

CHILD WELFARE ADVISORY COMMITTEE

June 4, 2019
10:00 AM – 1:00 PM
Varina Area Library
1875 New Market Rd.
Henrico, VA 23231

AGENDA

- | | |
|---------------|-------------------------------------------------------------------------------------------------------------------------------|
| 10:00 – 10:15 | Welcome and Introductions – <i>Carl Ayers</i> |
| 10:15 – 10:55 | Child and Family Service Plan and Child and Family Services Review Program Improvement Plan – <i>Carl Ayers and Ben Mauro</i> |
| 10:55 – 11:15 | Sex Trafficking Legislation – <i>Shannon Hartung</i> |
| 11:15 – 11:35 | Family First – <i>Elizabeth Lee</i> |
| 11:35 – 11:45 | Break |
| 11:45 – 12:05 | Virginia Fosters – <i>Keisha Williams</i> |
| 12:05 – 12:25 | COMPASS – <i>Laura Polk</i> |
| 12:25 – 1:00 | Future Meeting Dates and Closing Remarks – <i>Carl Ayers</i> |



Virginia Department of Social Services

people helping people

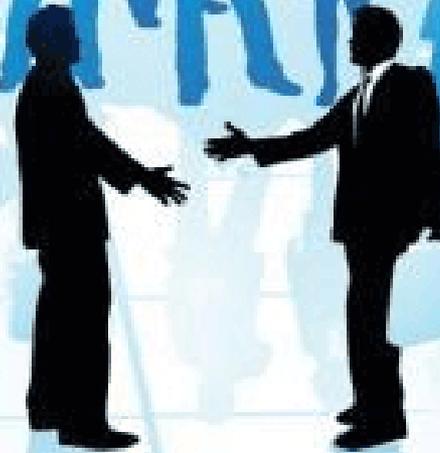
CWAC

June 4, 2019

Aligning Requirements to Meet Outcomes

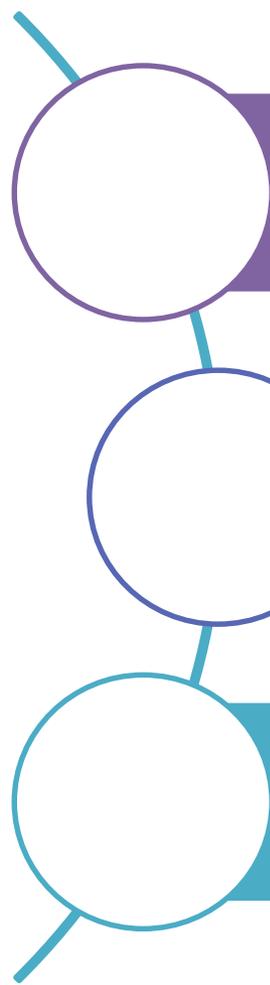
Welcome and Introductions

- **NAME**
- **ROLE AND ORGANIZATION**
- **NEW TO CWAC?**



VDSS - Division Of Family Services Requirements

VDSS is responsible for executing and ensuring all Federal and State requirements, legislation, and funding policies are integrated and implemented to meet Safety, Permanency, and Well-being Outcomes for children and families.



Federal Requirements: Child and Family Services Plan (CFSP), Annual Progress and Services Report (APSR), Child and Family Services Review (CFSR)/Program Improvement Plan (PIP), Family First.

State Legislation: Joint Legislation Audit and Review Commission Report on Improving Virginia's Foster Care System (JLARC), as well as multiple additional bills based off suggested improvements to the system.

Funding (Federal/State): IV-E, Family First.

CFSP/APSR

In order to receive federal funding under title IV-B, VDSS is required to submit a 5-year [Child and Family Services Plan](#) (CFSP) to the Children's Bureau. The CFSP is a strategic plan that sets forth a state's vision and goals to strengthen its *child welfare system*.

- It outlines initiatives and activities the state will carry out over the next five (5) years to administer and integrate programs and services to promote the well-being, safety, and permanency of children and families.
- Title IV-B includes the Child Welfare Services (subpart 1) and Promoting Safe and Stable Families (subpart 2).
- The **APSR** provides an annual update on the progress toward the goals and objectives in the CFSP and outlines planned activities for the upcoming fiscal year.

Total amount of title IV-B funding: \$11,999,813

Subpart 1 Child Welfare Services

- Promotes states and tribes flexibility in development and expansion of coordinated child and family services program that utilizes community-based agencies.

Subpart 2 Promoting Safe and Stable Families

- Operates child and family services including family preservation, community-based family support, reunification and adoption promotion and support.

CFSP/APSR Timeframes

Child and Family Services Plan (CFSP) Status

- Executing Current CFSP
 - FFY 2014 - 2019
 - Ends September 30, 2019
- Developing New CSFP
 - FFY 2020 - 2024
 - Due to Feds June 30, 2019
 - Effective October 1, 2019

Annual Progress and Services Report (APSR)

- APSR due each Federal Fiscal Year
- Report summarizes
 - Progress made toward outcomes;
 - Identifies technical assistance needed for the upcoming year; and,
 - Details Federal funding spending and QAA Reviews.

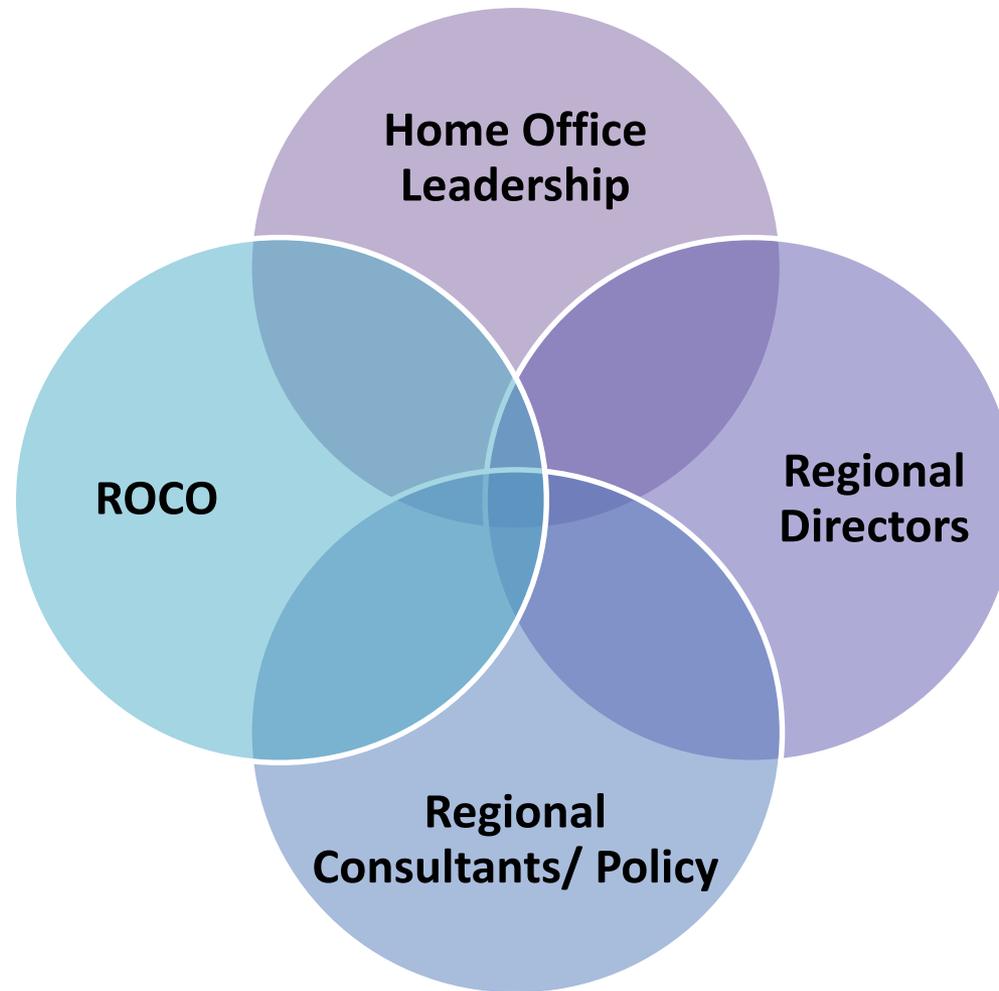
Alignment



In order to ensure outcomes are met, VDSS developed an integrated approach to utilize the CFSP in the development of a Virginia Child Welfare Strategic Plan to align current initiatives, CFSR/PIP strategies, JLARC recommendations, and Family First requirements.



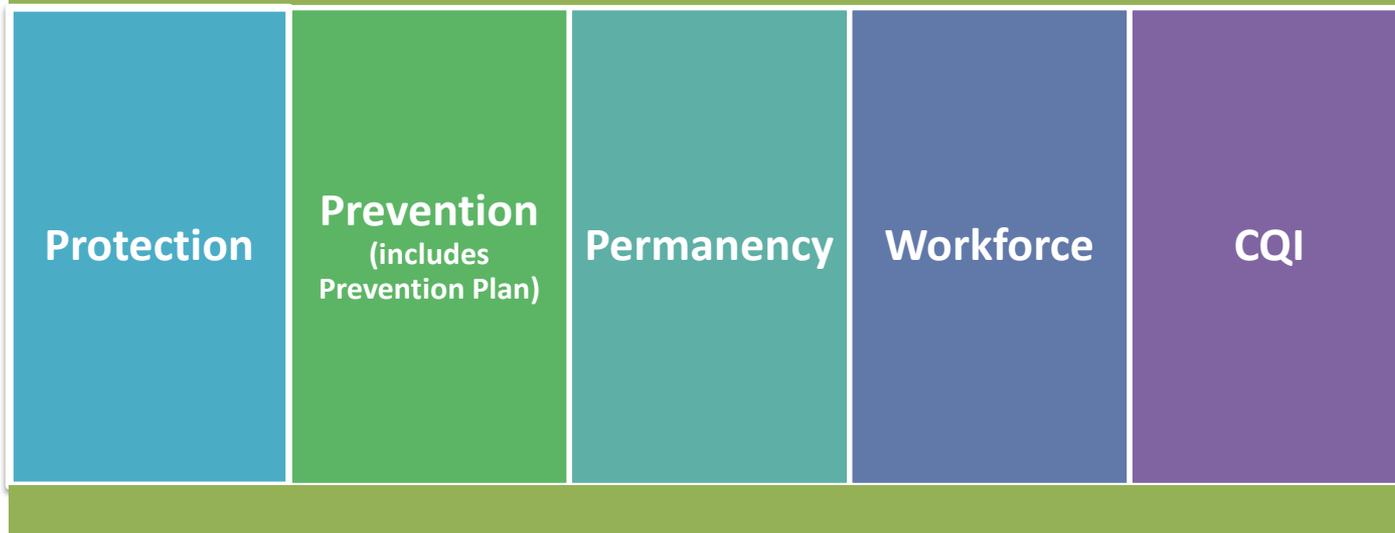
Alignment Process



2020 - 2024 CFSP Framework

During the Strategic Planning Process, VDSS identified a CFSP Framework with an overall Goal and five main areas to focus on to achieve outcomes in Safety, Permanency and Well-being. **These areas will allow for full integration of CFSR/PIP strategies, JLARC recommendations, and the Family First Prevention Plan and additional Family First requirements.**

Goal: To Serve and Engage Families and Communities to Help Shape a Stronger Future by Improving the Well-being, Safety, and Permanency of Children.



CFSR/ PIP Framework

VDSS participated in the Round 3 Child and Family Services Review (CFSR) in 2017, based on the findings VDSS is required to develop and implement a Program Improvement Plan (PIP). After conducting an extensive root cause analysis, the following PIP Framework was developed to ensure the State, Regions and LDSS collectively focus on specific goals and strategies to improve outcomes. **These targeted goals, strategies, and outcomes are being aligned and incorporated into the 2020 - 2024 CFSP.**

Family Engagement

GOAL: Ensure youth and families are involved in all aspects of decision making across the child welfare continuum to achieve safety, permanency, and overall well-being.

PROTECTION GOAL

Ensure safety for children through timely response to reports of child maltreatment and thoroughly assessing and addressing identified risk and safety issues to prevent reoccurrence and prevent placement and re-entry when possible.

WORKFORCE GOAL

Improve the consistency in practice to ensure safety, permanency, and well-being outcomes by investing in a well-trained workforce that is prepared, knowledgeable, and skilled.

PERMANENCY GOAL

Improve permanency outcomes for children in foster care by ensuring timeliness to permanency through robust concurrent planning, birth parent engagement, service provision, timely court hearings, placement of children with relatives, improved recruitment, and engagement of and service provision to foster and adoptive families.

Family First Framework

Family First creates a Federal funding stream to support prevention services for children who are at imminent risk of entering foster care. Family First requires a written Prevention Plan, to be submitted to the Children's Bureau which will be incorporated into our CFSP. It is our hope that through the implementation of Family First, we can reduce the number of children who are placed in foster care, and make changes to how some services in foster care are paid for as well as a few other programmatic changes. **The Family First goals, strategies, and outcomes are being aligned and incorporated into the 2020 - 2024 CFSP.**

Vision: Keep children safe, strengthen families and reduce the need for foster care whenever it is safe to do so.

Prevention Services

Target resources and services that prevent foster care placements and help children remain safely in their homes.

Family-Based Placements

Ensure children maintain family connections needed for healthy development and emotional well-being while finding safe, permanent homes for children as quickly as possible.

Congregate Care

Safely reduce the inappropriate use of congregate care; when congregate care is needed, ensure children are placed in the least restrictive, highest-quality setting appropriate to their individual needs.

Evidence-Based Services

Advance the implementation and sustainability of evidence-based, trauma-informed services that appropriately and effectively improve child safety, ensure permanency, and promote child and family well-being.

Resources and Financial Accountability

Build capacity and leverage resources to provide effective services to prevent foster care placement while ensuring financial accountability.

JLARC Recommendations and Legislation

The JLARC Report was released on December 10, 2018. Since then, VDSS is working on ensuring the ability to fully implement the majority of the 34 recommendations; however, some required legislation and/or funding from the General Assembly.

Many of the recommendations have included in the 2020-2024 CFSP strategies, and several recommendations are incorporated in the **PIP** and **Family First** strategies.

In Process by VDSS

#4, 6, Relative Searches and Foster Parent Approval
63.2-900.1

#5 Courts to Order Parents to Provide Family Contact

#8 Strategic Plan Funding for Resource Parent Recruitment and Retention
63.2-900

#13 Caseworker Visits with Parents

#14 Engaging Birth Parents and FPMs
63.2-906

#16-17 Termination of Parental Rights Guidance

#19 Educating Birth Parents, Voluntary TPR

In Process by VDSS

#3 Foster Care Director Position
63.2-309

#9 Additional Regional Office Positions
63.2-209

#10 Funding for Diligent Recruitment Strategic Plan

#24-25 Caseload Standards
63.2-913.1

#26-28 Staffing Needs
63.2-209

#32 Ombudsman Position
63.2-904.2

#33 State Intervening
63.2-904 and 63.2-904.1

#34 Plan for Regional Staffing
63.2-209

Planning Phase by VDSS

#1 Agency Case Reviews

#2 CANS Assessment

#7 DR Documentation in OASIS/lists

#11- 12 Congregate Care

#15 Kinship Guardianship

#20-21 Review cases and reports
63.2-907

#22 IL Needs Assessment

#23 Fostering Futures Guidance Update

#29-31 QAA/CQI

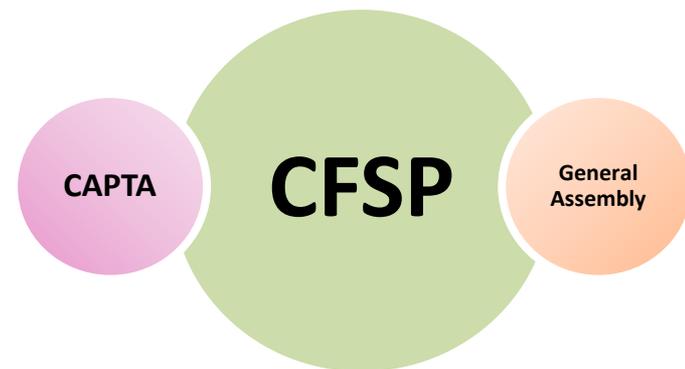
Additional Considerations

2019 General Assembly Bills of Specific Interest

- HB 2014 (Peace) and SB 1678 and -
- SB 1679 (Mason) – Family First
- SB 1339 (Reeves) – Foster Care Omnibus
- HB 1659 (Delaney) and SB 1257 (Vogel) – Clergy as Mandated Reporters
- HB 1730 (Brewer) and SB 1253 (Reeves) – Security Freeze for Foster Children
- HB 2542 (Byron) – Safe Families Program
- HB 2108 (Bell) – Foster Parent Dispute Resolution Process and Requires the Promulgation of Regulations within 280 Days of Enactment

Child Abuse Prevention and Treatment Act (CAPTA).

- CAPTA is the key federal legislation addressing child abuse and neglect. Reauthorization and amendments of CAPTA may require states to make significant changes in practice and policy.



Strategies

Prevention Objective

Develop and establish a Virginia child welfare prevention program that targets resources and services to prevent abuse and neglect so that children can remain safely at home or with kin caregivers.

Strategy	Activities	Alignments
1. Develop prevention workflow to include prevention services including planning, case management Processes, practice guidance & training.	1.1 Identify various levels of prevention services, funding streams, service availability & gaps in services (primary – CBCAP, Healthy Families, VOCA, PSSF; secondary; tertiary).	PS1 PIP 2.3 CAPTA III
	1.2 Develop and Implement In-Home Policy Guidance to provide consistency for In-Home cases (including Diversion cases).	JLARC 2; PS1 PIP 2.3 CAPTA I.Q
	1.3 Identify In-Home Workforce Professional Development Needs.	PIP 2.2 CAPTA I.Q Workforce
	1.4 Develop and provide In-home training aligned to engagement, coaching and supervision.	PIP 2.2
	1.5 Monitor and Maintain a kinship navigator and kinship guardian assistance program.	FBP3, JLARC 15

Measures

Prevention Objective Strategy 1	
Measure of progress	<ul style="list-style-type: none"> • Percent of cases using prevention services • Percent of cases using new In-Home Policy Guidance • Percent of staff that have received training on In-Home Policy Guidance • Kinship navigator and Kinship guardian assistance program caseload
Benchmarks	<ul style="list-style-type: none"> • Completed plan identifying preventions services, funding streams, service ability, & gaps in services • Completed In-Home Policy Guidance • Percentage of In-Home cases using new Policy Guidance (25%, 50%, 75%, 100%) • Completed development of In-Home training • NEED BENCHMARK FOR KINSHIP NAVIGATOR
Timeframes for interim targets	<ul style="list-style-type: none"> • June 2020 • June 2022 • June 2021 • June 2020 • Yearly
Implementation supports - staff training needs, technical assistance, evaluation processes, etc.	<ul style="list-style-type: none"> • Specific In-home Training will be developed and provided by VDSS staff, current staff (supervisors/workers) will receive training and training will be incorporated into new worker training. • State staff will provide TA via implementation project management. Also, change management staff, CQI staff, and prevention specialists will provide TA to LDSS as needed. Capacity Building Engagement coaches will also provide coaching support. • VDSS will use our CQI process to monitor and evaluate progress. • As part of Family First Implementation activities, VDSS may engage in a full evaluation.

Summary

Overall, this integrated and coordinated approach to aligning current initiatives, CFSR/PIP, JLARC, and Family First goals and strategies into one cohesive plan (CFSP) will allow VDSS (State, Regional, and LDSS) to ensure collective efforts are focused on implementing and sustaining specific goals and strategies to meet outcomes thus ensuring the well-being, safety, and permanency of children and families.



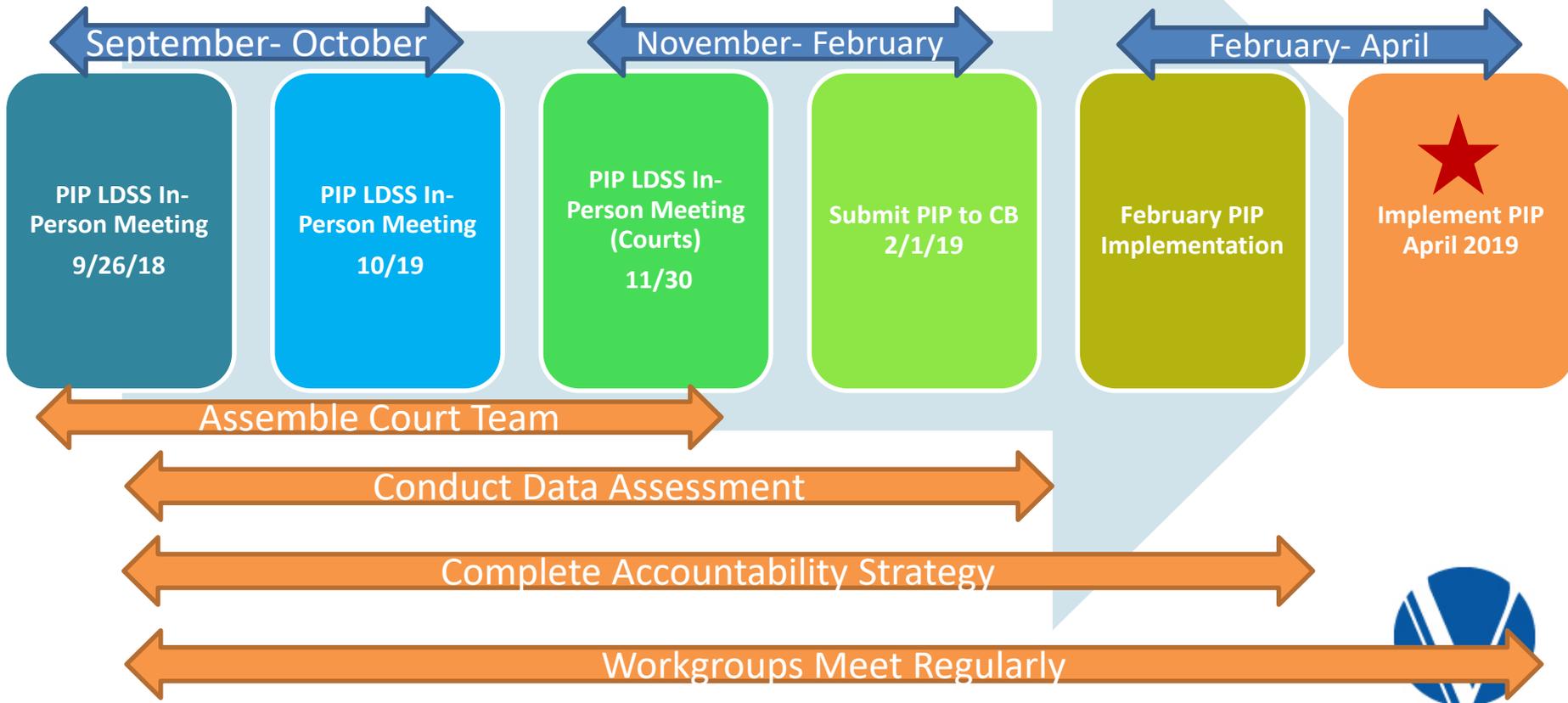


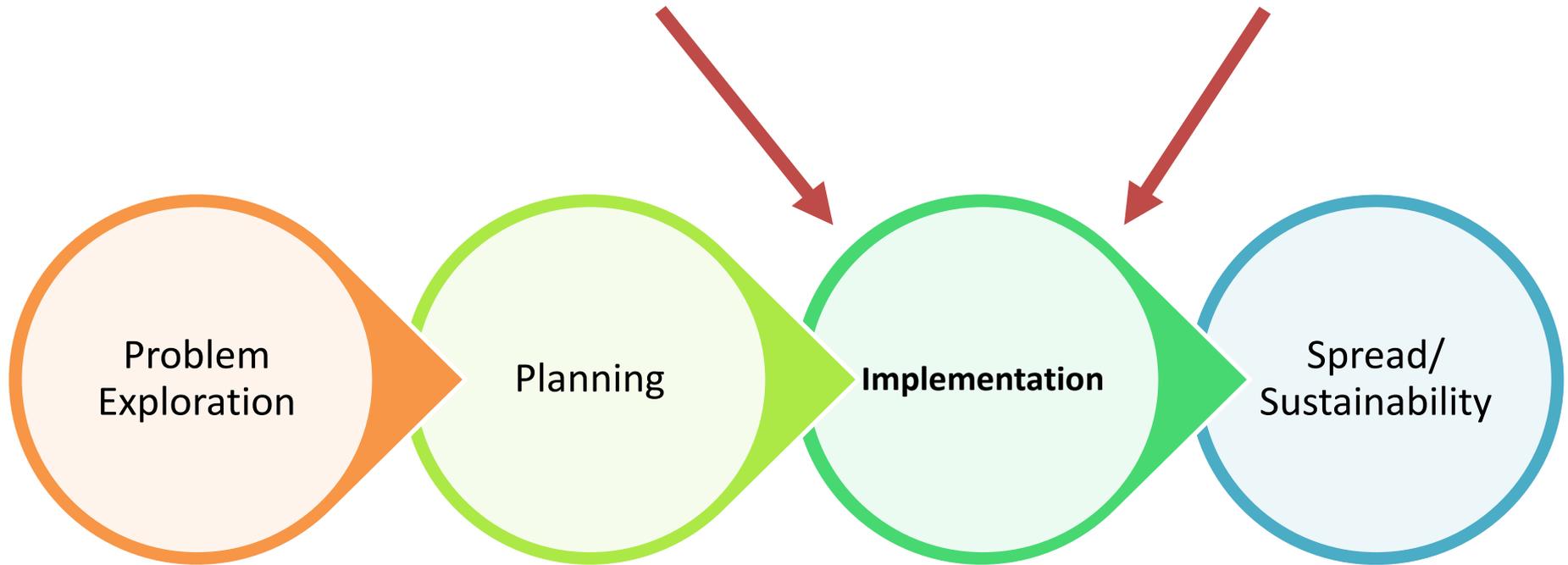
Virginia Department of Social Services

people helping people

CFSR/ PIP Planning and Implementation Update

June 4, 2019







Virginia Department of Social Services

people helping people

Virginia Fosters Campaign

June 4, 2019

VIRGINIA FOSTERS

OVER

5300

CHILDREN IN FOSTER CARE

AT LEAST

1000

FOSTER FAMILIES
NEEDED IN 2019

AT LEAST

2500

SUPPORT FAMILIES
NEEDED IN 2019



POWERED BY

Virginia's Kids

BELONG

AN AFFILIATE OF AMERICA'S KIDS BELONG

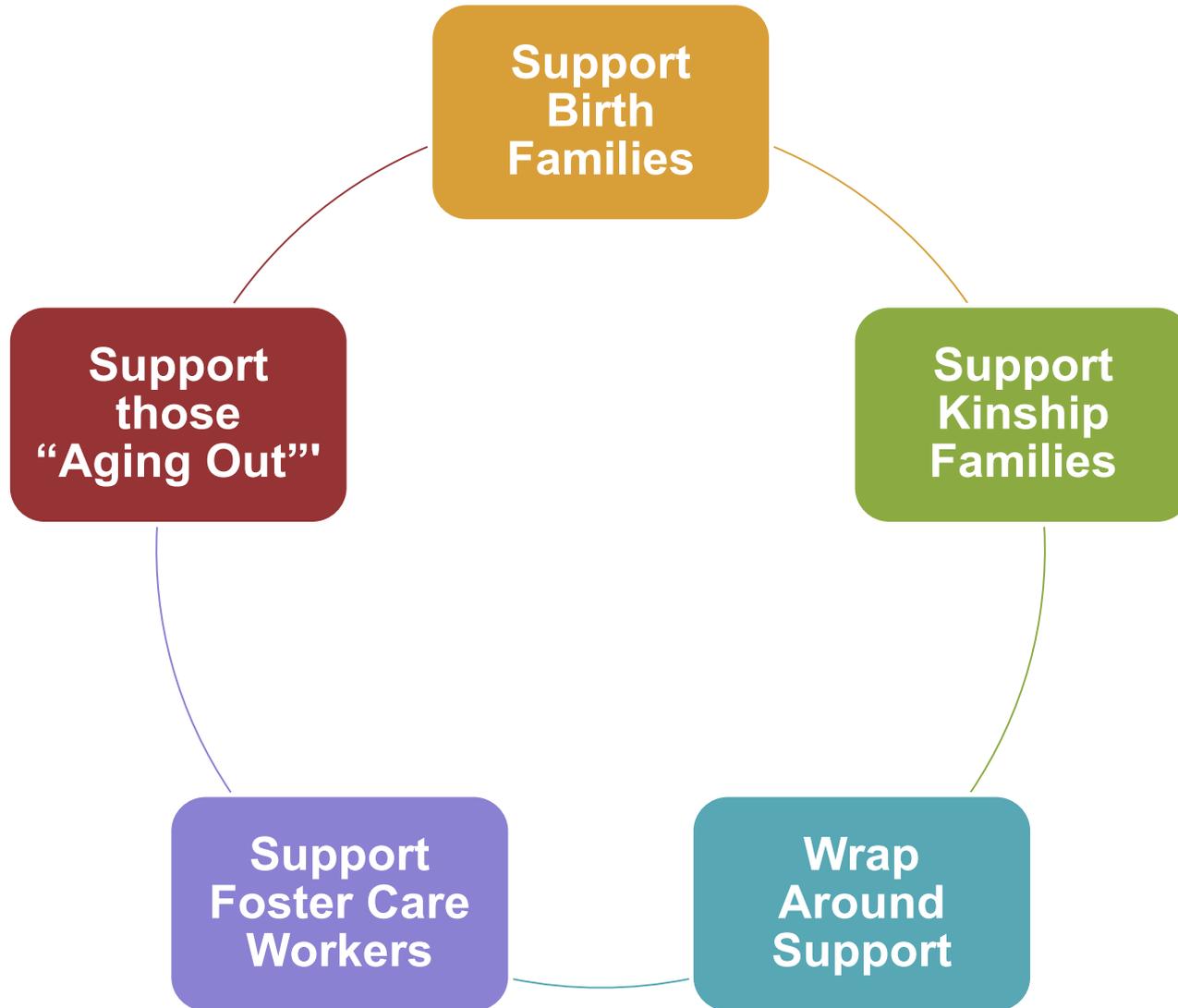


Virginia Fosters



**1000 Homes:
Flexible Foster Families**

Virginia Fosters



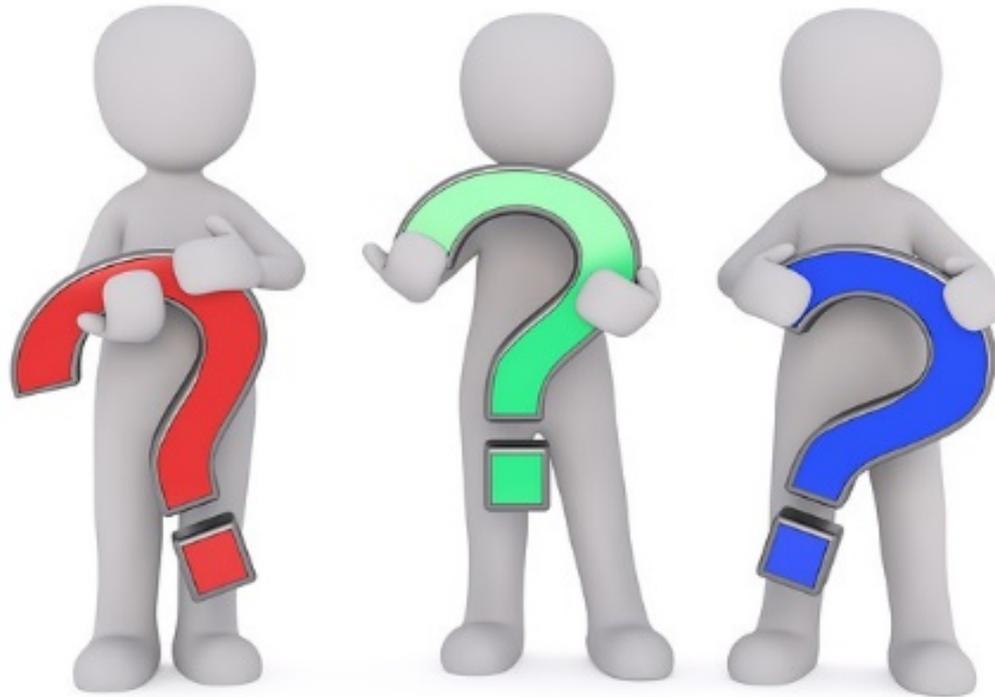
Virginia Fosters

Feedback on the Virginia Fosters Model:

- How do we maximize use?
- What other considerations?



Questions and Comments



Closing

FUTURE MEETING DATES

All meeting times are 10 AM TO 1 PM

❖ **TUESDAY SEPTEMBER 10, 2019**

❖ **TUESDAY MARCH 10, 2020**

❖ **TUESDAY JUNE 9, 2020**





VIRGINIA DEPARTMENT OF
SOCIAL SERVICES



Division of
Family Services

Child Welfare Advisory Committee (CWAC) Meeting Minutes

June 4, 2019

Agenda Items Covered: CWAC Purpose and Overview; Child and Family Services Plan (CFSP), Child and Family Services Review (CFSR) and the Performance Improvement Plan (PIP), and the Virginia Fosters Campaign.

Carl reviewed how CWAC and the PIP workgroup had been working in tandem; separating CWAC back out and looking for more involvement to get a wider range of input and perspectives. We value your feedback in these meetings.

The Division of Family Services Requirements were discussed – Child and Family Services Plan (CFSP) is due every 5 years and new plan due 6/30/19. In the past, we were creating plans without aligning our work. Now we have aligned all of our various initiatives and requirements into our CFSP; all of the work we are doing will align with our CFSP (PIP, Family First, JLARC). Alignment needed so we are all going in one direction with our work.

The JLARC report was the first time a full comprehensive review was done on the foster care system. The report outlined 34 recommendations; they are not prioritized. One of the recommendations included a Medical Director position which is new to the agency. Those recommendations can be found here: <http://jlarc.virginia.gov/pdfs/summary/Rpt513Rec.pdf>

Senate Bill 1339, the Foster Care Omnibus bill, set the priorities from JLARC recommendations. JLARC will come back and look at CPS next year. They will like find some of the same issues, such as staffing issues and the inability to recruit. In Title IV-E of the Social Security Act, there is an inclusion as to how we fund foster care. In February of 2018 Family First Prevention Services Act redefines how we provide care for families. We are now being asked to design a system to keep children in their home and community, protect them and prevent them from entering the foster care system. We are working towards a strong prevention policy in Virginia.

How are the CFSP and Annual Progress and Services Report (APSR) related? The CFSP outlines our strategic plan for the next 5 years; the APSR provides an annual update on the progress made by states toward the goals and objectives in their CFSPs and outlines the planned activities for the upcoming fiscal year. Question of CFSP goes out for review? It does not, but once approved it is posted to the public and sent to the tribes.

Sex Trafficking Legislation feedback: Agencies are now becoming witness protection as gangs are threatening girls and families and courts are ordering agencies to take custody and place youth far away from area to not become victimized. House Bill 2597/Senate Bill 1661 relates to the sex trafficking legislation.

Comment was made re: case reviews that in looking at eligibility for Title IV-E, the worker's interpretation differs from the reviewers; how we get away from 100% case reviews? Carl

stated we need to create a more modern process; we are the only state that does Title IV-E by hand.

Previously, Regional Consultants were co-supervised by the Program Manager and Regional Director. Regional Consultants will now solely report to the Program Manager. There will now be three Regional Consultants focusing on permanency at each of the five regional offices.

Feedback: would like Regional Consultants to focus more on technical assistance (TA) versus only monitoring compliance. TA assistance is what is needed.

Feedback: There are more services that have good outcomes but they have not yet been through the federal clearinghouse process to become an “evidence-based” service.

Feedback regarding foster parent recruitment: targeted recruitment to address needs of system such as large sibling groups and African-American children, older youth, and children with special needs. It might be helpful to invite providers/educators that work with those specific groups to recruitment planning meetings for their input.

Discussion of other fostering models took place; the Oregon-based model (that is not actually being used in Oregon) and Canada’s model. These models help to have homes that are able to take in children who are currently in residential treatment facilities; they are costly but the end up being less expensive over time. Carl asked what our system should look like versus having the funding drive it. It was noted that CSA will continue to cover group home placements with the appropriate local match.

There are about 500 children who age out of foster care every year without a stable home. It would be great to get foster parents to take Fostering Futures youth. We need to look at our messaging with regards to recruitment (i.e. accurate media campaigns). It was noted that a message out of potential foster families should change from looking for a child to fit into your home to making your home fit the child.

<https://unsplash.com/> is a site with free stock photos that anyone can use for their marketing, etc.

Feedback: Some of our providers do not understand DSS philosophy of trying to recruit families who understand and will work towards a return-home goal. In addition, there may be some training needed of trauma informed care. Some families don’t feel they can be foster parents because both parents work outside of the home. It was noted that word of mouth from current foster parents seems to be a great recruitment strategy.

Next Steps

- Future Meeting for CWAC Dates: 9/10/19, 3/10/20, 6/9/20; Brenda Sampe will be sending out a calendar invitation
- CWAC Membership contact information requested to be shared ;Brenda will be email the list to all members

- If you have comments/questions regarding the JLARC recommendations and the Foster Care legislation as well as the cross-walk of our current initiatives slide, please send those to Brenda.
- Brenda will post CWAC PowerPoint and meeting notes on public site: <https://www.dss.virginia.gov/geninfo/cwac/index.cgi> (please note that we are in the midst of updating our agency's website, both internal and external so you may see some changes in the near future).