Program Improvement Plan follow-up

Oregon Family Decision Meeting Pilot
To address the PIP strategy 2A to fully implement the Oregon Safety Model (OSM) DHS worked with the NRC’s for Child Protective Services and Permanency and Family Connections to revise and pilot the revision of the Oregon Family Decision Meeting (OFDM). In short the change modified the OFDM to include a Family Group Conferencing (FGC) component.

Three counties volunteered to be part of the pilot; Jackson, Marion, and Wasco. There was a kick off event facilitated by the staff of the Child Welfare Partnership at PSU in September of 2010. Initially there were bi-monthly conference calls for consultation and support; however, this was adjusted to monthly in January of 2011 when there were changes in staffing in the Office of Safety and Permanency for Children (OSPC).

Only two counties remain in the pilot. Wasco County chose to withdraw when they were unable to dedicate a staff solely to the purpose of meeting facilitation. The following is a summary of the activity in Jackson and Marion Counties.

• Sites chose to focus on cases in which children were placed in non-relative care.
• Since October 2010 there have been 19 OFDM’s that have included a FGC component. This does not include OFDM’s without FGC.
• An additional 12 cases were “screened out” because the family or caseworker declined.

Key challenges noted by the pilots include:
• Staff resource and time, including scheduling and preparing the family.
• Caseworker understanding, including how family meetings work with the court process and appreciation for the change in the relative rule/definition that was effective July 1, 2010.
• Case selection. In some instances the cases were referred by the Permanency Round Tables, cases in which the child is typically disengaged from their family members.
Key successes noted by the pilot include:
- Using the Oregon Safety Meeting (OSM) as preparation for the OFDM and thinking of these as a continuous series of meetings designed to engage families.
- Caseworkers teaming and covering for one another as facilitators when there is no resource for a dedicated staff.

In summary the lesson learned is that the structure or components of a family meeting are less critical than the intent. The intent is to engage families in the process of creating viable and successful plans that lead to positive outcomes. This is the consensus of the two remaining pilot sites.

Current statute, rule and procedure are permissive regarding the structure of the OFDM and do not require a dedicated meeting facilitator resource. At this time the DHS is unable to resource dedicated staff for the purpose of meeting facilitation without taking positions from the field. Child welfare staffing is already at an unprecedented low. Given these factors our efforts over the next year will be more productive if we focus our work to engage families throughout the case and through other scheduled activities (such as the 90 case staffing) and naturally occurring contacts. The “re-chartering” of this work will be coordinated with the efforts by the DHS to implement a Differential Response model, if that program is legislatively supported. Otherwise, an alternative plan will be developed to attain the objectives.

**Engagement of Children and Youth in Case Planning**

The curriculum for this training was completed on March 9, 2011. The training was introduced to the Child Welfare Program Managers at their monthly meeting on March 10, 2011. There were 31 Program Managers in attendance.

The training was presented at the spring supervisor’s quarterly meeting. The numbers for the Supervisor Quarterlies are (there were 5 sessions):

Session 1: 3/11/11 (Beaverton), 40 completed (All)
Session 2: 3/28/11 (Hermiston), 9 completed (All)
Session 3: 3/31/11 (Salem), 36 completed (All)
Session 4: 4/1/11 (Eugene), 19 completed (All)
Session 5: 4/4/11 (Roseburg), 22 completed (All)
Total of all sessions: 126 Completed

There was a two week break from 4/4/11 to 4/18/11 for feedback from supervisors for final edits. Final feedback was received from supervisors. Final edits have been incorporated into a computer based training which is scheduled to go on line and announced to all staff to participate in training by June 15, 2011.

**Concurrent Planning Training:**

The final draft was been sent for review on May 3rd, 2011. CAF-Program has asked for additional revisions of the materials to incorporate more substantial information. Our proposed timeline is CAF-Program to collaborate with CAF-Training to finalize the training content August 1, 2011. Due to the likelihood that OR-Kids will roll out sometime this summer, we hope to delay the presentation of the training to Program Managers to the October 2011 meeting. We plan to introduce the training to all supervisors at first supervisor quarterly in 2012 and incorporate final feedback. We will then upload the computer based training and announce training in March 2012.

**TPR/Model Courts**

This initiative has dovetailed into our ongoing efforts around legal representation. Our three court pilots are Clackamas, Lane and Linn County. Clackamas and Lane County wanted to look at ways they could reduce the time it took to file a TPR petition by looking at internal efforts to communicate with DOJ. This includes processes to staff legal reviews, consultation, representation, and litigation. This includes developing a decrease in the currently required paperwork once a case is approved for TPR.

Linn County is looking at court related processes and how they may speed up the filing of TPR petitions by improving their permanency hearing processes and looking at how they dispose of TPR petitions in a more timely manner.

All three projects expect to report their findings at the summer JCIP “Eyes of the Child” conference.
Recruitment

At the request of Region X, a specific response is requested for; *Implementation of Recruitment Plan.*

The Diligent Recruitment Plan for Oregon is described in greater detail within this overall report and includes specific information as to; the progress of the new contract, report on progress of targeted recruitment, and base line data and progress made in the number of homes in 2011 and 2012. The Department is finding success in the streamlined contract started in fall 2010 working with one statewide contractor. These successes have been to develop targeted recruitment plans for sibling groups, special needs children and families for teens. These plans have been developed and the Department will be implementing these plans in the coming months as needed. Although Oregon continues to seek additional family resources for children there has been progress from 2009 to 2010.

<table>
<thead>
<tr>
<th>Year</th>
<th>Newly Certified</th>
<th>Ongoing 9/30</th>
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<td>1,523</td>
</tr>
<tr>
<td>2010</td>
<td>310</td>
<td>1,698</td>
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*Special Certification in Oregon means certification of Relative Caregivers, other individuals known to the child.

The Department maintains a commitment to create culturally specific recruitment and retention service contracts for Native American and African American families. The purpose of these small contracts will be to create recruitment and retention efforts in targeted communities. It is anticipated the request for proposals will be released to targeted communities within 60 days of this report.