

FCST Recommendation

Action

Leader

Implementer

Status or Completion

Recruitment, Retention & Support

<p>1a) DHS complete a certification staffing study to examine the effectiveness of the current case load ratio. As a part of that study, consider the impact of separating recruitment and retention duties from the role of the certifier.</p>	<p>CAF Administration: Action will require dedicated funding resources for the project. Explore the possibilities of a National Resource Center, DHS Transformation, Casey Family Foundation (proposal) or other internal resources otherwise dedicated.</p>	<p>CAF Administration Lois Day</p>	<p>Field/Program</p>	<p>Lois coordinated with the field services administration staff conducting the workload staffing study to ensure this would be included. That study is currently being analyzed.</p>
<p>1b) DHS develop and implement a plan to mitigate staff bias.</p>	<p>CAF Training program: evaluate current training opportunities and develop if necessary additional opportunities.</p>	<p>CAF Training program Karyn Schimmels</p>	<p>CAF Training program</p>	<p>September 2010</p>
<p>2a) Separate the recruitment and retention duties from the role of the Certifier and develop a Foster Family Recruitment and/or Retention Specialist position either in each DHS office, or region, if supported by the findings from the staffing study.</p>	<p>See 1a)</p>	<p>CAF Administration</p>	<p>Field/Program</p>	
<p>2b) Target foster parent recruitment efforts to specific groups such as churches, service clubs, communities of color, the education system and neighborhood groups and other foster parents.</p>	<p>CAF Foster Care program will address this through the RFP process during Spring 2010.</p>	<p>CAF Foster Care program</p>	<p>Field/Program</p>	<p>In contract negotiations. Working to identify and develop contracts with providers who have proven success working in communities of color.</p>
<p>3a) Require retention staff to regularly engage foster parents in discussions concerning support, training needs, questions or concerns and coordinate foster parent support groups, and connect foster parents to community resources.</p>	<p>CAF Foster Care program will reinforce current administrative rules and practice through practice discussions at Certification Quarterly meetings.</p>	<p>CAF Foster Care program Kevin George</p>	<p>Field Offices</p>	<p>October 2010</p>

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3b) Encourage foster parent participation in local support groups by providing child care, transportation assistance and allow participation to count towards mandatory training hours.	CAF Foster Care program will reinforce current administrative rules and practice through practice discussions at Certification Quarterly meetings. A specific focus will include the use of the district foster care training support funds, although it is very limited it is a resource.	CAF Foster Care program Kevin George	Field/Program	December 2010
3c) Create a foster parent support and training group model based on current best practices and require newly created retention staff to replicate and support these programs across the state.	CAF Foster Care program will utilize the Substitute Care Training Committee (SCTC) to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	The SCTC recommended a training scale that is weighted depending on whether the meeting is facilitated, with an agenda or is more for the purpose of peer support. The Department is currently updating policy and procedure to reflect this scale/matrix. Policy II-B.1.2
3d) Develop a consistent, statewide approach for support group participants to receive training credits.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	The SCTC recommended a training scale that is weighted depending on whether the meeting is facilitated, with an agenda or is more for the purpose of peer support. The Department is currently updating policy and procedure to reflect this scale/matrix. Policy II-B.1.2
3e) Identify, implement best practices for foster parent retention. This would include reaffirming accountability for foster parent retention across all disciplines within DHS-CAF.	CAF Foster Care program will reinforce current administrative rules and practice through practice discussions at Certification Quarterly meetings and with Child Welfare Program Managers.	CAF Foster Care program Kevin George	Field/Program	October 2010
4a) When developmentally appropriate, allow foster youth the opportunity to interview prospective foster parents and vice versa.	CAF Foster Care program will engage the Oregon Foster Youth Connection in developing an interview tool and protocol for youth as a guide.	CAF Foster Care program Kevin George	Field Offices	October 2010
4b) Improve interstate placement practice to ensure that child welfare staff in Oregon (or the receiving staff) have access to the child's current file in order to make appropriate placement decisions and provide necessary support services in a timely manner.	CAF Technical Assistance program will reinforce the current policies and rules with the dedicated ICPC staff as well as review curriculum and continue to provide ICPC training for field staff.	CAF Technical Assistance	Field Offices	Current policy and rule has been reviewed and emphasized in the quarterly netlink training.

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4c) Recommend continuing efforts to fully support and ensure compliance with policies regarding placement matching, confirming safe environments and initial mental health assessment for children placed in care.	CAF Field Administration will continue efforts through current practice and periodic discussion topics with District Managers and Child Welfare Program Manager teams.	CAF Field Administration Ryan Vogt	Field/Program	Compliance with 60 day MH assessments is now a dashboard measure.
4d) Continue to expand relative search beyond the first placement option and Examining best practices around relative finding and implement statewide.	Office of Safety and Permanency will continue the current efforts and plans for revised Relative rules and implementation. Relative rules are currently posted online for public and staff comments.	Office of Safety and Permanency	Field/Program	Rule and procedure took effect July 1, 2010.
Internal Process				
5a) Establish a formal structure and process for communication among staff who may have contact with a foster family, including CPS workers, certifiers and caseworkers. When appropriate, these staffings could include a foster parent representative and/or foster youth representative foster youth. This process should include reviewing certification exceptions, reports of alleged abuse, certification violations or other areas of concern. Consider a process such as the Lane County Sensitive Review committee structure and implement statewide.	CAF Field Administration, Foster Care program and Child Protective Service program will jointly convene a workgroup to review current practice, established structures or processes, and develop a model that can be implemented within varying branch sizes. The goal is to not dismantle successful structures or processes in place but to gather what's working and assist other branches in developing structures.	CAF Field Administration, OSPC Ryan Vogt Kevin George	Field/Program	A model implementation Plan will be developed by December 2010 and implementation will be by June 2011
5b) Develop a specific hotline outside of DHS for foster youth to self report abuse in foster care and make all youth aware of this hotline number and their right to call it.	CAF Child Protective Services will review the possibilities of a parallel system and ensure Youth voice is considered.	CAF Child Protective Services Stacey Ayers	To be determined	It is possible that a parallel system could be developed. If it is developed outside DHS it isn't clear who would handle implementation, where it would be housed, how it would be staffed and who would the staff be? OYA developed a hotline specifically for youth who needed or wanted to report complaints against facilities or staff. However, it is still managed by OYA staff "Professional Standards". Stacey meeting with them 01-05-2011 to view the system.

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5c) Develop a protocol for responding to abuse reports made by youth or children in foster care.	CAF Child Protective Services will review the current administrative rules and procedures to ensure youth voice is considered and appropriate actions are in place for youth and children in foster care.	CAF Child Protective Services Stacey Ayers	CAF Child Protective Services	Dependent on 5B
6a) Ensure that OR-KIDS track foster care providers as people in the system and connect children and all hotline calls to the foster care provider. This would connect all allegations, concerns and certification violations to their foster care provider record which then can be viewed in its entirety and allow statewide access by DHS branches.	CAF Office of Safety and Permanency Administration will confirm this action with ORKIDS Management team.	OSPC Lois Day	OSPC	Confirmed. OR-Kids related – February 2011
6b) Mandate that DHS require staff to use provider notes in FACIS for recording allegations of abuse in foster homes as well as certification concerns, until OR-KIDS is implemented and DHS is confident that the information identified above is being tracked.	CAF Foster Care program and Field Administration will create an Information memo to field staff to direct staff in the utilization of FACIS case notes.	CAF Foster Care program and Field Administration Kevin George	Field Offices	Kevin will draft an IM. September 2010
6c) Establish an automatic alert system that prompts a mandatory review of a foster care provider when 3 abuse allegations or certification concerns have been raised/documented regardless of their outcomes.	CAF Office of Safety and Permanency Administration and ORKIDS Management team will assess the electronic system capacity for such a system.	OSPC - CAF Administration Lois Day	To be determined	OR-Kids related – February 2011
6d) Review and update DHS Policy 1-B.2.2.3 as necessary to clarify parties who need to be notified of the disposition of CPS assessments related to children in foster care as required by ORS419B.035.	CAF Child Protective Services will review administrative rules, and procedures to ensure compliance with ORS.	CAF Child Protective Services Stacey Ayers	Field Offices	1-B.2.2.3 complies with two statutory requirements (419B.015 and 419b.035)

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6e) Create a model using specialized staff to perform CPS assessments on abuse allegations.	See 9a	CAF Child Protective Services Stacey Ayers	To be determined	Model proposal by October 2010
Training				
7a) Create incentives that support and enforce the requirement that foster parents complete the mandatory 30 hours of training every two years.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	Request made to SCTC (May 2010) for implementation strategies that can be initiated without new/additional funding.
7b) Provide child care and transportation assistance to support foster parents in meeting the mandatory training requirement.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	CAF training and program coordinator staff have reviewed with District staff that there is limited funding available through the District budget and the Oregon Foster Parent Association to assist with costs related to child care and transportation. Additionally the Foster Care Program will dedicate training support funding with the release of the RFP for contractor for coalition of Foster Care Providers.
7c) Require foster parents to complete a minimum number of training hours in the classroom to promote networking, connectivity, development of support systems and to allow additional opportunities for oversight by DHS staff.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	Request made to SCTC (May 2010) for implementation strategies that can be initiated without new/additional funding.
7d) Utilize existing resources by combining training and support group efforts i.e. sharing costs between foster parent associations and local DHS departments.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	CAF training and foster care program coordinator staff are developing a training opportunity inventory.
7e) Maximize existing resources by partnering with community stakeholders (CASA, educators, CRB, attorneys, service providers, mental health, etc.) to provide interdisciplinary training opportunities for DHS staff and foster care providers.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	CAF training and foster care program coordinator staff are developing a training opportunity inventory.

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7f) Explore and implement technological improvements that facilitate training and monitor participation.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	Pending
7g) Ensure foster parents receive child specific training based on the needs of their foster children and the parenting skills required to care for them.	CAF Foster Care program will utilize the Substitute Care Training Committee to review and make recommendations for implementation.	CAF Foster Care program Kevin George	Field/Program	Pending
7h) Provide and require, ongoing training for DHS staff including clinical supervision training for foster care certifiers.	CAF Training program: evaluate current training opportunities and develop if necessary additional opportunities.	CAF Foster Care program Kevin George	Field/Program	Pending
7i) Include foster youth, foster care alumni and foster parents as training resources during Foundations Training for foster parents and Caseworker Academy Training.	CAF Training program will work with Foster Care Program to evaluate current opportunities and develop if necessary additional opportunities.	CAF Foster Care program Kevin George	Field/Program	Pending
Certification				
8a) Provide consultation at Central Office to serve as a statewide resource on certification issues and improve consistency among DHS branches regarding revocation and recertification decisions. Central Office would review and approve any local decision to revoke or resolve a concern by “counseling out.” Central Office would also be responsible for ensuring that a revocation is completed and that unfit foster care providers’ certifications are officially revoked.	CAF Foster Care Program will ensure Foster Care Program Coordinators receive training on this role. Update the procedures for Chapter VII, section F to clarify the new process.	CAF Foster Care program Kevin George	Field/Program	Work underway, streamline proposal to Erinn – July 2010.

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8b) Investigate statutory and rule changes to ensure DHS has ongoing jurisdiction to issue an order on a certificate that has been withdrawn or has lapsed.	CAF Foster Care Program will work with legal counsel.	CAF Foster Care program Kevin George	To be determined	Pending
8c) Create a standardized statewide documentation process regarding certification violations as well as disposition of violations and concerns.	CAF Foster Care Program will convene a workgroup of field staff after completion of 5a for the documentation process.	CAF Foster Care program Kevin George	To be determined	Pending
8d) During foster parent background investigations include criminal history, arrests and inquire about contact with local law enforcement.	CAF Technical Assistance Program will review the possibilities of adding this level of criminal background check to the current process of State and National checks.	CAF Technical Assistance Program	Background Check Unit (BCU)	Consultation with the BCU indicated that this was not feasible – and is covered under current rule
8e) Assure that relative foster parents are screened and certified with the same considerations as non relative parent applicants.	CAF Foster Care program will reinforce current administrative rules through Information memo.	CAF Foster Care program Kevin George	Field Offices	This is current policy and procedure.
8f) Make Certifiers accessible to youth in foster homes and educate them as to the certification process so they can understand when a certification violation is occurring.	CAF Foster Care Program will engage the Oregon Foster Youth Connection in a discussion regarding roles and responsibilities of certification staff. As a result of a staffing study 1a, there may be additional actions created.	CAF Foster Care Program Kevin George	To be determined	Pending
Other				
9a) Further study the transfer of abuse investigations to OIT or another independent body. Create pros & cons for each model and make recommendation to DHS.	CAF Administration will take the FCST report and recommendations to the Child Welfare Advisory Committee for consideration and guidance.	CAF Administration Lois Day	To be determined	Proposal by November 2010
9b) Create a formal review process for founded abuse in foster care reports on a quarterly basis utilizing DHS staff and representatives from identified stakeholder groups.	CAF Administration will take the FCST report and recommendations to the Child Welfare Advisory Committee for consideration and guidance.	CAF Administration Lois Day	To be determined	September 2010

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9c) Explore the creation of an external group to review foster care founded dispositions at least every six months and generate report of findings & recommendations.	CAF Administration will take the FCST report and recommendations to the Child Welfare Advisory Committee for consideration and guidance.	CAF Administration Lois Day	To be determined	September 2010
9d) Form a CWAC sub-committee that regularly reviews a random but statistically relevant number of closed at screening files to provide outside oversight for the screening process.	CAF Administration will take the FCST report and recommendations to the Child Welfare Advisory Committee for consideration and guidance.	CAF Administration Lois Day	To be determined	September 2010

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