)											
Negotiated Improvement Goal	121.3 Virginia exceeded its goal in the 2011ab reporting period. Therefore, no further reporting is required.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	2009ab	2010ab	10b/11a	2011ab								
	110.2	120.2	117.3	123.0								

Permanency Outcome 1: Timeliness of Adoptions												
National Standard	106.4											
Performance as Measured in Final Report/Source Data Period	75.1 (2007B08a)											
Performance as Measured in Baseline/Source Data Period	75.1 (2007B08a)											
Negotiated Improvement Goal	78.2 Virginia exceeded its goal in the 2011ab reporting period. Therefore, no further reporting is required.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	2009ab	2010ab	10b/11a	2011ab								
	73.5	83.7	91.8	93.5								

Permanency Outcome 1: Achieving Permanency for Children in Foster Care for Long Periods of Time												
National Standard	121.7											
Performance as Measured in Final Report/Source Data Period	102.5 (2007b08a)											
Performance as Measured in Baseline/Source Data Period	102.5 (2007b08a)											
Negotiated Improvement Goal	105.4 Virginia exceeded its goal in the 2011ab reporting period. Therefore, no further reporting is required.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	2009ab	2010ab	10b/11a	2011ab								
	107.9	108.4	115.1	111.0								

Item-Specific and Quantitative Measurement Plan and Quarterly Status Report

Outcome/Systemic Factor: Children are safely maintained in their homes whenever possible and appropriate Item 1 – Timeliness of initiating investigations of reports of child maltreatment												
Status of Item in Final Report	Item 1 was assigned an overall rating of Area Needing Improvement. In 60 percent of the applicable cases, reviewers determined that the agency had initiated investigations in a timely manner.											
Baseline Status/Source Data Period	Baseline data will come from the SafeMeasures report “Time to Contact with Victim”. The baseline will be computed from 12 months of data. 58.2% (10/1/09 – 9/30/10)											
Negotiated Improvement Goal	58.3% Virginia provided 12 months of data for the period of 10/1/10 – 9/30/11. The data showed that out of a total of 31,845 required contacts with the alleged victim 20,284 contacts were made on time for 63.7% exceeding the goal of 58.3%. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The “Time to Contact with Victim” report looks at the first attempted or completed referral contact with the alleged victim within the response priority limits. The referrals included in the report include all referrals, investigations, and family assessments that began in the selected month.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	64.12%	67.04%	65.12%	58.55%								

Outcome/Systemic Factor: Children are safely maintained in their homes whenever possible and appropriate												
Item 3 – Services to family to protect child(ren) in the home and prevent removal or reentry into foster care												
Status of Item in Final Report	Item 3 was assigned an overall rating of Area Needing Improvement. In 68 percent of the applicable cases, reviewers determined that the agency had made concerted efforts to maintain children safely in their own homes.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where services to the family were of sufficient quality to protect children and prevent removal or reentry into foster care and the denominator will be the total number of cases reviewed. 73.2%											
Negotiated Improvement Goal	82.0% Virginia reviewed 107 applicable cases for item 3 during the 12 month period ending 12/31/11. Of those cases 95.3% were rated as strengths exceeding the 82% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on providing services to family to protect children in the home and prevent removal or reentry into foster care. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	93.8% (N=32)	100% (N=17)	95.9% (N=49)	96.9% (N=32)	97.9% (N=49)	92.3% (N=26)	94.8% (N=58)	95.3% (N=107)				

Outcome/Systemic Factor: Children are safely maintained in their homes whenever possible and appropriate												
Item 4 – Risk assessment and safety management												
Status of Item in Final Report	Item 4 was assigned an overall rating of Area Needing Improvement. In 69 percent of the applicable cases, reviewers determined that the agency had appropriately addressed the risk of harm to the children.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where diligent efforts were made to assess and address the safety and risk of harm to children and the denominator will be the total number of cases reviewed. 70.1%											
Negotiated Improvement Goal	76.4% Virginia reviewed 97 applicable cases for item 4 during the 6-month period ending 6/30/11. Of those cases 92.8% were rated as strengths exceeding the 76.4% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on diligent efforts to assess and address the risk of harm to the child. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	91.7% (N=48)	93.9% (N=49)	92.8% (N=97)	85.7% (N=56)	89.5% (N=105)	71.1% (N=38)	79.8% (N=94)	86.4% (N=191)				

Outcome/Systemic Factor: Children have permanency and stability in their living situations

Item 7 – Permanency goal for child

Status of Item in Final Report	Item 7 was assigned an overall rating of Area Needing Improvement. In 57.5 percent of the applicable cases, reviewers determined that the agency had established an appropriate permanency goal for the child in a timely manner.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where an appropriate permanency goal for the child was established in a timely manner and the denominator will be the total number of cases reviewed. 76.7% Virginia must reestablish baselines for item 7. The State’s new baseline is 60% based on 40 cases.											
Negotiated Improvement Goal	83.7%– 65%											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on establishing an appropriate permanency goal for the child in a timely manner. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q 7	Q 8										
	48.8%	57.5%										

Outcome/Systemic Factor: Children have permanency and stability in their living situations

Item 10 – Other planned permanent living arrangement

Status of Item in Final Report	Item 10 was assigned an overall rating of Area Needing Improvement. In 80 percent of the applicable cases, reviewers determined that the goal of OPPLA was being addressed in an appropriate way.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where OPPLA was addressed in an appropriate way and the denominator will be the total number of cases reviewed. 46.7%											
Negotiated Improvement Goal	63.2% Virginia reviewed 35 applicable cases for item 10 during the 6-month period ending 6/30/11. Of those cases 77.1% were rated as strengths exceeding the 63.2% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on addressing OPPLA in an appropriate way. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	80.0% (N=10)	76% (N=25)	77.1% (N=35)	77.8% (N=9)	76.5% (N=34)	72.8% (N=11)	75% (N=20)	76.4% (N=55)				

Outcome/Systemic Factor: Families have enhanced capacity to provide for their children's needs

Item 17 – Needs and services of child, parents, and foster parents

Status of Item in Final Report	Item 17 was assigned an overall rating of Area Needing Improvement. In 46 percent of the cases, reviewers determined that the agency had adequately assessed and addressed the service needs of children, parents, and foster parents.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where services to the children, parents, and foster parents were sufficiently assessed and addressed and the denominator will be the total number of cases reviewed. 60.9%											
Negotiated Improvement Goal	67.6% Virginia reviewed 98 applicable cases for item 17 during the 6-month period ending 6/30/11. Of those cases 84.7% were rated as strengths exceeding the 67.6% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on adequately assessing and addressing the service needs of children, parents, and foster parents. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	83.3% (N=48)	76.8% (N=50)	84.7% (N=98)	67.9% (N=56)	76.4% (N=106)	47.4% (N=38)	59.6% (N=94)	72.4% (N=192)				

Outcome/Systemic Factor: Families have enhanced capacity to provide for their children's needs												
Item 18 – Child and family involvement in case planning												
Status of Item in Final Report	Item 18 was assigned an overall rating of Area Needing Improvement. In 52 percent of the applicable cases, reviewers determined that the agency had made diligent efforts to involve parents and/or children in case planning.											
Baseline Status/Source Data Period	Baseline data will be generated through case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where children and parents were sufficiently involved in case planning and the denominator will be the total number of cases reviewed. 70.7%											
Negotiated Improvement Goal	77.2% Virginia reviewed 91 applicable cases for item 18 during the 6-month period ending 6/30/11. Of those cases 78% were rated as strengths exceeding the 77.2% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on adequately involving child(ren) and family in case planning. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	77.3% (N=44)	78.7% (N=47)	78% (N=91)	73.2% (N=56)	75.7% (N=103)	68.6% (N=35)	71.4% (N=91)	74.7 (N=182)				

Outcome/Systemic Factor: Families have enhanced capacity to provide for their children’s needs

Item 19 – Caseworker visits with child

Status of Item in Final Report	Item 19 was assigned an overall rating of Area Needing Improvement. In 66 percent of the cases, reviewers determined that caseworker visits with children were of sufficient frequency and/or quality.											
Baseline Status/Source Data Period	Baseline data will be generated through Case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where the caseworker visits with children were of sufficient frequency and quality and the denominator will be the total number of cases reviewed. 68.6%											
Negotiated Improvement Goal	75.0% Virginia reviewed 98 applicable cases for item 19 during the 6-month period ending 6/30/11. Of those cases 83.7% were rated as strengths exceeding the 75% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on the frequency and quality of caseworker visits with children. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Q5	Rolled 4 & 5	Total				
	77.1% (N=48)	90% (N=50)	83.7% (N=98)	89.3% (N=56)	89.6% (N=106)	64.9% (N=37)	79.6% (N=93)	81.7% (N=191)				

Outcome/Systemic Factor: Families have enhanced capacity to provide for their children's needs

Item 20 – Caseworker visits with parents

Status of Item in Final Report	Item 20 was assigned an overall rating of Area Needing Improvement. In 38 percent of the applicable cases, reviewers determined that the frequency and/or quality of caseworker visits with parents were sufficient to monitor the safety and well-being of the child or promote attainment of case goals.											
Baseline Status/Source Data Period	Baseline data will be generated through Case review data. A modified CFSR instrument will be used to generate performance data for a minimum of 87 cases over a rolling two-quarter period. The numerator will include the number of applicable cases reviewed where the caseworker visits with parents were of sufficient frequency and quality and the denominator will be the total number of cases reviewed. 51.5%											
Negotiated Improvement Goal	59.4% Virginia reviewed 113 applicable cases for item 20 during the 9-month period ending 9/30/11. Of those cases 63.7% were rated as strengths exceeding the 59.4% goal. Therefore, no further reporting is necessary.											
Method of Measuring Improvement	The CQI unit will conduct Case Review data on the frequency and quality of caseworker visits with parents. Over two rolling quarters a total of 87 cases will be reviewed using a modified CFSR instrument.											
Renegotiated Improvement Goal												
Status (Enter the current status into the white box below the appropriate quarter.)	Q2	Q3	Rolled 2 & 3	Q4	Rolled 3 & 4	Combined 2, 3 & 4	Q5	Rolled 4 & 5	Total			
	48.4% (N=31)	67.6% (N=34)	58.5% (N=65)	70.8% (N=48)	69.5% (N=82)	63.7% (N=113)	51.9% (N=27)	64% (N=75)	61.4% (N=140)			