Child Welfare Agency Self-Assessment Instrument
For Youth Permanency

Target Group: CPYP defines older-children and youth as any child ten or over. Which ages fit into your category of youth when discussing youth permanence?

Answer:

I. Current Situation:

A. Administrative, Policy/Structure:

1. What administrative/judicial/other processes exist to ensure that an older child or youth has an appropriate family permanency goal and is moving toward that goal (e.g., supervisory checklist? Administrative Reviews, etc.; court reports)?

2. Do you have any agency policy directed specifically at family permanency for older children and youth? Yes No

Has it been publicized? Yes No

In what ways?

3. If a child is over ten and reunification is not likely, do you do routinely consider other family permanency options such as adoption, guardianship, or extended family search r for that child?

4. Have your administrators placed a visible priority on finding family permanency for older children and youth? 5 4 3 2 1

In what way?

5. Do you have a policy or protocol on how to proceed if a staff person wants to adopt a youth with whom he/she works in a professional capacity? Yes Being Developed No

6a. Does your county/state have any legislation that focuses on family permanency for older children and youth? Yes Being Developed No

6b. Do you have an internal legislative analyst who has family permanency for youth on his/her agenda? Yes No
6c. Do you have access through another source to an external legislative analyst who has family permanency for youth on his/her agenda?  
Yes No

7. Do you have a recruiter(s) who works primarily on finding family permanency for older children and youth?  
Yes No

B. Practice:

1. Does your agency have a definition of what constitutes family permanence for older children and youth?  
Yes No  
What is it?  
______________________________

2a. With regard to long term foster care (APPLA – Another Planned Permanent Living Arrangement), does your agency’s policy and practice require that social workers regularly assess whether there is a change in circumstance regarding family permanency?  
Yes No

2b. If so, does actual agency practice reflect this policy?  
5 4 3 2 1

3. How do you view placements with relatives in terms of permanency? (Check one)
   - If a youth is placed with a relative we consider that permanent.  
   - We do not consider a relative placement permanent unless a conversation has been held with the relative about the relative’s permanent commitment to the youth and with the youth about his/her desire to permanently live with the relative and there is concurrence.  
   - We do not consider a relative placement permanent unless a conversation has been held with the relative about the relative’s permanent commitment to the youth and with the youth about his/her desire to live permanently with the relative AND a (non-legal) form regarding commitment has been signed.  
   - We do not consider a relative placement permanent unless the relative has made a legal commitment to permanency in the form of adoption or guardianship.  

4. In your agency’s experience, what percentage of relatives who have cared for older children and youth adopt them?  
_____%  

Unknown – we do not track that.
5. Is family permanency for youth a routine part of supervision, that is, are supervisors expected to ascertain that their staff seek permanency for youth on their caseloads?  

6. If you have a wrap-around program, are the services used to find or maintain permanency for youth?  

7a. Is finding family permanency a service priority in the group homes with which you work?  
   In family foster homes?  
   In residential treatment centers?  

7b. In your experience, does your agency expect group homes to assist in finding family permanence as part of their contract?  
   Family foster homes?  
   Residential treatment centers?  
   Are mental health providers expected to assist in finding or supporting family permanence?  

C. Training:  

1. Are your staff trained in youth permanence practice (e.g., how to talk with youth about family permanence; how to talk about permanence with potential permanent adult resources; child specific recruitment; case mining; relative search skills)?  
   Yes  No  

If yes, which of the following staff are trained?  
   Adoption staff  
   Kinship staff  
   Emergency Response staff:  
   Permanency Placement staff  
   Foster Care staff  
   Mental Health Staff  
   Foster Parents  
   IL/ILP staff  
   All staff  
   Other (Please specify)  

2. Do you provide information on youth permanence at staff orientation/induction?  

3. Do you hold joint trainings with collaterals on family permanence for youth (mental health staff, attorneys, group homes?)  

5 4 3 2 1  

California Permanency for Youth Project
4. Does your IL staff training include a section on family permanence? 5 4 3 2 1

5. Are your group home (or other non-familial providers) personnel trained in discussing family permanence with youth? 5 4 3 2 1

6. Are your mental health service providers trained in discussing family permanence with youth? 5 4 3 2 1

D. Tracking:

Do you have a data system that can tell you how many youth in foster care/ group homes/RTC, etc., have stated plans for long-term foster care? Yes No

2. If so, what percentage of your youth have plans of long term foster care? ____________%

3. How many youth in care in your agency were reunified, adopted, or placed under guardianship in the year indicated below. If you used an age category to define "youth" in collecting your data, please indicate this (e.g., over 10, over 15).

   In 2003?
   Reunified
   Adopted
   Placed Under Guardianship

   Age Category?
   In 2002?
   Reunified
   Adopted
   Placed Under Guardianship

   Age Category?

4. Are there categories of youth for whom you have been particularly successful in achieving permanency? (Please check all applicable)

- Youth with a goal of adoption only
- Youth who in a foster family setting
- Youth who indicate an interest in permanency
- Youth under fifteen (15)
- Youth adjudicated delinquent and/or in physical custody
- Youth in mental health settings
- Youth in group homes and residential treatment
- Other

California Permanency for Youth Project
5. Categories for whom you have had great difficulty? (Please check all applicable)
   - Youth with a goal of adoption only
   - Youth in a foster family setting
   - Youth who indicate an interest in permanency
   - Youth under fifteen
   - Youth adjudicated delinquent and/or in physical custody
   - Youth in mental health settings
   - Youth in group homes and residential treatment
   - Other ________________________________

6. What role do the following events or processes have on family permanency practice for youth in your county?

   Emancipation/Discharge Planning/other meetings:
   We routinely address family permanency __________________________
   We rarely address family permanency in the meetings. ________________
   We do not have emancipation meetings. ________________
   Court Reviews routinely focus on family permanency. 5 4 3 2 1
   (reunification, adoption or guardianship)? __________________________
   Administrative Reviews routinely focus on family permanency. 5 4 3 2 1
   (reunification, adoption or guardianship)? __________________________

7. Do you have an easily accessible face sheet or other like document that lists all the youth’s potential adult resources over the life of the case with their contact information? Yes No

E. Recruitment:

1. How do you find permanent families for youth? (Check all that apply)
   Talk to the youth: __________________________
   Talk to the youth’s birth and foster families: __________________________
   Case mining __________________________
   Use television, radio, newspaper to recruit potential families __________________________
   Photolisting __________________________
   Talk to therapist __________________________
   Talk to school __________________________
   Other (Please specify) __________________________
2. Who is involved in finding permanency? (Check all that apply)
   Youth
   Court Appointed Special Advocates (CASAs)
   Guardians ad Litem
   Adoption Agencies
   Biological families
   Independent Living staff
   Foster Parents
   Placement facilities
   Other (Please specify)

3. Could any of the persons listed in #2 above be allies in helping to Yes No find family permanency for youth in your agency?

Which ones specifically?

4. Can you think of other outside agencies or groups, currently uninvolved, that Yes No could help?
   Who are they? (e.g., chamber of commerce, churches, etc.)

5. Do you utilize child-specific recruitment methods to find a Yes No permanent family connection for youth?

F. Post-Permanency:

1. How are families supported after the child achieves permanence? (Check all that apply)
   Financial Support (Adoption Assistance Program, etc.)
   Medicaid or other state financed health care coverage
   (Early and Periodic Screening, Diagnosis and Treatment, etc.)
   TANF
   Advanced planning with parents on how to obtain help
   Mental Health Services for children
   Mental Health Services for adults
   Crisis Intervention Services
   Temporary out of home care or residential treatment
   Hands-on in-home support services
   Support groups (adult, children or family)
   Respite care
   "Buddy systems"
   Other

2a. To what degree are these services adequate for your youth and families? 5 4 3 2 1
2b. What additional or increased post-permanency services do you think are needed?

3. Have you discussed collaboration with mental health on post-permanency support for children and families?  
   Yes    No

4. Are agreements or protocols for such a collaboration in place?  
   Yes    Being Developed    No

G. Other Initiatives:

1. Do you utilize family group conferencing for youth permanence? 5 4 3 2 1  
   Could you?    Yes    No

2. If you are a Family to Family jurisdiction, is family permanency for youth integrated into your Family to Family work (for example, at TDMs) ? 5 4 3 2 1

3. What other initiatives do you have that are relevant to family permanency for youth?

H. Fiscal:

1. Is your agency sufficiently funded to focus on youth permanence? Yes    No

2. Are there some youth permanence areas that are fairly well funded? Yes    No  
   What are these?

   Are there other areas of permanence support/services that are not well funded?  
   What are these?

3. What is the source of the funds you have used to support family permanency for youth? (Please list all)

4. Do you use “Chafee Independence Program” money to support finding family permanency for youth? Yes    No

5. Do you use Independent Living funding to support finding family permanence for youth? Yes    No
I. **Strengths:**

Based on the above assessment, what do you see as your agency’s strengths in finding family permanency for youth

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

J. **Barriers**

1. Which of the following stand in the way of achieving family permanency for youth? (Check all that apply)

   - Agency culture (it hasn't been done before and staff are not used to thinking about it).
   - Worker attitudes (do not believe youth permanence is possible or that teens want it)
   - Caseload size
   - Staff turnover
   - Unsupportive attitude of collateral agencies toward permanency for youth
     - Foster Parents
     - Group Homes
     - Residential Treatment Facilities
     - Family Foster Homes
     - Courts/attorneys
     - Mental Health Staff
     - Alcohol and Drug Treatment
   - Social Workers lack of experience in discussing family permanency with youth and potential resources
   - Attitudes of youth themselves
   - Youth lives in a distant county or area
   - Social worker’s relationship with youth superficial
   - Youth behavior problems
   - Lack of county families for youth and teens:
   - Lack of outreach to potential families:
   - Family of origin problems that impede reunification (e.g., felons, etc.)
   - County cannot mandate training for staff
   - Other (List):
2. What do you think staff in your jurisdiction believe about the possibility of family permanency for youth?
   100% believe it is possible
   75% believe it is possible
   50% believe it is possible
   Fewer than half believe it’s possible

3. What do you think administrators in your jurisdiction believe about the possibility of family permanency for youth?
   100% believe it is possible
   75% believe it is possible
   50% believe it is possible
   Fewer than half believe it’s possible.

4. At your agency, are there incentives for finding family permanency for older versus younger youth?  Yes  No
   What are they?

   Are there disincentives?  Yes  No
   What are they?

5. In your experience, what attitudes do youth have towards their own permanency? (Check all that apply)
   A minority are not interested.
   The majority are not interested
   Most of them don't know what permanency means

6. Do you have a youth speakers’ bureau or project?  Yes  No
   Do the speakers address youth permanence?  Yes  No

K. Resources to overcome barriers:

1. What do you need to overcome your agency’s barriers?
2. What resources do you have available to overcome the above barriers?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

3. Are there training resources available to you on working with youth? Yes  Not Enough  No

II. FUTURE

A. Opportunities:
1. If, at the end of three years, you achieved success in family permanency for youth, what would your agency look like?
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

2. Based on the previous assessment, what might be a next step in your agency to improve family permanency for youth outcomes?
________________________________________________________________________
________________________________________________________________________

3. Which group of youth might you concentrate on initially?
________________________________________________________________________

4a. If you were to establish an agency youth permanency team, who would participate?
________________________________________________________________________

4b. What outside agency partners would you invite to join the team?
________________________________________________________________________

5. What kind of assistance would you need to get the data you need?
________________________________________________________________________

6a. Could an advisory committee assist you with this work?  Yes  No
Who might be included? (Two former foster youth with a permanent family would be an asset)

7. Do you have fiscal staff able to help find financial resources?  Yes  No
B. Technical Assistance and Training Needs

1. Which of these training/technical assistance needs do you have?

<table>
<thead>
<tr>
<th>Reunification skills</th>
<th>How to engage youth in family permanency planning</th>
<th>Changing the agency belief system</th>
<th>Fathers and paternal resources as potential permanency resources</th>
<th>How to search for and engage extended family</th>
<th>How mine the case files</th>
<th>Clinical skills to prepare families and youth</th>
<th>Child Specific Recruitment skills</th>
<th>How to develop post-permanency support for family and youth</th>
<th>Fiscal strategies to support family permanency for youth</th>
<th>How to develop a project plan on family permanency for youth</th>
<th>Other</th>
</tr>
</thead>
</table>

Good Luck in Your Youth Permanence Efforts!