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June 30, 2014

Ms. Tina Minor
Child Welfare Regional Program Manager
Administration for Children and Families
Children's Bureau, Region 10
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Dear Ms. Minor,

Enclosed for your review and approval is the Annual Progress and Services Report for FFY 2014. This plan includes an overview of the progress and accomplishments made toward the Child and Family Services Plan for FFY 2015-2019, including the Chafee Foster Care Independence Program Plan (CFCIP).

Also included is the annual budget request for FFY 2015 for Title IV-B, Subparts I and II; the Chafee Foster Care Independence Program funds; and the Child Abuse Prevention and Treatment Act program funds, as well as a revised budget request for FFY 2014.

Please contact Sherril Kuhns at (503) 945-6679 if you have any questions.

Sincerely,

Lois Ann Day
Director, Office of Child Welfare Programs
Oregon Department of Human Services

cc: Nadia Nijim, Region X Child Welfare Program Specialist

DHS
Oregon Department
of Human Services

State of Oregon
Department of Human Services
Office of Child Welfare Programs

Annual Progress & Service Report 2010-2014
and
2015-2019 Child &Family Service Plan

Lois Ann Day, Director
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500 Summer Street NE, E69
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Submitted in June 2014

ACKNOWLEDGEMENTS

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The Reports (APSR and CFSP) are available on our Oregon Department of Human Services, Data and Publication site. The link is:

http://www.oregon.gov/dhs/children/Pages/publications/index.aspx

Questions regarding this report should be directed to Sherril Kuhns, (503) 945-6679.

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2010-2014 Summary of Accomplishments

Lois Ann Day, Director, Office of Child Welfare Programs

The Department of Human Services (Department) has seen some significant changes during the 2010 – 2014 Title IV-B Child and Family Services Plan (CFSP). The Oregon Health Authority (OHA) was created within the first year of the CFSP, and became Oregon's Medicaid State agency. All medical related functions and authority now belonged to the OHA. The health care structure in Oregon was changed by the OHA, with the creation of Coordinated Care Organization's (CCO). The OHA's mission is "Helping people and communities achieve optimum physical, mental and social well-being through partnerships, prevention and access to quality, affordable health care." With the implementation of the CCOs, physical, dental and mental health would all be managed by one CCO. The Department has continued to work collaboratively with the OHA throughout the implementation of the CCOs to improve wrap around health services to all of our clients. This collaboration will be a driving force for the Department's well-being initiatives in the coming years.

The Department converted to a new Statewide Automated Child Welfare Information System called OR-Kids in August 2011. Several years in planning, this system was designed to mirror Oregon's safety model, helping drive improved and consistent practice. With conversion to the new OR-Kids system, there have been some challenges the last two years in obtaining necessary data for reporting. As with any significant conversion to a new system, the workers are becoming more familiar with the operations of the system, and the Department continues to develop and fine tune the reporting structure to provide reports to the field and management, that are informative and help drive the Department's strategic plan to safely and equitably reduce the number of children who experience foster care. The final Annual Progress and Services Report for the 2010 – 2014 CFSP will show the improvements made not only in reporting, but in our use of the OR-Kids system.

The Department has worked to build strong community collaborations involving partners and stakeholders in the work of supporting families and keeping children safe so they can remain at home. In 2011, legislation created a Strengthening, Preserving and Reunifying Families Program (SPRF). SPRF formalizes the process of bringing together community partners and stakeholders in a collaborative process to help the Department identify gaps in the service array. These programs support families and help keep children safe while parents work on the issues that brought them to the attention of the Department. In addition, in 2012, the Department began

creating a system of differential response. In May 2014, the Oregon differential response model was implemented in the initial three counties. Statewide staged implementation will continue for the next several years. These efforts, in conjunction with an increase in staff, will be the basis of our work for the next several years, as will be demonstrated in our next Child and Family Services five year Plan.

The Department continues to refine and strengthen the management model implemented in 2011, which measures our success through specific outcome based metrics. As an enterprise, the Department of Human Services adopted the NOW management system, designed to enhance customer services, reduce costs and drive innovation. Attached to this report is the Fundamentals Map. This document identifies the outcome and process measures that drive the daily work. Also attached is the Breakthrough Map. Breakthroughs are initiatives that create new competencies in the organization.

Differential Response is identified as an enterprise wide breakthrough initiative with enhanced focus and effort on successful implementation. Quarterly business reviews track our progress toward that goal, and planning is adjusted based on the quarterly metrics. As we move into the implementation phase for differential response, line staff will be able to raise issues through the continuous improvement process. This system allows for meaningful input from staff at every level.

The Department of Human Services in 2012 reorganized and refocused the Child Welfare Program Office into the three primary areas of focus: Safety, Permanency and Well-Being (see the attached Organizational chart). These three program areas have helped Oregon move from a practice model focused solely on Child Protection, Foster Care and Adoptions to a more holistic approach to the safety, permanency and well-being of children. These areas of focus center on the Oregon Safety Model through the life of the case as the foundation in Oregon.

As a part of the restructure, the Adoption Program was divided into two distinct programs; Child Permanency and Post Adoption Services. The shift to a Permanency Program resulted in the reassignment of Central Office Consultants to expand the scope from adoption consultation and technical assistance to all areas of permanency consultation and technical assistance. Permanency throughout the life of a case is now a priority of the program. At the same time, the Department began its preparation and implementation of Permanency Roundtables which are structured, professional case consultations for children who are stuck in the foster care system with no viable permanency plan. This initiative is part of Oregon's

Safe and Equitable Reduction of Children in Foster care plan and is supported by Casey Family Programs. The first Permanency Roundtables began in Multnomah County in February of 2014.

In 2010, the Department rewrote many of its administrative rules in an effort to prioritize permanent placement with relatives and siblings when children could not return to a parent. In Oregon, relatives are now given first consideration for permanency placement prior to any other persons. Between 2009 and 2012, adoption with relatives increased by 4.6%. In addition, processes regarding adoption placement selection were revised to allow for caseworkers to make adoptive home selections for certain cases when a child did not have significant special needs. This was a move from the requirement that all children's adoptive placement be decided through a committee process. This was an effort to reduce the time to an adoptive placement while ensuring that those children with high needs continued to benefit from the committee process.

With the creation and activation in 2011 of the OR-Kids SACWIS system, the Department seized the opportunity to increase efficiency and streamline business processes. The design has allowed for leaner and faster processes to assist in moving children to permanency more quickly. For example, field staff can now send the majority of the paperwork electronically to the Central Office program to finalize adoptions and establish subsidized guardianships. Field staff now has the ability to check on the status of their case at any time and easily identify missing paperwork. This has allowed for greater transparency and problem identification in order to move cases forward. Targeted work by Central Office staff to assist field office staff to recognize areas where permanency timelines can be improved, and to capitalize on the capabilities of the OR-Kids system to aid in this process, has been ongoing since 2012.

The designation of a Post Adoption Program has led to recognition of the needs for post permanency support in order to ensure stability for children leaving foster care to adoption or guardianship. The Post Adoption staff administers the adoption and guardianship assistance programs, including determining eligibility for the extended assistance until age 21. The ability to extend assistance until 21 was a result of legislation proposed by the Department, and amended state law that required termination of adoption assistance at age 18. The law was changed in 2011, and now allows guardianship and adoption assistance until age 21 for children with disabilities, or who enter the adoption or guardianship assistance program at age 16 or after. This has encouraged permanency for older children and children with significant special needs.

The Post Adoption Program also administers the post adoption services contract with the Oregon Post Adoption Resource Center (ORPARC). The ORPARC services are supportive and educational, with a goal of helping to sustain permanency outcomes. In 2011-13, the legislature abolished the funding for the services. However, the Department sustained the contract using Adoption Incentive Award funds. Fortunately, the legislature restored funding in 2013-15, in large part based on community support for the programs. This speaks to the success of the services funded by DHS.

The DHS prepared and participated in the Adoption and Foster Care Analysis and Reporting system (AFCARS) Assessment and Review (AAR) in August 2013. The results of the AAR required DHS to complete an AFCARS Improvement Plan (AIP). The AIP was submitted in May 2014 and approved by ACF in June of 2014. The General Requirements AIP has findings that will be corrected beginning in September 2014 with a final completion in March 2016. The final element to be completed for the General Requirements is that all conversion issue will be addressed and corrected. The Element AIP has findings that will be corrected in stages, beginning in September 2014 and the final element corrected by December 2015. The General Requirement and Element AIPs will have some impact on the goals outlined in the 2014-2019 CFSP, specifically the correction of data in order to accurately report the outcomes of the measurements outlined.

During 2010 to 2014, the State has implemented OR-Kids Reports and the Results Oriented Management (ROM) Reporting system. Both are used to support management systems and initiatives such as Quality Business Review (QBR) Measures, and Permanency Roundtables held across the state. These systems and initiatives help inform service delivery and contribute to achieving the goals and objectives of the agency in a variety of ways. Through Permanency Roundtables, children identified as long-stayers in foster care are being reunified with families. Through the QBR quarterly examination process, outcomes are monitored and focused improvement plans are being implemented to meet the goals established for each measure.

2010-2014 Final Report

1. Assessment of Progress on Goals, Objective and Service Array

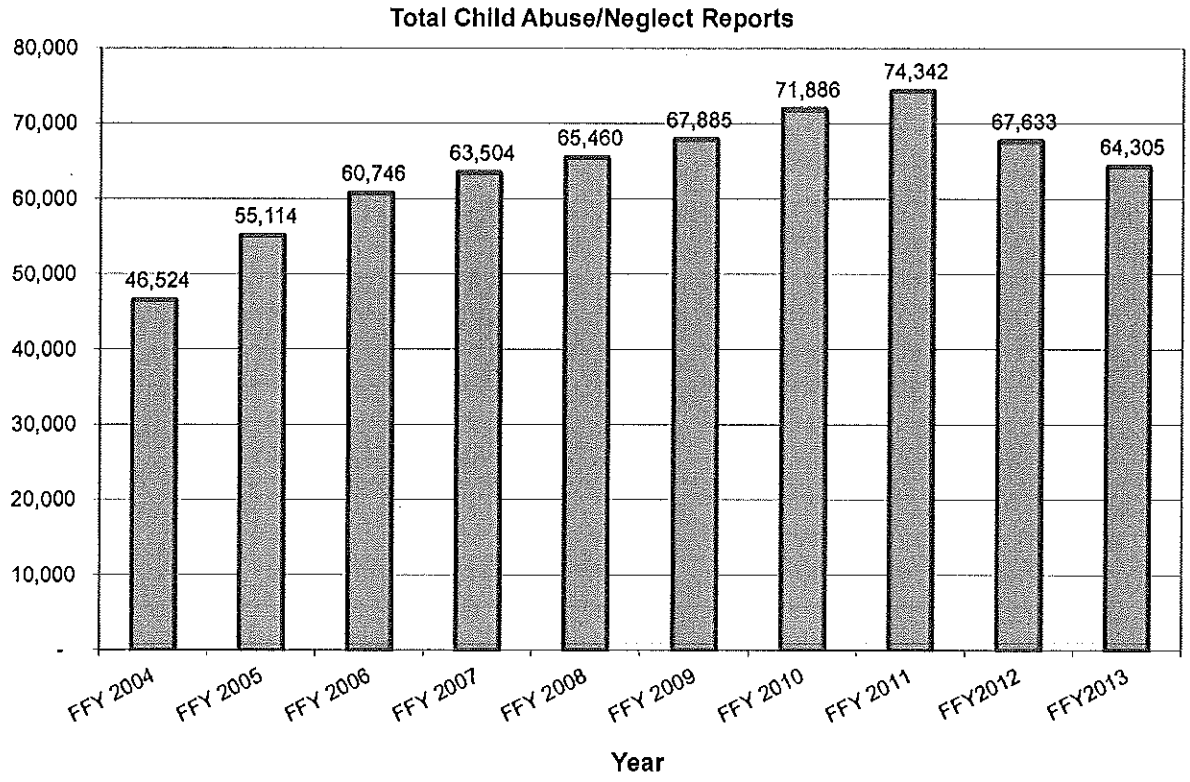
- ***Stephanie Tubbs Jones Child Welfare Services Program (Title IV-B, subpart 1)***

Throughout 2010 – 2014, Oregon continued to achieve the development and expansion of services necessary to meet the Department of Human Services (DHS) goal of "Better outcomes for clients and communities through collaboration, integration and shared responsibility". This required coordinated efforts with other Department resources, local community-based organizations and individuals within Oregon's communities. The budget restrictions during 2010 – 2014 Title IV-B CFSP impacted the Department's ability to provide services to all the children and families requiring assistance.

The information in this portion of the APSR comes from two different data systems. In August 2011, Oregon converted to a new SACWIS (State Automated Child Welfare Information System) called OR-Kids. In the last three years, the Office of Child Welfare Program (OCWP) has worked closely with the Office of Business Intelligence (OBI) and the Office Information Services (OIS) to analyze the data converted to OR-Kids, and develop a new data warehouse that will be discussed further in the reports. The analysis and any corrections necessary to the converted data, as well as the new data created in OR-Kids, will be essential to the success of Child Welfare's initiatives described in the 2015-2019 CFSP.

The content or the reference values of data changed after the conversion to OR-Kids may impact our ability to provide more than anecdotal reasons for change. However, the next CFSP will be using one consistent data system, and Oregon will continue to improve their ability to obtain the necessary data from OR-Kids to help drive Oregon's goals for the next five years.

- Child Protective Services – During FFY 2013, DHS received 64,623 reports of suspected child abuse or neglect; a decrease of 6.4% from the prior year.
- Of those, 27,492 reports were referred for investigation.



The rate of the reports referred for investigation, decreased by 6.8%, from 45.6%. Further analysis is needed to determine the cause of these changes.

Total Child Abuse/Neglect Reports by County

County of Origin	FFY2012	FFY2013	Percent Change
Baker	412	325	-21.1%
Benton	800	711	-11.1%
Clackamas	4,663	4,968	6.5%
Clatsop	850	666	-21.6%
Columbia	1,143	951	-16.8%
Coos	841	750	-10.8%
Crook	266	314	18.0%
Curry	198	170	-14.1%
Deschutes	1,746	1,749	0.2%
Douglas	1,762	1,465	-16.9%
Gilliam	45	67	48.9%
Grant	59	73	23.7%
Harney	87	130	49.4%
Hood River	231	223	-3.5%
Jackson	4,510	4,147	-8.0%
Jefferson	407	372	-8.6%
Josephine	1,334	1,122	-15.9%
Klamath	1,714	1,897	10.7%
Lake	166	184	10.8%
Lane	4,627	4,298	-7.1%
Lincoln	1,071	1,094	2.1%
Linn	2,850	2,647	-7.1%
Malheur	585	491	-16.1%
Marion	8,374	8,456	1.0%
Morrow	199	182	-8.5%
Multnomah	16,374	15,018	-8.3%
Polk	864	895	3.6%
Sherman	21	20	-4.8%
Tillamook	655	686	4.7%
Umatilla	1,434	1,163	-18.9%
Union	501	523	4.4%
Wallowa	124	102	-17.7%
Wasco	412	402	-2.4%
Washington	5,786	5,770	-0.3%
Wheeler	24	12	-50.0%
Yamhill	1,510	1,452	-3.8%
Central Office	2	7	250.0%
Not Applicable	90	58	-35.6%
Out of Country	10	6	-40.0%
Out of State	735	640	-12.9%
Unknown	151	99	-34.4%
STATE	**67,633**	**64,305**	**-4.9%**

Table on page 11: By County Comparison of the Total Child Abuse/Neglect Reports Trend Chart. Percent of Change by County is shown for FFY2012 and 2013.

- Abuse and Neglect – There were 10,630 unduplicated child abuse/neglect victims in FFY 2013; a 5.7% increase from FFY 2012.
- For FFY 2012, our most recent reliable data, most child victims remained in their own homes (74.0%), while 26.0% of child victims were removed from their homes. Of the total victims, 10.7% remained home with an in-home safety plan, and 63.3% remained in their homes, but the Department determined that is was not necessary to open a case to keep the child(ren) safe.
- Out-of-Home Care – During FFY 2013, 12,113 children spent at least one day in some kind of foster care. Of those, 89.9% (11,138 children) were served in a family foster care setting, with an average of 8,447 children on a daily basis. 6,035 children were in family foster care on an average daily basis, with 43.1% placed with relatives.
- Reunification, Adoption and Guardianship – In FFY 2013, about 58.7% of children leaving foster care returned to their parents; 21.4% of children leaving foster care were adopted; 8.2% went into permanent guardianship arrangements. The other 12% is represented in the table below.

FFY2013 Foster Care Exits		
Reunification	2237	58.7%
Adoption	817	21.4%
Guardianship	313	8.2%
Emancipation	228	6.0%
Death of Child	4	0.1%
Living With Other Relatives	83	2.2%
Other	-	0.0%
Runaway	52	1.4%
Transfer to Another Agency	76	2.0%
Total Exits	**3,810**	**100.0%**

- A total of 444 children (or 11.6% of all exits) left foster care and custody within three months of entry. The median length of time in care for a child who exits is 17.9 months, up from the FFY 2012 median time in care of 17.3 months (3.5% increase). For children who reunified with parents, this includes up to six months on a trial home visit.

Service Recipients

- Of the total children served in foster care, 68.6% were Caucasian, 4.5% were Native American, 16.4% were Hispanic, 7.0% were African American, 1.2% were Asian or Pacific Islander, and 2.2% did not have race recorded.

FFY 2013 Race Comparison: Oregon Children to Children Served in Foster Care

Race	% of Oregon's children*	% of children served in foster care
African American	3.3%	7.0%
Asian/Pac Islander	5.1%	1.2%
Caucasian	68.8%	68.6%
Hispanic (any race)	21.2%	16.4%
Native American	1.6%	4.5%
Unknown/Not Recorded	n/a	2.2%

*2013 Easy Access to Juvenile Populations: 1990-2012 Online

- 1,481 youth received independent living program services.
- During FFY 2013, 7.0% of children who entered foster care had four or more reasons for removal from their homes.

The number of children entering foster care during FFY 2013 declined by 9.9% from the FFY2012 level. The number of children leaving foster care has increased by 5.2% in the same time frame. The result is a net decrease in Foster Care.

Source: From AFCARS

Reasons Children Enter Foster Care SFY 2011 , FFY 2012 and FFY 2013
(includes all types of foster care)

	SFY 2011		FFY 2012		FFY 2013	
Removal Reason	**Number**	**% of Entrants**	**Number**	**% of Entrants**	**Number**	**% of Entrants**
Neglect Abuse	2,155	49.0%	2,608	63.0%	2,381	63.8%
Parent Drug Abuse	2,757	62.7%	1,818	43.9%	1,830	49.1%
Incarceration Of Parent	13	0.3%	619	15.0%	471	12.6%
Inadequate Housing	892	20.3%	600	14.5%	447	12.0%
Inability To Cope	1,570	35.7%	554	13.4%	475	12.7%
Parent Alcohol Abuse	2,750	62.5%	506	12.2%	396	10.6%
Physical Abuse	3,003	68.3%	489	11.8%	427	11.4%
Child's Behavior	1,712	38.9%	349	8.4%	269	7.2%
Sexual Abuse	269	6.1%	163	3.9%	126	3.4%
Abandonment	52	1.2%	142	3.4%	127	3.4%
Child Drug Abuse	46	1.0%	78	1.9%	45	1.2%
Child's Disability	231	5.3%	55	1.3%	37	1.0%
Child Alcohol Abuse	40	0.9%	44	1.1%	35	0.9%
Death Of Parent	1	0.0%	19	0.5%	30	0.8%
Relinquishment	-	0.0%	13	0.3%	8	0.2%
Total Number of Foster Care Entrants	**4,398**		**4,140**		**3,730**	

Oregon has established Child Welfare Strategic Improvement Efforts and continues to design program, policy and practice toward successful achievement of these goals.

Statewide Improvement Indicators - Improvements at a glance:

- Many data points used to indicate progress or decline in certain areas are not available this year. For instance, measurements from NCANDS including: Re-abuse or Absence of Re-abuse, as well as, Abuse in foster care have significant errors.
- Re-entry rate to foster care 12 month period in 2013 was 12%. This is not an improvement from FFY2012. Of children who were discharged from foster care between 10/1/2010 and September 30, 2011, 10.6% re-entered care within 12 months following discharge.

Report Period	Oct 2010 - Sep 2011		Oct 2011 - Sep 2012		Oct 2012 - Sep 2013	
	FFY2011		FFY2012		FFY2013	
Dates Discharged	Oct 2009 - Sep 2010		Oct 2010 - Sep 2011		Oct 2011 - Sep 2012	
Total	**4419**	**100.0%**	**4760**	**100.0%**	**4215**	**100.0%**
Met (no re-entry)	**4027**	**91.1%**	**4254**	**89.4%**	**3712**	**88.1%**

Trend Data Provided by ROM. ROM is Oregon's Result's Oriented Management system developed by Kansas University. The data used in ROM is from OR-Kids.

- The rate of Native American children and African American children shown as being served in foster care declined between FFY2011 and FFY2012, however, has increased in FFY2013. At least some of this decline can be attributed to data conversion, so caution in interpretation is merited.

Children Served in Foster Care, by Race
SFY 2011, FFY 2012 and FFY2013

Race	SFY 2011	FFY2012	FFY2013
African American	8.2%	6.8%	7.0%
Asian/Pac Islander	1.6%	1.1%	1.2%
Caucasian	64.4%	66.5%	68.6%
Hispanic (any race)	14.4%	14.8%	16.4%
Native American	5.9%	3.8%	4.5%
Unknown/Not Recorded	5.5%	7.0%	2.2%

Source: Oregon Data Book, AFCARS

- Number of children with two or fewer placements for children in care for less than 12 months was 85.7%. This was not an improvement over FFY2012 at 86.9%.

FO.04.1 Placement stability: 2 or fewer placements
(of those in care under 12 mos)

	Oct 2010- Sept 2011		Oct 2011- Sept 2012		Oct 2012- Sept 2013	
	Number	Percent	Number	Percent	Number	Percent
Met	4308	88.9%	4008	86.9%	3551	85.7%
Not met	540	11.1%	605	13.1%	591	14.3%
Total	4848	100.0%	4613	100.0%	4142	100.0%

Source: Results Oriented Management System

Statewide Improvement Indicators - Core Improvements:
Foster Care

- 12,113 children spent at least one day in some kind of foster care with an average of 8,447 children on a daily basis.
- 6,035 children were in family foster care on an average daily basis, with 43.1% placed with relatives.
- Of the total children served in foster care, 68.6% were Caucasian, 4.5% were Native American, 16.4% were Hispanic, 7.0% were African American, 1.2% were Asian or Pacific Islander, and 2.2% did not have race recorded.
- 62.8% of children in care on September 30, 2013, had two or fewer placements.
- 509 foster children were in either professional shelter programs or residential treatment settings on an average daily basis.
- The number of youths receiving ILP services remained the same 1,485 in FFY 2012 and FFY 2013.
- 58.7% of children leaving foster care were reunited with their families.

Family and sibling connections

DHS helps maintain connections for children placed in foster care by working to place them in their home communities, with relatives, and by placing siblings together in out-of-home care.

There were 8,303 children in foster care as of September 30, 2013, the last day of the Federal fiscal year. At that time, 6,184 children were in family foster care (a family-home setting). Of those in family foster care, 39.2% (2,422 children) were with relatives. The other settings for children in foster care include those in residential treatment, trial home visits and pre-adoptive settings.

As of the last day of FFY 2013, there were 4,130 children in out-of-home foster care who were part of a sibling group. Of these children, 3,425 (82.9%) were placed with the same family as one or more of their siblings. The percent of children with siblings being placed with siblings is down 0.5 percentage points from those in care a year earlier, when 83.4% of children were placed with siblings.

As a comparison over the recent years 2010-2014, Oregon sibling placement rate has remained a priority with a steady placement ranged from 82% - 84% of siblings being placed together. Another notable sibling connection is the high adoptive placement rate of siblings being placed together in adoptive families. In 2012, the state placed 93.8% of children with a sibling in an adoptive placement with the sibling.

During this same period 2010-2014, Oregon has moved the dial on relative placements from a low of 31% to a high of 39%, with incremental increased each year. It is important to note that in Oregon "all relative placements" are certified under the state's Safety Standards.

Stability while in foster care

For children in care as of September 30, 2013; 62.8% had two or fewer placements. This is a decline from 2012 where 64.3% of children had two or fewer placements.

Number of Placements for Children in Foster Care on Last Day of Federal Fiscal Year

	9/30/2012		9/30/2013	
Number of Placements	Number	Percent	Number	Percent
1	3,488	39.8%	3113	37.5%
2	2,152	24.5%	2101	25.3%
3	1,199	13.7%	1098	13.2%
4	640	7.3%	623	7.5%
5	399	4.5%	385	4.6%
6 or more	892	10.2%	983	11.8%
Total	8,770	100.0%	8303	100.0%

Source: From Office of Business Intelligence, data used in Child Status Book.

Strategic Improvement Efforts –2012/2013

- Continued implementation of contracts that support in-home services to allow for earlier and more preventative strategies in working with families.
- Increased training and support for supervisors of line field workers.
- Continued implementation of the SAFE Home study (Foster Parent Certification).
- Expanding Permanency Roundtable Pilots and completing qualitative analysis on permanency roundtables to determine feasibility of implementation.
- Designing and developing a Differential Response System in Oregon.
- Identified implementation counties for the Strengthening, Preserving and Reunification of Family Programs (Senate Bill 964).
- Conducted the Indian Child Welfare Act Child and Family Service Review (CSFR).
- Redesigned central supports for child welfare (see Appendix).
- Receiving technical assistance from Casey Family Programs regarding implementation planning for Knowing Who You Are training.

- Safe and Equitable Foster Care Reduction Partnership between DHS, Oregon Commission on Children and Families, Oregon Judicial Department and Casey Family Programs.
- Implementation of the Governor's Task Force on Disproportionality action items.
- Eleven counties in Oregon are implementing SEFCR efforts to safely reduce foster care, reduce disproportionality, increase community engagement, and create more connections and placements with relatives.
- With the assistance of the NRCCPS, Oregon modified its practice model developed a training, Supervising to Safety, aimed specifically at Child Welfare Supervisors. Through 2013, 2/3 of the Oregon's Child Welfare supervisors received the training.
- Oregon implemented the following enhancements to our ongoing statewide Child Welfare Quality Assurance review process 2012 - 2014:
    - Increased staff members of the Quality Assurance team from two Full-time employees to four.
    - Implemented a "Debrief" process to discuss outcomes of case reviews, including strengths and areas needing improvement, with local leadership following reviews in each branch/district.
    - Developed a detailed procedure manual for training new staff members. The manual will be maintained and updated ongoing as needed for a training tool for staff.
    - Refined practice of dissemination of statewide findings to program leadership and consultants on a regular basis. This includes Quarterly Business Review (QBR) data each quarter on Child Safety, Permanency and Well Being outcomes.
    - Revised case review instrument to respond to program needs, such as APPLA, physical/mental health, and education questions.
    - Conducted targeted review of safety plans on in-home cases in Portland metro district.
    - Collaboration with the Portland State University training partnership. The goal is to share review findings and identify best practice as well as areas in which workers could benefit from more training.

- ***Promoting Safe and Stable Families Program (Title IV-B, subpart 2)***

  - ***Family Preservation and Support***

One hundred percent of Title IV-B2 Family Preservation and Support Services funds administered by the Oregon Early Learning Division (ELD) were allocated to the state's 36 counties and nine federal recognized Tribes.

The IV-B2 funds administered by these entities are used to provide community-based family support services in four goal areas: Early Childhood Development/Early Learning; Child Abuse and Neglect Prevention; Adolescent Risk Factors; and Child Poverty. All programs are required to report their results, outcomes and data, which is monitored and analyzed by state staff.

In Fiscal Year 2013, counties spent these funds on parent engagement and classes, home visiting programs for parents of infants, foster care reduction activities, relief nurseries' respite care, early literacy supports, and kindergarten readiness. Tribes use Title IV-B(2) funds to serve the needs of their communities by investing in services, systems change, community development and capacity building that targets child maltreatment, adult substance abuse, poverty, kindergarten readiness, parent engagement and foster care reduction. Tribes also use these funds for transportation to alleviate barriers to accessing services, improving family management and life skills.

As part of the Early Learning Division, these funds will continue to support: services designed to improve parenting skills; respite care of children; structured activities involving parents and children to strengthen the parent-child relationship; drop-in centers to afford families opportunities for information interaction with other families and program staff; transportation, information and referral services; and early developmental screening of children. In the future, these services will be delivered through Oregon's new regional service delivery model, Early Learning Hubs, instead of each individual county.

COUNTY	TOTAL CHILDREN SERVED DURING FY13
Benton	517
Clackamas	544
Clatsop	157
Columbia	68
Coos	74

Crook	66
Curry	30
Deschutes	288
Gilliam	66
Grant	24
Harney	48
Jackson	38
Jefferson	57
Josephine	394
Klamath	369
Lake	684
Lane	2,689
Lincoln	253
Linn	317
Malheur	24
Marion	12,510
Morrow	48
Multnomah	336
Polk	160
Tillamook	48
Union	68
Wallowa	44
Wasco	232
Washington	11,474
Wheeler	138
Yamhill	1,991
Total Served	**33,437**

- ***Time-Limited Family Reunification***

With the help of these Federal Funds, the State of Oregon has provided family support services in local communities through contracts to improve parental protective capacity when safety threats have been identified in the child's home. Oregon also provides supportive services for the adoption of children.

Family Preservation, Support and Time-limited Family Reunification

The stated goal in the five-year plan was:

- "To redesign the Family Based Services promoting a safe supportive family, and focus on the parent/child relationship."

Measurement for achievement of this goal was:

- Increase the percentage of children who are served in their own homes
- Reduce the number of children served in foster care

The number of children entering foster care during FFY 2013 declined by 9.9% from the FFY 2012 level. The number of children leaving foster care has increased by 5.2% in the same time frame. The result is a net decrease in Foster Care.

Source: From AFCARS

As part of Oregon's five-year plan, Oregon implemented redesigned Family Preservation and Family Reunification services in October 2010. Formerly called "Family Based Services", these services are now known as In-home Safety and Reunification Services (ISRS), and are delivered by community agencies through contracts with the Oregon Department of Human Services, Office of Child Welfare Programs. A full description of these services was included in the previous 2012 Annual Progress and Services Report (APSR).

As described in the previous APSR, ISRS services are targeted towards families with identified Safety Threats, and may be used to prevent child placements or return children home when an In-home Safety Plan or Protective Action Plan can be safely established. Criteria for In-home Safety Plans are included in the Oregon Safety Model (OSM) that was refined with consultation from the National Resource Center for Child Protective Serves (NRCCPS).

This is a critical practice to determine when ISRS may be safely utilized as an in-home service to prevent further child abuse or neglect. ISRS is only available when safety threats have been identified and the home is calm and stable enough for services to be applied.

Only 5 out of 32 ISRS contracts are fee for service. The Oregon data for ISRS continues to be a difficult to extract due to inconsistent data entry into the OR-Kids system. When a parent is entered into the system for a service entry, it generates the start of the service, however, it does not capture the children as well unless they are entered separately, which is often overlooked. Many of the contracts continue to be a fixed monthly payment, and there has not been a gradual shift from fixed payment to fee-for-service contracts.

In addition to the ISRS work, Oregon has been working on the Differential Response Breakthrough which involves a three prong approach: (1) DR model and implementation; (2) Senate Bill 964 Strengthening, Preserving, Reunifying Families program; and (3) Oregon Safety Model fidelity work.

Differential Response Model and Implementation

We know that children are safer and families are stronger when DHS and communities work together to identify and address family issues early and keep children safe at home or in their communities. Differential Response means that we place less focus on investigative processes, and focus more on helping families identify their needs to keep their children safe.

Parents and families benefit from DHS and communities working together to provide stronger up front services and use voluntary engagement in solutions, services, and supports to achieve more successful resolution of issues. An additional anticipated outcome will be the safe and equitable reduction of children in the foster care system by increasing the number of African-American and Native American children remaining home with their families.

It's been critical to involve the tribes in our implementation work for a variety of reasons. First, it shows respect to ask our tribes their opinions and about their experiences. When we show our partners respect, we show that we are committed to meaningful collaboration. Second, the tribes' cultures and philosophies are in line with DR practice, so we have been able to use their experiences and wisdom to think through and develop the Oregon DR model. Lastly, disproportionality exists within Oregon's child welfare system and some of the disproportionate representation consists of tribal children. DR is a strategy to Safely and Equitably Reduce Foster Care. The tribes, and our communities have a lot to gain by DR working well and achieving the intended outcomes such as: decrease in foster care placement, reduction in disproportionality, more families availing themselves of services, and less repeat maltreatment, to name a few.

During the exploration and visioning phase of implementation, Oregon DHS conducted the following tribal engagement activities:

- September 2011, Tribal focus group held to obtain input on DR. Questions asked were:
  - ~ What are the possible benefits of implementing DR in your area in Oregon?
  - ~ What aspects of program design do you think are critical to the success of DR?

~ What is the preferred way to decide whether a family receives an investigation or assessment?
~ What is the preferred way to ensure additional community input into the DR development process?
~ What are your greatest concerns about implementing DR in your area in Oregon?
~ On a scale from 1-10, with 1 being "much worse" and 10 being "much better", rate the likely impact of DR on services to children and families.

- In December 2011, DR Design team assembled of community members, stakeholders and DHS staff to include: Oregon Commission on Children and Families Tribal Coordinator; Confederated Tribes of the Umatilla Indian Reservation; Burns Paiute tribe. A Core Team was also assembled with a representative of the Confederated Tribes of Grand Ronde. These teams developed the DR Vision Statement (*attached*), determined OR would have an alternative and traditional track and what kinds of abuse or neglect would be assessed in each track.
- In 2012, Child Safety Manager, Stacey Ayers, visited with each tribe to discuss DR.

During the installation phase of implementation, the following tribal engagement activities occurred:

- From May - October of 2013, DR Manager, visited with each tribe to discuss DR. In both years, we listened to information about the tribe's philosophies and practices, shared information about where OR was heading with DR and where we were, and solicited input. Developed a document called "Notes and Other Considerations", from the tribal visits, staff visits and other community visits that was used to inform the subcommittee, implementation and steering committee work.
- Developed a DR Installation/Early Implementation Team with representatives from Confederated Tribes of the Umatilla Indian Reservation participating.
- Continued the Core team, renamed DR Steering Committee, with representative of the Confederated Tribes of Grand Ronde.
- Developed ten subcommittees with representatives on three from Confederated Tribes of Grand Ronde, Burns Paiute Tribe, and Nadja Jones (before she obtained her current DHS position, to bring the Minnesota tribal experience).

- In January 2014, had a call with Minnesota titled "DR Implementation with Tribal Communities: Lessons Learned in MN" invited all nine federally recognized tribes in Oregon to participate (many did).
- Tribes were invited to attend the Oregon Safety Model Refresh training in February.
- 1 of the 3 early implementation counties chosen, Klamath, has a tribe within. Several meetings/presentations have been held with the tribe to include training on Chronic Neglect that many in the Klamath and Lake county communities were invited to attend. A representative of the Klamath tribes is also on the Local District 11 DR Advisory Team. Klamath Tribal staff are also invited to attend the DR training the Klamath child welfare staff are receiving.

Additionally, many, if not all, tribes have been involved in determining community gaps and needs to enhance the service array with Strengthening, Preserving and Reunifying Families funding, which is a vital component of successful DR implementation. Lastly, the DR Manager has attended most ICWA Advisory Team meetings to provide updates on DR and solicit input.

Differential Response (DR) offers the potential for providing a better connection for families to community based services that may prevent further contact with child welfare, and it allows DHS to seek safety through collaborative partnerships with families and communities. Using a Differential Response model in other states has also delivered higher levels of satisfaction reported by families and professionals.

During this past CFSP cycle, Oregon began planning the implementation of a Differential Response to our CPS practice. With Oregon's implementation of DR, the following results are anticipated:

- Children will be kept safely at home and in their communities; using the Oregon Safety Model, and its core concepts and tools to guide decision making;
- The community and Oregon DHS will work in partnership with a shared responsibility for keeping children safely at home and in their communities;
- Families will partner with Oregon DHS to realize their full potential and develop solutions for their challenges;
- Fewer children will re-enter the child welfare system through improved preventative and reunification services for families;
- Disproportionality will be reduced among children of color, and;

Private agencies and community organizations will experience stronger partnerships with Oregon DHS on behalf of children and families. Currently, Differential Response will include the following:

- Two distinct response pathways: Traditional and Alternative Response.
- Capacity to switch tracks from alternative to traditional child protection investigative response.
- Sets aside fault finding and 'substantiation' decision and Central Registry entries.
- Typically applied to reports that do not allege serious and imminent harm.
- Focus is more on assessing and ensuring child safety, less on forensic interviewing.
- Allows families to receive agency funded services without formal determination of abuse/neglect.
- Families may refuse services if children are safe.
- Focus on safety and well-being of the child.
- Promotion of permanency within the family.
- Recognition of the authority of child protective services to make decisions about removal, out of home placement, and court involvement, when necessary.
- Acknowledgement that other community services may be more appropriate than CPS intervention in some cases.
- Assessment of child safety and a comprehensive assessment conducted by the Department.

On May 1, 2014, the Department began a phased implementation of Differential Response in three Oregon counties (Lane, Klamath and Lake).

Senate Bill 964/Strengthening, Preserving, Reunifying Families Program

Senate Bill 964/Strengthening, Preserving, Reunifying Families program is integral to Differential Response implementation as it provides an enhanced service array to serve families identified as having moderate to high needs. As of April 24, 2014, the Department has executed contracts with county partners in 19 counties (Columbia, Tillamook, Multnomah, Yamhill, Linn, Benton, Lincoln, Lane, Douglas, Coos, Jackson, Josephine, Deschutes, Klamath, Lake, Umatilla, Malheur, Clackamas, and Washington), and has developed and implemented services consistent with those outlined in ORS 418.580.

Each county that has implemented the SPRF program has developed their individualized service array through facilitated meetings with county partners and program staff. The intent of the meetings was to identify gaps in current service provision and to build capacity in services already being rendered. Once the gaps were identified, proposals were written regarding the specific services identified in the community meetings. A variety of community partners had representatives at meetings in the counties, and provided valuable input and planning of the service array for the individual counties including: Judicial Department, Tribes, law enforcement, county employees, faith based organizations, school districts/ education, drug and alcohol, mental health programs, parent programs, etc.

The following list provides an overview of the available services, and the counties where the service is being used:

- Navigators: Specialists to help navigate social service agencies. (Multnomah, Lane, Clackamas, Tillamook, Coos, Klamath, Lake)
- Parenting: Father, Culturally Specific, and Intensive Parenting Classes. (Multnomah, Lane)
- Parent Mentoring: Specialists to reinforce parenting behaviors, supportive services. (Tillamook, Clackamas, Umatilla, Josephine, Jackson, Multnomah, Lane, Klamath, Deschutes, Coos, Washington)
- Relief Nursery: Daycare, parenting, support services. (Umatilla, Jackson, Coos, Malheur, Clackamas, Deschutes)
- A&D Treatment: Inpatient/Outpatient services that focus on multi-dimensional issues such as parenting, DV services, and a relief nursery. (Umatilla, Clackamas, Jackson, Tillamook, Lane, Deschutes, Yamhill)
- Housing: Short-term & Emergency Housing Services. (Umatilla, Josephine, Jackson, Multnomah, Malheur, Clackamas, Tillamook, Lane, Columbia, Yamhill, Deschutes, Washington, Benton)
- Front End Interventions: Specialists (Alcohol and Drug, Mental Health, Domestic Violence, and human service generalists) responding with CPS workers. (Clackamas, Umatilla, Josephine, Jackson, Malheur, Linn, Tillamook, Columbia, Lane)
- Life Skills Coaches/Home Visitors: Provides similar services as Navigators. (Umatilla, Josephine, Multnomah, Coos, Tillamook, Lincoln)
- Reconnecting Families: Specialists used to engage families and conduct relative searches for additional familial resources/placements. (Josephine, Jackson, Lane, Coos, Washington)

- Trauma Services and Therapeutic Services: Intensive services to trauma affected families and children. (Multnomah, Columbia, Clackamas, Jackson, Tillamook, Lane)
- Family visitation: (Josephine, Jackson, Umatilla, Tillamook, Deschutes, Lincoln)

Currently, there are 84 active SPRF contracts, seven in the contracting phase and close to execution. Six additional counties have their SPRF program proposals approved and are moving into the contracting phase.

To date, there are 11 counties yet to implement the SPRF program in their community. These 11 counties are finalizing their gaps and needs analysis, and working closely with their community partners in developing an enhanced service array and provision within their communities. Each county that has implemented the SPRF program has developed their individualized service array through gathering input from county partners and program staff. The intent was to identify gaps in current service provision and to build capacity in services already being rendered. Once the gaps were identified, proposals were written regarding the gaps in specific services identified in the community meetings and through surveys. A variety of community partners had representatives at meetings in the counties and provided valuable input and planning of the service array for the individual counties including: Judicial Department, Tribes, law enforcement, county employees, faith-based organizations, school districts/education, drug and alcohol and mental health programs, parent programs, etc. The 11 counties yet to implement are:

- District 9: Gilliam, Hood River, Wasco, Wheeler and Sherman
- District 13: Union, Baker and Wallowa
- Morrow
- Grant
- Harney

We are projecting for statewide implementation, with all 36 counties entering into direct client service contracts to be completed by the end of June 2014.

Oregon Safety Model Fidelity Work

Oregon Child Welfare is currently receiving Technical Assistance from the National Resource Center for Child Protective Services to assist in ensuring fidelity in the application of Oregon's Safety Model. It is vital to child safety that our

practice model is applied both accurately and consistently around the state prior to the implementation of Differential Response in Oregon.

Oregon will conduct evaluation on Differential Response which will include the following:

Process Evaluation
The process evaluation must assess the implementation of Differential Response in Oregon, including model fidelity within the Oregon Child Welfare Program as well as the collaborations with community partners and service providers. The process evaluation must be designed to help explain why Differential Response was (or was not) successful in achieving expected outcomes. The process evaluation must also assess staff's fidelity to the Oregon Safety Model and how the service array, including: Strengthening, Preserving, and Reunifying Families services, System of Care, In-Home Safety and Reunification Services and other child welfare contracted services are supporting the vision and goals of Differential Response in Oregon.

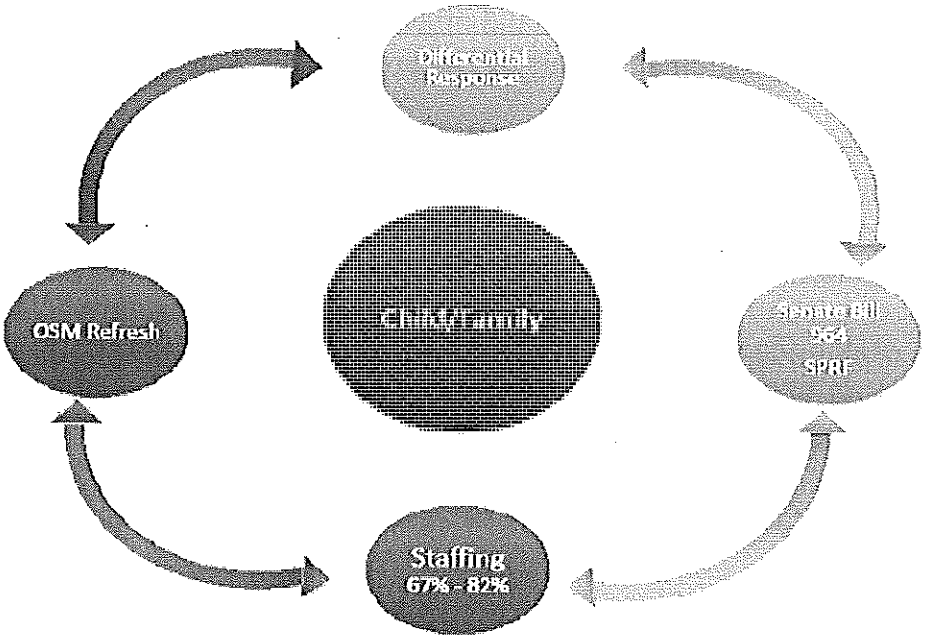
The process evaluation must include evaluation of the state overall, but also be able to articulate comparisons between individual counties and districts. The evaluation plan must also include a clear proposal for assessing the implementation of Differential Response across different cultural groups and ethnicities, and any experiences of disproportionality and disparity. The evaluation should also take into account the effect of other stakeholders in Oregon Child Welfare that may affect program implementation and ultimately outcomes for families. Finally, the evaluation must incorporate feedback from families, community partners, and staff, including but not limited to, satisfaction with program design and implementation.

Outcomes Evaluation
The outcomes evaluation must be designed to show the extent to which Differential Response in Oregon is successful in meeting the stated goals. The evaluation design must take into account short-term outcomes that can be measured during the evaluation period, as well as include a plan to incorporate the foundational blocks necessary to measure long-term outcomes that can be observed in future longitudinal studies.

Cost Analysis
Proposers must present a plan to conduct a cost analysis. Given the scarce resources available for child welfare programs and the push to establish cost

efficiency measures, the evaluation of Differential Response must include a cost analysis that will provide policymakers and legislators with the information they need to make thoughtful decisions about resource allocation in their communities. The cost analysis must include an accounting of the resources necessary to implement and maintain Differential Response, as well as an analysis showing the benefits provided by those spent resources. Factors to be considered in this analysis may include, but are not limited to, staff caseloads, supervisor-to-worker ratios, cost per family or unit of service, training, and consultation costs.

The diagram below demonstrates visually how Differential Response, SB964-Strengthening, Preserving and Reunifying Families and Oregon Safety Model work together to provide better outcomes for Oregon's children and families:



Populations at Risk of Maltreatment

The major problems facing families of abused and neglected children are drug and/or alcohol abuse, domestic violence, and family financial distress. Many families also have significant law enforcement involvement or unemployment issues. Some parents may have mental illness or were abused as children. There usually are several stress factors in families of child abuse/neglect victims.

Oregon Child Welfare has focused on our partnership with the Self-Sufficiency Program within DHS. Oregon's TANF program is focusing case management efforts on Family Stability, as defined as having Child Welfare foster care engagement. We know that approximately 42.0% in FFY 2012 of children who enter foster care were being served in TANF in the prior two months. As part of the focus on stabilizing families, the TANF case managers receive routine monthly reports that identify families with screened-in referrals of abuse who are currently on TANF. These cases are worked in concert with Child Welfare staff to effectively intervene.

Family Stress Factors as a Percent of Founded Abuse

Stress Factor	FFY 2010	FFY 2011	FFY 2012
Parent/caregiver alcohol or drug use	44.4%	46.8%	44.2%
Physical abuse of spouse/fighting	32.6%	35.2%	33.9%
Family Financial Distress	23.4%	24.0%	25.0%
Parent/caregiver involvement with LEA	27.0%	26.4%	24.0%
Head of household unemployed	20.7%	20.0%	18.1%
Parent/caregiver mental illness	N/A**	N/A**	13.1%
Parent/caregiver history of abuse as child	13.5%	13.0%	10.1%
Child Mental/physical/behavior disability	N/A**	N/A**	9.7%
New baby/pregnancy	13.1%	12.2%	9.6%
Inadequate housing	10.4%	9.4%	9.4%
Heavy child care	3.4%	2.8%	2.1%

** not included in previous reporting periods

The information in this portion of the Child Welfare Data Book comes from the new Oregon SACWIS (State Automated Child Welfare Information System). There are changes in the content of this section due to data conversion issues and changes in reference values. This may impact the inclusion of, or comparability to, data reported in prior years. The current data represents federal fiscal year (FFY) 2012, which goes from October 1, 2011 through September 30, 2012.

- ***Adoption Promotion and Support Services***

Goal: To provide post adoption services to Oregon families who adopt or provide guardianship for DHS children

<u>Oregon Post Adoption Resource Center (OPARC)</u>

The Department's post adoption services program provides services to adoptive and guardianship families who provide permanent homes for DHS children. These services enhance the stability and functioning of Oregon adoptive and guardianship

families and their children through the provision of a support network that includes information and referral services, consultation services in response to imminent and current adoptive family crises, support groups, and training. Families who adopt special needs children must have adequate and competent support to help sustain their placements. The funding for post adoption services was eliminated in Oregon's 2011-13 biennial budgets. The Department was able to maintain the program using federal Adoption Incentive money for the first year of that biennium and using savings from other contracted programs through the end of June, 2013. The legislature restored all but 20% of the post adoption services funding for the 2013-15 budgets, so post adoption and guardianship services in Oregon have been maintained through the difficult economic times.

In the last four quarters ending December 31, 2013, OPARC had provided the following services:

- 1038 initial and follow up phone and in person contacts to 356 eligible family members or eligible professionals;
- 31 reported crisis or disruption related services;
- 11 trainings reaching 704 individuals;
- 823 library items and information packets to 193 users.

One on-going project for ORPARC is to help counties who do not have an adoptive support group get one started. For smaller counties where a support group would not be sustainable, ORPARC works to develop one-to-one systems of support for parents, and to make information available on other forms of support such as regional foster/adoptive associations.

Oregon's disruption rate for the latest reporting year stands at 4.6%.

The Department, in partnership with Portland State University, continues to provide the Post Graduate Training Certificate in Therapy with Adoptive and Foster Families. The objective of the program is to increase accessible and affordable mental health support for foster/adopted/guardianship children and their families with professionals competent in using evidence-based strategies for the emotional, behavioral, and mental health issues of children with histories of child abuse, trauma and neglect. When able, the Department provides scholarships for MHO therapists who take the Oregon Health Plan to increase the number of providers most likely to receive referrals on our post adoption or post guardianship children and families. Portland State University administers the program and provides DHS and other adoption agencies an updated Directory of the Professionals trained

through the program and their contact information. This information is also posted on the ORPARC website as a resource for families and other professionals.

- ***Services for Children Under the Age of Five***

Over the course of the last five years, there have been several strategic efforts to improve outcomes for children under five, both efforts specifically implemented by the Department, and efforts undertaken through the Legislature under the direction of the Governor which impact multiple child-serving programs throughout the state.

Likely most significant statewide, most targeted at statewide impact for all children is the Early Learning Division under the administrative control of the Department of Education. The Early Learning Division has the responsibility for the service array and delivery methodologies for all services to children under five. The Early Learning Division is consolidating and coordinating these services under several priorities:

- Children raised in stable and attached families
- Strengthening families and keeping children safe
- Early learning and connections to health care
- Improving child care
- Access to play and social engagement prior to Kindergarten
- Promoting a healthy start
- Access to coordinated community services

Throughout the state in 2014, coordinated community Hubs have been designed to provide centralized service coordination for children under five. Children served by the child welfare Hubs to reconnect parents and families and children in their own communities, and use services at a means of early reunification and continuity of care.

While the development of Early Learning Hubs is likely the most significant development in Oregon in the coordination of services to Oregon's youngest citizens, child welfare continues to provide services, training and practice models for children under the age of five.

The Department continues to refer each child with a founded allegation of abuse for an assessment for early intervention services. Should a child be determined

eligible, the Department, through the child's caregiver, works with the Early Intervention program to design an individualized family service plan to meet the identified needs of the child.

The Department's strategic initiative of implementing a Differential Response model to allegations of child abuse along with the additional training, mentoring and coaching of child welfare line staff and supervisors has high potential to allow more children to remain safe at home and to increase supportive services available to families. First implemented in three counties in May, 2014 is in the early stages of implementation, and data is not yet available to demonstrate the decrease of children under five coming into care or the increase to services for families with children of this age.

The Title IV-E waiver demonstration program of relationship based visitation, although not solely designed for children under five, is significant service intervention for children under five in supporting greater connection of parents and children, and assisting in early reunification to parents who have received the parent coaching and parent mentoring during the substitute care episode.

The Department continues to provide training and support for caseworkers, supervisors, foster parents and relative caregivers who serve this population of children. Currently, there are several courses available:

- Child Development: Toddlers through Pre-Teens, 2-11 years
- Early Childhood and Brain Development, 0-5 years
- Managing Difficult Behaviors in Young Children
- Nurturing the Infant in Care: Birth through 24 Months
- The Foster to Adoption Shift
- Trauma Informed Parenting
- Collaborative Problem Solving

The Department uses the Child and Adolescent Needs and Strengths screening for all children entering foster care, and a specific tool for children ages birth through six years. The tool is currently undergoing a revision to include more trauma elements and factor in potential ACE (Adverse Childhood Experiences) impacts in the early screening. These changes are expected to be implemented in 2015.

As well, the Department revised the personal care assessment tool for children, birth through 23 months, to more accurately capture the specialized needs of

younger children, particularly the personal care needs of children who are drug impacted from birth. Although these services are funded through Medicaid resources, the Department administers the program for children in substitute care.

Finally, the Department, for several years has been a member of several state advisory committees that advise on services for young children, serving as a voice for children in the child welfare system. These committees include:

- State Advisory Committee on Special Education
- State Health Care Advisory Committee
- State Mental Health Wraparound Committee
- Child and Family Well Being Measures Workgroup

ASSESS ORGANIZATIONAL CAPACITY OF THE FOSTER CARE AND ADOPTION PROGRAM

The Department is currently involved in several breakthrough initiatives and key strategic efforts designed to safely and equitably reduce the number of children in foster care and to increase permanency for children. Discussed here are those initiatives and efforts led by the Child Permanency Program.

The child permanency program has been in operation for a little over one year; having expanded from an adoption only program. While the Department utilized consulting resources at the front end of a case and at the back end of a case if a child moved into adoption for the first time, the Department now provides permanency consultation throughout the life of a case. Two Permanency Consultants cover the state, and due to the large geographic area, they are not able yet to have dedicated time in each branch. Instead, they respond to case specific requests for consultation, and these requests most often involve barriers to reunification, guardianship information, the use of our permanency committee process, reinforcement of the Oregon Safety Model, and issues that are commonly specific to our long stayers. They utilize branch training and Permanency Quarterly meetings around the state in order to reach a broader population and address issues that are commonplace throughout the state.

The permanency program has also spent the last year in the implementation phase of Oregon's Permanency Roundtables (PRT's), and the first Roundtables began in February of 2014. The two Permanency Consultants are responsible for 100% of the Roundtable follow up with the field so they are very involved in addressing

legal permanency barriers for each case that has received a Roundtable. Follow up includes case consultations on action plans at 30, 60 and 90 days, and continued case staffing at Permanency Committees at six months, and every six months thereafter, until a child reaches legal permanency, or if that cannot be achieved, relational permanency.

The Department continues to receive technical assistance support from Casey Family Programs in the implementation of our PRT's. They were involved in the planning phase including training Oregon staff, and currently, provide external consultation services on each Roundtable team and continue to advise Oregon in its ongoing implementation.

In previous reports, we have described Oregon's built in disincentive for children in DD foster care achieving legal permanency due to the high dollar amount DD foster parents receive for supervision, and the fact that needed in home services and supports would not follow the children into reunification, adoption, or guardianship. We also described Oregon's plan to address this issue through a new Federal waiver being applied for by the DD Children's Program. In addition, we have described the ongoing collaboration occurring between our two programs. We are now able to report that the waiver was approved in July of 2013, and in the past months, progress has been made in addressing this difficult permanency barrier. The new waiver now allows intensive in-home support services to follow children into permanency with their biological, adoptive or guardianship parents. These in-home supports were previously only available to children in the DD foster care system. The Department is also in the process of writing new procedures for when children with developmental disabilities enter foster care. These procedures will guide the field on when a child eligible for DD services should stay in the Child Welfare foster care system or transfer to the DD foster care system.

Oregon has set additional goals for itself around decreasing the length of stay in foster care and increasing timeliness to adoption, through our Safe and Equitable Reduction of Foster Care efforts. The permanency program has identified field and central office barriers, and systemic practices that slow the progress of a child's case towards permanency. Supported by continual metrics, the permanency program continues to develop plans, through monitoring our Child Welfare Score Card, to address the barriers and systemic practices, and engage the field in focused efforts.

➢ *Chafee Foster Care Independence Program (CFCIP) and ETV*

There have been several changes in the overall scope of the program area in Oregon since the development of the plan in FFY2010. The utilization, the quality and consistency of services has continued to develop over the past five years. The five program service areas continue to be: Independent Living Program (ILP) – Life Skills Training, ILP Discretionary Funds, Independent Living Housing Subsidy Program, Chafee Housing, and Chafee Education and Training Vouchers (ETV).

New services added over the past five years include: Former Foster Care Youth Medical (formerly Chafee Medical), one-time Housing (for both Subsidy and Chafee), Credit Reports, Health Care Representative, National Youth in Transition Database (NYTD), and the FosterClub Dedicated Outreach Representative (DOR). The Child Well-Being Unit (formerly Foster Care Unit) was able to add three staff targeting teen and young adults as follows: Young Adult Program (YAP) Coordinator, YAP Assistant, and the Education Program Coordinator.

The past five years provided several challenges:

- 2010 – First NYTD surveys were to be obtained for all 17 year olds in foster care (within 45 days following their 17th birthday).
- 2011 – SACWIS/OR-Kids implementation and NYTD report testing.
- 2012 – Mandatory State furlough days were implemented.
- 2013 – NYTD Follow-Up surveys of all 19 year olds who had completed the NYTD survey at age 17.
- 2013 – ILP State Advisory Committee placed on hold.
- 2014 – All ILP Contracts are going through the Request For Proposal (RFP) process. DHS to create the Foster Youth Bill of Rights and Transition Tool Kit (per Senate Bill 123)
- All five years – lack of resources to meet the need for ILP services in multiple counties.

The status of each Oregon goal is listed below by purpose area. Complete details of accomplishments, progress, and plans for next year are listed in the Chafee Accomplishments and Planned Activities section below.

The activities, efforts, or programs implemented to achieve Oregon's Chafee goals are listed in the specific categories below:

1. **Transition Services:**

a. Goal: Increase understanding and awareness regarding comprehensive transition plans. ACHIEVED

b. Goal: Increase coordination between child welfare workers and ILP Contractors regarding court dates and documentation deadlines. ACHIEVED.

c. Goal: Increase housing opportunities for current and former foster youth including increased transitional housing in rural areas, expanding the types of transitional housing available, increasing host homes, and simplifying access to housing programs. PROGRESS, on-going need.

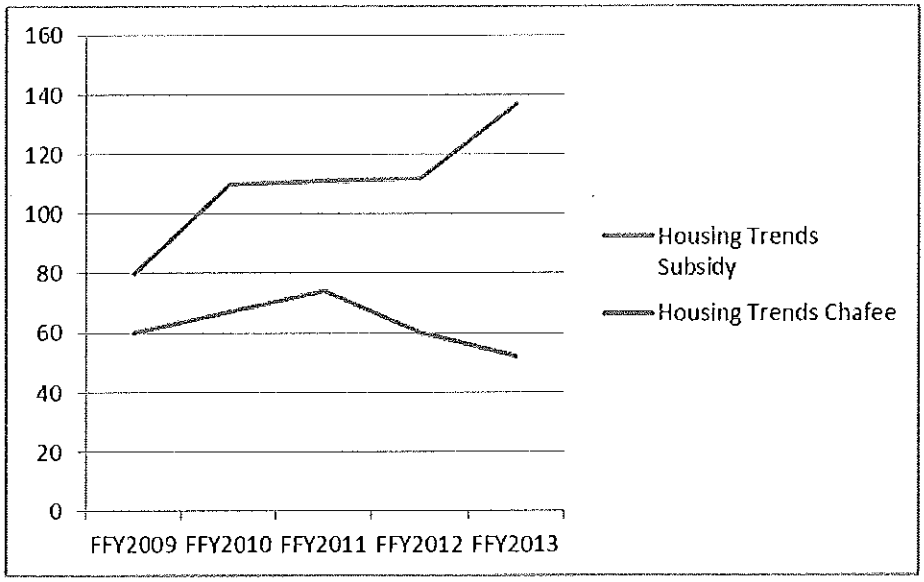
d. Goal: Access services available to the youth through other community systems, and services that support the youth's identification with cultural communities. PROGRESS, on-going need.

e. Goal: Increase hands-on, experiential life skills activities. PROGRESS, projected completion revised; July 2014.

The following efforts have impacted the above goals:

- Native American specific ILP contract (since 2004)
- Neighborhood sited ILP contract (since 2008)
- One-time Housing – access continues to grow (2009)
- Split the one Transition Planning/ILP services NetLink into two separate quarterly NetLink trainings (2011)
- OR-Kids/SACWIS system now tracks IL type services paid for or provided by DHS and tracks Transition Plans for adolescents (2011)
- Positive Youth Transition Summit (2012, by NAFY & PSU)
- ILP Website and Facebook Page created (2012)
- ILP/DHS/Tribal Convening (2013)
- DREAM Conference – college & career fair (2013)
- New ILP Contracts (July 1, 2014)
    - Age for referrals will rise to age 16 to allow ILP Contractors to target those older teens and young adults in foster care and preparing to make the transition to adulthood and living independently. More emphasis to be placed on coaching and hands-on, experiential life skills activities.
    - The goal for Providing ILP services to youth will be:
        - 75% of eligible youth in Foster Care
        - 25% of eligible former foster youth

Following are graphs or survey responses to show improvement or impact of services and supports:



While Chafee Housing has seen a steady decrease over the past few years, Federal Fiscal Year (FFY) 2014 shows signs of a significant increase in usage (up 75% to-date). Subsidy saw a significant increase then leveled out for a couple of years. FFY 2013 saw another spike in youth accessing the Subsidy Program. FFY 2014 continues to indicate a slight increase. The Subsidy Program usage has increased by 171% since FFY 2009. While there have not been formal programs put in place, it appears youth have been able to access their own housing options with the financial support provided by the Subsidy and Chafee Housing programs. Listed below is the amount of youth from each District that accessed the Subsidy Program since October 1, 2010 (beginning of FFY 2011):

District	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
FFY11	7	34	19	5	14	7	0	11	4	3	0	0	0	0	2	5
FFY12	4	33	22	5	21	6	0	3	0	3	1	1	0	1	3	9
FFY13	3	31	28	9	24	4	4	9	1	2	2	3	2	3	3	9
FFY14* *Oct-Apr	2	15	15	8	17	1	3	11	1	0	1	2	2	2	4	9

For the 2013 NYTD report period, Oregon captured NYTD data from a total of 125 youth (ages 18 – 20). Their responses do provide a glimpse into the resources youth are using. The NYTD follow-up survey indicates 90% of youth (who actually rated the ILP services) determined the "basic life skills services" to be Very Helpful to Somewhat Helpful. Following are the results of the other transition plan and IL service questions asked in the FFY2013 NYTD Follow-up Surveys:

Service	Very Helpful	Somewhat Helpful	Barely Helped	Not at all Helpful
Stable Housing	40	17	7	6
Health Care	44	16	2	7
Education or Training	48	16	4	5
Employment	23	29	6	8
Transportation	31	22	2	11
Basic life skills (cooking, cleaning, money mgmt., etc.)	43	23	3	4
Developing healthy relationships w/individuals	43	19	3	6
Developing relationships with organizations	41	19	5	8
Funding for special needs/items (ID, bike, license, start-up kit, etc.)	49	15	3	5

Additional response options included: Don't Know or Declined. Of the 125 youth responding, approximately 45% of youth selected these options.

2. Employment:

a. Goal: Increase career exploration activities and opportunities for foster teens. ACHIEVED, on-going focus.

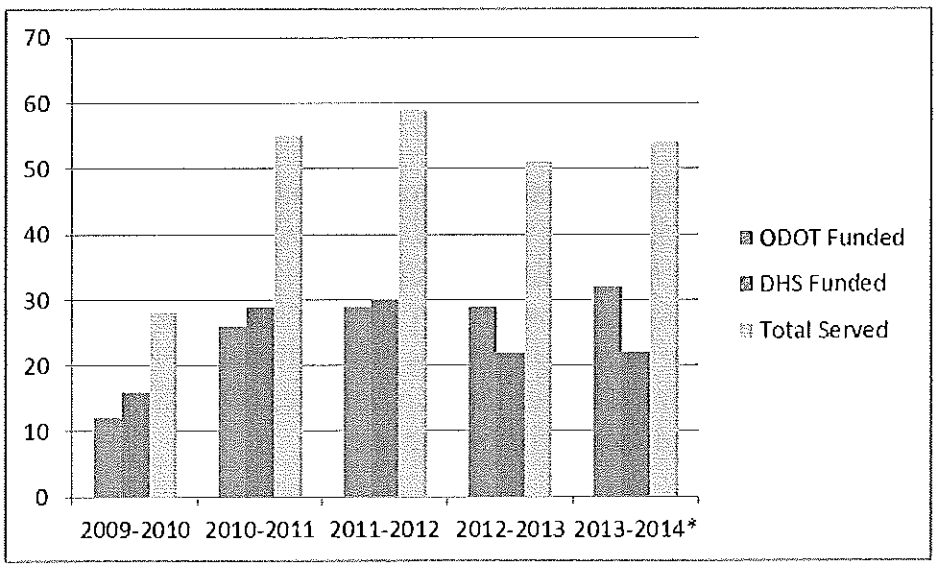
b. Goal: Increase access to internships, apprenticeships, and other work experience opportunities for older foster teens and young adults. PROGRESS, projected completion; September 2014.

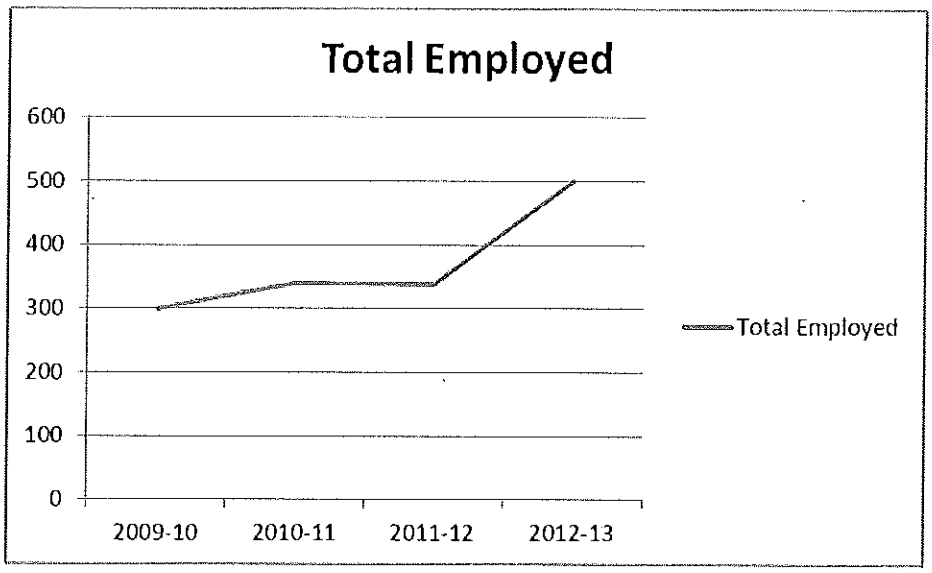
The following efforts have impacted the above goals:

- Oregon Dept. of Transportation (ODOT) Driver's Education Grant helps fund courses for youth in foster care under age 18 (2009)
- ILP State Advisory Committee focused on employment & internship goals (2010 – 2012)
- Add Section 33 to Chapter 4 of the DHS procedure Manual regarding: Obtaining a Driver's Permit and a Driver's License for Youth in Care Under Age 18 (2010)
- ILP set aside funds to assist foster youth age 18 or older and former foster youth to pay for driver's education. (2010)
- Oregon Workforce Investment Board, Youth & Education Committee (2010 – 2012)
- Presentation to WIA Providers (2010)
- PSU Better Futures Summer Institute (2010)
- PSU My Life Project (2010)

- WIA Summer Jobs (2011)
- Washington County employment project (2011)
- ILP Providers begin to increase the number and types of employment related classes (2012)
- DREAM Conference (2013)
- Ordered *Careers Oregon* booklets (2013 – 2014)
- DHS wide focus on employment of clients (2013)
- TANF Summer Employment Program – Multnomah Co. (2013)
- Use NYTD data
    - compare Baseline to Follow-Up (2013)
    - compare Baseline cohort 1 to cohort 2 (2014)
- Foster Youth Bill of Rights (2014)

DHS was successful in extending the Oregon Department of Transportation Grant for increasing the number of youth obtaining driver's education. The chart below details the number of youth who accessed driver's education training. Youth are more employable if they have a driver's license. Youth are also better able to search for work or volunteer opportunities if they have the ability to drive. As an added benefit, ODOT studies have shown youth who complete a driver's education course are less likely to be in an accident; when they do have accidents, there are fewer fatalities.





The chart above indicates the number of youth, served by an ILP Contractor, who have obtained employment. The dates are based on the contract cycle of July to June of each year. The ILP Providers have listed these three strategies as the main reasons for the improvement in employment rates for the youth they serve:

- Holding employment classes at an opportune times (i.e. in April and May just before youth search for summer employment)
- Connecting with local resources (employment agencies, businesses, Youth Corps, WIA agencies)
- Involving youth in community service (provided youth with experience, skills, improved resumes, and self-confidence)

The chart below indicates the employment related agencies or entities ILP providers assist youth to access. The chart also indicates the type of relationship the ILP Providers have with the entity. There are 21 ILP Providers. The difference between the numbers would be the third column of the Provider's Annual Report of "no contact" (not shown in this chart). It appears the largest shift has been in relationships with The Oregon Vocational Rehabilitation Services (OVRS), the OVRS Youth Transition Programs and Goodwill Industries.

Employment Contacts	2009 On-going Relationship	2009 Infrequent contact	2013 On-going Relationship	2013 Infrequent contact
Workforce Investment Board (WIA)	9	8	9	5
Employment office	13	8	10	10
One stop centers	9	6	10	6
Vocational rehabilitation services	1	16	6	12

VRS's Youth Transition Programs	1	9	4	11
Job Corp	7	12	5	14
Goodwill Industries	2	8	2	11
Apprenticeships	1	10	2	10
Career/ Professional	9	8	12	6
Other	6	0	2	0

3. Post-Secondary Training & Education Preparation:

a. Goal: Make available to staff, contractors, foster parents, school counselors, and foster youth information on post-secondary financial aid, and other information important to determining which school a youth may be able to attend. ACHIEVED

b. Goal: Continue to provide informational mailings to school districts and post-secondary education or training institutions. ACHIEVED

The following efforts have impacted the above goals:

- Oregon Student Assistance Commission (OSAC) launches College Access Challenge Grant project to improve college access (2010)
- OSAC ASPIRE Conference – DHS provided 75 slots (2009, on-going)
- College Pocket Planner for high school Juniors and Seniors (2009, on-going)
- NYTD Surveys – requires "highest grade level completed" to be reported (2010, on-going)
- Teen panel presents at Oregon Association of Student Financial Aid Administrator's Conference (2009 & 2012)
- PSU Better Futures Project & Summer Institute (2010, on-going)
- PSU My Life Project (2010, on-going)
- District 3 Youth Convening (2010 – 2012)
- ILP Services & Transition Planning NetLinks (2011, on-going)
- ILP presentation at Post-Secondary Support Services Council conference (2012)
- Five Universities & Community Colleges begin planning for supportive services for foster youth (2012)
- Pilot FosterClub Dedicated Outreach Representative (2012, on-going)
- OFYC – Tuition & Fee Waiver and legislative advocacy (2011 and 2012)
- Added Education Program Coordinator to Child Well-Being Unit (2012)
- DHS receives the Education Stability Matters grant (2012)
- DREAM Conference (2013)
- Distribution of FAQ for Tuition & Fee Waiver and other post-secondary information

- Website - http://www.oregon.gov/DHS/children/fostercare/Pages/ind_living/ilp.aspx (2012)
- *Oregon ILP* Facebook page (2012)

The chart below shows the educational outcomes as reported by the ILP Contractors. The information below is for ILP youth served between July through June each year (annual contact cycle and reporting period) and only for those youth served by an ILP Contractor. These figures may not be reflective of Oregon's foster care population as a whole.

Academic Years: Goals	08/09	09/10	10/11	11/12	12/13	% Change from prior year
Reg. HS Diploma	183	157	239	166	195	+17%
GED	62	64	59	37	58	+56.7%
Modified Diploma	21	36	23	25	37	+48%
Post-secondary ed. & training	165	267	272	300	168	-44%
Post-secondary degree/certificate	4	13	8	5	10	+100%

4. Mentors and Interactions with Dedicated Adults:

a. Goal: Increase permanent support systems for youth. PROGRESS.
b. Goal: Increase involvement of supportive adults in youth decision meetings. (see change below)
c. Goal: Increase the use of mentors. (see change below)
d. Goal: Establish peer mentors and coaches to assist teens in care with transition planning and decision making. (see change below)

Change: Goals b, c, and d were incorporated into one goal as indicated below in 2011:

Goal: Establish peer mentors and coaches to assist teens in care with transition planning and decision making (placed on hold in 2012 due to lack of funding).

The following efforts have impacted the above goals:

- Powerhouse Mentors (2008 – 2012)
- PSU My Life Project – peer mentor coaches (2010, on-going)
- Ansell-Casey Life Skills Assessment (ACLSA) trainings (stressed the importance of permanent connections) (2011 – 2012)
- ILP Advisory Committee Presents at Shoulder to Shoulder Conference (2011)

- PSU/NAFY Transition Summit, Multnomah Co. (2012)
- Transition Planning NetLink incorporates Cultural Identity Sun activity/resource (2012)
- Permanency Unit created (formerly Adoptions Unit) (2012)
- ILP Convening (use of NYTD data) 2013
- Permanency Quarterlies, ILP presentation: Debunking the Myths (2013)

Additional efforts by the Department can be located in the Permanency section of the Department's overall Five Year Report.

5. Services for Former Foster Youth:

a. Goal: Expand outreach efforts to former foster youth who may be struggling with the transition to self-sufficiency and adulthood.
b. Goal: Increase awareness of other state's ILP contact information and services to improve out-of-state transitions.
c. Goal: Create a method for maintaining contact with former foster youth selected to participate in the follow-up surveys required by the National Youth in Transition Database (NYTD).

Change: Goals a, b, and c were incorporated into one goal as indicated below in 2012:

Goal: Create a method for maintaining contact with former foster youth selected to participate in the follow-up NYTD surveys and former foster youth who may be struggling with the transition to self-sufficiency and adulthood. ACHIEVED

The following efforts have impacted the above goals:

- Transition Planning NetLink
- ILP Services NetLink
- ILP Website and Facebook
- Child Welfare Procedure Manual, Chapter 4, Section 29 (updated 2009)
- Chafee ETV Application requires contact information (2009)
- NYTD Workshops at all ILP sponsored teen events (2011, ongoing)
- Monthly ILP Updates (via DHS and FosterClub) (2011)
- FosterClub Connect/DOR contract – DOR staff to have a presence at every ILP sponsored event (2012)
- FosterClub membership promoted by all ILP Providers (2012, on-going)
- Oregon Foster Youth Tuition and Fee Wavier (2011, on-going)
- Permanency Quarterlies, ILP presentation: Debunking the Myths (2013)

Contract Year: Goals	08/09	09/10	10/11	11/12	12/13	% Change from prior year
Post-secondary degree/certificate	4	13	8	5	10	+100%
Obtained own housing	241	226	275	287	328	+14
Living without agency maintenance	232	173	226	207	243	+17%

The above chart indicates the number of youth "living without agency maintenance" has increased 17% in the past year, and approximately 5% since the 2008-2009 contract period. There appears to be a steady increase in the number of youth who are "obtaining own housing," up 14% over the past year, and up 36% since 2008-2009.

6. Education & Training Voucher Program

a. Goal: Access national data base information regarding foster youth post-secondary education and training, retention and completion rates. ACHIEVED
b. Goal: Determine awareness and knowledge of post-secondary staffs regarding the barriers and needs facing foster youth. PLACED ON HOLD
c. Goal: Conduct outreach to increase public awareness regarding the need for additional financial support for foster youth's post-secondary education and training costs. ACHIEVED
d. Goal: Catalog individual campus processes and procedures for financial aid and other supportive services to minimize access delays for foster youth. PLACED ON HOLD
e. Goal: Create a structure for older foster care alumni to become mentors for new alumni on campus. PLACED ON HOLD
f. Goal: Find resources to fund an ETV Resource staff and/or primary contact for information and referral. PLACED ON HOLD

The following efforts have impacted the above goals:

- OFYC Advocacy
- Oregon Tuition & Fee Waiver
  - 30 volunteer hour requirement
  - Frequently Asked Questions document
  - Flyers
- PSU Better Futures Project
- OSAC Contract/partnership
  - Launches Oregon Spirit Scholarship (2010)
  - Obtains National completion rates (2011)

- Portland Community College Foster Youth Summit (2011)
    - Cascade Fostering Success Advocate (2011 – 2012)
- Student Panel at ILP/DHS/Tribal Convening (2013)
- Oregon College Access Network Presentation: Telling the Story of Foster and Homeless Youth (2013)
- Western Oregon University study group (Polk Co. ILP)
- Increases in awards to eligible applicants (benefits of implementing an electronic application in 2007 and the OSAC Portal in 2008)
- Oregon Adult Learner College Line (2009)
- Annual ILP Teen Conference
- DREAM Conference
    - College & Career Fair
    - FosterClub All-Star Transition Panel
- ASPIRE Conference
- Opportunities Booklets
- Campus Connections Project at University of Oregon (2010)
- Oregon State University creates workgroup on supporting foster youth (2011)
- Young Adult Program Coordinator joins Child Well-Being Unit

The following data shows an interesting trend. The data continues to indicate youth who attend a four year university (public or private) are faring much better/completing their education at a higher rate than students attending a two year institution. However, with such small numbers, it is still too early to make such a determination.

Community College		**Proprietary**	**Public Four-Year**	**Private Four-Year**	**Total All Sectors**
Year	Rate (%)	Rate (%)	Rate (%)	Rate (%)	Rate (%)
2005-06	4.73	0.0	21.43	37.5	8.65
2006-07	12.31	0.0	62.5	100	26.2
2007-08	9.09	0.0	50	70	19.55
2008-09	7.25	4.17	n/a	n/a	n/a
2009-10	4.2	2.94	n/a	n/a	n/a
2010-11	4.7	11			

*Data reported by OSAC on 1-3-14, see Chafee **ETG Attachment 1** for the full report.

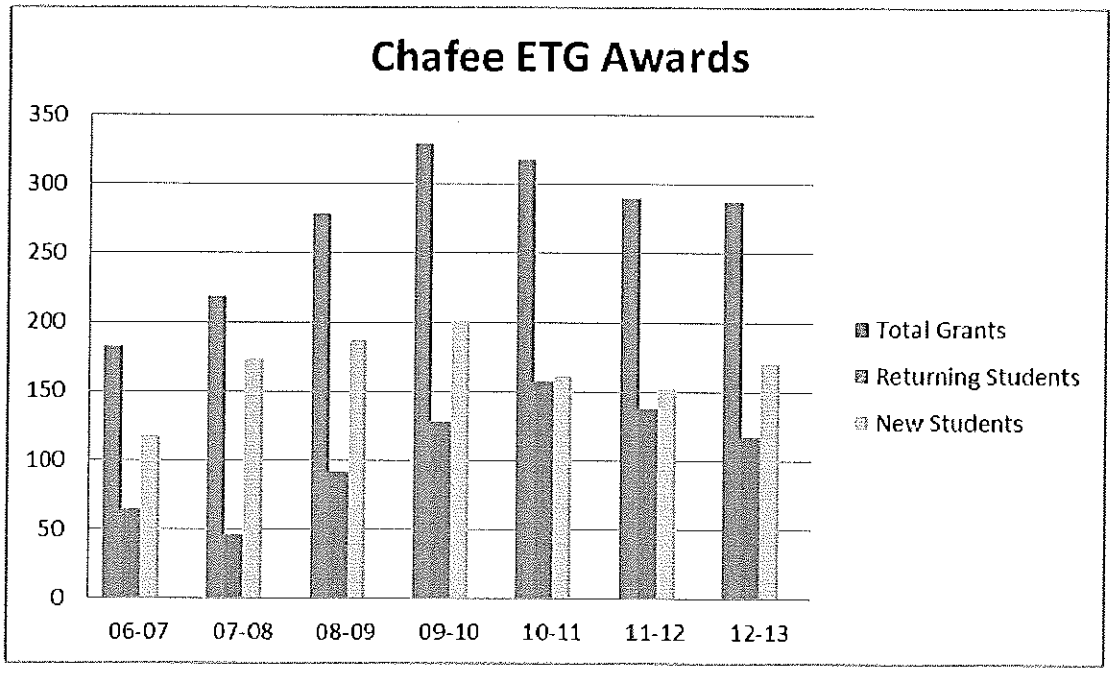
Retention rates are slipping a bit, down to 40.8% during academic year 2012-13. Retention rates to-date for the current academic year (2013-14) show a slight increase at 45% (academic year is not complete, therefore not listed below).

Academic Years:	06-07	07-08	08-09	09-10	10-11	11-12	12-13
Retention Rates	36%	21%	33%	39%	49%	48%	40.8%

As indicated by the chart below, Oregon has experienced a slight decline of students accessing the Chafee ETG. The decline is in line with the decreases seen in the overall foster care population, in particular the decline of older teens in care. The employment rates may also have an effect on the number of youth who are continuing their post-secondary education or training.

Decline of Teens in Care

Federal Fiscal Year	ILP Eligible	Youth in Foster Care (age 13 - 20)	All Children in Foster Care
2009	4,863	3,940	12,291
2013	3,973	3,528	12,113



For details of the number of awards and funds expended for academic year 2012-2013, see ETV Attachment 2. The chart below indicates the education related

agencies or entities ILP providers assist youth to access. The chart also indicates the type of relationship the ILP Providers have with the entity.

Education Contacts (July 1, 2012 to June 30, 2013	On-going relationship	Infrequent contact	N/A
Public School system (counselors, IEP, etc.)	18	2	1
Alternative schools	15	5	1
College / University system	20	1	0
Vocational / Trade Schools	9	9	3
Tutoring programs	3	14	4
Scholarship Programs	15	4	2
Other	2	2	17

7. Services for Kinship guardianship or Adopted youth.

Reference Chafee purpose area 5, Services to Former Foster Youth, for the services available to youth who have exited foster care to kinship guardianship or adoption.

8. Training

a. Goal: Increase opportunities for teen related trainings involving youth, DHS, ILP Contractors, Judges, CASA, CRB, and foster parents. ACHIEVED, on-going focus area.
b. Goal: Have a cohort of trainers available to provide Casey Life Skills Assessment training. ACHIEVED
c. Goal: Provide caseworkers with training on how to survey youth. PROGRESS, on-going focus.

The following efforts have impacted the above goals:

- OSAC 50th Anniversary Gathering (2009)
- OFYC President awarded Outstanding Adult Volunteer by Governor's office (2009)
- Foster youth appointed to Governor's Taskforce on Disproportionality (2009)
- Casey Lie Skills Assessment (CLSA) trainer Contracts expired (2013)
    - The new CLSA website provides users with easy to use video training and handbooks to learn the system.
- Foster youth shares her story at the National American Indian Conference on Child Abuse and Neglect (2010)
- Foster youth assist with foster home recruitment efforts (2010)
- Youth Transition Specialist maintains list of potential youth presenters/speakers (2011, on-going)

- FosterClub DOR assistance with NYTD survey completion
- Teen Panel presentations
    - Shoulder to Shoulder (on-going)
    - ICWA Conference
    - CRB Conference Presentations
    - Judges Conference Presentations
    - ILP Convening
    - Local CASA Trainings as requested
    - ASPIRE Fall Conference
- Youth Speak activity at Teen Conference
- OFYC Policy Summit
- OFYC Advocacy Retreat
- Youth Transition Policy Training (2010)
- Camp to Belong NW
- Foster Care Awareness Month
    - OFYC Duffle Bag Drive (2009, on-going)
- NYTD Technical Work Group
- OFYC Supportive Adults Training

As reported in 2012, there has been a paradigm shift in DHS and community partners' thinking regarding the use of foster youth as trainers. Foster youth are now routinely included as "experts in the field" and requested as presenters or co-facilitators during trainings and events (ILP groups, Foster Parent groups, camps, conferences, display tables, and other recruitment efforts).

9. Youth Involvement

a. Goal: Involve youth in workgroups and program planning to achieve the five year program goals. PROGRESS, on-going focus.

b. Goal: Expand foster youths' awareness and participation in the Oregon Foster Youth Connection (OFYC) youth advocacy council. PROGRESS, on-going focus.

The following efforts have impacted the above goals:

- OFYC (2008, on-going)
    - Financial support ($4,000 annually; food, supplies, incentives)
    - ILP Coordinator & Youth Transition Specialist continue to be Adult Supporters
- Youth Focus Groups

- National Resource Center for Youth Development (NRCYD) review of Oregon's ILP
- PSU Permanency Project
- NYTD Site Visit

- Annual Teen Conference
  - Youth Speak activity
- DREAM Conference
- Youth included in various Policy workgroups
- Youth advisory committees
  - District 2
  - ILP Contractors
- Foster Youth Bill of Rights

The following chart indicates the fluctuation of active youth members. The decline in 2013 reflects the growing pains experienced by the organization when it shifted from one statewide group to individual chapters. OFYC now has three official chapters: Portland/Tri-County, Marion County, and Lane County. Next year should show numbers increasing again as the Chapters become more stable and conduct recruitment activities.

OFYC Members	2011	2012	2013	2014
Active Members	38	30	47	29
Interested/Inactive Members	35	60	67	145
Adult Advisors	10	8	9	9
Interested/Inactive Advisors	5	2	4	14
Active Community Supporters	2	27	38	32

Tribal Goals:

a. Goal: Improve and increase consultations with Indian Tribes specifically relating to determining eligibility for benefits and services for Indian youth in care under the Chafee Foster Care Independence Act.

The following efforts have impacted the above goals:

- ICWA Quarterlies (on-going)
  - ILP funded refreshments (June 2009)
- ICWA Conference (on-going)
  - ILP presentations
  - Stipend for Teen Panel presenters (2010 – 2012)

- Native Teen Gathering (2005, then 2007 & on-going)
    - Push for DHS ICWA staff to attend and participate at Gathering (2011)
- N8V Summit (2009)
- ILP consultation/training as requested (on-going)
    - Tribes invited to ILP trainings occurring in their area
- ILP Program Reviews (occur approximately once every 3 years)
    - Tribes invited to participate as review team members, and interviewed as part of review process
- Monthly ILP Updates (emails, on-going)
    - Sent to both Tribes and DHS ICWA Workers
- ILP Discretionary Funds ($1,400 per Tribe annually)
- RFP Scoring Committee (2014)

The chart below indicates Oregon is ensuring Native American/Indian children are receiving ILP benefits and services on the same (or increased) basis as other children in the state. This has been accomplished through the meetings and conferences mentioned above. The annual ILP Native Teen Gathering, and Teen Panel and ILP presentations at the ICWA Conferences have been a good model for increasing awareness of benefits and services available to Native American youth.

Native American Youth Served by ILP			
Federal Fiscal Years	% Native American Teens in FC	% Native American Served by ILP	# Native American Teens Served by ILP
2010	9.5%	11.5%	140
2011	6.9%	9.7%	156
2012	3.8%	6.6%	97
2013	4.5%	5.8%	86

The decline in number of Native American youth served through the ILP Contractors appears to be in line with the overall decline of Native American youth in Oregon's foster care system. The decline may also reflect the termination of a contract for ILP services with the Confederated Tribes of Warm Springs. In Federal Fiscal Year 2011, Warm Springs began receiving direct funding for the Chafee program and began serving their youth directly.

ETV Attachment I

Chafee Graduation Rates

The Oregon Student Access Commission (OSAC) does data matches to determine graduation rates of Oregon Opportunity Grant recipients as part of the legislatively required Key Performance Measures. At the request of the Oregon Department of Human Services Independent Living Program, as of fall, 2011, similar data will be collected regarding Chafee Education and Training Grant recipients.

Criteria:

- Institution type - community college, proprietary, four year public, or four-year private
- First time Chafee recipient during the base year

Results:

Graduation Rates of First Time Chafee Recipients by Academic Year

	Community Colleges			Proprietary			4-Year Public (OUS)			4-Year Private			Total All Sectors		
Year	# 1st Time	# Degrees	%	# 1st Time	# Degrees	%	# 1st Time	# Degrees	%	# 1st Time	# Degrees	%	# 1st Time	# Degrees	%
2005-06	63	3	4.73	19	0	0	14	3	21.43	8	3	37.5	104	9	8.65
2006-07	65	8	12.31	10	0	0	24	15	62.5	4	4	100	103	28	27.18
2007-08	88	8	9.09	13	0	0	22	11	50	10	7	70	133	26	19.55
2008-09	138	10	7.25	24	1	4.17	Na	na	na	na	na	na	na	na	na
2009-10	166	7	4.2	34	1	2.9	Na	na	na	na	na	na	na	na	na
2010-11	149	7	4.7	9	1	11	Na	na	na	na	na	na	na	na	na

Conclusions:

- The graduation rate for community colleges has ranged from a low of 4.20% to a high of 12.31%. The rate dropped from 7.25% for the 2008-09 first time Chafee recipients to 4.20% for the 2009-10 first time recipients and then increased slightly for the 2010-11 first time recipients to 4.7%.

- For proprietary school attendees, the graduation rate dropped from 4.17% for 2008-09 first time recipients to 2.94% for 2009-10 first time recipients, then increased dramatically to 11% for the 2010-11 first time recipients.
- The graduation rate for four-year public university attendees increased dramatically from 2005-06 first time recipients to 2006-07 (21.43% to 62.50), almost tripling. The same thing occurred for four-year private university attendees, increasing from 37.50 to 100% graduation rate. Both sectors dropped again for the 2007-08 first time recipients, to 50% and 70%, respectively.
- There still is not enough data at this point in time to draw conclusions regarding positive or negative trends in the graduation rates. As we gather the data over the next few years, we will have a better idea of trends.

Methodology:

In keeping with the same methodology as OSAC uses for KPM data collection, graduation rates will be determined using:

- Four Year Institutions – a standard of six years
- Two Year (Community College) Institutions – a standard of three years
- The US Department of Education requires Title IV schools to report graduation rates for all full-time students who complete their undergraduate program of study within 150 % of the programs published length (i.e. six years for four year institutions, three years for two year institutions). Proprietary (for-profit) institutions often offer accelerated programs ranging from approximately 9 to 22 or more months, or, may offer a four-year degree. Because each institution is different and varying programs within each institution may have different completion times, data was pulled for proprietary institutions for the same years as two-year institutions.
- For this first report, prepared in November, 2012, graduation rates are checked for those receiving a degree during the 2011-12 academic year.
- For this third year of data match, the base year for four-year institutions, both public and private is the 2007-08 academic year. For the 2011 report, all years going back to 2005-06 were pulled for the community colleges and proprietary schools. As of 2013, we looked only at 2010-11 first time Chafee recipients.

ETV Attachment 2 (Federal Attachment F)

Annual Reporting of Education and Training Vouchers Awarded

Name of State: **OREGON**

	Total ETVs Awarded	Number of New ETVs
Final Number: **2012-2013 School Year** (July 1, 2012 to June 30, 2013)	287	170
2013-2014 School Year* (July 1, 2013 to June 30, 2014)	246	135

Comments:
Following are additional details for Oregon's Chafee ETV

Academic Year 2012-13 ($3,000 maximum)
Number of applicants: 412 eligible applicants
Number of awards to date: 287 total awardees on Chafee portal
Broken down like this:
4 voucher only
10 voucher and grant
273 grant only
Total Paid Grant Awards: $641,088.00 (does not include admin)
Total Grant Admin Payments: $122,002.00
Total Paid Vouchers: $3,787.40

Total Awarded: $644,875.40
Average grant/voucher amount: $2,246.95 (does not include admin)
*Tuition and Fee Waiver started with academic year 2012-2013.

Academic Year 13-14 ($3,000 max) - as of 3/13/14
Number of applicants: 345 eligible applicants
Number of awards to date: 248 total awardees on Chafee portal

**in some cases this might be an estimated number since the APSR is due June 30, 2014.*

2. Collaboration

Most initiatives currently underway in Oregon are calling for a community collaboration to identify needed services and drive programs forward. In Child Welfare, we continue to look to strengthen the capacity of our staff to engage in a collaborative way with community partners to design and deliver services. In 2011, legislation creating Strengthening, Preserving and Reunifying Families programs encourages communities to come together to form collaborations that identify gaps in the service array. Implementation of these programs started in 2012, and decisions about needed services were made in partnership with community partners and stakeholders.

Oregon's practice of collaborating with community partners was an important part of the process for developing the goals in the 2010-2014 CFSP, and has been an integral part for the development of our 2014-2019 CFSP. Collaborating with community partners continues to be a rewarding experience. The established relationships has built trust and respect which produces a robust collaboration where all parties have a common goal of safely and equitability reducing the number of children in foster care.

Child Welfare program staff consults with a number of community partners and stakeholders in the planning and delivery of services. Key collaborations include but are not limited to:

- Juvenile Court Improvement Project (JCIP) Steering Committee
- Citizens Review Boards
- Oregon's nine federally recognized Native American Tribes
- Children's Justice Act Task Force (CJA)
- Domestic Violence Advisory Committee
- Child Welfare Advisory Committee (CWAC)
- Critical Incident Review Teams
- Coalition of Adoption Agencies
- CASA
- Communities of color and representative organizations
- Service providers
- Other state agencies such as Oregon Health Authority
- District managers, branch managers, and program managers who meet regularly with community partners and stakeholders to address issues specific to their community, families and children

The stakeholders, community partners and central office program staff review data and information throughout the year. Collaboration occurs throughout the year at various monthly and quarterly meetings, where DHS central office program staff, District Manager's and Program Manager's and the stakeholders and community partners listed above have the opportunity to discuss current Child Welfare issues and practice. Child Welfare's data and measurements are shared and discussed at these meetings in order to obtain feedback from the various community partners and stakeholders throughout the year. The stakeholders and community partners such as Tribes and JCIP, as well as OCWP program staff, are requested to compile and submit information on activities and progress towards the plan, which is then assimilated into the APSR.

Collaborations between Office of Child Welfare Programs and Courts

The Director of the Office of Child Welfare Programs continues as a member of the Juvenile Court Improvement Advisory Committee. In this capacity, the member provides input, recommendations and action review regarding the Oregon Judicial Department, Juvenile Court Improvement Strategic Plan. Child Welfare staff also participates on JCIP subcommittees with joint participation during the Annual Judges Conference. Child Welfare staff participates in and help deliver continuing legal education programs sponsored by the Oregon State Bar Association.

Child Welfare continues to partner with Casey Family Programs and the Oregon Judicial Department, working to *safely and equitably reduce the number of children in foster care,* and to reduce the disproportionate number of children of color in the foster care system. The Courts continue to be a strong partner in the collaboration. This partnership continues to address policy and practice improvements among community partners at a statewide level, by creating localized, community driven partnerships and collaborations, to achieve the goals.

Child Welfare continues to work on the process of designing and implementing a Differential Response model in Oregon. The team that has worked on the Oregon design of DR consists of 30 members, including Agency staff, the Courts, stakeholders, and community partners. Oregon has moved into the implementation phase with implementation in three counties in Oregon.

Child Welfare continues to conduct ICWA focused CFSR reviews in collaboration with the Oregon Tribes. As a part of this work, Child Welfare, the Tribes and the Courts have begun to implement using QUICWA surveys to track court findings and orders (further information provided on page 79 below). We hope to further

investigate Agency and Court compliance with the requirements of the Indian Child Welfare Act.

3. Program Support

Child Welfare and Technical Training Unit

Introduction

The Child Welfare and Technical Training Unit works in collaboration with the Portland State University (PSU) Child Welfare Partnership (CWP) program, Child Welfare Program staff, and the Department of Human Services (DHS) staff to deliver a broad based workforce development and performance improving training program for child welfare staff. In addition to the established required trainings for specific workers, the training program includes a wide variety of advanced classes to expand the knowledge base and expertise of our workers. The training program also offers a variety of trainings for our Foster Care and community partners to meet their needs as they care for our children. These trainings are provided in a several venues, including classroom training, Netlink and computer based trainings. The Child Welfare and Technical Training manager continues to be an active participant in the monthly statewide Child Welfare Program Manager's meetings, Child Welfare program specific meetings, DHS Employee-Training Council, and a large variety of statewide committees to keep up to date and informed on best practice and Oregon specific Child Welfare training needs.

Child Welfare and Technical Training Unit

Over the past year, several positions within the Child Welfare and Technical Training Unit became vacant due to employment changes and/or retirement. Two of the four OR-Kids system trainers are new to the Unit. As a result, some changes were made in geographic assignments. The team currently consists of six training positions, and three support staff positions. One training position is dedicated to instructional design and distance training development, and the sixth training position is dedicated to supporting our work with PSU and serves as a liaison and Child Welfare training specialist.

The training team anticipates a new position by July 1, 2014. This position will provide the expertise necessary to manage, lead and coordinate financial policy as it pertains to the development and implementation of a newly established Title IV-E Funding project/program for Child Welfare training. This position will assist the

Child Welfare and Technical Training Manager in maximizing federal funding reimbursement through Title IV-E Funding.

Portland State University Child Welfare Partnership (PSU-CWP)

The State and the PSU-CWP training unit are committed to offering the highest quality training that will help new case workers in their critical work with children and families. The observation evaluation process piloted and approved last year has proven to be of value in CORE training. The CWP provide supervisors with feedback on how their new workers are progressing in class and also provide valuable feedback on any areas of concern. Many workers come to CORE on their first day of employment with DHS-CW. This provides a way for supervisors to know right away the progress of their new employees and how to coach them upon their return to the office.

An additional evaluation tool has recently been introduced. It is a pre and post knowledge evaluation of the key content areas of CORE. Based on the objectives outlined for CORE, students are asked to do a pre and post assessment at the end of their training session to score their knowledge and competency. The results of a pre and post evaluation will provide a good measure for the evaluation of the overall training program.

Child Welfare Partnership Training Offerings

- ✓ **Required Child Welfare CORE Trainings - Social Services Specialist 1 (SSS1)**

Child Welfare CORE Training is required for all new Child Welfare staff classified as Social Services Specialists 1, and other employees who perform functions generally assigned to these classifications. Employees must complete classroom CORE prior to having responsibility for a Child Welfare caseload. Newly hired employees must attend or have completed training within three months. Classroom CORE meets the statutory requirements outlined in ORE 418.749 for all Child Protective Services staff that screen, assess and investigate allegations of child abuse and neglect.

Classroom CORE is four weeks in length and is comprised of two two-week "clusters"; ***Fundamentals of Child Welfare*** and ***Life of a Case***. These trainings are included in the Training Matrix. This past year, the CWP assigned these two required classes separate course numbers to better track the completions for each class. The Child Welfare Training Specialist continues to attend the first day of Life of a Case to review CORE requirements, and remind the students of the critical nature of CORE training. This has been a good process and allows students the

opportunity to ask questions of the DHS-CW representative regarding any required training.

Due to the recent approval for DHS-CW to hire more SSS1 workers, there has been an increase in the need to get these workers through classroom CORE training. The CWP has done a tremendous job of increasing, and at times doubling, their enrollment capacity for classroom CORE training. Their flexibility has allowed all of the newly hired SSS1 workers to complete CORE in a timely manner and return to their field offices to carry a caseload.

✓ **Monitoring Required classroom CORE Training**

DHS-CW is implementing a quarterly Quality Business Review (QBR). Child Welfare does track and measure attendance of staff in required classes. The supporting data collected assists the state in quality assurance and to assess the progress towards meeting established training goals. DHS-CW and the CWP work together to gather data elements include; percentages of staff completing CORE and other required Child Welfare training classes each quarter; pre-post training results and DHS workforce development efforts. The CWP maintains close records on new workers registered for required classes and what elements of the required classes they have completed. DHS-CW reviews reports prepared that include the status of completion for these workers and conducts follow up communication with the worker and their supervisor to ensure that all workers do complete their required trainings in a timely manner. Required training is not considered complete until all elements of that class are complete.

✓ **Pathways to Permanency: Implementing the Concurrent Plan**

This training constitutes a fifth week of Child Welfare CORE Training for new workers, and must be completed within the first year of hire. It is not, however, required prior to having responsibility for a Child Welfare caseload. Due to the high volume of workers and the limited number of classes offered, newly hired and current permanency caseworkers have priority registration. Classroom CORE is a required prerequisite for Pathways to Permanency. This training is included in the Training Matrix.

✓ **Additional SSS1 Required Trainings**

New SSS1 workers are required to take five additional trainings. This past year, we have been able to move two more to a computer-based training with only one remaining as a netlink. ***Adoption and Safe Families Act (ASFA), Multi Ethnic Placement Act (MEPA)***, ***Confidentiality in Child Welfare***, and ***OR-KIDS Basic***

are now all on-line, self-paced trainings. ***Advocating for Educational Services*** remains as a netlink class. These trainings are included in the training matrix.

- ✓ **Training Opportunities Announcement** (Required & recommended SSS1 courses)

DHS-CW continues to send out the weekly Training Opportunities Announcement. It has proven to be an effective way of announcing upcoming Child Welfare training opportunities. These announcements are sent out each Friday. The "Branded" announcement has links to the CW Training Outline; CWP classroom training schedule; CWP SSS1 Core netlink schedule; and schedule for additional CWP staff netlinks. It always includes the SSS1 required computer-based and netlink trainings. A consistent methodology of announcing has been documented to ensure consistency.

Child Welfare Training Outline (includes required course descriptions)
Classroom Training 2014 Schedule
CORE Netlink Training 2014 Schedule
Staff Netlink Training 2014 Schedule

Current Offering of Required & Advanced NetLinks
Click on course title for class description
Netlink registration instructions through Learning Center

SSS1 Required trainings offered on-line, self-paced
*** Adoption and Safe Families Act (ASFA) - Course # C02330**
*** Confidentiality in Child Welfare - Course # C04155**
*** Disclosure Analysis Guidelines (DSG) - Course # C02752**
*** Multi Ethnic Placement Act (MEPA) - Course # C03816**
*** OR-Kids New Employee Basics (5 parts) access course:**
Learning center, courses & registration, curriculum, OR-Kids
Field Activity Guide (Self Study)Location

- ✓ **Required Child Welfare CORE Training – Social Service Assistant (SSA)**

All new Social Service Assistants are required to attend their Child Welfare CORE training within six months of hire. This six-day training focuses on the essential skills and knowledge SSAs need to support the safety and permanency of children

and families serviced by Child Welfare. This interactive training is six days in length spread out over two weeks. This training is included in the training matrix.

- ✓ **Additional Trainings under Project Agreement with Portland State University.** These trainings are included in training matrix.
  - **Supervisory Training** – The Supervisory training is a clinical supervision training model and is required for all CW supervisors. Two cohorts are offered each calendar year. The cohort meets once a month for six months. This provides an opportunity for supervisors to learn from each other and provide a supportive network. Evaluations indicate about 90% of respondents' rate the supervisory trainings as either "very good" or "excellent". 95% feel the content trained was useful, and the learning objectives were achieved.
  - **Certification and Adoption Worker Training** – In the spring of 2014, 29 participants attended the Certifier and Adoption worker training, and 32 completed the SAFE home study training. This is the largest class in several years, and can be attributed to the large numbers of new hires in DHS Child Welfare in early 2014. The training has been slightly modified over the last six months to consolidate and strengthen the curriculum.
  - **Adoption Tools and Techniques** – Adoption Tools and Techniques have had difficulty with attendance, but with the help of the agency, there are 19 people registered for the training in mid-May. The training is seen as highly valuable by participants and one which they, post attendance, believe is critical to their work.
  - **Foundations: Training of Trainers** – Foundations is required for all interested and potential Caregivers. There are eight sections of the training curriculum, training of each section approximately three hours in length. The training is conducted regionally by CW Certifiers. Each district manages the offerings of this training, but the same basic training curriculum is used. The CWP continues to support this training and the Certifiers who provide the training. A training of Trainers of the Foundations Training for Caregivers added a day to the training days, making it four days, and the participants actually practiced training sections of the curriculum. They reported feeling much more prepared as a result of this experience.
  - **Foster/Relative/Adoptive Parent Training**

✓ **Specialized and Ongoing Professional Development**

This project provides for the presentation of one netlink training per month for Department of Human Services staff members. The project was also originally planned to provide for the scheduling of up to 18 classroom staff training sessions throughout the State of Oregon. However, Child Welfare and the Child Welfare Partnership agreed that the resources allocated to that part of the project would be used instead to support the roll-out of the Differential Response model in Oregon. To that end, a comprehensive, skill based two day training was developed and delivered for Coaches. Additionally, a complete facilitator's guide; including a video presentation, facilitator tips, participant handouts consistent with the subject, a video viewing worksheet and answer key, introductory and closing activities, sample agenda and evaluation form, and supplemental facilitator material was also developed to be used to provide an overview the Differential Response model to various community partners.

Foster Parent Training Offerings

✓ **Foster/Relative/Adoptive Parent Training**

In 2013, PSU and CWP presented 151 classroom training sessions, and 28 distance training sessions via netlink, to foster, adoptive and relative caregivers across the state of Oregon. PSU-CWP continues to offer a wide variety of training topics to select from. The list of available courses contains 68 training topics, and includes 16 topics available in Spanish. Districts may choose from the available training topics those that they feel will be most beneficial to caregivers in their area. The training topics include such titles as: Enhancing Teen Attachment; Helping Children with Visitation; Managing Difficult Behaviors in Young Children; Strategies for Successful Fostering; Methamphetamine Endangered Children; Behavior Crisis Management and CPR & First Aid. In addition, PSU-CWP has begun developing "brown bag trainings" which are 60 to 90 minute complete curriculum packages available to DHS staff to train at their discretion; there are currently three brown bag training packages available. Categories and samples of trainings are included in the training matrix.

✓ **Foster Parent Training Map Website**

This past year, updates were made to the Foster Parent Training Website. It was reformatted and put into a design so the Child Welfare Training Liaison can enter and update all Foster Parent training and DHS-CW contact information. This allows a timely update of training information. All districts were notified of the change, and many routinely submit their Foster Parent training schedules to be included on this website. Foster Parents continue to be able to click on the county they reside, or any neighboring county, to see what trainings may be available for

them to attend. This has increased Foster Parents access to training, and has allowed the sharing of training resources across all counties and districts. The website is:
http://www.oregon.gov/dhs/children/fosterparent/pages/training-map.aspx

✓ **Foster Parent Lending Library**

The Foster Parent Lending Library continues to be a valuable resource for Foster Parents to access training information. The online library offers easy internet access, materials in Spanish, return postage pre-paid, videos and audio recordings. Since the startup of the Library over five years ago, we have documented an increase in the number of patrons utilizing the library as well as an increase in the number of items checked out. Foster Parents appreciate the easy access and convenience of receiving and returning their material through the mail system.

✓ **Visit to the Field**

In the summer of 2013, the CWP Foster/Adoptive Program Coordinator and the DHS Child Welfare Training Liaison teamed up to meet with each district to review all of the training resources available to the Foster Parent community. Topics covered were the trainings offered through the CWP as well as offerings through DHS-CW. These coordinated district meetings have been done at the beginning of each biennium, and have been successful and helpful to both the caseworkers and the Foster Parent community.

Child Welfare Training Advisory Committee

This year, the decision was made to put the Child Welfare Training Advisory Committee on hold. The primary reason was due to the extensive work and curriculum development being done in Differential Response, refresh of the Oregon Safety Model and Permanency Roundtables. Each of these initiatives involves the Child Welfare and Technical Training Manager and staff as well as the PSU Child Welfare Partnership manager and staff.

Differential Response (DR)

Differential Response moves away from a one-size-fits-all approach to child protection by adding an alternate response track. Differential Response promotes partnering with parents, family, communities and neighborhoods to keep children safe.

Differential Response has been implemented in other states and is part of a national reform effort in Child Welfare. Research has shown that Differential Response can result in:

- ✓ Children being found just as safe regardless of which track they are served in
- ✓ Fewer repeat cases of child abuse and neglect
- ✓ Lower placement rates of children in foster care
- ✓ Decreased disproportionality among children of color in foster care reduced cost over time
- ✓ Increased satisfaction by families and Child Welfare workers

Differential Response has been a major focus of our agency this past year. Oregon is currently in the process of implementing Differential Response, with the goal of beginning to rollout this practice by May 2014.

Many committees were brought together to discuss various aspects of DR implementation. January was the close out of the "recommendation phase". February began the "process and navigating the processes phase". Committees involved included:

- ✓ Differential Response Subcommittees & work plans
    - Screening and Eligibility
    - Training and Coaching
    - Provider and Child Welfare Roles
    - Outcomes and Evaluation
    - Strengths and Needs Assessment
    - Workforce Readiness
    - Information and Technology
    - Rules and Procedures
    - Family Engagement

The Director of Child Welfare sends out communication specific to DR on a regular basis to keep everyone well informed. Questions and feedback are always welcome.

The Sub Training DR Committee spent a great deal of time incorporating all the other subcommittee recommendations for training and developing a concrete training plan.
A 4.5 day curriculum for Differential Response has been developed. The rollout of this training will be regional. The first trainings will occur in Klamath Falls (District 11) and Lane County (District 5). Those training began the end of April. This training is included in the Training Matrix.

Day 1
Module 1:
<u>DR Overview</u> – 3 hours
Audience: All Child Welfare staff and selected Self Sufficiency staff

- ✓ What is DR, Vision and Principals
- ✓ How it aligns with our organizational core values
- ✓ Why Oregon is implementing DR and the philosophical shift
- ✓ How DR enhances the OSM
    - The difference we believe it will make for children and families and why we believe it
- ✓ How it will benefit and strengthen our work
- ✓ How is this similar to TR and how is it different
- ✓ Basic worker skills that are instrumental in the way we practice DR
- ✓ County/District Implementation Plan
    - Timelines
    - Support systems in place
    - Coaching Plan
    - What's in it for me for all participants
    - Partnership role in CW and SSP
- ✓ Talking points for SSP – framing and obvious (make sure it is meaningful and talk about Family Stability work, etc.)

Module 2:
<u>Advanced Engagement</u>– 3 hours
Audience: TBD

- ✓ Values
- ✓ Providing positive reinforcement to families
- ✓ Emphasizing client strengths
- ✓ Making family's requested adjustments as needed to support child safely and family involvement in decision making
- ✓ Encourages family to self-identifying and selecting services and agencies that will best meet their individualized needs
- ✓ Conversation starters, communication strategies and transparency
- ✓ Trauma Informed Practices and Cultural Considerations
- ✓ Practice Profiles/Competencies: Ideal implementation, minimally acceptable implementation, and unacceptable implementation of engagement.

Day 2
Module 3
<u>Collaboration in DR</u> (Providers & Staff) – 3 hours
Audience: DHS case carrying staff (identified by branch), DHS Management, Service providers that we contract with (ISRS, ART, DV, SPRF), Direct service providers and their supervisors

- ✓ Partnership and Collaboration
- ✓ Demonstrates a clear understanding of partner organizations roles in service to the families, and refers appropriately to meet families individual needs
- ✓ Fosters knowledge building, mutual respect and support for on-going relationships with community partners
- ✓ Coordinates and conducts DR activities with community partners as stipulated by department policy
- ✓ Technical Information for Partners (separate series) including management of new concerns, tracking progress and knowing when you are done.
- ✓ Engagement in a Team Approach
- ✓ CW and Provider Roles Defined
- ✓ Trauma Informed Practice and Cultural considerations
- ✓ Approach variations allowing for geographic/cultural differences.
- ✓ Confidentiality/HIPPA and Sharing Information
- ✓ Mandatory Reporting

<u>Strength Needs Tool</u> (Providers Only) – 3 hours
Audience: Contracted SPRF providers (designated)
✓ Conducting the strength-needs based assessment with an engagement family centered approached

Module 4 & 5
<u>OSM and TIPS</u> – 3 hours
Audience: DHS case carrying staff identified by branch, DHS Management
✓ Six domains focus, present danger/impending danger clarification and high to moderate need cases

Day 3
Module 6
<u>Screening</u> – 6 hours
Audience: Child Welfare staff (screeners, assessors, and management)

- ✓ Screening Tool
- ✓ Policies, procedures and protocols related to DR
- ✓ Information gathering about reported concerns and family needs

- ✓ Objectively analyzing the information to determine the best course of action
- ✓ Increase critical thinking skills
- ✓ Purpose and intent behind practice change (success in other states)
- ✓ Levels of physical abuse and Karly's Law

Day 4
Module 7
<u>Assessment</u> – 6 hours
Audience: Child Welfare staff (SSS1 designated and management)

- ✓ Conducting a comprehensive assessment in a two track model
- ✓ Highlight similarities and differences between the two tracks and changing track assignment
- ✓ Strategies that focus on family strengths while addressing conditions, circumstances and behaviors that impact child safety
- ✓ Engagement in Assessment (refer to competency)
- ✓ Clarification in Assessors roles when a child is safe, family has needs and reinforcing model fidelity
- ✓ Rule and Procedures related to DR
- ✓ Trauma Informed Practices and Cultural Considerations
- ✓ Hands-on Activities (2 types of assessments)
- ✓ Identifying safety threat in an alternate track case
- ✓ Identifying high to moderate needs and provider hand off

Other:
<u>Community Partners Overview</u> – 1 hour
Audience: Required for DHS contracted providers. Also to include Community/County Partners, JCIP/Judges and Attorneys, CASA and CRB.

- ✓ What is DR
- ✓ How it aligns with our organizational core values
- ✓ Why Oregon is implementing DR
- ✓ How DR enhances the OSM
- ✓ The difference we believe it will make for children and families and why we believe it
- ✓ How it will benefit and strengthen our work
- ✓ How is this similar to TR and how is it different

<u>Coaching "Train the Coach"</u> – 16 hours
Audience: Office of Child Welfare program consultants

- ✓ The role of coaching as a consultant
- ✓ Principles of coaching methodology in child welfare
- ✓ Assessing emotional intelligence for more effective coaching

- ✓ Identify the spectrum of coaching and the centrality of asking questions in the coaching process
- ✓ Become familiar with the elements of a coaching conversation flow
- ✓ Examine diagnostic coaching tools as active listening techniques

Oregon Safety Model (OSM) Refresher

An Oregon Safety Model classroom refresher training was developed for supervisors. Three rounds of this training were offered to cover the state. Supervisor registration and attendance was coordinated and monitored to ensure all supervisors attended the training.

Currently, computer-based trainings are being developed in order to offer the same refresher information for all workers. The training is separated into seven modules, each approximately 90 minutes in length, and is based on concepts that were trained during the OSM refresh. The difference is this training is directed to the worker as opposed to the supervisor. Communication and continuous learning tools are being created for our line Child Welfare supervisors to reinforce their staff's knowledge and understanding of our practice model.

Modules 1-4 are ready for release. Modules 5-7 are being developed and will be released by June 30, 2014.

Other trainings included in Training Matrix

- ✓ **Interstate Compact on Placement of Children (ICPC)**

The demand for ICPC training continues and is offered on a quarterly basis. A border agreement with Washington was signed August 30, 2010. The border agreement is with Clark and Cowlitz counties in Washington and Clackamas, Washington and Multnomah counties in Oregon. Children placed under the border agreement must originate from one of the counties covered by the agreement in the sending state, and they must be placed with a family located in one of the counties covered by the agreement in the receiving state. Washington and Oregon have been working on amending the border agreement. The new version will expand the agreement to include all the counties along both side of the entire length of the Washington-Oregon border. Key elements of the WA-OR border agreement are included in the current ICPC training. A separate WA-OR ICPC Border Agreement training was developed and is delivered to the represented counties.

- ✓ **Youth Transitions Planning**

This training focuses on the preparation for transition to adulthood and out of care. Participants will gain an understanding of the Comprehensive Transition Plans,

New Health Care policies/mandates, Credit Reports, vital documents, etc. Participants will learn more about DHS requirements for assisting foster youth (age 16 or older) with creating a transition plan, and learn the role DHS must have in the planning process to help youth transition to adulthood.

- ✓ **Independent Living Program (ILP) Services**

This training helps participants understand the array of services available through ILP contractors. You will learn how to secure services, understand the eligibility criteria for Housing, Chafee Education, Tuition and Fee Waiver for foster youth, how to pay for driver's education, and have a better idea of how to help youth who are not enrolled with an ILP Provider. The main goal of the ILP is to help youth transition into adulthood with knowledge and skills to be self-sufficient and contributing members of their community.

- ✓ **Disclosure Analysis Guidelines (DAG)**
- ✓ **Fathers in Dependency Cases**
- ✓ **Another Planned Permanent Living Arrangement (APPLA)**
- ✓ **Knowing Who You Are**

In 2013, Oregon implemented Knowing Who You Are (KWYA) in Washington County. We kicked off KWYA with a Leadership session which included managers and supervisors from the district office, Beaverton and Hillsboro branches. Three additional sessions were scheduled throughout the year for staff. The KWYA curriculum includes a video, E-learning and in-person session. Understanding that follow-up is essential to continue learning, we developed follow-up components. Participants receive action plans 45-days after their session, e-mails with disproportionality resources, and follow-up calls to discuss how KWYA has impacted their work (successes/challenges). Evaluations from KWYA sessions have been very positive, many staff expressing that this is the most impactful training they have been to in DHS.

The plan for 2014 is to continue to roll KWYA out in Washington County and to develop a sustainable plan to implement in additional counties.

- ✓ **Court Appointed Special Advocate (CASA) Agreement**

An Agreement is in place with DHS and the Oregon Housing and Community Services (OHCS) and the Oregon Volunteers Commission for Voluntary Action and Service (OCVAS). The purpose of this Agreement is to implement a provision of the 2008 Fostering Connections to Success Act which allows DHS the ability to offer Title IV-E reimbursement for allowable training to CASA staff, volunteer

advocates and other volunteer in Local CASA Programs. Oregon House Bill 4082(2012) transferred the creation, supervision, operation, and funding of the CASA Volunteer Programs under ORS 419A.170 to OCVAS.

An interagency agreement is currently in place; and the CASA training program is included in the training matrix as an addendum document.

✓ **OR-Kids Basic**

DHS-CW has provided resources, information and training in a variety of ways to appeal to all the different learning styles and to provide every individual with valuable resources to access as we move toward more efficient uses of our data base. Venues of training included formal classroom trainings, one-on-one sessions, and unit specialized topics covering OR-Kids, the Oregon Safety Model, and Differential Response. Our OR-Kids on-line website is extensive, and offers a wealth of information and training resources for our staff. These include updated Web Based Trainings, Quick Reference Guides, Template Mapping, recorded Webinars, and Weekly Messages.

Training activities from July 1, 2013 to June 1, 2014 - Intensive training and support efforts have continued for OR-Kid's full implementation. The Child Welfare and Technical Training Unit have done this with 4 FTE. This has been challenging considering the volume of training needed, and the fact that each trainer is responding to the training and support needs of over 600 staff each.

The Training Unit offered over 90 formal classes and training sessions statewide since July 1, 2013. Classes were conducted in the following topical areas:

- OR-Kids Basics
- OR-Kids Screening
- OR-Kids Assessment
- OR-Kids Permanency
- OR-Kids Certification
- OR-Kids Adoption
- OR-Kids Financials

July, 2013 to October 30, 2013 - Field staff OR-Kids trainers, CW Training, the Office of Continuous Improvement, and CW Policy have been mapping basic business processes. The results were 42 mapped business processes identified to the minimum steps needed per policy, rule and OR-Kids data entry to complete a business function.

All districts in Oregon have been deeply involved in developing and implementing branch specific protocols around these business processes to insure consistency, knowledge of what is now required, and streamlining of work post OR-Kids.

The four OR-Kids trainers were asked to play a significant role in this statewide effort to help each Child Welfare office in Oregon establish clear protocols for their business process for documenting their work in OR-Kids. These trainers were partnered with Continuous Improvement teams to work in every Child Welfare office to help identify and design business processes in six topic areas, and then support staff through full implementation.

Expected Outcomes:

- ✓ Streamline system to support a family and caseworker from the assignment of an intake to the transfer of the case.
- ✓ Skilled facilitator(s) within the district/branch to continue building the branch protocols and systems after the initial support plan – sustainability of the model.
- ✓ Increase efficiency of support staff functions post OR-Kids.

November 1, 2013 to current - Trainers continue to support this process in their geographic areas by providing appropriate training materials, being available to problem solve, and doing periodic checks with the branches for updates.

July 1, 2013 to current - DHS-CW started offering OR-Kids Basics in a Web Based Training format, which can be taken from the desktop of the worker. All newly hired CW staff are trained in OR-Kids Basics through this method.

July 2013 to December 2014 - A weekly training message is sent statewide to all CW staff by this team in the on-going training and implementation effort. These intentional and purposeful weekly messages are developed through a collaborative work group of our highest level program managers and OR-Kids representatives to identify the highest OR-Kids communication needs. This methodology has been very well received by the field, and they continue to make progress in their daily use and understanding of our new system.

September 2013 to current - A full review and update of 24 of the Web Based Trainings occurred. This was in preparation for moving all navigational trainings into a Web Based format to be taken at the user's desk. The trainings are grouped

together into role based curriculums to ensure all of the required topics are completed.

Additional Training Projects

✓ **Permanency Roundtables**

Oregon has been involved in a second round of Permanency Roundtables to revisit and address the permanency needs of youth in Oregon. Several Permanency Values trainings have been offered to our Child Welfare staff who are involved in the permanency roundtables this year. The purpose of this training is to help participants understand the goals, values, and roles of the PRT case consultation process. It is designed to prepare participants to take part in the PRT's in order to find legal permanency and increase permanent connections for youth.

Oregon has conducted several PRT's since January 2014 in our largest district in the state (Multnomah County) with plans underway to conduct PRT's in other areas of the state throughout 2014.

✓ **Behavior Crisis Management Training (BCMT)**

The Child and Adolescent Needs and Strengths (CANS) screeners are implementing the individualized Holds training portion of the BCMT as determined appropriate to the needs of specific children. The training is now rarely offered, thus holds are rarely used which was the goal of the agency in redesigning the training overall. The CWP continues to fulfill their training commitments, and has received no additional support from the NRC, but has received excellent evaluation of the training provided.

✓ **Indian Child Welfare Act (ICWA)**

The Child Welfare Training Services Unit continues to support ICWA through participation in the planning and registration for the annual ICWA Conference. Two Child Welfare Training Services Unit staff members are assigned to this project. The 2013 ICWA Conference was held at Grand Ronde, 250 attendees were registered. Assistance was provided in the conference announcement, registration, logistics and check in for all attendees,

✓ **Google Training Calendar**

A goal was set to have a centralized training calendar where regular large-scale Child Welfare meetings and events can be calendared in a visible fashion to avoid training schedule conflicts. The dependable and ever-ready platform of Google provided a calendar service that was free to use, easily updated, and easily referenced by Outlook or other externally available methods. This calendar is being

populated and has been advertised by various emails and word of mouth. Further development and usage will continue as feedback is received.

✓ **Safe and Together**

The Safe and Together™ model is a field-tested approach designed to improve competencies and cross system collaboration related to the intersection of domestic violence and child maltreatment. This child centered model, which is based on a set of assumptions, core principles and critical components, derives its name from the concept that children are best served when we can keep them safe and together with the non-offending parent (the domestic violence survivor). It provides a framework for partnering with domestic violence survivors and intervening with domestic violence perpetrators in order to enhance the safety and well-being of children. Oregon DHS provided training opportunities to supervisors, DV advocates, and consultants regarding this important model as an enhanced and advanced professional training opportunity as we prepare for DR implementation. Between March and November 2013, 302 completed this training.

✓ **Sharing of Information between Child Welfare and Self Sufficiency**

This online, self-paced computer based training provides a set of information that can be shared between Child Welfare and Self Sufficiency on common cases. The training outline includes: What is a common case; How to determine if a case is a common case; What information should be shared between Child Welfare and Self Sufficiency; Examples of information sharing.

Portland State University Child Welfare Education Program (CWEP)

Portland State University continues to offer both a MSW and BSW education program. The strengthening of the interview process required for an employee and/or recruit to be accepted to the CWEP has been well received by the DHS-CW managers. Several information sessions were provided to DHS-CW managers to help them understand the need for their input on the selection for the appropriate candidates for either the MSW or BSW programs. This is included in the Training Matrix.

Currently, there are 29 active students in the program. 27 MSW and 2 BSW. 16 students are scheduled for graduation in June. 14 MSW and 2 BSW. We received 49 CWEP applications for the 2014-2015 academic year. The interview process for those candidates will begin in May.

This year, the CWEP worked in partnership with DHS-CW to prepare a very comprehensive student handbook. The handbook covers the following topics:

- Student Agreements
- Tuition Support
- Course Requirements
- Core Training
- Field Placement / Internship
- Criminal Background Checks
- Culturally Responsive Leaders
- Program Support
- Child Welfare Program Evaluation
- Payback
- Employment
- Moving from BSW into MSW Program
- Glossary of Terms

Oregon DHS also conducted a survey of all MSW's in DHS to learn valuable information about activities that they were involved with during their student practicums, and also as clinical supervisors for incoming MSW/BSW students. As a result of that survey, a work group was pulled together to develop a field placement tool for students and their clinical field instructors. The work group included many graduates of the tuition assistance program and PSU faculty. The final outcome was a new tool that outlined practicum activities that students could participate in during their practicums that would provide meaningful experiences, and better prepare them for a career in public child welfare. This tool also created a much better understanding for our management teams in the field regarding the types of activities that our student practicums could be involved with to meet their practicum goals.

MSW/PSU Quarterly Meeting

Representatives from DHS-CW and PSU meet on a quarterly basis to discuss program improvements and ways to strengthen the program, student concerns, and increase the partnership and involvement for the program across DHS-CW and PSU. The topics of focus this past year:

- ✓ Development of Field Instructor Guidelines, currently under review
- ✓ Student Evaluations:
    - Longitudinal Evaluation – students who have graduated
    - Process Evaluation – application to the program; mid-education evaluation
    - Potential Evaluations – CWEP interview/selection procedures; Core training attendance; completion

- ✓ Development of process for student data gathering, syncing and accessing between CWEP and DHS-CW
- ✓ PSU presentation of on-line MSW program. Currently, no action/request from DHS-CW to move forward

Eastern Washington University and Other University MSW Programs
Currently, we do not have any Eastern Washington University students in our CWEP program. However, our DHS-CW management is looking at different universities and ways to offer MSW tuition support to additional universities.

Please see the attached Training Matrix Addendum.

4. Consultation and Coordination between Tribes and States

There are nine federally recognized tribes in Oregon. The formalization and active engagement of the Indian Child Welfare Advisory committee is key to promoting a collaborative and coordinated approach to addressing child welfare along the service continuum of policy to practice improvement. The ICWA advisory membership is comprised of tribal child welfare directors, and DHS program management.

The nine federally recognized tribes in Oregon are consulted with on specific child welfare topics throughout the year. The development of relationships between the state and the tribes is an ongoing process that is derived from the identification of mutual values, respect for the government to government relationship, and the concern for child welfare.

The Oregon tribal representatives of the ICWA advisory recommend goals and objectives for Oregon's five-year plan; which are actively worked on throughout the year. This work is done through specific quarterly meetings scheduled in addition to monthly consultation conference calls and onsite tribal visits. The purpose of the Indian Child Welfare Advisory Committee (ICWA) is to advise, consult with, and make recommendations to the leadership of the Oregon Department of Human Services on policy, programs, practice, and data that impact Indian children who are members of eligible for membership in one or more of the nine federally recognized tribes in Oregon and Indian children who are placed in Oregon who are members of, or eligible for membership in tribes outside of Oregon, and who are involved or at risk of involvement in the child welfare system in the State.

Projects and goals submitted as part of the work of the committee include the Title IV-B Plan, Title IV-E agreements, tribal engagement in policy and procedure for ICWA compliance. The charter sets the progress and key considerations for the implementation and assessment of the CSFP and the monitoring of compliance with ICWA.

The Oregon Tribal/State ICWA Advisory Committee meets quarterly and serves two main functions:

1. To identify barriers in department policy and rules in providing services to Indian children in both state and tribal custody, and
2. To work on direct communications between DHS and the Tribes.

The Child Welfare Programs (CWP) and ICWA Advisory Committee continue to work on outstanding issues, and develop stronger consultation and collaboration between the State and the Oregon tribes.

Tribal representation on CWP work groups is critical to policy development that may affect Indian children, families and the Oregon Tribes.

Outcome measures and progress toward ICWA compliance are discussed at the ICWA Tribal/State advisory meetings. The tribes consult with and share their concerns that are included into the 5-year plans and annual reports with DHS.

In accordance with established consultation practice, the goal is for DHS to share the State's 5-year and annual reports with the tribes electronically prior to the plans submittal to ACF.

The ICWA advisory develops a work plan for the year at the first quarterly meeting. The work plan defines goals and identifies specific and measurable outcomes, timelines, and accountability for each of the goal areas when possible.

During months when the group does not meet, the members will participate in a phone conference with the DHS Child Welfare Director and/or designee and other DHS leaders and staff to further advance the goals of the Advisory Committee. The Director of the Oregon Department of Human Services is the governance sponsor with DHS leadership maintaining close communication with the tribal representatives and tribal identified concerns.

Decisions:
ICWA is an advisory committee and does not have decision making authority. However, DHS, as it exercises its statutorily defined decision making authority, will ensure that issues are taken into account when developing policies and implementing programs that may affect Indian children who are members of or eligible for membership in one or more tribes. DHS will ensure that committee members understand the rationale for how the committee's recommendations ultimately are or are not reflected in decisions that are made which impact Indian children.

Consensus is the preferred decision making process for the Committee in deliberations regarding sub-committee reports and recommendations, and in recommendations made by the full committee. DHS makes deliberate effort weekly to assure individual tribes concerns are resolved or mediated in a timely manner.

Membership:
ICWA consist of up to two representatives from each of the nine federally recognized tribes named by their respective Tribal Councils to serve on the Committee. The DHS Director will designate appropriate leaders within DHS to serve on the committee.

The quarterly ICWA meeting will be divided into two parts: an executive meeting intended for the ICWA Advisory Committee followed by an ICWA General Meeting for presentations, invited guests, other DHS staff, all persons with an interest in the activities are encouraged to attend, ask for information; or serve as content experts on sub-committees. These persons support the committee members and are not members of the ICWA Advisory Committee.

Current Membership:
Tribes Represented on ICWA Advisory *(tribes have indicated representative names not be included in the formal charter.)*

- Confederated Tribes of Siletz Indians
- Confederated Tribes of the Grand Ronde Community
- Klamath Tribes
- Confederated Tribes of the Umatilla
- Confederated Tribes of the Coos, Lower Umpqua & Siuslaw Indians
- Burns-Paiute Tribe
- Coquille Tribe
- Cow Creek Tribes

- Confederated Tribes of Warm Springs

Oregon DHS Representatives

Child Welfare Director	Lois Day
Deputy Director for Child Welfare	Vacant
COO for Child Welfare and Self-sufficiency	Jerry Waybrant
Tribal Affairs Director	Nadja Jones
DHS ICWA Consultants	Christine Kamps/ Michael Stickler
Assistant Administrator for Field Services for Self Sufficiency and Child Welfare Programs	Ryan Vogt

Standing Invited Key Stakeholders and Guests

Juvenile Court Improvement Program
DHS Federal Compliance Unit Staff
DHS Well-being Unit Staff
DHS Differential Response Representatives
DHS ICWA Unit Representatives
DHS District Managers or Field Representatives
Portland State University Partnership Representatives
Other key informants, non-profit organizations, tribal or DHS representatives as agreed upon by the Committee

Upon completion of the 2013 CFSR Review of ICWA cases and report on findings, DHS developed a program improvement plan with specific strategies and timelines in consultation with the tribal representatives to the ICWA Advisory Committee (see attached 2013 DHS ICWA Review: Summary of Findings).

Areas that continue to improve and remain as a goal persist in communication and engaging out-of-state tribes, building capacity for counties to improve cultural appropriate services for tribal families, and reducing disparities in placement of tribal children.

Areas with strengths for ICWA compliance include the consistent use of ancestry chart Form 1270, and the timely and comprehensive relative search completions. Most active effort cases were consistently granted and noted in court orders. Diligent efforts to engage and communicate with out-of-state tribes, collaborative partnerships with local tribes were found in case documentation and oral reports. DHS has implemented a system-wide review of all eligible ICWA cases as well as search underway cases. Specifically to identify Tribes both in-state and out-of –

state tribes in order to develop focused strategies to consultant and partner with those tribes who have been identified as utilizing child welfare services.

DHS practices consistent follow-up to enroll eligible native children with their tribes, provide risk assessment that includes family input, and safety management is effectively monitored throughout the case. Workers found ways to help families pay for services, and used a wraparound approach to secure reunification services. DHS does conduct structured tribal consultations on Indian Child Welfare issues with each of the federally recognized tribes twice a year in person. Consultations are designed to respect the request and need of each unique tribal government. Consultations occur with tribal program managers, tribal attorneys and/or at tribal council meetings. However, this consultation is not just limited to the twice a year in person visits. If a specific issue or topic of concern has been identified, either by the Tribes or DHS, it will be addressed at the most appropriate level within each system. These issues or topics may range from line staff worker concerns to Tribal Council presentations/DHS cabinet issues.

Summary recommendations for five year goals were developed and included in the 2013 ICWA Unit planning and strategy session in December 2013. Assignments and areas of consultant expertise were congruent with need and criticality for continued visits for the next five years. One specific example of this consultation with tribes is the development of a new policy around Youth Foster Care Credit Checks (CW-IM-13-004). Tribal input and consultation was a key into the development of this policy.

QUICWA

DHS has collaborated with the nine tribes and the Oregon Juvenile Court Improvement Program to improve state court compliance with the ICWA. Data is collected on tribal affiliation, tribal notice and participation, active efforts and other required judicial findings, culturally appropriate services, etc. The implementation of QUICWA (an internet based case-management tool/ICWA Compliance Tool) in selected counties and communities has resulted in several hundred case hearings being surveyed. Elements of data collection at dependency hearings range from notification of ICWA eligibility, to use of Indian Expert Witness, to level of effort to reunify or prevent removal of children from the family. Data queries are available and a status updates are provided on a quarterly basis to the ICWA advisory tribes for consultation and guidance. Goals and recommended timelines met thus far include:

- Complete initial QUICWA Implementation planning by April 1, 2013, Completed.
- Train state personnel, volunteers and tribal monitors by May 15, 2013, additional training January 17, 2014. Completed.
- Begin monitoring in court rooms and data entry by July 1, 2013. Ongoing
- Complete documentation and data entry of at least ten cases by August 1, 2013. Completed.
- Develop first reports by September 30, 2013 – report received May 2014. Completed.
- Assess results, lessons learned and develop strategies for QUICWA in 2014 by 12/31/2013. In process.

A volunteer network has been established across all but one of the active QUICWA sites. The steering committee has developed guidelines and levels of access for collectors, coordinators, and master data entry authority. A barrier of the out of state vendor transitioning to online data entry and reporting exclusively has been identified. That is beyond the control of the ICWA advisory and the QUICWA Oregon collaborative. Strategies will be developed to remedy the barrier with the tribes, participating courts and community stakeholders.

DHS collaborates and coordinates with community partners and the nine tribes in Oregon to provide an ICWA Conference each year. Goals for the conference include professional improvement, ICWA compliance best practice methods, and demonstration of child welfare model innovations. The host tribe and location of the tribe changes each year, with the DHS leadership taking an active role with supporting staff to attend and promoting best practice with tribal communities. Tribes in Oregon implement IV-E and IV-B on a continuum of partnership with DHS and ACF.

DHS maintains six Title IV-E Agreements with the following tribes:

- ☐ Confederated Tribes of the Warm Springs Reservation;
- ☐ The Klamath Tribe;
- ☐ Confederated Tribes of the Umatilla Indian Reservation;
- ☐ Confederated Tribes of Siletz Indians;
- ☐ Confederated Tribes of the Grande Ronde Community of Oregon; and
- ☐ The Coquille Indian Tribe.

All six agreements are identical and closely follow Title IV-E requirements. The agreements' terms expire on June 30, 2020, unless extended. The agreements provide administration, training, and maintenance costs and the state pays the tribes' non-federal match for those costs. The agreements are comprehensive and cover a robust IV-E program. The Confederated Tribes of Siletz Indians received a grant to prepare for direct funding in 2009, and is planning to transition to direct funding next year. The agreement authorizes the tribes to participate in the State's Title IV-E waivers, which allow for greater flexibility in the use of Title IV-E funds for innovative services that prevent foster care placement of children or reunify children with their families. DHS made the decision to allocate a portion of the IV-E Waiver Savings to any Tribe who submits a plan that is approved by the Title IV-E Waiver manager, rather than hold the Tribes to the specific Waiver services Enhanced Visitation and Parent Mentoring. The tribe must comply with the criteria of the Title IV-E waivers. The Oregon-Tribal agreements are the only agreements that provide this flexible funding for child welfare demonstration projects. (Trope, J. AAIA, 2014) Only three Tribes submitted requests for Title IV-E Waiver agreements and the agreements ended October 31, 2013. The purpose of the Agreements was to provide Title IV-E Waiver Re-investment funding to support Tribal efforts in the prevention of substitute care for Tribal children, and to facilitate family reunification, or another approved permanency plan, for Tribal children who are already in a substitute care placement. The three Tribes who entered into these Agreements were:

- ☐ Confederated Tribes of the Warm Springs Reservation;
- ☐ Confederated Tribes of the Umatilla Indian Reservation; and
- ☐ The Coquille Indian Tribe.

The nine Oregon tribes receive information and coordinated support on IV-B requirements as they relate to tribes at each ICWA advisory meeting. DHS consultation and coordination with Oregon's tribes is inclusive of services that serve youth at risk, the aging, people with disabilities, vocational rehabilitation, vocational education opportunities, and health disparity. DHS partners with the Oregon Health Authority each quarter with the nine tribes to formally consult and coordinate resources and information.

For information regarding the CFCIP/ETV outreach to tribes please see Tribal Goals on page 51 above.

5. *Foster and Adoption Parent Recruitment*

Goal: Increase targeted recruitment activities for children and family resources

The Department has made focused efforts to increase the number of placements with relatives and persons known to the family and child. Each of these placements is child specific and designed to match the ethnic, racial and cultural placement needs of the individual child.

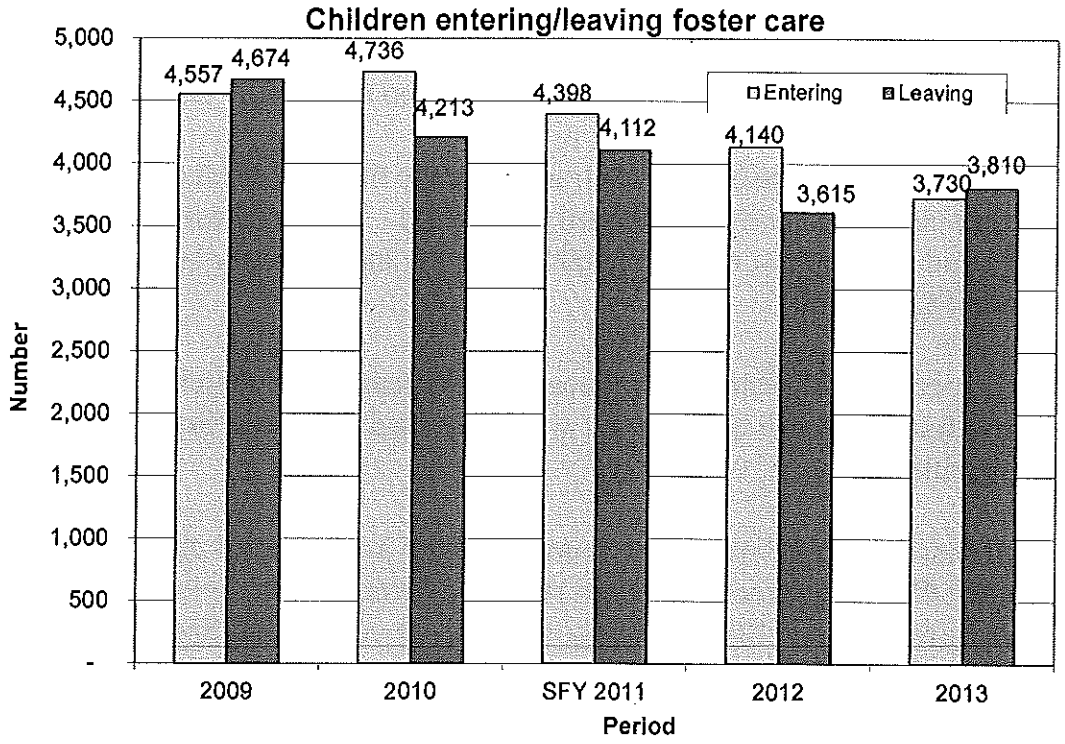
When there is a specific child that needs placement that cannot be matched with family, the Department can use the contract with Boys and Girls Aid Society for child specific recruitment.

The five-year trends in family foster care homes that are available for children continue to reflect Oregon's practice toward relative placements and placements with families "known" to the child. In Oregon, these are considered Special Certification while Regular Certifications are for families coming forward to foster children who are not known to them ahead of time.

A reduction in Specially Certified families is correlated to the rate of children coming into care. As the foster care entrance reductions continue, so will the need for Special Certification homes. Fortunately in Oregon, a fairly steady number over the years of Regular Certified families remain committed to caring for Oregon's children. While this trend is helpful, there are still not enough families available, and diligent recruitment continues to be a need.

On Last Day of:	FFY2009		FFY2010		SFY2011		FFY2012		FFY2013	
	#	%	#	%	#	%	#	%	#	%
Regular Certification	2,145	48%	2,113	45%	2,041	45%	2,627	61%	2,349	56%
Special Certification	2,287	52%	2,560	55%	2,501	55%	1,672	39%	1,880	44%
Total Foster Homes	**4,432**	**100%**	**4,673**	**100%**	**4,542**	**100%**	**4,299**	**100%**	**4,229**	**100%**

Source: Child Welfare Data Book



Strategies:

Boys and Girls Aid Society Child Specific Recruitment and Adoption Services Contract

The purpose of this contract is to increase the number of available foster and adoptive families for the children of Oregon, provide child specific recruitment for our hardest to place youth, and to provide adoption related services to families and DHS Child Welfare workers.

BGAID provided the following services in a one-year period ending December 31, 2013, via a contract with DHS

- Foster and adoption telephone inquiry service to 2,150 individuals seeking information about fostering, adopting, or both.
- Distribution of information materials to all inquirers.
- Personal contact with all inquirers.
- Child specific recruitment focused on the unique placement needs and challenges of a specific referred child or sibling group to 43 children. 14 of

these children who have long awaited families were matched with their permanent resource. 11adoption orientation classes for 159 participants.
- Four Foundations trainings (foster and adoptive family) to 161 participants.
- Home study preparation and presentations of 50 out of state families at adoption selection committee.

BGAID participates in recruiting events throughout the state, operates a nationally recognized Heart Gallery, assists in organizing Wednesday's Child events for three separate news stations, works with local newspapers to feature waiting children, and is Oregon's contractor for Wendy's Wonderful Kids and AdoptUSKids inquiry line.

The Child Specific Recruitment program operated via this contract has expanded services to include permanency preparedness work using Darla Henry and Associates 3-5-7 model. This model helps children become ready for their permanency journey through clarification of their life story, integration of their story into who they are today, and actualization of where they are going and what their goals are in life. While recruitment is underway, BGAID social workers work directly with the youth using this model.

The Department recently added two additional Child Specific Recruiter positions to this contract, increasing recruiters from three to five, and allowing us to cover a larger portion of the state for this service. Hiring is underway at this writing. The Department and BGAID are also in conversations with the Dave Thomas Foundation seeking their additional investment in Oregon's Child Specific Recruitment program.

Boise Wednesday's Child:

The Department contracts with Special Needs Adoption and Permanency Services, Inc. (SNAPS) out of Boise, Idaho, to expand the geographical boundaries in which the best adoptive families can be found for Oregon children. In the State FY ending in June, 2013, SNAPS served 18 Oregon waiting children. Each was interviewed by KIFI Local News 8 out of Idaho Falls, Idaho, for child specific adoption promotions, and each child's story was aired during their Wednesday's Child airtime. During the first six months of this current State FY, SNAPS has served 11 additional children. In addition to Wednesday's Child airtime, the children are active on SNAPS recruitment website. The contract covers a proportionate percentage of SNAPS staff hours, Internet listing services and all expenses for travel to Portland, Oregon for the KIFI news anchor and filming crew. There are two additional Wednesday's Child programs in Portland and Southern Oregon, and

a third news station that does a similar type of waiting child feature. These programs operate free of charge.

Northwest Resource Associates/Oregon Adoption Resources Exchange
The Department contracts with NRA to operate and maintain a password protected Oregon specific website known as the Oregon Adoption Resource Exchange (OARE). Users of the website include Department caseworkers, private adoption agencies with which DHS has a contract and Oregon families who have an approved adoption home study. Children for whom recruitment is expected to be quick will be posted on the OARE website only, thereby allowing Oregon families first priority for Oregon children. For children who have been on OARE for at least 90 days or for children for whom recruitment is expected to take more time, recruitment will be expanded to include additional public websites and other venues.

In a one-year period ending March 31, 2014, there were 212 children newly posted on the website, and 164 children were placed in their adoptive home. The median length of time for children on the OARE website is about 125 days,

During this past year, DHS added to the OARE contract a new recruitment tool for caseworkers. Workers now utilize OARE for children for whom adoption is not the permanency goal, but for whom a permanent caretaker family is being sought. Photos are posted and recruitment bulletins were written in a similar way as a child is ready for adoption. The hope is that a family interested in adoption may decide to provide foster care for a child, and once a permanent family is matched with the child, guardianship or adoption may become the permanent plan. Children for whom this option may be appropriate are those who are ambivalent about permanency, or children who have experienced placement instability and a higher level of permanency planning may not yet be in the child's best interest. This service was recently successful for two Indian sibling groups for whom the Tribe would not approve adoption. Guardianship families were located through this website.

This past year, we also added a family profiles feature to the website where family photos and bulletins are viewed by workers, and matching filters can help workers determine whether they want to ask for a family's study to be submitted.

Northwest Resource Associates/Northwest Adoption Exchange
Oregon continues to contract with the Northwest Adoption Exchange to provide photo listing services for harder to place Oregon children. Children will be placed

on the NWAE website if they have been on OARE 90 days or longer, or if a caseworker knows from the beginning that a child is in need of expanded public recruitment outside of Oregon. In a one year period, NWAE registered 112 new Oregon children, and 115 Oregon children featured on the NWAE website this year were placed. These are duplicate numbers to the ones recorded above as each child listed on NWAE will also be listed on OARE.

In addition to photo listing services, NWAE provides training each year to DHS caseworkers on topics mutually identified by NWAE and the Department. In the most recent contract period, training topics include writing successful child recruitment bulletins, and teen permanency planning.

Special Needs Adoption Coalition (SNAC)

The Department contracts with Oregon private adoption agencies to provide adoption placement and supervision services to special needs children referred by the Department. SNAC agencies recruit, train, and study a pool of adoptive applicants for DHS special needs children. If selected to go to adoption committee for a child, the SNAC agency will present the family at committee, and if selected provide all supervision and finalization services.

Heart Galleries

Oregon has three nationally recognized Heart Galleries operated by three private adoption agencies. When a child is approved for expanded recruitment, i.e. outside of the OARE website, each Heart Gallery has the opportunity to feature Oregon children in community venues and on their Heart Gallery websites. Two of the three Heart Galleries also offer Oregon foster children free professionally produced recruitment photos that are used for their online bulletins and in community Heart Gallery venues.

Oregon was a recipient of the national competitive process from ACF Recruitment Cooperative Agreements (FFY2014). The Oregon project: Growing Resources and Alliances through Collaborative Efforts (GRACE). The intent of this project is to develop a Statewide Diligent Recruitment Practice Model driven by data with a Customer Service approach to recruit and retain resource families who reflect the culture & characteristics of the children in foster care, develop and sustain thriving Community Partnerships, and build on Oregon's infrastructure of supporting early and active Permanency Planning to impact permanency outcomes

The customer service an agency provides is different from the services it delivers. An agency's services might include foster care and adoption, family reunification,

and youth development, whereas customer service refers to the manner in which an agency provides its services and the way an agency treats people. Providing good customer service means underscoring respect, empathy, and caring as we relate to each other and the people we serve.

The goals of this project will be measured by;

a. Centralize Resource Family Data from first point of contact
b. Increase:
    - Formal and informal community partnerships
    - Community involvement in recruitment retention, support, respite
    - Satisfaction and retention rates of resource families
    - Number of resource families matching characteristics of children in care
    - Relative placements
    - Placement stability
    - Number of permanent placements for youth
c. Decrease:

- Safely and equitably reduce total number of children in care

6. Adoption Incentive Payments

Oregon has not received any adoption incentive payments since 2009. However, Adoption Incentive dollars were used until 2011 to fund ORPARC (as described earlier).

7. Child Welfare Waiver Demonstration Activities

Over the last year, Oregon has continued to implement our Title IV-E Demonstration Project. Oregon has had a Title IV-E Waiver since 1997. The current demonstration projects approved as of July 1, 2011, is an extension of that original waiver. The two specific interventions are a peer parent mentor program, and a parent coaching intervention utilizing the Nurturing Parenting Curriculum (Relationship Based Visitation). The evaluation design, as required by the Terms and Conditions, is an experimental design with randomized control/treatment groups. As of January 2014, there are 1,484 clients in the RBV study with 768 clients assigned to receive the intervention, and 363 clients in the Parent Mentor

study with 213 assigned to the intervention. Portland State University continues to be our evaluator for both of these interventions. They will be completing an interim evaluation report in May 2014.

Oregon has continued to pursue a new Title IV-E Waiver in response to the Federal IM released in May 2012. Oregon refined the scope of the waiver proposal over the last year and determined that a capped allocation financial model would best serve the Oregon child welfare system. As of April 2014, ACF and Oregon have verbally agreed to program and evaluation language, and financial terms and the Terms and Conditions are in the approval process.

Over the next several months, Oregon will be phasing out of the current waiver interventions and implementing the new waiver. The intervention under the capped allocation waiver will be utilizing a Family Navigator model. An Initial Design and Implementation Report (IDIR) will be developed describing the intervention, the target population, and the implementation plan. Portland State University will continue to be the state's evaluator and will be developing an evaluation plan as the IDIR is created.

The implementation of the capped allocation waiver will be implemented no later than January 1, 2015.

8. *Child Abuse Prevention and Treatment Act (CAPTA) State Plan*

Substantive Changes to State Law or Regulations

There were no substantive changes in Oregon's laws or regulations during the past year, relating to the prevention of child abuse and neglect, that could affect the State's eligibility for continued CAPTA funding.

Significant Changes to Oregon's CAPTA Plan

In September, 2012, Oregon's Department of Human Services (DHS) entered into an agreement with the Oregon Judicial Department's Citizen Review Board (CRB) to establish at least three citizen review panels, as required by CAPTA. These boards evaluate state and local child welfare practices and make recommendations for improvement.

CRB work is a natural complement to the requirements of CAPTA. The CRB already has 67 boards composed of citizen volunteers in 33 of Oregon's 36 counties. These citizen volunteers have the benefit of already having a detailed understanding of local child welfare practices from monthly case reviews. Additionally, the CRB has access to statewide statistical data through a computer system that integrates data from Oregon's state courts and the DHS child welfare program.

Under this agreement:

1. The CRB established three citizen review panels in Deschutes, Lane, and Lincoln counties.
    a. The CRB volunteer board members from each board in Deschutes and Lincoln counties come together as the panels in those counties; and
    b. For Lane County, one or two volunteer board members from each of the nine local boards volunteered to serve as the panel for Lane County.

2. Each year, these panels prepare a report summarizing the activities of the panel and provide recommendations to improve the child protection services system at the state and local levels.

CAPTA State Grant Fund Use

Child Protective Service (CPS) Coordinators – 2 FTE	
CAPTA Sections 106(a)(1), (3), (4), (5), and 106(b)(C)(ii), (iii)	**CPS Areas** **All 16 areas**

Child Protective Service (CPS) Coordinators play a critical role in the intake, assessment, screening and investigation of reports of child abuse or neglect. CPS Coordinators develop policies and procedures and provide training and consultation to program administration and staff to assure consistent and appropriate CPS response. This consultation and training also extends to the public and community partners.

CPS Coordinators also participate in the design, development and implementation of modifications and enhancements to the State Automated Child Welfare Information System (SACWIS). This is Oregon DHS Child Welfare system of record, tracking reports of child abuse and neglect from intake through final disposition.

These positions work in partnership, under supervision and direction of the CPS Program Manager. The CPS Coordinators develop and implement strategies for more effective communication between the State's central program office and child welfare field offices on policy and practice issues. In addition, the CPS Coordinators participate in quality reviews of CPS practice and performance.

Responsibilities

- Provide statewide technical consultation to District managers, Child Welfare Program managers, supervisors, child welfare caseworkers and community partners on CPS program and practice.
- Evaluate effectiveness of CPS policy, performance, service delivery and outcomes.
- Coordinate training with other state agencies.
- Improve communication between the central program office and local field offices.
- Participate in the State's child welfare Founded Disposition review process.
- Conduct quality reviews of CPS/Child Welfare practice, procedures and performance.
- Provide technical consultation to community partners and the general public on sensitive, high profile and high-risk family abuse situations.
- Provide support and technical assistance to the CPS program manager in research, policy and protocol development and legislative tracking.

A. <u>Child Protective Service Coordinator – Position 1</u>
Summary of Activities from April 2013 through May 2014

1) As part of Oregon's Technical Assistance on the Oregon Safety Model, Coordinator partnered with the National Resource Center for Child Protective Services (NRCCPS) in developing and writing curriculum for an Oregon Safety Model Refresh training specifically targeting child welfare line supervisors and Program Managers. The curriculum consisted of five intensive classroom sessions (starting with Round 1 pilot counties in April 2013), and concluded with all child welfare supervisors and Program Managers trained by early May 2014.
2) Coordinated training schedules and training assignments for the OSM Refresh for all CPS and Differential Response Consultants.
3) Provided training on the OSM Curriculum to identified child welfare supervisors and other Program consultants from Well Being, Permanency, and Field who assisted in the OSM training efforts for

Round 2 and Round 3. Coordinated their training schedules and training assignments

4) Individually matched CPS, DR, Well Being, Permanency, and Field Program consultants to all line supervisors (who supervise caseworkers) for Intensive Field Consultation (IFC). IFC was provided weekly by the consultants to further coach Supervisors on the OSM concepts learned in the classroom sessions.
5) Provided weekly debrief sessions for all trainers following the classroom sessions/IFC for ongoing support.
6) Participated in a review of comprehensive safety assessments in Round 1 (pilot counties) to determine application of the OSM concepts.
7) Developed a 3.5 hour OSM training curriculum for the Differential Response Implementation in three counties.
8) Participated in ongoing design sessions for the State's SACWIS system to insure CPS policies and best practice are being adhered to in the system.
9) Completed sensitive case and CIRT reviews for the purpose of identifying systemic issues resulting in bad outcomes.
10) Reviewed and edited curriculum on Domestic Violence training for Portland State University's Child Welfare Partnership.
11) Ongoing participation in the Founded CPS Assessment Disposition Review Committee (appeal process).
12) Participated in the Training Sub-Committee for Differential Response.
13) Coordinated three workgroups (foster care investigations, conditions for return, OSM Quality Assurance) in partnership with the NRCCPS for Technical Assistance.
14) Coordinated a case file review of Conditions for Return and Expected Outcomes for the OSM Round 1 (pilot counties) to determine application of the OSM concepts learned in the Refresh Training.

In addition, this position worked closely with other agencies and community partners representing child welfare on a variety of workgroups and committees, including:

- Child Welfare Governance Committee
- Child Welfare Training Advisory Committee
- Child Welfare Refugee Committee
- Q & A following Mandatory Reporter Training
- SACWIS Implementation Team

B. Child Protective Service Coordinator – Position 2
Summary of Activities from April 2013 through May 2014

This position has focused on and been successful in providing greater statewide consistency in child welfare practice through extensive reorganization and development of new and revised child welfare policies, administrative rules, procedures, and guidelines.

1) Drafted amendments to Oregon Administrative Rules (OAR) which include definitions related to child protective services rules, screening, assessment, notice and review of founded dispositions, DHS and law enforcement cross reporting, child abuse assessment dispositions, daycare facility investigations, accessing Oregon's Law Enforcement Data System (LEDS) in local Child Welfare offices, and assessing safety service providers.
2) Drafted new OAR to implement Oregon's new differential response system.
3) Revised the Child Welfare Procedure Manual to address changes in the Oregon Safety Model, and to reflect the new differential response system.
4) Revised OAR to address notification of the Teacher Standards and Practices Commission when DHS receives reports alleging abuse by teachers.
5) Created and revised forms and pamphlets, including a form for documenting safety plans, and informing parents about a CPS assessment.
6) Coordinated Founded Dispositions reviews.
7) Facilitated rule advisory committees.
8) Serving as policy expert in trials.
9) Assisted with reviews of critical cases.
10) Facilitated CPS case reviews for quality assurance.
11) Reviewed child abuse and neglect fatalities.
12) Analyzed legislation, as needed.

In addition, this position worked closely with other agencies and community partners representing child welfare on a variety of workgroups and committees such as:

- Administrative Rule Advisory Committees
- CPS Assessment Disposition Review Committee
- CPS and Office of Investigations and Trainings meetings
- Forms Committees
- Policy Councils
- Law Enforcement Data Systems meetings

- State Child Fatality Review Teams
- Rule writing workgroups

Summary of Training Activities

- Provided twenty hours of Mandatory Reporting Training to child welfare and child protective services caseworkers, other DHS staff, community partners and to the legislature.
- Provided fifteen hours of training to Mandatory Reporting Training trainers.
- Developed training plans for implementation of all new and revised rules.

In 2011, the Oregon Legislature passed legislation that led to Oregon Revised Statute (ORS) 419B.021. It is now required that any CPS worker will have a degree. The only exception to this is for CPS workers who have continually conducted investigation without a break in that service.

Below are the number Social Services Specialists 1 (caseworkers) who have degrees and the types of degrees. This information is from Human Resources and therefore, is a reflection of all caseworkers (CPS, On-Going, Permanency, Adoption Worker, Certifier, etc.). Job classification narratives for all Child Welfare professionals specify the degree and/or certificate requirement for that position.

Social Services Specialist 1

Number of Employees	Degree Descriptor
3	Associates in a Non-Related Field
4	Associates in a Related Field
132	Bachelors in a Non-Related Field
838	Bachelors in a Related Field
16	Masters in a Non-Related Field
103	Masters in a Related Field
91	Masters in Social Work
34	No Degree
1,223	Total

Data from Human Resources

SS1 Position Percentages

Child Protective Services/Intake Worker	Permanency Worker	Foster/Adoptive Home Certifier
33%	50%	17%

Data from OR-Kids Data
CPS Assessment Assignment and User Role Assignment

Promotional path for caseworkers is from a Social Services Specialist 1 to a Supervisor. In 2013 and 2014, there were 58 promotions of SS1s to Caseworker Supervisor. The minimum qualification of a Caseworker Supervisor is "Five years of experience in supervision, staff-technical or professional-level work". As of August 2014, the Child Welfare Supervisor to Non-Supervisor ratio is 8.78 per one Supervisor. This ratio is not specific to Supervisor to Caseworker and includes all other Child Welfare employee types (i.e., support staff).

Ethnicity of Social Services Specialist 1

Number of Employees	Ethnicity
44	Asian/Pacific Islander
49	Black
1	Black/White
27	Declined (Obsolete as of 10/21/04)
132	Hispanic
1	Hispanic/Asian/Pacific Islander
1	Hispanic or Latino/Visual Assessment
2	Hispanic/White
16	Indian/Alaska Native
1	Indian/Alaska Native/Asian/Pacific Isl.
926	White
1	White/Hispanic
22	White/Indian/Alaska Native
1,223	Total

Data from Human Resources

DHS will continue to develop more consistent reporting methodology for CPS Workforce in order to meet the requirements. There has been significant turnover in the position where part of their responsibility for coordinating the CAPTA. In the last five years, there have been three different people assigned the work and the inconsistent assignment has made it difficult to make any progress on the new

requirements. These reporting requirements will be included in the 2014-2019 CFSP, in that the first six month of our next CFSP. DHS will be developing our logic models that include how to obtain necessary data for reporting outcomes.

Child Welfare Alcohol and Drug Addiction Education and Training Wurscher Jay M	
CAPTA Sections 106(a)(1), 106(a)(6)(A) and (C), and 106(a)(13)(B)	**CPS Areas All 16 areas**

Nationally recognized trainer, Eric Martin was utilized in the delivery of alcohol and drug education and training modules to DHS child welfare caseworkers and DHS partners who refer and work with clients involved with Oregon's child welfare system. As drug trends change from time to time, marijuana has evolved as one of the most popular training subjects. Our northern neighbor, Washington State, has legalized marijuana, and the ever increasing use of medical marijuana in Oregon has brought about a variety of new challenges with this drug. As in the past three years, Oregon's continued increase in the illicit use of opiates, both prescription pills and heroin, is a primary reason opiates continued to be a major emphasis in his trainings. Methamphetamine remains a primary drug of abuse in Oregon, and trainings on issues related to the use of methamphetamine continue to be a standard topic of training offered in our training series

Mr. Martin also continued to deliver parent education and intervention classes to parents in the child welfare system regarding chronic use of marijuana. These trainings have been tracked, and participants report a very positive response to them in terms of how they think about their use of marijuana, and what they know about the dangers of this drug, and how they will consider it in their future

From July 01, 2013 through June 30, 2014, Mr. Martin will have completed 20 one-day sessions on the topics listed above.

- 14 training sessions on addiction and drug specific topics; and
- 6 parent education/intervention classes on chronic marijuana abuse.

Mr. Martin's training sessions often include the participation of parents who have attained recovery from their addiction and had their child welfare cases successfully closed.

This strategy not only allows the caseworkers to talk directly with clients who have come through the system, but it is empowering for parents to know they play a part in the training of workers who will be dealing with addiction in the future

Other CAPTA Funded Programs

CAPTA Fatality and Near Fatality Public Disclosure Policy	
CAPTA Section 106(b)(2)(B)(x)	CPS Areas All 16 areas

DHS' policy on confidentiality (which broadly discusses disclosure and touches upon the major statutes) is I-A.3.2, Confidentiality of Client Information. If the fatality or serious injury is determined to be abuse and neglect or is founded for abuse/neglect, then statute mandates specific information must be disclosed if information is requested.

The full policy can be found at:
http://www.dhs.state.or.us/policy/childwelfare/manual_1/i-a32.pdf

Per Oregon Revised Statute (ORS) 419B.035, Confidentiality of Records, section 1(i):

(1) Notwithstanding the provisions of ORS 192.001 (Policy concerning public records) to 192.170 (Disposition of materials without authorization), 192.210 (Definitions for ORS 192.210 and 192.220) to 192.505 (Exempt and nonexempt public record to be separated) and 192.610 (Definitions for ORS 192.610 to 192.690) to 192.990 (Penalties) relating to confidentiality and accessibility for public inspection of public records and public documents, reports and records compiled under the provisions of ORS 419B.010 (Duty of officials to report child abuse) to 419B.050 (Authority of health care provider to disclose information) are confidential and may not be disclosed except as provided in this section. The Department of Human Services shall make the records available to:
... (i) Any person, upon request to the Department of Human Services, if the reports or records requested regard an incident in which a child, as the result of abuse, died or suffered serious physical injury as defined in ORS 161.015 (General definitions). Reports or records disclosed under this paragraph must be disclosed in accordance with ORS 192.410 (Definitions for ORS 192.410 to 192.505) to 192.505 (Exempt and nonexempt public record to be separated).

State CAPTA Coordinator Contact Information

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CAPTA Citizen Review Panel Annual Reports	
Section 106 (c)	CPS Areas All (Panels Option)

The following information was provided to DHS Office of Child Welfare Program by the Citizen Review Board on May 30, 2014. The agency will review the findings and recommendations set forth in this report and will create a plan to address any concerns with the individual counties. The agency will also evaluate the information provided to determine if larger systemic issues are present that would require larger scale changes or improvements throughout the State.

One of the requirements of the federal Child Abuse Prevention and Treatment Act (CAPTA) is that states create at least three citizen review panels (CRPs) to evaluate the extent to which state and local child protection system agencies are effectively discharging their child protection responsibilities. In September 2012, the Oregon Department of Human Services (DHS) transferred responsibility for ensuring compliance with this requirement to the CRB. The law requires that panels prepare, on an annual basis, a report containing a summary of panel activities and recommendations to improve the child protection services system.

The role of the panels is to identify issues to explore, to review DHS policies, collect data and information, and make recommendations for system improvements. Panels do not implement the recommendations or establish policies or programs.

The CRB established three CRPs in Deschutes, Lane, and Lincoln counties. Panel members included CRB volunteer board members and staff as well as community stakeholders from child welfare, public defense, local court appointed special advocate programs, and others involved in the child welfare system. Panels met in Newport, Oregon on July 30, 2013, for a two-day kickoff session. Attendees heard from Maurita Johnson, Deputy Director of DHS' Office of Child Welfare Programs,

about various "hot topics" within Oregon's child welfare system; and Blake L. Jones, Program Coordinator for Kentucky's Citizen Review Panels for a national perspective on CAPTA and guidance on identifying issues for panels to explore.

Panels were then asked to brainstorm a list of system issues they were concerned about. Each panel prioritized those issues and selected one or two to explore throughout the year.

Between August 2013 and March 2014, each panel examined federal and state laws and policies; reviewed data and resources; and met with community stakeholders, including local juvenile court judges and staff, child welfare managers and staff, child advocates, attorneys, foster parents, service providers, educators, and business leaders to discuss system issues and review draft recommendations. In April 2014, each panel hosted a community forum to share their findings and draft recommendations, and solicit community input and recommendations.

DESCHUTES COUNTY CITIZEN REVIEW PANEL

Members of the Deschutes County CRP:

- Patricia Craveiro, CRB Volunteer Board Member
- Kathrine Edwards, CRB Volunteer Board Member
- Marcia Houston, CRB Volunteer Board Member
- Kristina Knittel, CRB Volunteer Board Member
- Joan Springer-Wellman, CRB Volunteer Board Member
- Bill Wagner, CRB Volunteer Board Member
- Patrick Carey, DHS District Manager
- Tom Crabtree, Public Defender
- Pam Fortier, CASA Executive Director
- Jennifer Goff, CRB Field Manager

	Deschutes County	**Statewide**
Dependency Petitions Filed	82	4,670
Children in Substitute Care*	170	8,770
CRB Reviews	129	3,744
Children Reviewed	186	4,830
No Reasonable Efforts Findings	15	202

*The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.

Financial disincentives to permanency and workload of child welfare workers emerged as the two system issues most concerning to Deschutes County CRP members.

Financial Disincentives to Permanency

At the beginning of its work, the Deschutes County CRP focused on financial disincentives to permanency. The CRP raised concern that the statute which allows for payment of college tuition for foster youth inadvertently impacts their ability to find a permanent home. Specifically, if older youth leave care before their 16th birthday, they become ineligible to have their college tuition paid. While exploring this issue, the panel discovered additional, more pressing financial disincentives to permanency.

To better understand the supports in place for youth in care presently, the panel worked with the CASA program to gather information. CASA volunteers interviewed a small sample of 13 foster youth, aged 14 and above, to learn whether they felt supported as they pursued their educational and career goals. Survey questions focused on whether the youth had a mentor or strong support person in their lives, help with their schoolwork, a vision for their future, and barriers to achieving their vision, and a desire to continue their education.

Of the 13 foster youths interviewed, five said they did not have a role model in their lives, yet all stated they have someone "in their corner" to support them. While most of the youth had a positive view of their future, only four attended or planned to attend college. However, almost all stated they would attend college if funding was provided.

Seven of the youth were not involved in independent living services. Of those seven, some were waiting for referrals and one was on the waiting list. For the youth who were involved, their opinions were mixed about the program.

Barriers to Permanency

HOUSING ASSISTANCE: Housing emerged as a much more pressing disincentive to permanency than tuition payments, which foster youth can access from numerous sources. Youth can access housing assistance payments until age 21, as long as their cases remain open. Child welfare workers noted that sometimes youth are so eager to leave the system when they turn 18 that they want their cases closed regardless of the consequences. One of those consequences is that housing

assistance ends immediately upon closure of the case and cannot be reinstated, not even if the youth seeks voluntary services through child welfare until they are 21.

UNDERSTANDING ACCESS TO BENEFITS: Independent Living Program (ILP) coordinators ensure that youth receive written information about all education benefits available to them. Not all youth, however, are enrolled in ILP. For those not enrolled, child welfare workers are not required and do not consistently provide older youth with comprehensive information about benefits to which they are entitled.

ILP staff also noted that there are common misperceptions that some youth cannot get into the program because there is a waiting list or a belief that the youth would not benefit from the program and should not be referred. In truth, there is not a waiting list and all youth should be referred.

Community Forum Feedback

The Deschutes County CRP conducted its community forum on April 3, 2014. The forum was attended by the local juvenile court judge, attorneys, child welfare staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. Participants noted that there are many financial disincentives to permanency, and multiple road blocks to preparing older foster youth for successful adulthood. These include:

- DHS pays a lower subsidy for adoption than the foster care payment. Relatives and foster families may be less likely to pursue adoption because of the decrease in financial support.
- Older youth are often eager to leave foster care and do not understand that they will lose access to housing subsidies once their cases are closed.
- If child welfare would consider changing the Oregon Administrative Rule that ends housing subsidies once a youth's case closes, there would likely be an important ancillary benefit of reducing the homeless population of older youth and young adults.
- Oregon law provides support for "children attending school" if parents are divorced, yet the state does not provide the same benefits for children in the foster care system.
- All children 14 years and older should be referred to ILP. Participants also suggested child welfare hold a yearly seminar for all children in foster care over the age of 14, to clearly outline the benefits to which they are entitled. Youth participation in this seminar, however, should be voluntary.

Workload of Child Welfare Workers

In addition to financial disincentives to permanency, the Deschutes County CRP expressed concern that workload often prevents child welfare workers from spending face to face time with families. Results from the last two federal Child and Family Services Reviews note that more caseworker contact often corresponds with a higher likelihood of successful reunification. As a result of budget increases, child welfare will be staffed at 75% of the capacity they require to ensure workers can effectively manage their caseloads. This is an improvement from prior budget cycles; however, child welfare remains concerned about mandates on worker's time.

The panel discussed that court appointed special advocates are mandated to do some of the same activities as child welfare workers (visiting foster homes; talking to foster children, parents, and relatives; and meeting with service providers, etc.). While all panel members, including the CASA Executive Director and DHS District Manager, acknowledged the importance of maintaining clarity of role and independence, all also agreed that some tasks were duplicative, and efficiencies could be created by sharing information.

The panel worked with community partners to craft a pilot project in which court appointed special advocates and child welfare workers come together to avoid duplication of activities while still maintaining independence of each other's roles. A focus group of representatives from the two organizations was held to identify ways to enhance partnerships as well as conditions that might cause them to be less successful. Mutual respect, responsiveness to requests for help, effective follow through, true understanding of roles, and an understanding that disagreements over the direction of cases may arise were cited as elements of successful working relationships. New volunteer inexperience, ineffective time management by some child welfare workers, and lack of understanding of roles and responsibilities were cited as barriers to effective partnerships.

Community Forum Feedback

Participants in the community forum noted that there are many ways that court appointed special advocates can coordinate activities with child welfare workers. There are current prohibitions, however, that make the most effective partnership opportunities difficult. These include:

- The inability of court appointed special advocates to transport children in foster care. Elimination of this prohibition would enable court appointed

special advocates in Oregon to drive foster children to appointments as they do in other states, such as California and Nevada.

- ILP staff do not know the identity of the assigned court appointed special advocate. If they did, ILP staff could better utilize court appointed special advocates to encourage older youth to participate in ILP, and assist with transportation and coordination of other activities related to participation.

DESCHUTES COUNTY RECOMMENDATIONS

1. DHS provide all foster youth and their foster parents' written documentation of the benefits to which older foster youth are entitled. Attorneys and CASAs should also receive this information so they can most effectively advocate for the youth they represent. The court and CRB should inquire at each hearing and review to ensure this information has been provided to all foster youth.

2. The Independent Living Program conduct a yearly, voluntary, in person seminar for all foster youth outlining all the education and other benefits to which they are entitled.

3. DHS explore whether the requirement that housing benefits are eliminated once a youth's case is closed is an Oregon Administrative Rule, and whether it can be amended to allow for a former foster youth to access housing assistance until age 21, even if the case has been closed.

4. DHS propose amendments to the foster youth tuition legislation to allow the use of funds for housing while attending school.

5. DHS and CASA work together to outline, in writing, ways in which the caseworkers and CASAs can coordinate activities.

6. New workers receive training, by DHS and CASA staff, about the role of CASAs and ways in which the relationship between the DHS worker and CASA can be most effective.

7. DHS and CASA explore the viability of a staffing between DHS and CASA early in the case management process to clearly outline how activities might be coordinated.

8. DHS and CASA work together to explore allowing CASAs to drive children and youth to appointments and other activities.

9. DHS provide CASA appointment orders to the ILP staff so they can connect with the youth's CASA.

LANE COUNTY CITIZEN REVIEW PANEL
Members of the Lane County CRP:

- Marjorie Biehler, CRB Volunteer Board Member
- Wagoma Burdon, CRB Volunteer Board Member
- Norton Cabell, CRB Volunteer Board Member
- Ellen Hyman, CRB Volunteer Board Member
- Stephen John, CRB Volunteer Board Member
- LouAnn Martin, CRB Volunteer Board Member
- Barbara Newman, CRB Volunteer Board Member
- Bev Schenler, CRB Volunteer Board Member
- Roz Slovic, CRB Volunteer Board Member
- Tricia Hedin, Public Defender
- Amanda Monet, DHS Supervisor
- Melissa Pistono, Defense Attorney
- Sydney Putnam, DHS Program Manager
- John Radich, DHS District Manager
- Julie Spencer, DHS Program Manager
- Christina Sterling, CASA Program Supervisor/ Training Coordinator
- Lisa Romano, CRB Field Manager

	Lane County	Statewide
Dependency Petitions Filed	583	4,670
Children in Substitute Care*	1,158	8,770
CRB Reviews	702	3,744
Children Reviewed	1,033	4,830
No Reasonable Efforts Findings	21	202
**The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point□in□time data collected by DHS on 9/30/12.		

Parent/child visitation for children in foster care emerged as the issue most concerning to Lane County CRP members.

Parent/Child Visitation

When a child is placed in foster care, regular contact with the parents and siblings is critically important so long as the child's safety can be assured. National research has shown that frequent, quality parent/child contact is one of the strongest predictors of successful reunification.

Beginning in July 2013, the CRP met with child welfare staff and other stakeholders multiple times to review policies governing parent/child visitation and their implementation. At one of those meetings, the panel heard a candid presentation from DHS staff during which they indicated that the structure of effective visitation time is laid out in current child welfare policy. However, the internal mechanisms and working patterns of the agency actually govern practice more than policy does. This is due, in part, to reductions in funding that have occurred over the last several years.

For example, child welfare policy requires the development of a Temporary Visit and Contact plan as soon as the child is placed in substitute care. This temporary plan must articulate why visits must be supervised, if supervision is required. Thirty days later, the child welfare worker is required to develop an Ongoing Visitation and Contact Plan, which is supposed to be updated every 90 days to ensure that visitation is becoming less restrictive as the safety threat to the child diminishes. In practice, however, there is no mechanism for internal supervisory review of the initial plan, which raises concern that initial plans are not updated. In addition, visitation plans are not typically included with documents submitted by DHS for CRB reviews.

Visitation Survey

To learn more about visitation practices and how they evolve over the life of a case, the panel created a 64-question survey to be completed by child welfare workers. The survey was quite labor intensive as many of the questions required workers to review their case files for specific information about visits that occurred during the review period, January 2014.

Ultimately, child welfare workers completed surveys for 188 of 200 randomly selected cases with return to parent permanency plans. This was a response rate of 94%. Of those responses, 103 cases met the criteria of: (1) having a permanency plan of return to parent through the end of January 2014; and (2) the child not being in a trial reunification placement in January 2014.

The results showed that the majority of children entered foster care because of neglect (61%) and/or parent substance abuse (also 61%). Just over half (54%) of the children were placed with relatives, and most of the remainder (37%) were placed with non-relative foster parents.

On average, children in the survey had 7.8 visits in January 2014, for a total of 15 hours of visitation. This amounts to roughly two 2-hour visits per week. While 43% of the visits took place at DHS, 54% of total visitation hours occurred in the home of a parent or relative. Thus, not surprisingly, visits tend to be longer when they occur in the home of a parent or relative.

This result is troubling when it is paired with how infrequently there are opportunities to update visitation plans, including moving visits out of DHS. Fewer than half (43%) of all visitation plans had been reviewed in the past 90 days, and fewer than a quarter (24%) had been addressed in the last court order beyond the standard boilerplate language giving DHS authority to determine appropriate visitation levels. Additionally, only a minority of parents (33%) with a low assessed risk of harm had in-home visits with their children. It is, therefore, possible that more frequent review of visitation plans by DHS and the court could result in more in-home visits and more total visitation hours.

Survey results also showed:

- Supervision (70%), transportation for the child (60%), and transportation for a parent (53%) were each provided for visits in more than half the cases.
- A parent mentor or coach was provided during visits in 34% of cases.
- 81% of children who had siblings in other placements had at least one visit with siblings during the review period (January 2014).
- 93% of children aged 11 to 18 were consulted during formulation of the visitation plan.

Barriers to Visitation

Canceled Visits: Visits are sometimes canceled by DHS as a punitive measure even though they are not supposed to be canceled as punishment for a parent failing to comply with a service plan.

Transportation: Parents must be participating in three services in order to receive a monthly bus pass. If they do not qualify, they can get daily passes but must pick them up at the office. However, if they cannot get to the office, they cannot get a pass.

Visitation Plans are Not Updated: DHS staff report that the very reason the child is placed in foster care establishes safety concerns, so it makes sense that visits need to be supervised at the beginning of the case. However, supervision should "step down" as the safety threat diminishes. Concerns were expressed that in most cases this does not happen.

Part of the problem may be that the request for supervised visits that is made to the court is proforma, and the court order includes standard language giving child welfare broad latitude in determining the amount of visitation and level of supervision. Additionally, attorneys and court appointed special advocates do not routinely ask for unsupervised visits.

Technology: DHS encounters difficulties in utilizing technology to maximize the contact parents have with their children. For example, DHS only has one computer set up to use Skype for all three local DHS branch offices. The Department of Corrections also has policies, like fees for use of the videoconferencing equipment, that tend to discourage inmates from utilizing technology to visit more with their children.

Space Limitations: Space at the DHS office to conduct supervised visitation is limited. The panel discussed ways in which DHS could partner with community organizations to expand their capacity for visits. For example, churches are currently providing visitation space for families.

One CRP member noted that the United Way is an excellent convener and may be willing to bring community resources together with child welfare to explore options. The Lane County Safe and Equitable Foster Care Reduction team, sponsored by Casey Family Programs, is also focused on the issue of visitation.

Community Forum Feedback

Lane County's CRP held its community forum on March 21, 2013. It was attended by the local juvenile court judge, attorneys, DHS staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. The panel received the following feedback:

- There does not seem to be an objective methodology to assess current safety threats. Conducting refresher training on the Oregon Safety Model might help workers apply more case specific and present time criteria.

- While visitation guidelines are reviewed with all parents, more intensive pre-visit coaching is only being made available to approximately 25% of parents.

- Case plan documentation and court order language is often not case specific. Updating plans and methods to step-down supervision should be better defined so decision-making is case specific and consistent across the agency.

- Expanding the use of technology to increase visitation would be helpful on several levels, not the least of which would help increase visitation with children and incarcerated parents. Participants suggested that DHS appoint a single point person to work with the Oregon Department of Corrections to establish methods and safety mechanisms to increase visitation with incarcerated parents.

LANE COUNTY RECOMMENDATIONS

1. DHS and CRB work together to create and deliver interdisciplinary training on DHS visitation policy, including content focused on the importance of visitation and methods to assess current safety threats.

2. DHS expand technology options to increase parent/child/sibling contact including contact with incarcerated parents. Appointment of a single DHS point person with DOC would assist in ensuring development of a viable plan that could be implemented statewide.
3. DHS provide updated visitation plans to the court and CRB for all hearings and reviews.

4. The Juvenile Court and CRB consider visitation when making reasonable efforts findings.

5. CRB and DHS work together to create a 90 day review process to ensure that visitation plans are created and updated in accordance with DHS policy. This review process, whether it is internal or external to DHS, would provide opportunity to assess all levels of case progress.

6. DHS expand partnerships with local churches and other potential partners, including resources in rural areas in Lane County, to increase opportunities for visitation in churches and other community facilities.

LINCOLN COUNTY CITIZEN REVIEW PANEL

Members of the Lincoln County CRP:

- Ned Brittain, CRB Volunteer Board Member
- Diane Flansburg, CRB Volunteer Board Member
- Fawn Hewitt, CRB Volunteer Board Member
- Sandy Allen, CRB Volunteer Board Member
- Steve Waterman, CRB Volunteer Board Member
- Jamie Auborn, DHS Certifier
- Angela Cazares, DHS Supervisor
- Carol James, CASA Program Manager & Coordinator of Volunteers
- Jeff Pridgeon, Defense Attorney
- Amy Benedum, CRB Field Manager

	Lincoln County	Statewide
Dependency Petitions Filed	101	4,670
Children in Substitute Care*	137	8,770
CRB Reviews	100	3,744
Children Reviewed	155	4,830
No Reasonable Efforts Findings	7	202
**The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.		

Community engagement in the foster care system emerged as the issue most concerning to Lincoln County CRP members. The county is in need of foster parents, CRB and CASA volunteers, mentors, volunteer drivers, and other paid and volunteer positions.

Need for Foster Parents

In 2013, there were over 130 children in foster care in Lincoln County. About half of them were placed with relatives; therefore, non-relative foster homes were required for the remaining half. Unfortunately, DHS in Lincoln County does not have enough foster homes to meet this need, particularly in Newport and the Southern part of the county.

Barriers to Foster Parent Recruitment

Accessing Services: Foster parents report it is challenging to access services for children in their care. A foster parent navigator would be of help. The system is very complex and having someone help foster parents navigate it would relieve some of the pressure on foster parents.

Receiving Complete Information: It is critically important that foster parents receive a full background on the children in their care. Children who have experienced trauma often exhibit behavior including severe temper tantrums and night terrors. This type of behavior may catch a foster parent by surprise if they are not fully informed about the child's background and experiences, making the behavior even more difficult to manage.

Foster Parent Training: Foster parents need ongoing training and want to be involved in selecting the training topics.

Information Overload: Foster parents describe the training manual they receive as being very large and somewhat overwhelming. Additionally, many online training opportunities for foster parents exist, yet all foster parents do not have access to the internet so they are not available to all.

Misperceptions About Opportunities to Foster: Some people interested in fostering do not think they are the kind of family that DHS is recruiting.

Fear of Retaliation: While DHS has worked hard to communicate that the agency is interested in hearing directly from foster parents, whether it be about successes, concerns, or needs; some foster parents still believe they may be subject to retaliation if they challenge the agency at all. This perception is difficult to eliminate, although the agency is committed to doing so.

Need for Community Volunteers

Many volunteer opportunities are available in the community including serving as a CRB volunteer board member or CASA, volunteering to drive for foster parents and children, mentorships, navigators, and respite care providers, among others. Volunteer navigators who could help interested community members understand all the options are needed.

A member of the press noted that the community must be made aware, and not just once in a while, about the opportunities to help children and families involved in the foster care system. Agency and volunteer programs need to be relentless in their pursuit of community involvement. Keeping the story of foster children and

families' front and center in the eyes of the community might garner more success in community buy-in and willingness to serve.

The panel discussed whether it is possible to track the outcomes for children and families, if more people in the community would become involved. For example, if there were more respite care providers, would foster parent retention be higher? If there were more places for safe and longer quality family visits, would permanency be achieved more quickly? Tracking these types of outcomes and reporting them to the community might breed success in getting more people involved. If people can see how they are making a difference, they may be more likely to engage.

Various opportunities for community engagement in the foster care system were presented at a community forum on April 4, 2014. Elizabeth Platt, President of the Lincoln County Foster Parents' Association, spoke about the myths and realities of foster parenting. Representatives from DHS, CRB, and CASA explained both paid and volunteer opportunities. While few members of the public at large attended the forum, the presentations did excite those who did attend and assisted the panel in finalizing their recommendations.

Community Forum Feedback

LINCOLN COUNTY RECOMMENDATIONS

1. DHS review its foster parent recruitment materials and ensure that people can see themselves in those materials. Using the "22 Ways to Help Children in Foster Care" document, DHS, CASA, and CRB work together to write and publish regular and ongoing press stories about foster care and ways in which the community can get involved. Recruitment should create ever present celebrations of the accomplishments of foster parents and community volunteers to excite people to get involved.

2. DHS work through the interfaith board to reach churches in the community and explore ways in which churches might be able to assist in providing space for visitation and volunteers to serve as mentors, drivers, and other opportunities.

3. DHS ensure that all foster parents receive complete background information on the children in their care. Retention may increase if foster parents are clear on the issues children are facing.

4. DHS explore creating a foster parent navigator paid or volunteer position, and ensure that the person in that position is well equipped to guide foster parents in seeking services and supports. The panel recommends that DHS convene a

group of stakeholders to define what is needed for the person in the position to succeed.

9. Statistical and Supporting Information

a) CAPTA Annual State Data Report:

- **Juvenile Justice Transfers** – There were 36 youth transferred to Oregon Youth Authority in 2013 and 32 youth transferred in 2014.

b) Sources of Data Child Maltreatment Deaths:

We gather information from Oregon's SACWIS, law enforcement, medical examiners, Public Health (this includes vital statistics and child death review team information), Multi-Disciplinary Teams (MDT's).

c) Education and Training Vouchers:

d) Inter-Country Adoptions

There were no children who were adopted from other countries who entered state custody in FY 2013 as a result of the disruption of a placement for adoption or the dissolution of an adoption.

e) Monthly Caseworker Visit Data:

Oregon has struggled to meet a consistently high percentage of monthly face-to-face contacts with children in foster care. There are several factors which have contributed to this struggle. Most notably, Oregon places a high value on visiting all children and parents involved in the Child Welfare system. We believe that children in their own homes may be even more critical to visit, in some instances. We have further placed high expectations on the visits happening in the child's residence. It is an important distinction in Oregon that children are often committed to the state for temporary custody while never entering foster care, thus requiring a higher level of case management and contact than children who are not legally committed to the state.

Another factor, which has influenced Oregon's ability to meet the face-to-face requirements, is the under resourced number of caseworkers to workload. Due to budget challenges, Oregon has been operating for the last several years with approximately 60% to 65% of the staff needed to perform the actual workload. This ratio means caseworkers and other staff, are carrying higher workloads than

can actually be completed. As a safety intervention system, the work is often shifted to the most immediate crisis; leaving other work such as documentation of visits, as a lesser priority. Caseworker contact, and the documentation of it, is one such area that is dramatically impacted by the workload levels. In January 2014, over 90 caseworkers were added to the field. The new positions were approved to hire in stages. The final stage is in process and will be completed by September 30, 2014. Once these workers are hired and trained, the caseworker to workload will be much closer to 80%.

In August of 2011, Oregon implemented its new SACWIS system, ORKids. In addition to the depleted staffing levels, this change created substantial upheaval for workers. They were asked to adjust to all new business processes, while also dramatically increase their interaction with the data system. The workforce is just now getting to the point where their interaction with the system is more habitual and does not require new learning each time. Another impact of the implementation of the new system has been the lack of available reports for workers and supervisors to monitor progress on face-to-face contacts. It was not until the middle of 2013 that we were able to produce an offline report for children in in-home cases.

In years past, Oregon utilized the additional funding for caseworker contact to increase the mobile technology opportunities for direct line staff. The goal of this had been to free caseworkers up from their desk, to stay in the field more frequently, thereby increasing their opportunities for increased contact with children, parents and caregivers. We had invested in tablet computers, laptops, netbooks, digital voice recorders, and GPS units, to name a few things. Many of the investments were promising, when paired with the right workers. Generally, we found those workers who had a propensity for using technology, found benefits in doing so. However, our numbers were inconclusive as a whole, so we have refocused our utility for the grant. Last year, we had intended to put on extensive training with the money, to increase the quality of the visits. However, the planning fell through prior to us being able to use the funds. This year, we are working with field staff to identify the biggest return on investment for use of this money.

Title IV-B Monthly Caseworker Face-to-Face Contacts

Item	Description	FFY 2013
1	The aggregate number of children in the data reporting population (described above);	10,970
2	The total number of monthly caseworker visits made to children in the reporting population. If multiple visits were made to a child during the calendar month, the State must count them as one monthly visit;	64,100
3	The total number of complete calendar months children in the reporting population spent in care;	91,716
4	The total number of monthly visits made to children in the reporting population that occurred in the child's residence. If multiple visits were made to a child during the month and at least one of those visits occurred in the child's residence, the State should count and report that one monthly visit occurred in the residence of the child.	44,807
	Percentage of visits made on a monthly basis by caseworkers to children in foster care	**69.9%**
	Percentage of visits that occurred in the residence of the child	**69.9%**

10. Attachments

DHS Fundamentals Map
DHS Breakthrough May
DHS Organization Chart
OCWP Organization Charts

Certificate for Chafee Foster Care 1 (signed)
Certificate for Chafee Foster Care 2(signed)
Title IV-B Subpart 1 Assurance (signed)
Title IV-B Subpart 2 Assurance (signed)

2014 Training Matrix
Oregon CASA IV-E Training Report for FY 2013-14

AFCARS Assessment Review Improvement Plan: General Requirements
AFCARS Assessment Review Improvement Plan: Foster Care Elements

2013 DHS ICWA Review: Summary of Findings

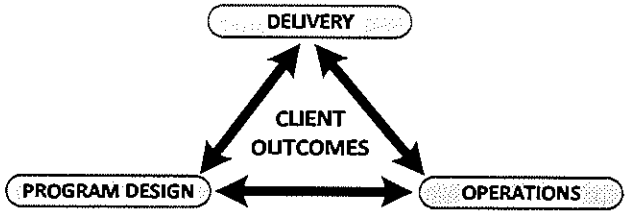
2013-14 CAPTA Citizen Review Panel Reports
2013 Annual Report - Citizen Review Board

FY 2015 Budget Request – CFS-101, Parts I and II
FY 2012 Title IV-B Expenditure Report – CFS

DHS Office of Child Welfare (CW)

Organizational Structure

LAST UPDATED 01/30/2013



Chief Operating Officer CW/SS
Jerry Waybrant

Child Welfare Director
Lois Day

CW Deputy Director
Maurita Johnson

Field Services Administration
Sandy Dugan

- Field Services Administration
- Level of Care Unit
- EBT Replacement Unit
- CW Hearings Representatives

District 1 Administration
Lee Coleman

District 2 Administration
Jerry Burns

District 3 Administration
Rene DuBoise

District 4 Administration
Marco Benavides

District 5 Administration
John Radich

District 6 Administration
Lisa Lewis

District 7 Administration
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Jeremy Player

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Linda Olson

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Marilyn Jones

District 14 Administration
Wendy Hill

District 15 Administration
Jerry Buzzard

District 16 Administration
Kevin Aguirre

PROGRAM DELIVERY

CW Innovations
Vacant

- Program Rules and Policy
- Technical Assistance and ICPC
- CW Training Unit
- OR-Kids

Well Being
Kevin George / AJ Goins

- Foster Care and Independent Living
- Residential Treatment and Licensing

Permanency
Kathy Prouty / Gail Schelle

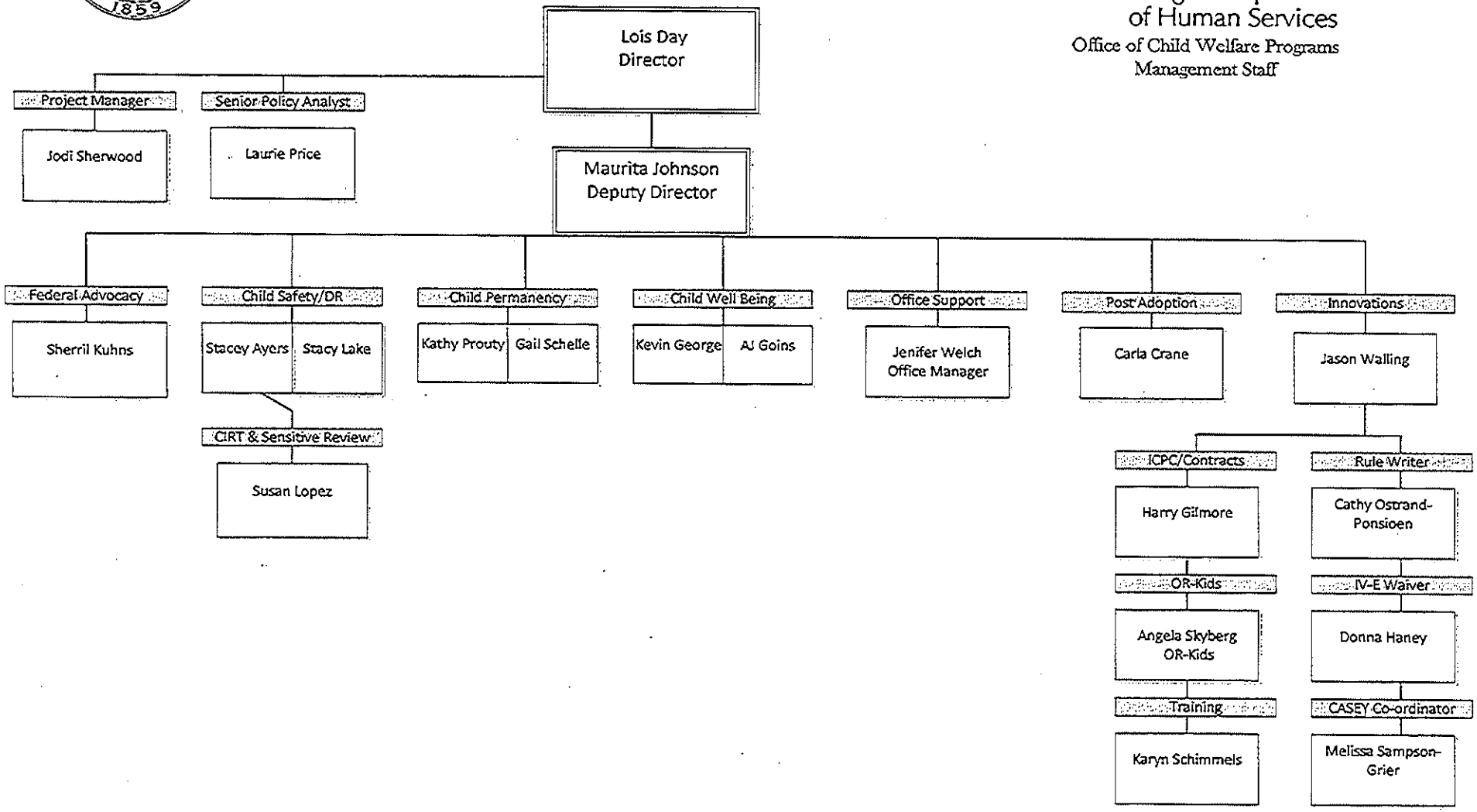
- Post-Adoption Services
- Permanency
- Legal Services

Safety
Stacey Ayers / Stacy Lake

Federal Compliance
Sherril Kuhns

PROGRAM DESIGN

Office of Child Welfare Programs
Management Staff



DHS Office of Child Welfare (CW)

Organizational Structure

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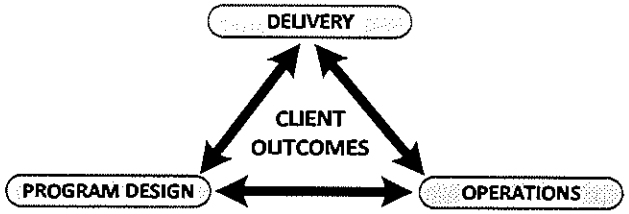

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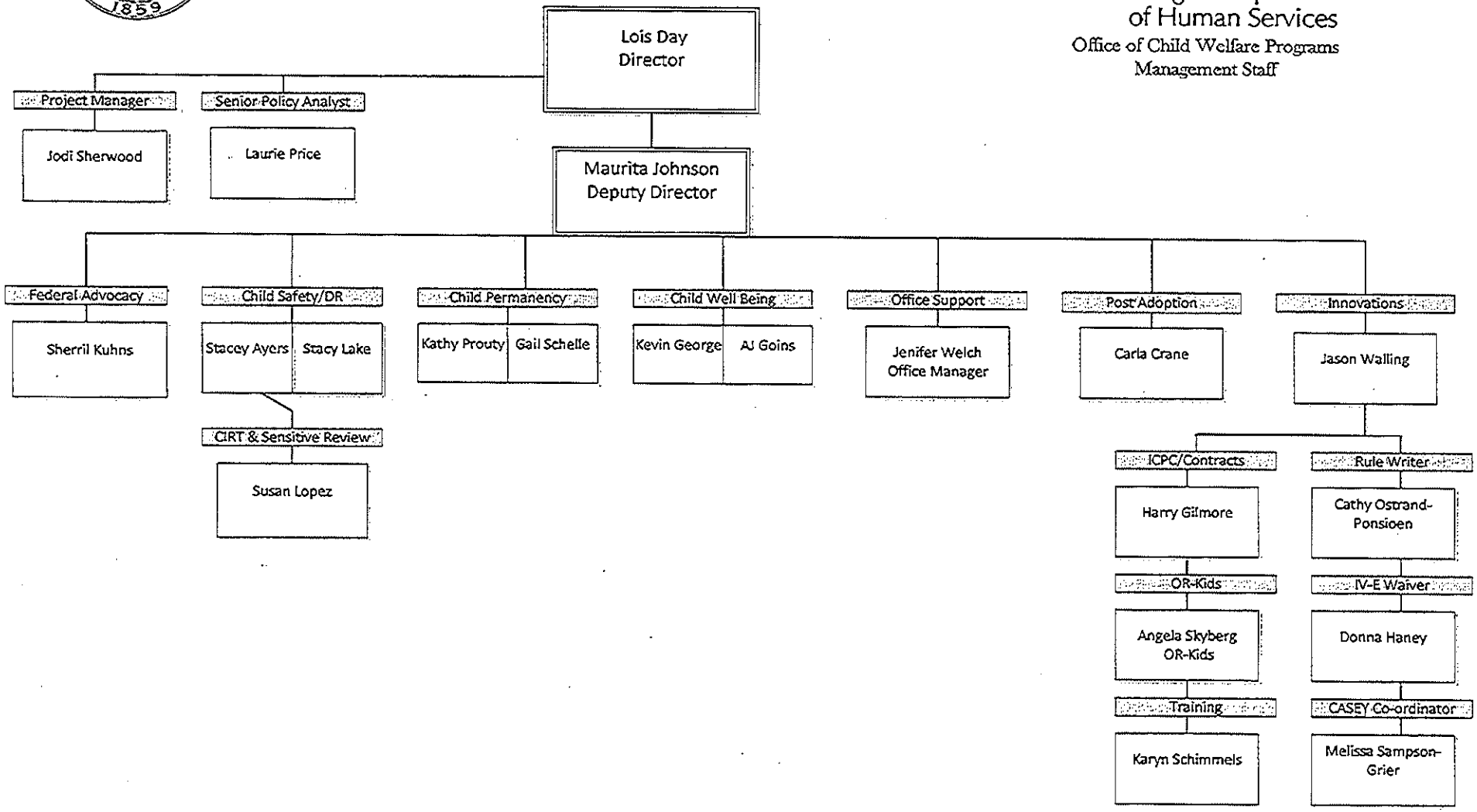

DHS FUNDAMENTALS MAP℠

FOUNDATIONS

MISSION
To help Oregonians in their own communities achieve wellbeing and independence through opportunities that protect, empower, respect choice and preserve dignity.

VISION
Safety, health and independence for all Oregonians

VALUES
Integrity, Stewardship, Responsibility, Respect, Professionalism, Innovation, Service Equity

KEY GOALS

- People are safe and living as independently as possible
- Equal access, service excellence, and equity for all
- Strong Business partnerships
- Strong Community relationships
- Effective, efficient, transparent, accountable, operations
- Highly qualified, effective, valued workforce
- Enterprise Leadership

CORE PROCESSES

OPERATING PROCESSES

- Protection and Intervention OP1
- Direct Service OP2
- Provider Regulation OP3
- Program Design and Implementation OP4

SUPPORTING PROCESSES

- Program Integrity SP1
- Business Support SP2
- Program Support SP3
- Workforce Development SP4

SUB PROCESSES

Protection and Intervention OP1

1. Assessing and responding to protection needs of at-risk Oregonians
2. Engaging partners and stakeholders
3. Providing data analysis and research
4. Developing and implementing prevention strategies
5. Developing and implementing policies, rules, legislative concepts and programs

Direct Service OP2

1. Managing customer relations
2. Developing and engaging partners (Tribal, Equity, Community, Contract / Service)
3. Ensuring equitable access and inclusivity
4. Assessing safety and intervening as appropriate
5. Service delivery
   - o Determining eligibility for programs
   - o Providing case management services to clients
   - o Coordinating with service delivery partners to maximize outcomes for clients and meet client needs
   - o Partnering with program design and business/program supports to maximize resources and improve client outcomes
   - o Continuously improving processes to maximize staff, IT, and program resources
6. Ensuring business integrity
7. Meeting program requirements

Provider Regulation OP3

1. Developing, writing and reviewing rules based on program expectations
2. Issuing and renewing certifications, licensure, registrations, and endorsements
3. Monitoring provider compliance
4. Overseeing implementation of corrective action
5. Communicating with stakeholders
6. Improving quality of providers
7. Training

Program Design and Implementation OP4

1. Developing program scope and implementation strategies
2. Defining metrics and measuring success
3. Prioritizing work and resources
4. Engaging legislatively at the state and federal levels
5. Meaningfully partnering with clients, service delivery staff and partners, business and program support services, and stakeholders
6. Managing partner/contractor performance, including accountability for culturally specific practices and services
7. Accountable for implementation of best-practices and use of data (both quantitative and qualitative) to drive decisions
8. Communicating internally and externally, both proactively and in reaction to specific circumstances
9. Continuously improving processes to maximize staff, IT, and program resources
10. Focusing across programs on client needs and enterprise outcomes

Program Integrity SP1

1. Assuring quality
   - o Monitoring compliance, performance, and service quality
   - o Performing audits and reviews
   - o Training on errors and instances of noncompliance
   - o Documenting and reporting program outcomes, compliance, performance and service quality
2. Identifying and addressing systemic issues
   - o Managing enterprise risk
   - o Following up on audit findings
   - o Supporting Continuous Improvement
   - o Documenting and reporting program outcomes
   - o Ensuring data integrity

Business Support SP2

1. Developing and implementing business policy
2. Budgeting
3. Managing finance
4. Managing procurement
5. Managing enterprise resources
6. Managing data and business processes
7. Managing records and documents
8. Ensuring compliance

Program Support SP3

1. Managing public accountability
   - o Supporting stronger community relationships
   - o Coordinating improvements in tribal relations
   - o Managing client concerns that come to central office
   - o Coordinating external and internal communication
   - o Coordinating state and federal legislative work
2. Advancing service equity
3. Improving program data and analysis
4. Facilitating business solutions
5. Identifying and addressing systemic issues
   - o Supporting continuous improvement
   - o Documenting and reporting program outcomes

Workforce Development SP4

1. Involving stakeholders in workforce planning
2. Recruiting, retaining and succession planning
3. Building workforce capability
4. Managing performance feedback
5. Ensuring a safe and healthy work environment
6. Developing professional partnerships

PROCESS MEASURES

Protection and Intervention OP1	Direct Service OP2	Provider Regulation OP3	Program Design and Implementation OP4	Program Integrity SP1	Business Support SP2	Program Support SP3	Workforce Development SP4
a. Inconclusive disposition of investigations b. Timeliness of investigation c. Timeliness of investigation completion	a. (1) Field workforce strategy (2) Field workforce to forecast workload b. Eligibility timeliness	a. Provider quality improvement b. Monitoring	a. Sub-process utilization scoring b. Scoring Outcome measures	a. (1) Audits/ reviews related to program integrity (2) Corrective actions implemented (3) Audits with no findings (4)Percent of repeat compliance audit findings b. Internal business reviews (business & contractor services) c. Service accuracy - eligibility determination d. (1) Employee fraud (2) Client fraud and intentional program violations (IPV) (3) Client overpayments (4) Medicaid provider fraud	a. Business operations customer satisfaction b. Business operational performance measures c. Leadership accountability to performance measures	a. Efficient & effective services b. Service excellence – internal c. Projects follow project management methodology	a. Cultural competency b. Performance feedback model – (1) position descriptions (2) development plans

PROCESS OWNER

Protection and Intervention OP1	Direct Service OP2	Provider Regulation OP3	Program Design and Implementation OP4	Program Integrity SP1	Business Support SP2	Program Support SP3	Workforce Development SP4
Stacey Ayers Marie Cervantes	Sandy Dugan Angela Munkers	Donna Keddy	Trina Lee	Chuck Hibner	Jeremy Emerson	Angela Long Wes Rios	Jeff Akin

OUTCOME MEASURES

Safety O1	People Living as Independently as Possible O2	Fiscally Responsible O3	Customer Satisfaction O4	Service Equity O5	Employee Engagement O6	Workforce Diversity O7	Community / Business Partnerships O8
a. Re-abuse Rate b. Abuse Rate	a. In Home Service b. Successful Employment c. Earning Sufficient Wages	a. On Target Spend b. Balanced Budget	a. Customer Satisfaction	a. Access b. Outcomes	a. Employee Engagement	a. Workforce Diversity	a. External Customer Satisfaction b. External stakeholder satisfaction c. Partner outcomes

MEASURE OWNER

Safety O1	People Living as Independently as Possible O2	Fiscally Responsible O3	Customer Satisfaction O4	Service Equity O5	Employee Engagement O6	Workforce Diversity O7	Community / Business Partnerships O8
Lois Day	Trisha Baxter Jerry Waybrant	Eric Moore	Gene Evans	Carol Lamon	Carolyn Ross	Lydia Muniz	Mike McCormick

Version: February 10, 2014

JOHN A. KITZHABER, MD
Governor

State Chief Executive Officer's Certification
for the
Education and Training Voucher Program
Chafee Foster Care Independence Program

As Chief Executive Officer of the State of Oregon, I certify that the State is either has in effect and is operating an Statewide program relating to the Chafee Foster Care Independence Program:

1. The State will comply with the conditions specified in subsection 477(i).
2. The State has described methods it will use to:
    a. Ensure that the total amount of educational assistance to a youth under this and any other Federal assistance program does not exceed the total cost of attendance; and
    b. Avoid duplication of benefits under this and any other Federal assistance program as defined in Section 477(b)(3)(J).

Signature of Chief Executive Officer

6/26/14
Date

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WWW.OREGON.GOV

JOHN A. KITZHABER, MD
Governor

Title IV-E, Section 477 Certifications

Certifications for the Chafee Foster Care Independence Program

As Chief Executive Officer of the State of Oregon, I certify that the State has in effect and is operating a Statewide or areawide program pursuant to section 477(b) relating to the Foster Care Independence Program and that the following provisions to effectively implement the Chafee Foster Care Independence Program are in place:

1. The State will provide assistance and services to youth who have left foster care because they have attained 18 years of age, and have not attained 21 years of age [Section 477(b)(3)(A)];
2. Not more than 30 percent of the amounts paid to the State from its allotment for a fiscal year will be expended for room and board for youth who have left foster care because they have attained 18 years of age, and have not attained 21 years of age [Section 477(b)(3)(B)];
3. None of the amounts paid to the State from its allotment will be expended for room or board for any child who has not attained 18 years of age [Section 477(b)(3)(C)];
4. The State has consulted widely with public and private organizations in developing the plan and has given all interested members of the public at least 30 days to submit comments on the plan [Section 477(b)(3)(E)];
5. The State will make every effort to coordinate the State programs receiving funds provided from an allotment made to the State with other Federal, State and Tribal programs for youth (especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974); abstinence education programs, local housing programs, programs for disabled youth (especially sheltered workshops), and school-to-work programs offered by high schools or local workforce agencies [Section 477(b)(3)(F)];
6. Adolescents participating in the program under this section will participate directly in designing their own program activities that prepare them for independent living and the adolescents will be required to accept personal responsibility for living up to their part of the program [Section 477(b)(3)(H)]; and
7. The State has established and will enforce standards and procedures to prevent fraud and abuse in the programs carried out under the plan [Section 477(b)(3)(I)].
8. The State will use training funds provided under the program of Federal payments for foster care and adoption assistance to provide training to help foster parents, adoptive parents, workers in group homes, and case managers understand and

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address the issues confronting adolescents preparing for independent living, and will, to the extent possible, coordinate such training with the independent living program conducted for adolescents [Section 477(b)(3)(D)];

9. The State has consulted each Tribe in the State about the programs to be carried out under the plan; there have been efforts to coordinate the programs with such Tribes; and benefits and services under the programs will be made available to Indian youth in the State/Tribe on the same basis as to other youth in the State; and that the State negotiates in good faith with any Indian tribe, tribal organization, or tribal consortium in the State that does not receive an allotment under 477(j)(4) for a fiscal year and that requests to develop an agreement with the State to administer, supervise, or oversee the programs to be carried out under the plan with respect to the Indian children who are eligible for such programs and who are under the authority of the tribe, organization, or consortium and to receive from the State an appropriated portion of the State allotment for the cost of such administration, supervision or oversight [Section 477(b)(3)(G)];
10. The State will ensure that an adolescent participating in this program is provided with education about the importance of designating another individual to make health care treatment decision on behalf of the adolescent if the adolescent becomes unable to participate in such decisions and the adolescent does not have or does not want, a relative who would otherwise be authorized under State law to make such decisions, whether a health care power of attorney, health care proxy or other similar document is recognized under State law, and how to execute such document if the adolescent wants to do so [Section 477(b)(3)(K)].

Signature of Chief Executive Officer

6/26/14

Date

Attachment C - States

Title IV-B, subpart 1 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 1, sections 422(b)(8), 422(b)(10), and 422 (b)(14) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year Child and Family Services Plan (CFSP).

1. The State assures that it is operating, to the satisfaction of the Secretary:

    a. A statewide information system from which can be readily determined the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care;

    b. A case review system (as defined in section 475(5) of the Act) for each child receiving foster care under the supervision of the State/Tribe;

    c. A service program designed to help children:

        i. Where safe and appropriate, return to families from which they have been removed; or

        ii. Be placed for adoption, with a legal guardian, or, if adoption or legal guardianship is determined not to be appropriate for a child, in some other planned, permanent living arrangement which may include a residential educational program; and

    d. A preplacement preventative services program designed to help children at risk of foster care placement remain safely with their families.

2. The State assures that it has in effect policies and administrative and judicial procedures for children abandoned at or shortly after birth (including policies and procedures providing for legal representation of the children) which enable permanent decisions to be made expeditiously with respect to the placement of the children.

3. The State assures that it shall make effective use of cross-jurisdictional resources (including through contracts for the purchase of services), and shall eliminate legal barriers, to facilitate timely adoptive or permanent placements for waiting children.

4. The State assures that not more than 10 percent of the expenditures of the State with respect to activities funded from amounts provided under this subpart will be for administrative costs.

5. The State assures that it will participate in any evaluations the Secretary of HHS may require.

6. The State assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

Effective Date and Official Signature

I hereby certify that the State complies with the requirements of the above assurances.

Certified by: _____

Title: Child Welfare Director

Agency: Oregon Department of Human Services

Dated: _____

Reviewed by: _____

(ACF Regional Representative)

Dated: _____

Title IV-B, subpart 2 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 2, sections 432(a)(2)(C), 432(a)(4), 432 (a)(5), 432(a)(7) and 432(a)(9) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year CFSP.

1. The State assures that after the end of each of the first four fiscal years covered by a set of goals, it will perform an interim review of progress toward accomplishment of the goals, and on the basis of the interim review will revise the statement of goals in the plan, if necessary, to reflect changed circumstances.

2. The State assures that after the end of the last fiscal year covered by a set of goals, it will perform a final review of progress toward accomplishments of the goals, and on the basis of the final review:

a. Will prepare, transmit to the Secretary, and make available to the public a final report on progress toward accomplishment of the goals; and

b. Will develop (in consultation with the entities required to be consulted pursuant to subsection 432(b)) and add to the plan a statement of the goals intended to be accomplished by the end of the 5th succeeding fiscal year.

3. The State assures that it will annually prepare, furnish to the Secretary, and make available to the public a description (including separate descriptions with respect to family preservation services, community-based family support services, time limited family reunification services, and adoption promotion and support services) of:

a. The service programs to be made available under the plan in the immediately succeeding fiscal year;

b. The populations which the programs will serve; and

c. The geographic areas in the State in which the services will be available.

4. The State assures that it will perform the annual activities in the 432(a)(5)(A) in the first fiscal year under the plan, at the time the State submits its initial plan, and in each succeeding fiscal year, by the end of the third quarter of the immediately preceding fiscal year.

5. The State assures that Federal funds provided under subpart 2 will not be used to supplant Federal or non-Federal funds for existing services and activities which promote the purposes of subpart 2.

6. The State will furnish reports to the Secretary, at such times, in such format, and containing such information as the Secretary may require, that demonstrate the State's compliance with the prohibition contained in 432(a)(7)(A) of the Act.

7. The State assures that in administering and conducting service programs under the subpart 2 plan, the safety of the children to be served shall be of paramount concern.

8. The State assures that it will participate in any evaluations the Secretary of HHS may require.

9. The State assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

10. The State assures that not more than 10 percent of expenditures under the plan for any fiscal year with respect to which the State is eligible for payment under section 434 of the Act for the fiscal year shall be for administrative costs, and that the remaining expenditures shall be for programs of family preservation services, community based support services, time limited family reunification services, and adoption promotion and support services, with significant portions of such expenditures for each such program.

Effective Date and Official Signature

I hereby certify that the State complies with the requirements of the above assurances.

Certified by: _____

Title: Child Welfare Director

Agency: Oregon Department of Human Services

Dated: _____

Reviewed by: _____

(ACF Regional Representative)

Dated: _____

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
CORE - Fundamentals of Child Welfare Child Welfare CORE Training is mandatory for all new child welfare staff classified as Social Services Specialists 1 and other employees who perform functions generally assigned to these classifications. Employees must complete CORE prior to having responsibility for a child welfare caseload. Newly hired employees must be attending or have completed training within three months. CORE meets the statutory requirements outlined in ORE 418.749 for all Child Protective Services staff that screen, assess and investigate allegations of child abuse and neglect.	This two week cluster introduces the participant to an array of social issues common in child welfare and provides strategies for implementing best practice standards when working with children and families. Topics include but are not limited to domestic violence, mental illness, substance abuse, child sexual abuse, drug endangered children, developmental issues of abused children, and child neglect. Sessions providing a foundation for child welfare practice include educational resources, working with relative and non-relative caregivers, cultural considerations, the Indian Child Welfare Act, engagement skills, self-sufficiency, and a caseworker's role in the courtroom.	2 weeks	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	$1,625,466 (per biennium)	RMS

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
CORE – Life of a Case	This two week cluster introduces the participant to all aspects of the Oregon Performance Model, from initial contact to reunification and case closure, and sessions covering screening, mandatory reporting, interviewing children, visitation planning and vicarious traumatization. Sessions supporting legally sound casework practice and concurrent permanency planning are provided and include identifying fathers, diligent relative search, placement priorities, reasonable efforts, types of juvenile court hearings, and Citizen Review Boards.	2 weeks	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	See cost above (this total cost includes this class)	RMS
CORE – Pathways To Permanency: Implementing the Concurrent Plan	This one week training will introduce values and policies that provide a framework for case management responsibilities related to developing a concurrent permanency plan when children are unable to return home.	1 week	PSU	Social Service Specialist (SSS1) Case carrying workers	$593,524 (per biennium)	Title IV-E Foster Care Eligibility
Adoption and Safe Families Act (ASFA)	The Adoption and Safe Families Act (ASFA) training is mandatory for new child welfare workers in Oregon. The purpose of this training is to orient participants to ASFA and its related timelines.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS
Multi-Ethnic Placement Act (MEPA)	What is MEPA (Multi-Ethnic Placement Act)? What is at the heart of this federal law? Why does this law exist and how does it benefit children? This required course is designed to apply to all child welfare staff and supervisors placing children in substitute care, including foster care and adoptions.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Confidentiality in Child Welfare	This computer-based training will cover the laws and policies around confidentiality in the field of child welfare. The laws surrounding child welfare records are confusing and often legal advice will be necessary to determine which statute will prevail in a given circumstance.	Computer Based Training (self-paced)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS
Advocating for Educational Services	This training will equip workers with information needed to advocate for the educational rights of children in care. Workers will learn how to promote the educational achievement of children and young adults through participation on teams that perform academic assessment, planning and goal setting. Strategies for working collaboratively with caregivers, school districts, and educational surrogates will be given.	3 hours (NetLink)	PSU	Caseworkers, complete within 3 months of hire	Included in CORE costs from PSU	RMS
Social Service Assistant (SSA)	Social Service Assistant Training is an interactive, professional development activity that focuses on the essential skills and knowledge SSAs need to support the safety and permanency of children and families served by Child Welfare. Social Service Assistants will learn about the valuable role they play in supporting child welfare caseworkers to engage families and keep children safe. This training provides entry level instruction on key practice and policy top areas related to the primary functions of the Social Services Assistant position. Topics	6 days	PSU	Social Service Assistants (SSA) complete within 6 months of hire	$215,750	RMS

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	include, but are not limited to: Using the Oregon Performance Model to ensure safe and meaningful visits; Family Culture and Parenting Styles, Parent Coaching, Child Development, Engagement and Communication which includes information on the Stages of Change and Motivational Interviewing, Documentation and Court Presentations.					
Supervisory Training	**Module 1:** Making the transition from Social Worker to Supervisor **Module 2:** Achieving excellence in staff performance **Module 3:** Building a cohesive work group **Module 4:** Promoting the growth and development of staff **Module 5:** Case consultation and supervision **Module 6:** Managing effectively within the organization	12 days (96 hours) Offered 2 x a year	PSU	CW Line Supervisors	$329,794	RMS
Certification and Adoption Worker Training Provides baseline instruction in key policy and best practice standards for new certifiers and adoption workers.	This two week training covers the most up to date information on policy and best practice in working with foster, adoptive and relative caregivers. Topics include: assessment using the SAFE home study model as the foundation, interviewing skills, expedited placements, relative placements, safety standards, criminal background checks, committee presentations, supporting caregivers, allegations in out of home care, caring for sexually reactive children, developmental challenges of adoption, disruption, supervision, finalization, financial assistance through permanency, transitions, mediation and openness.	10 days Offered 2 x a year	PSU	Adoption Workers, foster home certifiers, & staff who complete relative, foster care, & adoption home studies.	$323,243 (per-biennium)	Title IV-E Foster Care Eligibility

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Adoption Tools and Techniques Training	This three-day training is offered twice a year and builds upon the learning objectives from Pathways to Permanency Training. The in-depth content includes the legal, procedural, and therapeutic components needed to achieve a permanent home for children when that home will be an adoptive home. This training will focus on the importance of maintaining children's connections to important communities and individuals that are appropriate to continue to support their lifelong well being.	3 days	PSU	Social Service Specialist 1 (SSS1) Case carrying workers	Included in Certifier & Adoption Worker Training costs from PSU	Title IV-E Foster Care Eligibility
Foundations: Training of Trainers Training on the delivery of Foundations training for foster parents and adoptive parents. All staff who trains on this curriculum is expected to attend and are provided a participant handbook and receive instruction to both the curriculum and training delivery strategies.	Review of Oregon's Foundational Curriculum for training foster, relative and adoptive families. The training covers the entire 8 weeks of material staff will use to train families who wish to care for Oregon's children in foster/relative and adoptive care.	4 days	PSU	Staff who train Foundations for foster and adoptive parents	Included in Certifier & Adoption Worker costs from PSU	Title IV-E Foster Care Eligibility

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Specialized and Ongoing Professional Development Resources allocated to support the roll-out of the Differential Response model in Oregon.			PSU			
Foster / Relative / Adoptive Parent Training	**CATEGORIES & SAMPLE OF TRAININGS:** **Adolescence** • Caring for Sexual Minority Youth • A Caregiver's Guide to Bullies, Victims & Bystanders • Common Mental Health Issues in Teens • Ten Tips for Parenting Teens • On the Move – Aging Out of Foster Care • Parenting in the Digital Age **Adoption** • Adoption Issues throughout Life • Loss and Grief (also available in Spanish) • The Foster to Adoption Shift **Behavior Management** • Fun and Creative Parenting • Managing Difficult Behaviors in Young Children • Pouting to Punching • Parenting Children with ADD/ADHD Fundamentals (also available in	Varies	PSU	Foster Parents	$1,379,271	Title IV-E Foster Care Eligibility

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	Spanish) **Child Development** • Educational Rights of Children and Youth • Fetal Alcohol Spectrum Disorder Fundamentals • The Tween Puzzle **Communication** • Collaborative Problem Solving (also available in Spanish) • Confidentiality Issues for Caregivers • Taking Note of Your Work with DHS (also available in Spanish) **Families** • Foster Parents in Juvenile Court • Loss and Grief (also available in Spanish) • Supporting Children Exposed to Domestic Violence • Permanency Options for Caregivers **Health & Safety** • Caring for Sexual Minority Youth • Caring for the Sexually Abused child • Fetal Alcohol Spectrum Disorder Fundamentals **Neglect & Abuse** • Effects of Trauma on Learning in Children 0 to 18 • Understanding & Responding to the Sexual Behaviors of Children					

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	Self-Development • Executive Functions: Stop, Look and Listen • Proper Hair and Skin Care of Ethnic and Biracial Children • Strategies for successful Fostering **Special Needs** • Methamphetamine Endangered Children • Parenting a Child with Special Needs					
Differential Response (DR)	**Day 1** Module 1: DR Overview Module 2: Advanced Engagement **Day 2** Module 3: Collaboration in DR & Strength Needs Tool Module 4 & 5: OSM and TIPS **Day 3** Module 6: Screening **Day 4** Module 7: Assessment **Other: Community Partners Overview**	3 hours 3 hours 3 hours 3 hours 3 hours 6 hours 6 hours 1 hour	PSU & DHS	Select CW & SS TBD Providers & Staff Providers Only Identified staff Screeners & Mgmt SSS1 workers Community Partners	$286,521 (allocated $$ from Specialized and ongoing Professional Development)	**RMS**

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Oregon Safety Model (OSM) Refresher Computer-based trainings are being developed in order to offer the refresher information for all workers.	7 Modules in phases of development	90 min each		All CW Workers	$2,060.40 (Salary cost estimate)	RMS
Interstate Compact on Placement of Children (ICPC)	This training will introduce you to the ICPC regulations and procedures. It will teach you which form(s) to use and how to complete them. It will give you insight about when and why the ICPC process is needed. Lastly, it will provide you with resources that will enable you to be successful with your ICPC cases.	2 hours (NetLink)	DHS-CW	All CW Caseworkers	$2,060.40 (Salary cost estimate)	RMS
Youth Transition Planning	The training will focus on the preparation for transition to adulthood and out of care. Participants will gain an understanding of the Comprehensive Transition Plans, New Health Care policies/mandates, Credit Reports, vital documents, etc. Participants will learn more about DHS requirements for assisting foster youth (age 16 or older) with creating a transition plan and learn the role DHS must have in the planning process to help youth transition to adulthood.	3 hours (NetLink)	DHS-CW	All CW Caseworkers	$2,060.40 (Salary cost estimate)	RMS
Independent Living Program (ILP) Services	The training will help to understand the array of services available through ILP contractors. You will learn how to secure services, understand the eligibility criteria for Housing, Chafee Education, Tuition and Fee Waiver for foster	3 hours (NetLink)	DHS-CW	All CW Caseworkers	Included with above	RMS

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	youth, how to pay for driver's education and have a better idea of how to help youth who are not enrolled with an ILP Provider! The main goal of the ILP is to help youth transition into adulthood with knowledge and skills to be self-sufficient and contributing members of their community.					
Disclosure Analysis Guidelines (DAG)	Almost all Child Welfare documents contain confidential information that may need to be redacted prior to disclosure. Analyzing what information DHS may disclose requires critical thinking skills. A resource guide was developed that includes a summary diagram and appendices meant to provide information necessary to guide critical thinking for the majority of questions related to disclosure and confidentiality.	Computer Based Training (self-paced)	DHS-CW	Caseworkers, complete within 1 year of hire	No Ongoing Costs	
Fathers in Dependency Cases	After completing this course you will have reviewed: Categories of fathers; Ways to identify, locate & notify fathers with rights; How to resolve possible paternity issues; How to facilitate parentage testing; and Resources for additional paternity information.	Computer Based training (self-paced)	DHS- CW	All CW Caseworkers	No Ongoing Costs	
Another Planned Permanent Living Arrangement (APPLA)	The goal of this course is to provide child welfare professionals an overview of the appropriate use of APPLA and the requirements to thoroughly assess other permanency plans prior to recommending APPLA. There are six learning objectives for this course. They are: Define APPLA and recall the two types of APPLA plans. List the four permanency plans & order of preference. Recall APPLA	Computer Based Training (self-paced)	DHS- CW	All CW Caseworkers	No Ongoing Costs	

	2014 Training Matrix					
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	requirements, procedures and timelines. Recall processes required to consider APPLA as a child's permanency plan. Determine actions and timelines when a proposed APPLA plan is not recommended. Recall the on-going department responsibilities when the court has approved APPLA as a child's permanency plan.					

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Knowing Who You Are In order for staff, volunteers and workers to help youth establish consistency in their lives with regard to how they view themselves, it is important they have an understanding of their own racial and ethnic identify, investigate their assumptions and biases related to race and ethnicity and examine personal comfort levels around these issues.	**Video: (accompanied with viewer study guide)** • Promote common framework for learning about racial and ethnic identity formation • Open a healthy dialogue about racial and ethnic identify formation • Illustrate overt and subtle ways that prejudice and racism undermine on individual's sense of self • Initiate discussion about the role that individuals and organizations can play in supporting the development of healthy racial and ethnic identify **Web-based: (approximate length 3-6 hours)** • Explore own racial and ethnic identify and group membership • Recognize influences and impacts on racial and ethnic identify • Increase awareness around stereotypes, prejudice and racism • Examine the realities of how race and ethnicity play out in our society • Begin to develop skills for talking about race and ethnicity, addressing racism and discrimination, and integrating new knowledge and skills into day-to-day practice	2 day in-person learning event; video; web-based		All CW staff, volunteers, community partners	$ 15,000	Title IV-E

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
	In-Person Learning Event: (facilitated workshop) • Identify personal and professional assumptions and biases that hinder respect & value of racial and ethnic differences • Understand how to support healthy racial and ethnic identity development • Engage in courageous conversations that demonstrate staying engaged, speaking our truth, experiencing discomfort and expecting/accepting non-closure Apply practical opportunities-strategies incorporating racial-ethnic w/youth					
OR-Kids Training is provided in a variety of ways to appeal to all the different learning styles and to provide every individual with valuable resources to access as we prepare. Venues of training included webinars, conference calls and classroom trainings. Our OR-Kids On Line website is extensive and offers a wealth of information.		various	DHS CW Training and OR Kids system trainers	All CW staff, Tribes, Affected providers and community partners	$1,653,467.16	Title IV-E Foster Care Eligibility

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
Masters in Social Work (MSW) There are two major options * Portland Option * Distance Option	**Portland Option**, classes provided on PSU campus, is a 78 credit program. Students in our tuition assistance program who have selected public child welfare as their advanced practice concentration. The curriculum combines concurrent on-campus coursework and field placements and practicum education in our department. **Distance Option**, is a three-year program with a combination of courses offered on intensive weekends, onsite instruction and web-enhanced course delivery instruction with field practice placements within DHS Child Welfare in the students' local communities.	2 to 3 years	PSU	DHS CW employees and recruits	$1,675,940	Title IV-E Foster Care Eligibility
Bachelors Social Work (BSW)	The BSW Program prepares graduates to become professional generalist entry-level social workers/caseworkers to work for DHS Child Welfare.	1 year	PSU	DHS CW Employees and recruits	Combined with MSW	Title IV-E Foster Care Eligibility
CASA Memorandum of Understanding	An interagency agreement is currently in place; See detailed matrix below on page 15	Various	CASA, DHS CW	CASA	See Matrix below for detailed costs.	Title IV-E Foster Care Eligibility

2014 Training Matrix						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**

Oregon CASA IV-E Training Report for FY 2013-14						
Training Activity	Courses	Duration	Provider	Audience	Est. Total Cost	Cost Allocation
CASA Advocate Pre-Service Training The CASA Advocate Pre-Service Training is mandatory prior to becoming a "party to the case" by the court and assigned a case/s for an abused/neglected child under the care of Child Welfare as outlined in ORS 419.B. In an effort to reach all audiences, including those in rural areas where travel to training sites is challenging, a hybrid on-line/in class version, titled “Flex Training”, was also provided. Approximately 2,633 hours of pre-service training was delivered in 2013-14.	IV-E approved units included bonding and attachment, child abuse and neglect, cultural issues, domestic violence, communicating with children, conflict resolution, working with the Courts and more.	2013-14	Certified Local CASA Program directors and training staff	Prospective CASA volunteer advocates and Local CASA Program staff	$22,981	

2014 Training Matrix							
Training Activity	**Courses**		**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
CASA In-Service Training CASA volunteers participated in approximately 1,217 hours of in-service training for which Title IV-E claims were filed in 2013-14. CASA volunteers are required to participate in 12 hours of in-service annually in order to continue to serve as advocates.	Topics included the same as above in more depth and may have also included the culture of poverty, domestic abuse, forensic interviewing, human trafficking, sexual assault, impact on the child of an incarcerated parent, substance abuse and relapse, providing effective testimony, conflict resolution, IEP's and resources for children with special needs, adoption process, gang activity, foster teens transitioning to independent living, diversity and cultural competency	A minimum of 12 hours and as many as 20	Local CASA Program directors and training staff, contracted trainers, experienced CASA volunteers, professionals from the community	CASA volunteer advocates, CASA staff, Citizens Review Board members	Approximately $6,265.00		
Oregon Volunteers Local CASA Program IV-E Training Trainings conducted by programs, both core and in-service as well as trainings attended by CASA staff and volunteers are eligible for reimbursement under the Title IV-E program. CASA	Oregon CASA directors and finance managers continue to be trained in the necessary record-keeping and processing to obtain IV-E reimbursement for their staff and volunteer training activities.	8-12 hours	Staff of Oregon Volunteers and DHS	Local CASA Program Directors and Finance Managers	Approximately $3,406		

2014 Training Matrix							
Training Activity	**Courses**		**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
staff are being trained in the process of obtaining Title IV-E reimbursement on an on-going basis.							
Shoulder–to-Shoulder Conference CASA programs sent approximately 73 staff and volunteers to the 2013 Shoulder to Shoulder Conference.	The conference offered educational topics by speakers who addressed issues that impact children and youth in all parts of the child welfare system. Examples include trauma and resilience, family reunification, sexual exploitation of children, supporting connections between birth and bio families, supporting foster youth in special education, supporting LGBTQ youth and families in the foster care system, and others.	8 hours	DHS staff, professionals from the child welfare community, Juvenile Court staff	Local CASA Program staff and volunteer advocates	Approximately $4,420		

2014 Training Matrix							
Training Activity	**Courses**		**Duration**	**Provider**	**Audience**	**Estimated Total Cost**	**Cost Allocation**
National CASA Conference Approximately half of Oregon CASA programs sent staff to the Annual 3-day national conference designed to strengthen volunteer voices, build skills and acquire tools that will enhance their ability to speak up for abused and neglected children in the role of volunteer advocate.	Topics included equity, inclusion and identity, best advocacy practices, topics in child welfare, and judicial processes.	24 hours	National CASA staff and child welfare professionals	Local CASA Program staff, board members and volunteer advocates	Approximately $19,575		
CRB Conference Approximately 16 CASA staff attended the annual 2-day conference designed to provide in-service training for CRB volunteers and other community members working within the child welfare/juvenile justice system.	Topics included, but were not limited, to any of the following: communicating effectively with teens, navigating the legal landscape, conducting professional reviews of cases, DHS policies and programs, permanency, transition, adoption, and bias in decision-making.	16 hours	Juvenile court staff, judges, DHS staff, and other professionals	Local CASA Program staff and volunteer advocates	Approximately $500		

Oregon CASA IV-E Training Report for FY 2013-14						
Training Activity	**Courses**	**Duration**	**Provider**	**Audience**	**Est. Total Cost**	**Cost Allocation**
CASA Advocate Pre-Service Training The CASA Advocate Pre-Service Training is mandatory prior to becoming a "party to the case" by the court and assigned a case/s for an abused/neglected child under the care of Child Welfare as outlined in ORS 419.B. In an effort to reach all audiences, including those in rural areas where travel to training sites is challenging, a hybrid on-line/in class version, titled "Flex Training", was also provided. Approximately 2,633 hours of pre-service training was delivered in 2013-14.	IV-E approved units included bonding and attachment, child abuse and neglect, cultural issues, domestic violence, communicating with children, conflict resolution, working with the Courts and more.	2013-14	Certified Local CASA Program directors and training staff	Prospective CASA volunteer advocates and Local CASA Program staff	$22,981	
CASA In-Service Training CASA volunteers participated in approximately 1,217 hours of in-service training for which Title IV-E claims were filed in 2013-14. CASA volunteers are required to participate in 12 hours of in-service annually in order to continue to serve as advocates.	Topics included the same as above in more depth and may have also included the culture of poverty, domestic abuse, forensic interviewing, human trafficking, sexual assault, impact on the child of an incarcerated parent, substance abuse and relapse, providing effective testimony, conflict resolution, IEP's and resources for children with special needs, adoption process, gang activity, foster teens transitioning to independent living, diversity and cultural competency	A minimum of 12 hours and as many as 20	Local CASA Program directors and training staff, contracted trainers, experienced CASA volunteers, professionals from the community	CASA volunteer advocates, CASA staff, Citizens Review Board members	Approximately $6,265.00	
Oregon Volunteers Local CASA Program IV-E Training Trainings conducted by programs, both core and in-service as well as trainings attended by CASA staff and	Oregon CASA directors and finance managers continue to be trained in the necessary record-keeping and processing to obtain IV-E reimbursement	8-12 hours	Staff of Oregon Volunteers and DHS	Local CASA Program Directors and Finance Managers	Approximately $3,406	

volunteers are eligible for reimbursement under the Title IV-E program. CASA staff are being trained in the process of obtaining Title IV-E reimbursement on an on-going basis.	for their staff and volunteer training activities.					
Shoulder–to-Shoulder Conference CASA programs sent approximately 73 staff and volunteers to the 2013 Shoulder to Shoulder Conference.	The conference offered educational topics by speakers who addressed issues that impact children and youth in all parts of the child welfare system. Examples include trauma and resilience, family reunification, sexual exploitation of children, supporting connections between birth and bio families, supporting foster youth in special education, supporting LGBTQ youth and families in the foster care system, and others.	8 hours	DHS staff, professionals from the child welfare community, Juvenile Court staff	Local CASA Program staff and volunteer advocates	Approximately $4,420	
National CASA Conference Approximately half of Oregon CASA programs sent staff to the Annual 3-day national conference designed to strengthen volunteer voices, build skills and acquire tools that will enhance their ability to speak up for abused and neglected children in the role of volunteer advocate.	Topics included equity, inclusion and identity, best advocacy practices, topics in child welfare, and judicial processes.	24 hours	National CASA staff and child welfare professionals	Local CASA Program staff, board members and volunteer advocates	Approximately $19,575	

CRB Conference Approximately 16 CASA staff attended the annual 2-day conference designed to provide in-service training for CRB volunteers and other community members working within the child welfare/juvenile justice system.	Topics included, but were not limited, to any of the following: communicating effectively with teens, navigating the legal landscape, conducting professional reviews of cases, DHS policies and programs, permanency, transition, adoption, and bias in decision-making.	16 hours	Juvenile court staff, judges, DHS staff, and other professionals	Local CASA Program staff and volunteer advocates	Approximately $500	

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
Foster Care Reporting Population						
5	The reporting system includes all children who have or had been in foster care at least 24 hours. (Appendix A to Part 1355--Foster Care Data Elements, Section II—Definitions).	2	Based on the program code and the case file findings this element is rated a "2." The approach of using a service placement instead of entering the record as a removal episode does not guarantee that a record will be entered correctly. Screen: Placement The screen does not include fields that would delineate the removal episode as being one that is 24 hours or less. Program Code When identifying removal dates (FC18 and 21), the program code checks that the removal (discharge) end date is at least one day more than the removal date. Case File Review: There was one case in the sample that had a start and end date on the same day. This was reported in FC18 and 20. Element #19 indicated the child had two removal episodes. There was another record in which the first removal was identified as less than 24 hours and the dates were 1 day apart.	Screen/Program Code 1) For the existing process: The program code needs to be modified to flag for follow-up records that have a removal episode start and end date on the same day and those that are a day apart. 1a) If the state does not make changes to the system, then the identified records must be re-entered properly as a service case. 2) Also, the State team needs to provide a list of the service placements. 3) Recommendations: Add either time fields or a check box that would be selected if the removal episode is 24 hours or less. The program code would then be modified to check the new field to determine if the removal is one that is 24 hours or less and if so, exclude the record.	10/01/2014	**OR-Kids Training**: 1. State will ensure the field receives training, informational messages and training documentation regarding using a "service" rather than a "placement" for placements less than 24 hours. 1a. **OBI Reporting:** The state will run a report to identify records entered incorrectly and work with the field to perform a placement correction to reflect the "Less than 24 hour" service. 2. Foster Care – Non-Placement Service; Foster Care – Less Than 24 Hours 3. At this time, the state will not modify the system, as this doesn't guarantee the field will check the 24 hour checkbox when appropriate.
6	Foster care does not include children who are in their own homes under the responsibility of the title IV-E agency. (Appendix A to Part	2	Program Code Paragraph (Para.) 2100 – Identify AFCARS children Children who are in the title IV-E agency's responsibility for placement and care who were first placed with a	Program Code 1) Identify if there is a data entry issue that is occurring and if caseworkers are entering these incorrectly.	12-31-14	**Well Being/Field Services/OBI Reporting** 1. The Well Being will work with OBI to create and Exception Report to identify

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
	1355--Foster Care Data Elements, Section II—Definitions). A removal is either the physical act of a child being taken from his or her normal place of residence, by court order or a voluntary placement agreement and placed in a substitute care setting, or the removal of custody from the parent or relative guardian pursuant to a court order or voluntary placement agreement which permits the child to remain in a substitute care setting. (CWPM, 1.2B.3 Question #4).		non-custodial parent appear to be included in the reporting population. There were cases in the review sample where the child was either initially placed with a non-custodial parent or was discharged to a non-custodial parent and later re-entered foster care.	2) Modify the program code to exclude records of children whose only placement is with a non-custodial parent.		placements that fit the defined criteria 2. The Exception Report will be made available to the Field to work with staff to ensure workers are entering these types of placements correctly. 3. **OR-Kids BAs**: Verify/change the extraction code appropriately excludes records of children whose only placement is with a non-custodial parent.
7	[The foster care population] includes youth over the age of 18 if a payment is being made on behalf of the child (CWPM, 1.3). A title IV-E agency that exercises the option to extend assistance to youth age 18 or older must collect and report data to AFCARS on all youth receiving a title IV-E foster care maintenance payment. (ACYF-CB-PI-10-11, Issued July 9, 2010).	2	The State has exercised the option to extend title IV-E foster care maintenance payments to youth through age 21. The effective date of the State's title IV-E plan amendment is April 1, 2011 (2011B). At this time, the State's title IV-E program only covers youth who remain in foster care at the time they turn 18. The State is evaluating whether to extend the program for title IV-E funds to cover youth who exit foster care and then later return. If this change occurs, there will be additional items the State will need to address in regard to AFCARS	1) Data files for report periods **prior to 2011B** (prior to April 1, 2011): Modify the extraction code with logic that will correctly identify records of youth that meet the title IV-E requirements for the State's program prior to April 1, 2011. 1a) Prior to 4/1/2011 (up through 3/31/2011) the data file should only include 18 year olds that receive title IV-E. 1b) FC56 and 58 addresses the discharge of youth who are 18 and not receiving title IV-E funds.	03/31/2015	**OR-Kids BAs:** 1. State will ensure program code includes only those youth who are receiving title IV-E are included in report.

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
			reporting. <u>Data Quality</u> *Frequency Report (n=11,068)*: There are records with a year of birth with a range from 1968 to 1990 (29 (.26%) records). A review of prior report periods indicates the State has been including records of youth over the age of 18 and 19. There should be no records of youth older than 19 in a report period prior to 2011B. *Case File Review Findings:* There were error cases of youth over age of 18 who are not eligible for IV-E but were included in the reporting population. <u>Post-site Corrections:</u> A new procedure (p_load_cm21_afcars_child) excludes records of youth with an age greater than 21. There were no changes made to the program code to ensure only those youth who are receiving title IV-E are included.	The selection logic is not to include these youth for report periods prior to 2011B. 1c) FC56 and 58 addresses the discharge of youth who are 18 and were receiving title IV-E funds and how to report the records as discharged when the child is no longer eligible for title IV-E. 2) Report periods **on or after April 1, 2011** (11B) are to include youth over the age of 18 through age 21 if they are receiving title IV-E foster care maintenance funds. 2a) See foster care elements 56 and 58 for reporting the discharge information for these youth.		
8	Include all children who are in the placement, care, or supervision responsibility of the title IV-B/E agency that are on "trial home visits" (CWPM 1.3).	3	The State team indicated caseworkers end trial reunification placements at six months even if the agency has placement and care responsibility and whether or not the case is ordered back to court for review. The State team indicated there is a mixed approach by the counties regarding reviews - some do all their periodic reviews in court and	Implement training/practice guidance to address accurate entry of the end of a removal episode for children who are returned home while still in the agency's responsibility for placement and care. a) If the county/court conducts all periodic reviews in court, then the child's removal episode remains	3/31/2015	**Well Being/Training/Field Services/Eligibility:** 1. This is in conflict with IV-E. The state is awaiting direction from ACF with how to move forward with this finding given the conflict with the IV-E rules and AFCARS rules. Upon that decision, changes in the

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
			others have a combination of the CRB and court reviews. <u>Data Quality</u> *Case File Review Findings:* There were issues identified in the case file analysis regarding children reported on "trial home visit" and the date of discharge in the majority of the cases was six months after the placement. Reviewers noted the agency's custody was dismissed later. It was not clear in all of the cases whether the county conducted periodic reviews in court or if the judge had ordered the case back to court for a review after a specific time frame.	open until the judge dismisses the agency of care and placement responsibility. b) If there is not a standard practice of conducting all reviews in court: > If the judge does not order the case back to court, and there is no other language by policy or court order specifying the length of time of the "trial reunification," and the child is home for six months, the six month date is used as the discharge date. > If the judge orders the case back into court or there is language in policy or the court order specifying the length of the "trial reunification," then this case is to remain open for AFCARS reporting and the discharge date is the date the agency's responsibility for placement and care ends.		system will be completed, if necessary.
Adoption Population						
11	For the purposes of adoption reporting, data are required to be transmitted by the title IV-E agency … on all adopted children for whom the agency is providing adoption assistance (either ongoing or for nonrecurring expenses), care or services directly or by contract or agreement with other private	2	<u>Program Code Post-site Corrections:</u> 1) The program code also checks for the value "AA non DHS pre-finalized." 2) Also, the program code checks for a "related payment record" and the payment request date is within the reporting period. The program code now includes the value for non-recurring adoption	1) The State needs to clarify why a pre-finalized private adoption is now included and how this correlates with the check for a date of a final judgment of adoption. 2) Clarify why a payment request date is used to identify the reporting population for private agency adoptions in which the State has involvement.	9/30/2014	**Post Adoption:** 1. The Post Adoption Program Area will send responses which clarify the questions in 1 and 2.

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	or public agencies. (45 CFR 1355.40(a)(3)). The title IV-E agency must report on all children who are adopted in the State or Tribal service area during the reporting period and in whose adoption the title IV-E agency has had any involvement. …reports on the following are mandated: (b) All special needs children who were adopted in the State or Tribal service area, whether or not they were in the public foster care system prior to their adoption and for whom non-recurring expenses were reimbursed; and (c) All children adopted for whom an adoption assistance payment or service is being provided based on arrangements made by or through the title IV-E agency. (Appendix B to Part 1355--Adoption Data Elements, Section I).		subsidies for private adoptions. The code also now includes the value for adoptions with an agreement only. See GR14 for selection of regular and subsequent adoption files.			
Technical Requirements						
13	The data must be extracted from the data system as of the last day of the reporting period (45 CFR 1355.40(b)(1)):	3	<u>For subsequent files</u> <u>Program Code:</u> The identification of the report period for subsequent submissions is manually updated for each extraction. The extraction logic checks to ensure	Children's Bureau will review foster care and adoption elements for changes.	3/31/2015	**OR-Kids BAs**: 1. The state will ensure it reports the status of all children in foster care as of the last day of the reporting period.

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	For foster care information [subsequent files], the child-specific data to be transmitted must reflect the data in the information system when the data are extracted. (45 CFR 1355.40(b)(2)). Report the status of all children in foster care as of the last day of the reporting period. (AFCARS Technical Bulletin #6, Data Extraction)		that selected data is within the report period. However, there are some elements that the program code does not have a routine to either check for a date or that the date is prior to the end of the report period being selected. See foster care and adoption findings for additional details.			
14	The data must be extracted from the data system as of the last day of the reporting period. (45 CFR 1355.40(b)(1)): Adoption data [regular or subsequent] are to be reported during the reporting period in which the adoption is legalized or, at the title IV-E agency's option, in the following reporting period if the adoption is legalized within the last 60 days of the reporting period. For a semi-annual period in which no adoptions have been legalized, the title IV-E agency must report such an occurrence.(45 CFR 1355.40(b)(3)).	2	Program Code Post-site Corrections - Regular Files 1) For State agency adoptions, the program code was modified and the adoption match date is no longer used. Instead, the adoption finalization court hearing date is used for State agency adoptions and must be within the report period in order for the record to be reported. This does not address the issue of adoption finalization dates entered after the end of a regular report period for an adoption that occurred within that period. These will be identified if the State submits a subsequent file. 2) For private agency adoptions, the program code checks for a payment record and the date of the payment. Because the State is using dates that fall within a report period, a subsequent file will correctly include	1) The program code/system must be modified for regular submission to determine if there are adoptions records that had not been previously included with the prior regular file. 2) Clarify why payments (payment request date) are checked and how does this relates to the code using legalization dates? See the notes for GR11.	3/31/2015	OR-Kids BAs: 1. The state will modify the program code to ensure all adoptions with finalized dates entered after the reporting period are included in the regular submission. 2. The state will clarify with the Permanency and Post Adoption Program areas as to why payments are checked and how this relates to the code using legalization dates.

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			adoptions that occurred in that report period.			
21	**General Data Quality** For data to be considered "quality" it must be accurate, complete, timely, and consistent in definition and usage across the entire IV-E agency and State/Tribal service area. The quality of the AFCARS data is assessed by the agency on a regular and continuous basis in order to sustain a high level of quality data. The agency incorporates AFCARS data into its quality assurance/continuous quality improvement plan. The agency involves staff from every level of the organization, and other stakeholders from outside of the agency.		There still is a need for improved data accuracy related to updating records from conversion and accurate data entry. Thirty-one percent of the data elements received a rating factor of "3" and forty-eight percent of the elements are rated a "2."	1) Describe, develop, and implement a method to ensure the accurate and timely entry of the AFCARS data; including but not limited to supervisory oversight and management reports. 1a) In the above plan, address how supervisors ensure accurate data entry. 2) Describe how the agency will monitor the accuracy of AFCARS data, including completeness of the data and timely entry of the data, over time. 3) Describe how the title IV-E agency utilizes management reports and the data in its analyses. Provide brief examples. 4) Describe how the agency will incorporate the information collected in AFCARS as part of its monitoring and quality assurance process in order to ensure accuracy of the data. 5) Include system and importance of data quality training in the agency's training for staff and include in the State's training plan (in the State's title IV-B, Child and Family Services Plan and Annual	3/31/2015	**Field Services/OBI Reporting/Training:** 1. The state will continue to work with the field regarding timely and accurate entry of data. The state will work with supervisors to ensure they are helping with data entry quality and timeliness. 2. Reports will be developed and utilized to verify data quality on a quarterly basis. These reports will be a tool to work with field and supervisors on data entry errors. 3. ROM and Reporting Manager are utilized to run reports ad hoc and as needed to verify data quality and verify the timeliness of data entry. Ad hoc reports are also created to complete spot checks on data. As an example, a Certification report will be run to verify foster home re-certifications are done in a timely and accurate manner. 4. The state will take the information reported in AFCARS and compare that to data in the system to ensure the correct values are being extracted and that

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
				Progress and Services Report). 5a) What ongoing training exists for caseworkers regarding the information system?		those values are entered appropriately and reflect accurately 5. The state will continue ongoing training of staff, utilizing shoulder to shoulder, classroom and Online training with Business Process Guides and Quick Reference Guides being updated consistently and available to staff across the state. The OR-Kids BAs will include the OR-Kids Trainers in correspondence with the field where additional training is needed in any area of the system. Ongoing training is available to the state on "OR-Kids Online", where our Business Process Guides, Quick Reference Guides and links to a variety of online training exists. The link to this training is located on the OR-Kids Desktop.
22	**Data Conversion** The information system has the capability of recording historical information, as applicable. This primarily applies to closed cases, if the agency did not convert all	3	The data needs to be reviewed to ensure complete conversion of information related to AFCARS data elements. • The State team indicated there was some conversion issues with the appropriate case plans converting to OR-Kids. Since a	Provide update(s) on the review of files and completeness of information needed for AFCARS data elements.	3/31/2016	**OR-Kids BAs, OR-Kids Technical Team, Program (all areas):** 1. Since Go-Live, the state has identified data conversion clean up needs and many manual clean-up efforts targeting specific data has been accomplished. This

No.	Requirement	Rating Factor	Findings	Tasks	Date	Notes
	cases (open and closed), that re-open after conversion, and these cases must be entered into the system. The title IV-E agency transfers historical information on open cases. Specifically, it includes information on: date of first removal, total number of removals, and whether the child's mother was married at the time of the child's birth. If the case was open at the time of conversion, information on the number of placement settings is included.		periodic review is required every six months, the case plan goals should be reviewed at that time and if not accurate, it should be corrected. • There may be data conversion errors that needs to be addressed for AD18 (mother married at time of child's birth) once the mapping is corrected to set the element to blank.			work will continue for the next couple of years, as we continue to run reports/queries to identify conversion issues affecting the quality of data reported in our AFCARS reports.

Data Element	Rating	Findings	Tasks	Date	Notes
5. Date of Most Recent Periodic Review (if applicable)	2	Program CodeParagraph (Para.) 2800 There were errors identified in the test cases and in the case file review. It appears that court hearings that are not periodic reviews may be included. It is not clear if this is a data entry issue or due to the second routine used to identify the periodic review. Data Quality *Frequency Report*[1] *(n=11,068)*: There are 167 (1.5%) records with old dates reported for this element. The range is from 1985 through 2011. *Test Deck:* There were dates reported that were court dates but not a periodic review. *Case File Review Findings:* 13 (21%) of the records analyzed did not match what was reported in AFCARS.	1) Remove the routine from the extraction code and identify if this causes other issues. 2) Identify if there are other known issues for incorrect periodic review dates.	10/01/2015	**Post Adoption/Field Services**: 1. The state believes the extraction code is working appropriately. 2. The state will review the entry of data in the legal module of OR-Kids and ensure all necessary court documentation is entered into OR-Kids correctly.
6. Date of Birth	3	Data Quality *Frequency Report (n=11,068)*: There are records with a year of birth with a range from 1968 to 1990 (29 (.26%) records). *Case File Review Findings:*	Children's Bureau will review the data based on changes made to the selection logic and FC56 and 58.	09/30/2014	**Field Services/Training/BA's/OBI:** 1. Although the Children's Bureau will review the data, the state will also work with staff to ensure correct DOB's are entered into the system through the Person Management Training. 2. BA's will work with OBI to assure

[1]The Frequency Report is based on the data for the 2013A report period.

Data Element	Rating	Findings	Tasks	Date	Notes
		There was one error case where the child's actual year of birth was a year later than what was reported to AFCARS.			appropriate records are being pulled into the report
8. Child's Race 0=No 1=Yes a. American Indian or Alaska Native b. Asian c. Black or African American d. Native Hawaiian or Other Pacific Islander e. White f. Unable to Determine	2	Screen: Person Management, Basic Tab 1) The State team indicated the value "unknown" cannot be selected in combination with known race values. This is a limit in the Client Index system and not in OR-KIDS. 1c) There may also be a mapping issue with whether the persons reported in 8F as unable to determine should be listed as not reported in 8a-8e or if they are included in those elements. NRC staff noted it at	Screen 1) If the intent is that this value is the one for the National Youth in Transition Database (NYTD), a person indicates they are multi-racial but do not know all other races, the State may want to change the terminology to something like "multi-racial/other race not known." 1a) This value maps to blank in AFCARS. 1b.1) State's suggested resolution: Update the reference values for Race so that they correctly reflect two unknown values - multi-race not known and, 1b.2) incapacitated unknown (confirm exact values with program/reporting staff). -Update mapping for those reference values for AFCARS, NCANDS, NYTD and Client Index so that all report accurately. 1c) Children's Bureau (CB) Response: If the response to "f, unable to determine" is "yes," then the responses to the races in "a" through "e" is "no."	12/31/2014	Screen 1) CB: The options "declined" and "unable to determine" are only available in the first field. The State may want to check the Systems Catalogue developed by the NRC-CWDT and is available from their web page for suggestions from similar systems that collect race in multiple fields. **OR-Kids BAs/Program/Reporting:** 1. The state will review system functionality to ensure correct reporting of current values selected. 2. The state will review the value options and work with program to identify changes that may be needed in code. 3. The state will look at current business process and required fields/values and determine what changes are needed to more accurately report race values while working to incorporate recent state legislation "REAL D" project that will expand race and ethnicity fields across DHS and OHA 4. The state will consider adding a safe-haven checkbox.

Data Element	Rating	Findings	Tasks	Date	Notes
		first, but later said they may have misadvised so need clarification here before proceeding with this aspect of the mapping update. 2) The menu options on the second field, and presumably on the other race fields, are the same race choices as those in the first field. <u>Suggestions</u> The State needs to consider removing "unable to determine" and "unknown" and replace with language suggested in the National Resource Center for Child Welfare Data and Technology's (NRC-CWDT) AFCARS/NYTD race mapping Tip Sheet. <u>Program Code</u> A final checks reset values as follows: 1) If unknown is "yes" and AFCARS "unable to determine" is "no," then AFCARS "unable to determine" is set to "yes." This is incorrect. 2) If after reading each race field and if each is set to no because a race was not found, then the code sets race to the AFCARS	2) Modify the system to disable a racein the remaining fields once it is selected. 3) Modify the system to allow the fields to be left blank if the caseworker does not know, or has not verified with the client, the race of the child. <u>Program Code</u> 1) Map "unknown" to blank. 2) Modify the program code to set the race fields to blank if no race information is selected.		

Data Element	Rating	Findings	Tasks	Date	Notes
		value "unable to determine." This is incorrect. 3) There are items listed in the ethnicity field that are races and languages.	3) Modify the program code to check the ethnicity field to determine if an ethnicity was selected that needs to be mapped to an AFCARS race value. 4) Consider adding a check to the extraction code of the field indicating a child entered care under Safe Haven.		
9. Child's Hispanic or Latino Ethnicity 1 = Yes 2 = No 3 = Unable to Determine	3	Data Quality *Frequency Report (n=11,068)*: Yes = 1,694 (15%); No = 8,541 (77%); Unable to determine = 646 (6%); Not reported = 187 (2%) *Case File Review Findings:*5 (8%) of the records analyzed did not match what was reported in AFCARS.	See notes in FC8 regarding terminology and suggested alternatives. Children's Bureau will monitor the data for improvements.		
10. Has the Child Been Clinically Diagnosed with a Disability(ies)? 1 = Yes 2 = No 3 = Not Yet Determined	2	Screen: The agency is using the Person Management/Characteristicsscree for the recording and extraction of the information related to FC10 - 15 instead of "Medical/Mental Health" screen.	1) Provide guidance and training to caseworkers and supervisors that the data on the Medical/Mental Health screen must be completed and is accurate. 2) Determine if the date fields on the Medical/Mental Health screen can be used for FC10-15. 2a) If not, then date fields need to be added for each diagnosed condition.	09/30/2014 #1 12/31/2014 #2	**Training/Well Being/Reporting/OR-Kids BAs:** 1. The state will provide ongoing training to caseworkers and supervisors regarding the Medical/Mental Health screen as part of the Person Management Training. 2. The state has entered a change into JIRA for changes to the medical information reporting and program code and extraction of dates.

Data Element	Rating	Findings	Tasks	Date	Notes
		Program Code 1) This element is extracted from the person record and not the Medical/Mental Healthscreen. 2) The program code does not include logic for dates. Data Quality *Frequency Report (n=11,068):* Yes = 1,754 (16%); No = 5,412 (49%); Not yet determined = 3,902 (35%); Not reported = 0 *Case File Review Findings:* 27 (42%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) Modify the program code to check the information from the Medical/Mental health screen. 1a) The routine should check if the child has received a health exam or not, and then if there is a diagnosis that is reportable to AFCARS or not. This may be enough to determine the responses for FC10. If the response for "not yet determined" cannot be determined then an response option needs to be added to the screen. 2) Add a check in the program code for the start and end date of diagnoses and if there is at least one that is reportable to AFCARS that is active as of the end of the report period, then this element is "yes."		
#11 Mental Retardation #12 Visually/Hearing Impaired #13 Physically Disabled #14 Emotionally Disturbed #15 Other Diagnosed Condition		Screen: See the notes in FC10 for additional information regarding the collection/reporting of this data.	Screen: 1) See FC10. 2) State's identified corrections: Diagnosis codes are available through the DSSURS/MMIS interface. Create a mapping table to match the codes to the AFCARS diagnosed conditions.	12/31/2014	**OR-Kids BAs/Reporting:** 1. The state has entered a change in JIRA to modify the program code and will work toward resolution of this issue.

Data Element	Rating	Findings	Tasks	Date	Notes
[0 = Does not apply] 1 = Applies		Program Code 1) The program code does not check the child's actual diagnosed conditions. 2) There are no dates associated with selecting the diagnosed condition flag.	Program Code: 1) Modify the program code to check the child's actual diagnosed condition and map it to the correct AFCARS category. For assistance on mapping for some diagnosed conditions see AFCARS Technical Bulletin #2. 2) Modify the program code to check the start and end date of a diagnosis to ensure it is active as of the end of the report period.		
16. Has this Child Ever Been Adopted? 1 = Yes 2 = No 3 = Unable to Determine	2	Screen: Person 1) The options include "declined." 2) It does not appear that this field is preset to blank. Program Code Para. 2900, 4000, and Para. 4030 Data Quality *Frequency Report (n=11,068)*: Yes = 337 (3%); No = 9,823 (89%); Unable to determine = 187 (2%); Not reported = 721 (7%) *Case File Review Findings:* 4 (6%) of the records analyzed did	Screen 1) Either remove the option or map it to blank. 1a) The State may want to consider using "Safe Haven" in place of declined. 2) If blank is not an option for this field, it must be added in order for the field to not be pre-populated with a response. Program Code 1) The State needs to determine why the program code is confirming an adoption when the program code finds a "yes" for this element.	12/31/2014	**OR-Kids BAs/Reporting:** 1. The state has entered a change in JIRA and will work toward resolution of this issue. 2. Currently, the drop down does not have a blank selection, but is required to save on the Person Management page and the user MUST make a selection from the available drop downs. There is no default value. The state will consider adding a "blank" value as a response in order for the field to not be pre-populated with a response when a response is not appropriate. 3. Program Code – The state will review the program code and verify if it's reporting accurately or if it needs to be changed.

Data Element	Rating	Findings	Tasks	Date	Notes
		not match what was reported in AFCARS.			
17. If Yes, How Old was the Child when Adoption was Legalized? 0 = Not Applicable 1=less than 2 years old 2=2-5 years old 3=6 to 12 years old 4=13 years or older 5 = Unable to Determine	2	<u>Screen:</u> Person Management/Characteristics 1) There is a field "age adopted" with a drop-down list. The options are blank, the AFCARS age categories, not applicable, and unable to determine. <u>Program Code Para 2900 and 4000</u> 1) If any value other than "1" through "5" is present the element is mapped to "5" (unable to determine). <u>Data Quality</u> *Frequency Report (n=11,068)*: Not applicable = 9,823 (89%); Unable to determine = 19 (.17%); Age categories = 318 (3%); Not reported = 908 (8%) The frequencies between elements #16 and 17 do not match. *Case File Review Findings:* 5 (8%) of the records analyzed did not match what was reported in AFCARS. In four error cases the response should have been "not applicable" instead of being left blank. In one error case the wrong age category was reported.	<u>Screen</u> 1) If the response to element #16 is yes, "unable to determine" should be disabled. <u>Program Code</u> 1) If any value other than 1 – 5 is present, map it to blank. 2) If the response to FC16 is "no," set FC17 to "not applicable." 3) If the family does not know the age of the child at the time of adoption, and is unable to provide an estimated age, then set FC17 to blank.	10/31/2014	**OR-Kids BAs/Reporting:** 1. The state has entered a change in JIRA for the reference value and processing changes. A change will be entered in JIRA for the mapping changes.

Data Element	Rating	Findings	Tasks	Date	Notes
18. Date of First Removal from Home	2	Program Code Para. 2400 and 4000 1) The program code checks if the removal end date is at least one day more than the begin date. If the first ever removal from home was an episode that is 24 hours or less, because the worker enters a service code it should not be picked up. However, based on findings of the case file review and other documentation, there needs to be modifications to the system. See GR item 5 for further notes. 2) Removal episodes prior to an adoption from the State's foster care system are not included. Data Quality *Frequency Report (n=11,068)*: There are years prior to 1991. *Case File Review Findings*:6(11%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) The program code needs to be modified according to the changes required for GR5. 1a) Make modifications for the extraction of FC18 as needed based on changes in GR5. For multiple removal episodes, if the first removal from home was 24 hours or less, then the program code must report the start date of the next episode that meets the AFCARS removal criteria. 2) Modify the program code/system to report the child's first ever removal even if the child had been adopted from OR's foster care system.	10/31/2014	**OR-Kids BAs/Adoption/Well Being/Training**: 1. The state has entered a change in JIRA to cover the removal episodes prior to adoption to be included in elements 18-20. 2. The state has entered a change in JIRA to ensure we accurately report the AFCARS removal criteria for removals of 24 hours or less. 3. The state will look at options for modifying the program code to report child's first ever removal even if the child has been adopted from foster care.
19. Total Number of Removals from Home To Date	2	Program Code: Para. 2420 – 2440 and 4000 1) There were two error cases from the case file review that the number of removals indicated 2 but the first episode was one that was less than 24 hours. 2) If a child was adopted from	Program Code 1) See GR5 for needed modifications and modify the extraction code for the removal count accordingly. 2) Modify the program code to include	10/31/2014	**Well Being/Reporting**: 1. The state has entered a change in JIRA to cover the removal episodes prior to adoption to be included in elements 18-20. 2. The state has entered a change in JIRA to cover the guidance 24 hour placements.

Data Element	Rating	Findings	Tasks	Date	Notes
		OR's foster care system and re-entered foster care the agency is not correctly including all episodes in the count. 3) If a child was placed with a non-custodial parent and reported as discharged to AFCARS (see FC56) but re-enters foster care under the existing court order, this is considered a new removal for AFCARS. <u>Data Quality</u> *Frequency Report (n=11,068)*: There are 8,413 records with one removal. *Case File Review Findings:* 5 (8%) of the records analyzed did not match what was reported in AFCARS.	all removals, including those that occurred prior to an adoption from the State's foster care system. 3) Modify the program code to consider the placement back into foster care as a new removal episode and add the date in FC20 and increment the count in FC19.		NOTE DISCUSSION WITH PROGRAM AREAS: The State enters a Trial Reunification with the non-custodial parent (aka "Other Parent") when there is an existing petition and service plan completion for that parent. If we are placing with that parent with no petition, then it would be a Reunification with Other Parent. The position of Well-Being was that our existing business processes covers the requirements in #3.
20. Date Child was Discharged from Last Foster Care Episode	2	<u>Program Code Para. 2600 and 4000</u> 1) There appears to be a problem with the logic for this element based on the frequency report and the case file review. 2) If the prior removal episode only had a placement in a hospital or a locked facility, it is possible that the program code is incorrectly including the end date of that removal episode in this element.	<u>Program Code</u> 1) Evaluate data and extraction code to determine if issue with dates are related to conversion or the extraction logic. Provide results of evaluation and make corrections as necessary. 2) Evaluate the program code to determine that dates of discharge or prior episodes that only included a hospital or locked placement is not included. Provide results of evaluation and make corrections as necessary.	12/31/2014	**OR-Kids BAs/Reporting/Well Being**: 1. A change has been entered in JIRA for #2, 3 & 4 and the state will work toward resolution. 2. The state will analyze the data and code for this element and will enter a new change to modify this code, as needed. See note on #19 above regarding non-custodial parents.

Data Element	Rating	Findings	Tasks	Date	Notes
		3) The program code/system may need modifications for the proper identification of removal episodes that are 24 hours or less. (See GR5.) 4) The program code does not check for information on cases of children who re-enter foster care after a finalized adoption. 5) If a child was placed with a non-custodial parent and reported as discharged to AFCARS (see FC56) but re - enters foster care under the existing court order, this is considered a new removal for AFCARS. <u>Data Quality</u> *Frequency Report (n=11,068)*: There are two records with a discharge date of 1985 and 1987. There are 8,347 records reported as blank (indicating the child has not had a previous removal episode) but there were 8,413 records reported in FC19 as having only one removal episode. The number of records with one removal should be the same number reported as blank in this element. *Case File Review Findings:* 8 (13%) of the records analyzed	3) Based on decisions regarding GR5, modify the program code as necessary. The end date of a prior episode that may have been 24 hours or less is not to be included. 4) Modify the program code to check for the discharge date of the prior episode that ended in an adoption. 5) Modify the program code to consider the placement back into foster care as a new removal episode and add the discharge date in FC20 and increment the count in FC19.		

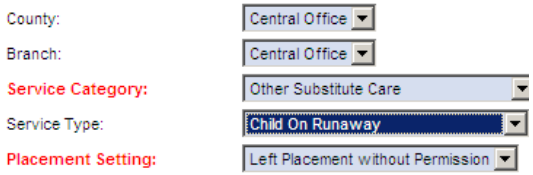
Data Element	Rating	Findings	Tasks	Date	Notes
		did not match what was reported in AFCARS.			
21. Date of Latest Removal from Home	2	Program Code Para. 2400 and 4000 1) The program code checks if the removal end date is at least one day more than the begin date; see GR5. 2) If the current removal episode for a child began with a placement with a non-custodial parent, and then the child was placed into a foster care setting, the date of removal is to be the date the child was placed in the foster care setting. 3) If a child was placed with a non-custodial parent and reported as discharged to AFCARS (see FC56) but re-enters foster care under the existing court order, this is considered a new removal for AFCARS. Data Quality *Frequency Report (n=11,068)*: There are years prior to 1991. *Case File Review Findings:* 5 (8%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) This check should be removed from the extraction code. If the agency adds a date field or a checkbox in order to identify a 24 hour removal for GR5, then no additional changes are needed for FC21. 2) Modify the program code accordingly to ensure the correct removal date is reported. 3) Modify the program code to consider the placement back into foster care as a new removal episode Data Quality 1) Once modifications are made to address issues related to the 24 hour removal episodes, records will not be selected and reported for FC21.	04/30/2015	**Well Being/Training/Reporting/OR-Kids BAs**: 1. The state has entered a change in JIRA to address the 24-hour placements. 2. The State believes that our business processes comply with the requirements of #2 & 3 (see prior notes on 18-20).
23. Date of Placement in	2	Program Code Para. 2200 and	Program Code	04/30/2015	**Well Being/OR-Kids BAs/Reporting:**

Data Element	Rating	Findings	Tasks	Date	Notes
Current Foster Care Setting		4000 1) The program code incorrectly excludes the placement codes: a) "7" (runaway), b) "8" (incarceration), c) "22" (trial reunification). 2) The program code excludes the value"9" (institution). As noted in FC41, there is not an option on the screen for "institution." If it is the higher level category, the program code must check the actual placement location. 3) Hospitalizations: There is no routine to determine the length of stay of a hospitalization. 4) The program code does not recalculate the date of placement in cases where a child returns to the same foster	1) Modify the program code to report the start date of: 1 a) "7" (runaway), 1b) "8" (incarceration), 1c) "22" (trial reunification). 2) Modify the program code to include the placement date for screen items used in place of the value "institution." 3) The agency and CB need to finalize the number of days that will be considered an acute care hospitalization. 3a) Modify the program code to determine the number of days of a hospital stay. 3b) If the child's stay is for more than the determined number of days, and is the placement as of the end of the report period, report the start date of the hospitalization. 4) Modify the program code to use the original start date of the foster care setting the child returned to and not the date the child returned to the		1. The state will work with program to enter changes to modify program code to accurately report start dates of runaway, incarceration and trial reunification. 2. The state will work with program to enter changes in the program code to include the placement date for screen items used in place of the value "institution". 3. The state will work with the CB to determine the number of days that will be considered an acute care hospitalization and modify the code to reflect accurate hospital stays. 4. The state will modify the program code to use the original start date of the foster care setting the child returned to and not the date the child returned to the setting. 5. The state will modify the program code to determine the placements are on the same campus and maintain the first placement date. 6. The state will modify the program code to check if there is a status change for the same provider and if so, to continue reporting the original date of placement in the setting

Data Element	Rating	Findings	Tasks	Date	Notes
		home from a runaway or a "trial home visit." 5) The program code does not have a routine to account for placements between cottages on the same campus. 6) If there is a change in the status of the home (e.g., the home goes from a foster home to a pre-adoptive home or there is a change in the level of care), the date of the placement is incorrectly changed in the extraction to reflect the status change. <u>Data Quality</u> *Frequency Report (n=11,068)*: There are years prior to 1991. *Case File Review Findings:* 18 (29%) of the records analyzed did not match what was reported in AFCARS. There were errors related trial home visits and status changes. Also, there were errors that the day reported to AFCARS was a day later than the actual placement date.	setting. 5) Modify the program code to determine the placements are on the same campus and maintain the first placement date. 6) Modify the program code to check if there is a status change for the same provider and if so, to continue reporting the original date of placement in the setting.		
24. Number of Previous Placement Settings During this Removal Episode	2	<u>Program Code Para. 3200 - 3280 and 4000</u> 1) The program code is incorrectly excluding "8" (incarceration) and "9"	<u>Program Code</u> 1a) Modify the program code to count placements in locked facilities. 1b) Modify the program code to count	12/31/2014	**Well Being/OR-Kids BAs/Reporting**: 1. The state will modify the program code to address locked facilities and the (to be determined) agreed upon length of stay in hospital settings.

Data Element	Rating	Findings	Tasks	Date	Notes
		(institution) from the placement count. Data Quality *Frequency Report (n=11,068)*: There are 15 records reported with zero placements. CB will verify in the State's data that these are initial/only placements of runaway. *Case File Review Findings:* 10 (16%) of the records analyzed did not match what was reported in AFCARS.	hospitalizations that are greater than the determined number of days for an acute care stay. 2) Verify the program code is not including moves from one setting to another that are on the same campus. 3) Verify the program code is not incrementing the placement count when there is a status change for provider.		2. The state will verify the program code is not including moves from one setting to another on the same campus. 3. The state will verify the program code is not incrementing the placement count when a provider's status changes.
25. Manner of Removal from Home for Current Removal Episode 1 = Voluntary 2 = Court Ordered 3 = Not Yet Determined	3	Data Quality *Frequency Report (n=11,068)*: Voluntary = 479 (4%); Court Ordered = 10,584 (96%); Not Yet Determined = 0; Not reported = 5 *Case File Review Findings:* 2 (3%) of the records analyzed did not match what was reported in AFCARS.	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training**: 1. The state will continue staff training regarding "Manner of Removals".
Actions or Conditions Associated With Child's Removal #26 Physical Abuse #27 Sexual Abuse #28 Neglect #29 Parent Alcohol Abuse #30 Parent Drug Abuse #31 Child Alcohol Abuse #32 Child Drug Abuse #33 Child Disability #34 Child's Behavior	3	Data Quality *Case File Review Findings:*There were errors in all but two of the elements in this group. In the majority of the cases, the reviewers found additional conditions that contributed to the child's removal from home. See the Case File Review Findings for specific errors.	Children's Bureau will monitor the data for improvements. Screen/System Suggestions The State may need to identify if these other fields should be checked for the reporting of elements 26 -40.	09/30/2014	**Field Services/Training:** 1. The state will continue staff training regarding "Conditions associated with child's removals", to ensure all appropriate removal reasons are being selected appropriately and continued to be used throughout case planning.

Data Element	Rating	Findings	Tasks	Date	Notes
Problem #35 Death of Parent #36 Incarceration of Parent #37 Caretaker Inability to Cope Due to Illness or Other Reasons #38 Abandonment #39 Relinquishment #40 Inadequate Housing 0=Does not Apply 1=Applies		Screen: Placement/ PlacementTab There are sections on the Person Management/Characteristics screen where similar information can be entered. In the substance abuse section there checkboxes for drug addicted at birth and fetal alcohol syndrome. These specific options are not on the "Removal Reasons" screen. In the section for the child's information there is a checkbox to identify if the child is a Safe Haven child, if there is a behavior problem, and if the child was adjudicated delinquent. On the Person Management: Parent/Caretaker Info screen there is a section "Primary Caretaker's Information." The options are: emotionally disturbed, physically disabled, *drug abuse,* learning disability, other medical condition, mental retardation, visually or hearing impaired, and *alcohol abuse.*	Also, the State needs to build upon its current process of case planning to ensure that the reasons for removal are being incorporated into the family and individual plans and that there is a plan around resolving the identified areas and if they were resolved. The State may want to re-evaluate the reasons listed on the "Removal Reasons" screen and determine if they meet their business needs or if other reasons need to be added. If the reason for removal includes mental/emotional abuse or domestic violence they are to be included as "neglect" for AFCARS reporting. The State may want to add these options to their list if they are reasons the agency has removed a child from his/her home. If the information is included elsewhere in the system, provide the information to the Federal team and modify the program code to check the field(s). 31. Alcohol Abuse (child): Includes infants addicted at birth and those exposed in-utereo to alcohol. Since this information is also included in the substance abuse section as checkboxes for drug addicted at birth and fetal alcohol syndrome, the program code should also be		Screen: CB:The fields for the "primary caretaker's information" that have drop-down options: Could the agency provide a copy? What is the purpose of this information? How is the information integrated into assessments/family plans? 2. The state will assess if there are needs for additional values in "Removal Reasons" and enter Change(s) in JIRA, as needed. 3. The state will enter changes in JIRA for Alcohol Abuse (Child) and Drug Abuse (Child). These mapping changes were already incorporated into NCANDS and can be leveraged for AFCARS. 4. There is a change entered in JIRA for Safe Haven.

Data Element	Rating	Findings	Tasks	Date	Notes
			checking these fields. 32. Drug Abuse (child): Includes infants addicted at birth and those exposed in-utereo to drugs. Since this information is also included in the substance abuse section as checkboxes for drug addicted at birth and fetal alcohol syndrome, the program code should also be checking these fields. 39. Relinquishment: The agency operates a Safe Haven program. Infants entering under this program are to be reported as this element "applies." Since this information is collected elsewhere in the system, the program code should be modified to check the field and if selected, set this element to "applies."		
41. Current Placement Setting 1 = Pre-Adoptive Home 2 = Foster Family Home (Relative) 3 = Foster Family Home (Non-Relative) 4 = Group Home 5 = Institution 6 = Supervised Independent Living 7 = Runaway 8 = Trial Home Visit	2	<u>Program Code Para. 2500 and 4000</u> 1) The placement setting code "7" (left placement without permission) is mapped to the AFCARS value "7." This is not an option on the screen in the field "placement setting." 2) There is not an option on the screen for "institution" but the program code includes it. This was noted as a change in the State's CR document. The program code has not been	<u>Program Code</u> 1) Clarify where the program code is extracting this value. 2) Modify the program code to map the placement settings on the screen that are used in place of the value "institution."	04/30/2015	1. "Left Placement Without Permission" is a valid Placement Setting entry with certain values, generally related to Runaway status.  2. The State will enter a change to map appropriate data conditions to 5-Institution.

Data Element	Rating	Findings	Tasks	Date	Notes
		updated to reflect the actual placement settings. 3) It is not clear that placements are being mapped correctly based on the size. Settings that are 7 to 12 beds are group homes in AFCARS. More than 12 beds is reported to AFCARS as an institution. 4) The program code does not check for the length of stay in a hospital. <u>Data Quality</u> *Frequency Report (n=11,068)*: Pre-Adoptive Home = 1100 (10%); Foster Family Home (Relative) = 2,942 (27%); Foster Family Home (Non-Relative) = 4,255 (38%); Group Home = 84 (.76%); Institution = 388 (4%); Supervised Independent Living =132 (1%); Runaway = 136 (1%); Trial Home Visit = 2,025 (18%); Not reported = 6 *Case File Review Findings:*7 (11%) of the records analyzed did not match what was reported in AFCARS.	3) Evaluate the size of appropriate settings to determine if the setting is between 7 and 12 beds and map them as group homes. 3a) If the setting is more than 12 beds, map it to institution. 4) Modify the program code to use the determined number of days for non-acute hospitalization as a placement. If the hospital stay is more than this number and the setting as of the end of the report period, map this element to "institution." <u>Clarification: Placement Settings Mapping (Spreadsheet)</u> 1. Are the Service Types of ICPC settings in another State/Tribe that the agency has placed one of its own children? 2. Foster Care Other/Adult DD Foster Care SPD Pd, Home/Regular Family Foster Care - Non-Relative: Are these only reported for youth 18 to 21? 3. All Residential Care BRS Placement that are homes are mapped to AFCARS foster home, non-relative. Is it ever possible that a relative is licensed as a therapeutic		3. The state has entered a change in JIRA related to bed capacity and institution mappings. 4. The state has entered a change in JIRA related to length of stay in hospitalizations being considered a placement, with a setting of "Institution."

Data Element	Rating	Findings	Tasks	Date	Notes
			home? There were also some settings for the Tribes that were only mapped to non-relative FC. Is it possible that a relative could be a therapeutic home? 4. There are settings identified as "kin." Provide your definition of who this covers. (In all cases these were mapped to "relative." Tribal and State values.) 5. Foster Care Other/Adult DD Foster Care SPD Pd, Facility/Group Home: Are these only reported for youth 18 to 21? Also, what is the size of this facility? 6. Explain "Other Substitute Care/Unauthorized Taking of Child/Hospitalization. 7. Explain "Residential Care BRS Placement/BRS Independent Living - Target Fclty& Umbrella Facility/Residential Treatment - Facility" what is meant by "independent living?" (These are mapped to "institution.") 8. "Residential Care BRS and non-BRS Placement/Facility" are all mapped to institution. What are the sizes of these facilities? Is it possible some are between 7 and 12 beds?		

Data Element	Rating	Findings	Tasks	Date	Notes
			9. There are several settings that the AFCARS column indicates "multiple." Please provide the specific mapping for these items. Including the Tribal ones. 10. There are only 2 settings mapped to "pre-adoptive home." Adoptive Placement/AA Open Pre-Adoptive Plcmnt Certified and Non-Certified. Clarify if the AA means these are only cases where and adoption assistance payment/service is being made.		
42. Is Current Placement Setting Outside of the State or Tribal Service Area? 1 = yes 2 = no	2	Program Code Para. 2500 and 4000 1) The program code does not check the provider's address. Data Quality *Frequency Report (n=11,068)*: Yes = 486 (4%); No = 10,582 (96%)	Program Code 1) Evaluate the approach used in the extraction logic. The simplest solution is to have the program code check if the state address is Oregon or not.	12/31/2014	**Well Being/Reporting/OR-Kids BAs**: 1. The state will evaluate the current program code and enter a change, if needed, to have the program code check if the state address is Oregon.
43. Most Recent Case Plan Goal 1 = Reunify with Parent(s) or Principal caretaker(s) 2 = Live with Other Relative(s) 3 = Adoption 4 = Long-term Foster Care 5 = Emancipation 6 = Guardianship 7 = Case Plan Goal Not Yet Established	2	Screen: Permanency Plan 1) There is not a way to distinguish if a goal of guardianship is with a relative or non-relative. Program Code Para. 3500 - 3550 and 4000 1) The goals "APPLA-permanent foster care" (4) and "APPLA – perm connections and support" (5) are both mapped to "long term foster care."	Screen 1) Add an option on the screen to distinguish relative from non-relative guardianship goals. Program Code 1) Identify a method to determine if the child has a permanent connection to an adult. 1a) If there is a permanent connection, set the AFCARS goal to "emancipation."	04/30/2015	**Well Being/Reporting/OR-Kids BAs**: 1. The state entered a change to distinguish between relative and non-relative guardianship goals. 2. The state will enter change(s) in JIRA to determine if the child has a Permanent Connection to an adult, and adjust the mapping of Permanency Goals associated with this.

Data Element	Rating	Findings	Tasks	Date	Notes
		Data Quality *Frequency Report (n=11,068)*: Reunify with Parent(s) or Principal Caretaker(s) = 4,981 (45%), Live with Other Relatives = 59 (.53%), Adoption = 2,094 (19%), Long Term Foster Care = 1,974 (185), Emancipation = 26 (.23%), Guardianship = 400 (4%), Case Plan Goal Not Yet Established = 965 (9%) and Not Reported = 569 (5%) *Case File Review Findings:*14 (22%) of the records analyzed did not match what was reported in AFCARS.	1b) If the child does not have a permanent connection to an adult, the code should report the AFCARS goal "long-term foster care."		
44. Caretaker Family Structure 1 = Married Couple 2 = Unmarried Couple 3 = Single Female 4 = Single Male 5 = Unable to Determine	2	Screens: 1) There are multiple screens that a marital status can be entered. *Person Management: Basic* There is a field "Marital Status" it has a drop-down list. *Placement/Placement*:The "Caregiver Structure" options does not cover all possibilities for Oregon. There is a better, comprehensive list used for providers. See element #49. The State team indicated that the "Removal Structure" cannot remain as "unable to determine" for system processing. A marital status has to be entered. *Person Management:*	System/Screen 1) Provide a copy screen showing this dropdown list. 1a) Modify the system to have consistent options for marital status where applicable in the relevant fields. 1b) Modify the system to allow the field for "removal structure" to be left blank if the caseworker has not entered the information or if it is not known. 2) "Unable to determine" is to be reported only for children who entered under Safe Haven or whose parents are incapacitated and there is no one else to provide the information.	09/30/2014 #1 12/31/2014 #2, #3	**OR-Kids BAs/Training/Field Services/Well Being:** 1. The state will provide a copy screen showing the drop down list to CB. 2. The state will enter a change in JIRA related to conforming marital status fields for consistency. The state will enter a change in JIRA related to allowing "Removal Structure to remain blank on save. 3. The state will continue training workers regarding the limited circumstances under which "Unable to Determine" is appropriate.

Data Element	Rating	Findings	Tasks	Date	Notes
		*Parent/Caregiver Info:*This screen has fields for Legal Mother Information and Legal Father Information. Data Quality *Frequency Report (n=11,068)*: Married Couple = 2,832 (26%); Unmarried Couple = 3,132 (28%); Single Female = 4,519 (41%); Single Male = 476 (4%); Unable to Determine = 94 (.85%); Not reported = 15 (.14%) *Case File Review Findings:* 7 (11%) of the records analyzed did not match what was reported in AFCARS.			
45. Year of Birth (1st Principal Caretaker)	3	Data Quality *Frequency Report (n=11,068)*: There are 10,991 records reported with a year of birth and only 77 as blank. In element #44, there were 15 records blank and 94 records reported as "unable to determine;" a total of 109.	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training**: 1. The state will continue training the field regarding entering the birth year accurately and appropriately for 1st Principal Caretaker.
46. Year of Birth (2nd Principal Caretaker - if applicable)	3	Data Quality *Frequency Report (n=11,068)*: There are 4,904 records reported as blank. In element #44 there were 5,964 records reported as married and unmarried couple. *Case File Review Findings:*7	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training:** 1. The state will continue training the field regarding entering the birth year accurately and appropriately for 2nd Principal Caretaker.

Data Element	Rating	Findings	Tasks	Date	Notes
		(11%) of the records analyzed did not match what was reported in AFCARS.			
47. Date of Mother's Parental Rights Termination (if applicable) AD19. Date of Mother's Termination of Parental Rights	4	*Case File Review Findings:*3 (5%) of the records analyzed did not match what was reported in AFCARS. <u>Program Code: Para. 3000 - 3070 and 4000</u> If no legal record is found, the child's adoption tracking records are searched and the most recent date stamped for document codes "18," "21," "25" or "26" is selected.	The Federal team does not have the translation of these values. The State needs to provide the meaning of these values.		The State has a Change entered in JIRA related to making the mappings for FC48/AD20 match and includes both primary and secondary mappings. There is supposed to be a primary mapping to the COURT_DISP table and a secondary mapping to the Central Office Adoption Tracking page. The listed logic in the findings column is for the secondary logic. The document names associated with those codes are found in ID_GRP = ADOPDOCT: ID_GRPI TX_LDESC_LRG 18 Relinquishment Mother 21 TPR Judgement Mother 25 Affidavit Deceased Birth Mother 26 Affidavit Deceased Biological Mother
48. Date of Legal or Putative Father's Parental Rights Termination (if applicable) AD20. Date of Father's Termination of Parental Rights	4	*Case File Review Findings:*4 (6%) of the records analyzed did not match what was reported in AFCARS. <u>Program Code Para. 3000 – 3070 and 4000</u> If no record is found the child's adoption tracking records are searched and the most recent date stamped for document codes "19," "22," "23," "27," "28" or "52" is selected.	The Federal team does not have the translation of these values. The State needs to provide the meaning of these values.		The State has a Change entered in JIRA related to making the mappings for FC48/AD20 match and includes both primary and secondary mappings. There is supposed to be a primary mapping to the COURT_DISP table and a secondary mapping to the Central Office Adoption Tracking page. The listed logic in the findings column is for the secondary logic. The document names associated with those codes are found in ID_GRP = ADOPDOCT: ID_GRPI TX_LDESC_LRG 19 Relinquishment Father

Data Element	Rating	Findings	Tasks	Date	Notes
					22 TPR Judgement Father 23 TPR Judgement Biological Father 27 Affidavit Deceased Legal Father 28 Affidavit Deceased Putative Father 52 Affidavit Putative Father
49. Foster Family Structure 0=Not Applicable 1 = Married Couple 2 = Unmarried Couple 3 = Single Female 4 = Single Male	2	Program Code Para. 3400 - 3460 and 4000 1) The program code maps "other" to "unmarried couple." Data Quality *Frequency Report (n=11,068)*: Not Applicable = 2,867 (26%); Married Couple = 5,707 (52%); Unmarried Couple = 259 (2%); Single Female = 1,997 (18%); Single Male = 238 (2%); Not reported = 0 *Case File Review Findings:*3 (5%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) Map the value "other" to blank. 1a) This value could be removed from the code as it is not an option on the screen.	12/31/2014	**OR-Kids BAs/Reporting**: 1. The state will consider mapping the value "other" to blank or removing "other" all together.
50. Year of Birth (1st Foster Caretaker)	3	*Case File Review Findings:* 4 (7%) of the records analyzed did not match what was reported in AFCARS.	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training**: 1. The state will continue training the field regarding entering the birth year accurately and appropriately for 1st Foster Caretaker.
51. Year of Birth (2nd Foster Caretaker)	3	*Case File Review Findings:*4 (7%) of the records analyzed did not match what was reported in AFCARS.	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training**: 1. The state will continue training the field regarding entering the birth year accurately and appropriately for 2nd Foster Caretaker.
52. Race of 1st Foster Caretaker	2	Screen: See notes in FC8. Program Code Para. 3400 -	Screen 1) See FC8 for modifications applicable to adults.	12/31/2014	See Foster Care #8.

Data Element	Rating	Findings	Tasks	Date	Notes
25. Adoptive Mother's Race a. American Indian or Alaska Native b. Asian c. Black or African American d. Native Hawaiian or Other Pacific Islander e. White f. Unable to Determine		3460, 4000, and 4020 The number of records reported as blank (i.e., "not reported") is not equal to the number of records reported in FC49 as "Not Applicable"(2,867 (26%)). The number of records reported as "not reported" in FC52 is 2,765. *FC 52Case File Review Findings:*6 (11%) of the records analyzed did not match what was reported in AFCARS. *AD25 Case File Review Findings:*2 (15%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) Modify the program code to set the race fields to blank if no race information is selected. 2) Modify the program code to check the ethnicity field to determine if an ethnicity was selected that needs to be mapped to an AFCARS race value. 3) Make other modifications as applicable based on findings for this element and FC8.		
53. Hispanic or Latino Ethnicity of 1st Foster Caretaker 26. Adoptive Mother's Hispanic Origin 0 = Not Applicable 1 = Yes 2 = No 3 = Unable to Determine	2	Program Code Para. 3400 - 3460, 4000 and 4030 1) There is no logic to set this element to "not applicable" when the child is in a non-foster home setting. Data Quality *FC53 Frequency Report (n=11,068)*: Not Applicable = 0; Yes = 570 (5%); No = 4,867 (44%); Unable to determine = 1,507 (14%); Not reported = 4,124 (37%) *FC53 Case File Review Findings:*15 (34%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) Modify the program code to set this element to "not applicable" when the child's placement setting as of the end of the report period is a non-foster home setting.	12/31/2014	**OR-Kids BAs/Reporting:** 1. The state will modify the program code to set this element to "not applicable" when the child's placement setting as of the end of the report period is a non-foster home setting.

Data Element	Rating	Findings	Tasks	Date	Notes
		*AD26 Case File Review Findings:*2 (15%) of the records analyzed did not match what was reported in AFCARS.			
54. Race of 2nd Foster Caretaker (if applicable) 27. Adoptive Father's Race a. American Indian or Alaska Native b. Asian c. Black or African American d. Native Hawaiian or Other Pacific Islander e. White f. Unable to Determine	2	Screen: See notes in FC8. Program Code Para. 3400 - 3460, 4000, and 4020 1) The number of records reported as blank (i.e., "not reported") is not equal to the number of records reported in FC49 as "Not Applicable"(2,867 and single foster parent (2,235). The number of records reported as "not reported" in FC54 is 3,508. *FC54 File Review Findings:*11 (20%) of the records analyzed did not match what was reported in AFCARS. *AD27 Case Fifle Review Findings:*3 (23%) of the records analyzed did not match what was reported in AFCARS.	Screen 1) See FC8 for modifications applicable to adults. Program Code 1) Modify the program code to set the race fields to blank if no race information is selected. 2) Modify the program code to check the ethnicity field to determine if an ethnicity was selected that needs to be mapped to an AFCARS race value. 3) Make other modifications as applicable based on findings for this element and FC8.	12/31/2014	See Foster Care #8.
55. Hispanic or Latino Ethnicity of 2nd Foster Caretaker (if applicable) 28. Adoptive Father's Hispanic Origin 0 = Not Applicable	2	Program Code Para. 3400 - 3460, 4000, and 4030 1) There is no logic to set this element to "not applicable" when the child is in a non-foster home setting or when the marital structure of the foster parent is single.	Program Code 1) Modify the program code to set this element to "not applicable" when the child's placement setting as of the end of the report period is a non-foster home setting. 2) Modify the program code to set this	12/31/014	**OR-Kids BAs/Reporting**: 1. The state will enter a change in JIRA to address the automatic setting of this field to 0 when the child is not in a foster home setting or if the foster parent is single. See Foster Care #8.

Data Element	Rating	Findings	Tasks	Date	Notes
1 = Yes 2 = No 3 = Unable to Determine		Data Quality *FC55 Frequency Report (n=11,068)*: Not Applicable = 0; Yes = 604 (6%); No = 4,250 (38%); Unable to determine = 1,366 (12%); Not reported = 4,848 (43%) *FC55 Case File Review Findings*:24 (44%) of the records analyzed did not match what was reported in AFCARS. *AD28 Case File Review Findings*:3 (23%) of the records analyzed did not match what was reported in AFCARS.	element to "not applicable" if the foster parent is single.		
56. Date of Discharge from Foster Care	2	Screen: Placement/Placement End 1) The caseworkers are instructed to end trial reunification after six months but this is not always accurate for AFCARS reporting requirements. Some counties/courts are not always using the CRB and the case is being reviewed in court. This equates to a specified period of time and so for AFCARS purposes the child is still in the AFCARS reporting population and will remain in the population until the agency no longer has responsibility for placement and care of the child.	Screen 1) Clarify what is selected as closure reasons for a trial reunification and how the case is closed for AFCARS as well on the system. 2) Revise instructions/policy on when a trial reunification is to be closed for AFCARS purposes.	12/31/2014	**OR-Kids BAs/Well Being/Training/Post Adoption/Eligibility:** 1. The state has entered changes in JIRA to auto-discharge youth over 18 and not eligible for IV-E using the later of their 18th birthday or the date they are determined to be ineligible. 2. The state will continue training workers regarding episode discharge processes. **NOTE:** The routine to check for the Adoption Finalization entry on the COURT_DISP table is in place to allow for reporting records that may have issues blocking case closure temporarily. The cases are closed as quickly as possible because the child's new name cannot appear on their medical card until the case closure is completed to create the Adoptive Home case and the child's Adoptive Person Management page.

Data Element	Rating	Findings	Tasks	Date	Notes
		Program Code Para. 3300 - 3320 and 4000 1) If the discharge flag is not "Y" but there is an adoption recorded on the court disposition record for the child with an effective date within the reporting period, it is used for the date of discharge. This is an issue as there should not be an effective date of an adoption with no discharge date from foster care. 2) Children who were in foster care but are then placed with a non-custodial parent are to be reported to AFCARS as discharged. 3) The State has extended its definition of a child up to the age of 21. The effective date is April 1, 2011 (2011B). Data Quality *Case File Review Findings:* 7 (11%) of the records analyzed did not match what was reported in AFCARS. There are cases of 18 year olds who are not eligible for title IV-E that are not	Program Code 1) The agency needs to address this as a training/oversight issue. 1a) The routine should be removed from the extraction code in order to accurately identify records that are actually closed but have not been closed on the system. 2) Identify a method to properly report these cases for AFCARS. 3) Modify the program code to correctly report 18 year youth under the old program (report periods 2011A and older). 3a) For youth who are 18 and not eligible for title IV-E, report their 18th birthday as the discharge date. 3b) For youth who are 18 and eligible for title IV-E, report the date they were no longer eligible for title IV-E 4) For report periods 2011B and later: 4a) Report youth who are not eligible for title IV-E as discharged as of their 18th birthday.		

Data Element	Rating	Findings	Tasks	Date	Notes
		being reported as discharged on their 18th birthday.	4b) For youth over age 18 report the date they are no longer eligible for title IV-E funds as their discharge date.		
57. Foster Care Discharge Transaction Date	3	Post-site Visit Corrections This has been corrected to select the initial date the caseworker entered the date of the discharge and not the date the supervisor approved the data entry. Also, the transaction date is not reflecting an end in a placement.	Children's Bureau will monitor the data for improvements.		
58. Reason for Discharge 0 = Not Applicable 1 = Reunification with Parent(s) or Primary Caretaker(s) 2 = Living with Other Relative(s) 3 = Adoption 4 = Emancipation 5 = Guardianship 6 = Transfer to Another Agency 7 = Runaway 8 = Death of Child	2	Program Code 1)The State has extended its definition of a child up to the age of 21. The effective date is April 1, 2011 (2011B). Data Quality *Frequency Report:* There are 8,687 records reported as blank in #56 and "not applicable" for this element, but there are 8,696 records reported as blank in	Program Code 1) Modify the program code to correctly report 18 year youth under the old program (report periods 2011A and older). For report periods 2011B and later: 2) Report youth who are not eligible for title IV-E as discharged with an outcome of emancipation. 3) For youth over age 18 report report an outcome of emancipation once they are no longer eligible for title IV-E funds. 4) See tasks in FC56 related to trial reunification. 5) See tasks in FC56 regarding discharges to a non-custodial parent.	12/31/2014	See Foster Care #56

Data Element	Rating	Findings	Tasks	Date	Notes
		element #57. *Case File Review Findings:*5 (8%) of the records analyzed did not match what was reported in AFCARS.			
59. Title IV-E (Foster Care)	2	Screen 1) The State did not provide a copy of the screens used for determining title IV-E foster care eligibility. Program Code Para. 3610 and 4000 1) The program code includes a routine to check if the value of element #60 is "applies," then it will set this element to "applies." 2) Post Site Visit Corrections Modifications were made to check the child's eligibility and the placement's eligibility. If the child is IV-E eligible and in an IV-E reimbursable placement on any day (i.e.: both are true on that day) during the report period then element 59 is a yes. Payments are no longer associated with these elements. Data Quality *Frequency Report (n=11,068)*: Does not apply = 6,160 (56%); Applies = 4,908 (44%)	Screen 1) Provide prints of these screens. Program Code 1) Modify the program code by commenting out this routine. 2) Verify that this approach will correctly report if the child entered foster care in the last month of the report period and was determined eligible that this element will be set to "applies."	09/30/2014 #1 12/31/2014 #2	**OR-Kids BAs/Reporting**: 1. The state will provide the CB with Eligibility screens. 2. The state will enter a change to address eligibility reporting for children entering care in the last month of the reporting period.

Data Element	Rating	Findings	Tasks	Date	Notes
		The State team indicated the frequency rate seems low for this element. As noted below there are issues and one is that the program code is not including the Tribal cases. See notes in the section for the State's CR changes. *Case File Review Findings:* 1 (3%) of the records analyzed did not match what was reported in AFCARS.			
62. Title IV-D (Child Support)	2	System 1) The State team indicated the interface with the child support system is not working properly. If the agency has received a child support payment on behalf of the child, then this is to be reported as "applies." Data Quality *Frequency Report (n=11,068)*: Does not apply = 10,959 (99%); Applies = 109 (1%) *Case File Review Findings:*1 (3%) of the records analyzed did not match what was reported in AFCARS.	System 1) Develop a method to manually enter the data on whether a child support payment is made on behalf of the child at any time during the report period. 2) Make necessary corrections, or take steps with the Child Support Agency, to ensure the interface is working properly.	03/31/2015	**Eligibility/OR-Kids BAs:** 1. The state is currently working with the Division of Child Support to agree on changes needed with the interface to accurately and appropriately report child support payments. This is ongoing work. 2. The state has a manual process for entering child support payments in our system.
65. None of the Above	3	Data Quality *Frequency Report (n=11,068)*: Does not apply = 10,949 (99%); Applies = 119 (1%)	Children's Bureau will monitor the data for improvements.		

Data Element	Rating	Findings	Tasks	Date	Notes
		*Case File Review Findings:*1 (3%) of the records analyzed did not match what was reported in AFCARS. <u>Program Code Para. 3670 and 4000 Post-Site Visit Modifications</u> The change to the program nowoverrides the results for other sources of income if any of #59 - 64 are "applies." This should be commented out of the code and element 65 should be set to "applies" regardless of what is found in 59 - 65.			
66. Amount of Monthly Foster Care Payment	3		Children's Bureau will monitor the data for improvements.		

Data Element	Rating	Findings	Tasks	Dates	Notes
4. Did the title IV-E Agency have any involvement in this adoption? 1=Yes 2=No	3	Data Quality *Frequency Report (n=484)*: There were three records reported as "no." Since the State indicated they are only reporting adoptions with State agency involvement, these are likely errors due to the errors with the extraction code for elements 35 - 37. Since this element is dependent on the accuracy of adoption elements 31, 34, or 35, it is critical that the data for these elements is accurate. Post-site Modifications The program code was modified and the check of elements 31, 34, or 35 has been removed.	Children's Bureau will monitor the data for improvements.		
7. Child's Race 0=No 1=Yes a. American Indian or Alaska Native b. Asian c. Black or African American d. Native Hawaiian or Other Pacific Islander e. White f. Unable to Determine	2	Screen: 1) See the findings for FC8 for additional information regarding needed and suggested system changes. Program Code Para. 2400, 4000, and 4020 - 4025 See the findings for FC8 for additional issues and needed corrections. Data Quality *Frequency Report (n=484)*: There are 31 (6%) records reported as "unable to	Screen 1) See Tasks in FC8. Program Code 1) See Tasks in FC8.	12/31/2014	**OR-Kids BAs/Program/Reporting:** 1. The state will review system functionality to ensure correct reporting of current values selected. 2. The state will review the value options and work with program to identify changes that may be needed in code. 3. The state will look at current business process and required fields/values and determine if a change is needed to more accurately report race values. 4. The state will consider adding a safe-haven checkbox.

Data Element	Rating	Findings	Tasks	Dates	Notes
		determine." There are 117 (24%) records reported as having two or more races. *Case File Review Findings:* 2 (15%) of the records analyzed did not match what was reported in AFCARS. In the two error cases an additional race was identified by the reviewers.			
8. Child's Hispanic or Latino Ethnicity 1=Yes 2=No 3=Unable to determine	3	Data Quality *Frequency Report (n=484)*: Yes = 72 (15%); No = 369 (76%); Unable to determine = 43 (9%); Not reported = 0 *Case File Review Findings:* 1 (8%) of the records analyzed did not match what was reported in AFCARS. The error case indicated "unable to determine" in the AFCARS file but the reviewer found no indication that the parent/child had declined to provide the information or that the child was a Safe Haven infant.	See notes in FC8 regarding terminology and suggested alternatives. Children's Bureau will monitor the data for improvements.	12/31/2014	**OR-Kids BAs/Program/Reporting:** 1. The state will review system functionality to ensure correct reporting of current values selected. 2. The state will review the value options and work with program to identify changes that may be needed in code. 3. The state will look at current business process and required fields/values and determine if a change is needed to more accurately report race values. 4. The state will consider adding a safe-haven checkbox.
Elements #11 – 15 #11 Mental Retardation #12 Visually/Hearing Impaired #13 Physically Disabled #14 Emotionally Disturbed #15 Other Diagnosed Condition	2	Program Code: Para. 3050 and 4000 1) These elements are incorrectly reported regardless of the value of element #10. 2) The program code does not check the medical module for diagnosed conditions if the child's basis for special needs is	Program Code 1) Modify the program code to report 11 - 15 as "does not apply" if the response in AD10 is a value other than "4." 2) Modify the program code to check for the child's diagnosed conditions if the basis of special need is "medical conditions or mental, physical or	12/31/2014	**OR-Kids BAs/Reporting/Well Being:** 1. The state will analyze program code to verify accuracy and will modify the program code to report 11 – 15 as "does not apply" if the response in AD10 is a value other than "4". 2. The state will modify the program code to check for the child's diagnosed conditions if the basis of special need is "medical condition or mental, physical or

Data Element	Rating	Findings	Tasks	Dates	Notes
0=Does not Apply 1=Yes, applies		"medical conditions or mental, physical or emotional disabilities."	emotional disabilities."		emotional disabilities.
16. Mother's Year of Birth 17. Father's Year of Birth	3	Screen: Person Management/Basic See the information in FC44-46 regarding screens. A date of birth is only found on the *Person Management/ Basic* screen. The State team noted that due to the design of the system, if the caseworker does not enter the members of the case and the relationships correctly, the wrong people may be listed for the caretaker fields and then the wrong years of birth would be reported for FC45 and 46. Data Quality *AD 16: Case File Review Findings:* 1 (8%) of the records analyzed did not match what was reported in AFCARS. *AD17: Case File Review Findings:* 1 (8%) of the records analyzed did not match what was reported in AFCARS.	Children's Bureau will monitor the data for improvements.	09/30/2014	**Field Services/Training**: 1. The state will continue training the field regarding entering the mother's and father's year of birth correctly on the Person Management/Basic screen.
18. Was the Mother married at the time of the child's birth? 1=Yes 2=No 3-Unable to determine	2	Program Code Para. 2400, 4000, and Para. 4030 1) The program code incorrectly maps other values and missing data to a "3." Data Quality *Frequency Report (n=484):* Yes	Program Code 1) Map any value other than those on the screen or missing data to blank.	12/31/2014	**OR-Kids BAs/Reporting:** 1. The state will change the program code to map any value other than those on the screen or missing data to blank.

Data Element	Rating	Findings	Tasks	Dates	Notes
		= 101 (21%); No =320 (66%); Unable to determine = 63 (13%) *Case File Review Findings:* 2 (15%) of the records analyzed did not match what was reported in AFCARS.			
22. Adoptive Parents' Family Structure 1=Married couple 2=Unmarried couple 3=Single female 4=Single male	2	<u>Screen</u> These are the same fields as for the foster parent provider. See FC49 for additional information. <u>Program Code</u> The program code was modified to use two new procedures (p_get_afcars_adopt_e22_e28 and "convert family structure"). 1) The routinesinclude a check for marital structure based on gender. If the gender is "female" the marital status is "single female." Otherwise, it is mapped to "single male." 2) The values for Domestic Partnership and Registered Domestic Partner are incorrectly mapped to "unmarried couple" (based on the mapping for FC49). <u>Data Quality</u> *Frequency Report (n=484)*: Married Couple = 357 (74%); Unmarried Couple = 21 (4%); Single Female = 105 (22%); Single Male = 0; Not reported= 1	<u>Program Code</u> 1) Clarify why the program code was rewritten in this manner instead of using the same routine as in FC49 (the field is the same for both elements). 2) Modify the program code to map these values to married couple.	09/30/2014 #1 12/31/2014 #2	**OR-Kids Tech/OR-Kids BAs/Reporting/Permanency:** 1. The state will provide the CB an explanation as to why the code was rewritten in this manner instead of using the same routine as in FC49. 2. The state will discuss this recommendation, as Domestic Partnership and Registered Domestic Partners are not recognized as "married couples" in the state of Oregon, so modifying program code to map these values to married couple doesn't meet state law.

Data Element	Rating	Findings	Tasks	Dates	Notes
		In the 2013B file there were three records reported for "single male."			
Elements #29 –32, Relationship to Adoptive Parent: 29. Stepparent 30. Other Relative 31. Foster Parent 32. Other Non-relative 0 = Does not Apply 1 = Applies	2	Screen: Case Closure 1) The options for the field "adopted by" are not multi-select. Program Code Para. 3030 and 4000 Data Quality *AD30 Case File Review Findings:*1 (8%) of the records analyzed did not match what was reported in AFCARS. *AD31Case File Review Findings:*5 (39%) of the records analyzed did not match what was reported in AFCARS. *AD32 File Review Findings:*4 (31%) of the records analyzed did not match what was reported in AFCARS.	Screen 1) Make modifications that will enable reporting of all relationship types. a) Either allow the field to be multi-select; or, b) Modify the program code to check additional relevant fields. Program Code 1) Make modifications to the program code depending on actions taken for Screen item 1.	09/30/2015	**Training/OR-Kids BAs/Reporting/Post Adoption:** 1. The state will continue ongoing training with workers to ensure accurate relationships are entered into the system for adoptive parents. 2. The state will analyze elements 29 – 32, relationship types, multi-select options and modify program code to check additional relevant fields, if necessary.
33. Child was placed from 1=Within State or Tribal Service Area 2=Another State or Tribal Service Area 3=Another Country	1	Screen There is not a field specifically addressing this element but there are fields for the address of an agency. If the agency is involved in an adoption that was through a private agency, whether the agency was in Oregon, another State, a Tribe or another country DHS should	System 1) Either modify the system to add this field; or, 1a) Modify the program code to check an agency address field. - If the program code determines the child was in the State's foster care system, then the element would be set to "1." - If the program code determines the	09/30/2015	**Post Adoption/Reporting/OR-Kids BAs:** 1. The state will determine what direction to take to fix the code in this element and make either mapping changes or program code changes to address private agency adoptions and how to report it.

Data Element	Rating	Findings	Tasks	Dates	Notes
		be able to enter the agency's information. The State identified this as an issue in the Change Request Document that needs to be corrected. Program Code Para. 2200 and 4000	child was placed for adoption through a private agency, the address of the agency would determine the response of either a 1, 2, or a 3. Program Code 1) Make modifications as applicable depending on changes made for Screen item 1.		
34. Child was placed by 1=Public agency 2=Private agency 3=Tribal Agency 4=Independent person 5=Birth parent	3	Screen: Adoption Referral/General Data Quality All records were reported as "public agency." Since there are issues noted with identifying and correctly reporting private agency adoptions, this element is rated a "3."	Screen 1) Provide the Federal team with screen shots of each of the Adoption Referral screen tabs. Data Quality Children's Bureau will monitor the data for improvements.	09/30/2014	**OR-Kids BAs:** **1.** The state will provide the CB with screen shots of each of the Adoption Referral screen tabs.
35. Is the Child Receiving a Monthly Subsidy? 1=Yes 2=No	2	Screen: Agreement There is a section "Agreement Information." One of the fields is Subsidy Type. Program Code The vendor had the routines swapped for AD35 and 36. The State's plan is the service screen for this element. The State may also want to consider using the Agreement screen noted above. Data Quality *Frequency Report (n=484):* Yes = 479 (99%); No = 5 (1%)	Program Code 1) Modify the program code to determine if the agency will pay and adoption subsidy or it subsidy is for Medicaid only.	12/31/2015	**OR-Kids BAs/Post Adoption:** 1. The state will modify program code to determine if the agency will pay adoption subsidy or if subsidy is for Medicaid only.

Data Element	Rating	Findings	Tasks	Dates	Notes
		2013B *(n=394):* Yes = 373 (95%); No = 21 (5%)			
36. Monthly Amount	2	Screen: Agreement There is a field for the Agreement Total. Program Code This code is identical to that performed for foster care element #66, which is not the correct method for determining this element. Also, the routine checks medical eligibility. See the note in element #35 regarding the vendor. Data Quality *Frequency Report (n=484):* There are 444 records reported with no payment amount. 2013B *(n=394):* There were 323 records reported as a zero payment. *Case File Review Findings:*11 (85%) of the records analyzed did not match what was reported in AFCARS.	Program Code 1) Modify the program code to check the field on the agreement screen for the amount of the subsidy agreed upon by the agency and the family. The amount reported should be the amount in affect as of the date of the adoption. 2) Only include payments that are for an on-going basis (do not include non-recurring expenses).	12/31/2015	**OR-Kids BAs/Post Adoption/Reporting:** 1. The state will modify the program code to check the field on the agreement screen for the amount of the subsidy agreed upon by the agency and the family, reporting the amount in affect as of the date of the adoption. 2. The state will modify program code to exclude payments that are non-reoccurring.
37. Is the Child receiving a title IV-E adoption subsidy? 1=Yes 2=No	2	Screen: The State provided a partial copy of the screen used to determine adoption assistance eligibility. See notes in adoption element 9. Program Code The routine is incorrect.	Screen 1) Provide a complete screen shot. Program Code 1) Modify the program code to check if the child is eligible for title IV-E	09/30/2014 for #1 12/31/2015 for #2	**OR-Kids BAs/Eligibility/Post Adoption:** **1.** The state will provide a complete screen shot of the adoption assistance eligibility. **2.** The state will modify the program code to check IV-E adoption subsidy eligibility of a child.

Data Element	Rating	Findings	Tasks	Dates	Notes
		Data Quality *Frequency Report (n=484):* Yes = 24 (5%); No = 460 (95%) 2013B *(n=394):* Yes = 53 (13%); No = 341 (87%) *Case File Review Findings:* 8 (62%) of the records analyzed did not match what was reported in AFCARS. In all eight cases this element and element 37 were both incorrect. The reviewers found that the response should have been "yes" instead of "no."	adoption subsidy. 2) Non-recurring cost are not to be considered for this element.		

2013 DHS ICWA Review: Summary of Findings

Oregon Department of Human Services

Prepared by the Office of Program Integrity's Child Welfare Quality Assurance

July 2013

Background

As part of its quality assurance process, Oregon's Department of Human Services (DHS), Office of Program Integrity's Child Welfare Quality Assurance (QA) unit conducted a second review of ICWA cases. The ICWA cases are those in which a child in custody of DHS has been deemed a member of or eligible for enrollment in a federally recognized tribe as part of the Indian Child Welfare Act (ICWA).

Given historical disparities in rates of foster care between tribal and non-tribal children, ICWA seeks to ensure that tribal children are not inappropriately removed from their families and placed in the custody of state child welfare agencies. ICWA therefore requires a higher threshold for DHS workers in terms of removal and efforts to reunify children with ICWA status than those in the general population: instead of reasonable efforts, DHS must make active efforts to (a) avert a removal so long as the safety of the child is not compromised and (b) reunify the child with his or her parent(s). Additionally, the tribe may be made a party to the case and is involved in the decision-making process.

Fifty nine (59) ICWA cases from across the state were randomly selected and reviewed by one of four Quality Assurance Analysts. The review was organized as a 'joint review', so the QA staff worked with a partner, usually an ICWA expert and/or tribal member. As opposed to the 2011 ICWA review, the 2013 review included cases from the specialized ICWA units in Marion and Multnomah counties. 19 (or 32.2%) of cases, reviewed came from these two units. The QA staff and partner interviewed the caseworker, parent, child, foster parents, tribal representative or caseworker, and other individuals, such as Court Appointed Special Advocates (CASAs) and service providers.

The reviews were conducted in DHS offices and communities throughout the state from February 11th to May 10th, 2013. The team used an abbreviated version of the Federal Child and Family Service Review (CFSR) instrument, concentrating on the areas needing improvement, as identified in DHS's Program Improvement Plan (PIP) from the last CFSR. In addition, an addendum with questions related specifically to ICWA compliance was utilized. The overall ratings from the CFSR are summarized here, and comparisons are made with the previous ICWA review as well as data from the last review of the general population. It is important to note however, that tests of statistical significance were not conducted for this review, and differences found may simply be due to chance.

Methodology

- The 59 ICWA cases reviewed were randomly selected from among all ICWA cases in the state, including those from the specialized ICWA units. The 59 cases include foster care (non-APPLA), APPLA and in-home cases.
- The period under review extends from October 1st, 2011 to the day the case was reviewed.
- After interviews were completed, and the case file reviewed, the case was rated on 11 items from the CFSR, covering safety, permanency and well-being. The items rated include nine

from the PIP plus two additional items (Item 14 – Preserving Connections and Item 15 – Placement with Relative).

- An ICWA addendum, modified from an ICWA review instrument developed in another state, was used to further assess compliance with ICWA.
- Data from the review was compared and contrasted with the findings from the 2011 ICWA review, as well as findings from the 2012 general population reviews.
- In order to understand if tribal location has any impact on the ratings, comparisons were also made based on whether the tribes were located in-state or out-of-state.

Key Findings

- The review indicates the state is compliant with the majority of the tenets of ICWA; although communication and collaboration difficulties persist when working with out-of-state tribes.
- Overall, case workers are doing particularly well in making efforts to preserve the child's connections to their neighborhood, community, faith, extended family, tribe, school and friends.
- Concerted efforts are being made statewide to search for relatives and place children with relatives and other familiar people when appropriate.
- Issues remain in ensuring that there are enough Indian homes able to support children in care.
- The percentage of cases in which the case workers are able to maintain their monthly face to face contact with the child and parents, remains low, and consistent with recent CFS reviews.

Analysis of CFSR Ratings

Table 1. Comparison of ICWA cases reviewed in 2013 to ICWA cases reviewed in 2011 and cases from the general population reviewed in 2012.

Safety Outcomes	2012, General Pop. (N=140)	2011, ICWA (N=54)	2013, ICWA (N=60)
	% Strength	% Strength	% Strength
Item 3 - Services to protect children & prevent removal	95.8%	76.2%	90.9%
Item 4 - Risk assessment and safety management	92.4%	81.5%	91.5%

Table 1, above, shows the proportion of cases for which Items 3 (services to protect children and prevent removal), and 4 (risk assessment and safety management) were rated as a strength. Item 3 specifically accounts for those cases in which the agency had the opportunity and made an effort to work with the family prior to the removal of the children. In cases rated as strengths families were offered and or received services prior to removal. In those cases rated as needing improvement services were not provided to avert the breakup of the Indian family, and or there were no imminent threats of serious physical or emotional damage to the child.

Item 3 shows a substantial improvement in the 2013 review compared with the 2011 review. This improvement may be attributed to the agency's effort to engage the families in initial safety planning when appropriate, consistent with the Oregon Safety Model.

Item 4 measures whether the agency made concerted efforts to address children's safety both in-home and in foster care. This number too has improved from the 2011 review, and is very similar to the findings from the general population review.

Table 2. Comparison of ICWA cases reviewed in 2013 to ICWA cases reviewed in 2011 and cases from the general population reviewed in 2012.			
Permanency Outcomes	**2012, General Pop. (N=140)**	**2011, ICWA (N=54)**	**2013, ICWA (N=60)**
	% Strength	**% Strength**	**% Strength**
Item 6 - Stability of foster care placement	79.0%	88.5%	85.2%
Item 7 - Permanency goal	86.7%	88.5%	85.2%
Item 10 - Other planned perm living arrangement	79.4%	77.8%	61.1%

Table 2, above, contains information related to stability, permanency goal and APPLA cases. Item 6 measures whether a child had a stable placement during the period under review. If a child had a placement change that was not related to achieving the permanency plan, this item was then rated as an area needing improvement.

Item 7 rates the appropriateness of the permanency goal for each child, and how timely it was established. Item 10 applies to APPLA cases only, and measures whether the agency is making an effort to adequately prepare a child for independent living. The child needs to be in a permanent living situation where she/he will remain until reaching the age of majority or emancipation. Item 10 shows a substantial decrease as compared to the 2011 ICWA review and the 2012 general population review. The review teams identified some systemic issues, such as waiting lists for ILP services, which contribute to the lower percentage.

Table 3. Comparison of ICWA cases reviewed in 2013 to ICWA cases reviewed in 2011 and cases from the general population reviewed in 2012.			
Permanency Outcomes 2 (ICWA)	**2012, General Pop. (N=140)**	**2011, ICWA (N=54)**	**2013, ICWA (N=59)**
	% Strength	**% Strength**	**% Strength**
Item 14 - Preserving connections	n/a	75.9%	84.2%
Item 15 - Relative placement	n/a	93.6%	98.1%

Table 3, above, shows the proportion of cases for which Items 14 (preserving connections) and 15 (relative placement) were rated as a strength. These items were not included in the 2012 general population reviews, so comparisons cannot be made. Both these items show an improvement from the 2011 review, suggesting compliance with maintaining the child's connection to the tribe, relatives and cultural community.

Item 15 shows the effort by the agency to search and evaluate relatives as placement resources. People considered relatives by either the family or the tribes are included in the rating.

Table 4. Comparison of ICWA cases reviewed in 2013 to ICWA cases reviewed in 2011 and cases from the general population reviewed in 2012.			
Child and Family Well-being Outcomes	**2012, General Pop. (N=140)**	**2011, ICWA (N=54)**	**2013, ICWA (N=60)**
	% Strength	**% Strength**	**% Strength**
Item 17 – Needs and services of child, parents and foster parents	74.5%	77.8%	71.2%
Item 18 – Child and family involvement in case planning	88.2%	76.0%	72.1%
Item 19 – Caseworker visits with child	43.1%	53.7%	44.8%
Item 20 – Caseworker visits with parents	30.7%	41.7%	21.6%

Table 4, above, contains the ratings related to needs and services of children, parents and foster parents, as well as parental involvement in case planning and the workers' face to face visits with parents and children.
Item 17 measures whether the agency assessed and identified the needs of children, parents and foster parents, and provided services to meet those needs.
Item 18 rates the agency's effort to involve parents and children (when appropriate) in case planning. The review team interviewed case workers, parents and examined the case file in order to gather information to rate this item. The rating for item 17 was lower than those of the general population and the 2011 review, although not substantially different. Item 18 however, shows a much lower rating than the one found for the general population in 2012.

Item 19 shows the percentage of cases in which case workers had monthly contact with the child. The 44.8% finding was below the percentage from the 2011 review, but slightly better than the general population reviews of 2012. The review teams identified several systemic issues as potential contributors, including low staffing levels and worker turnover. The reviewers also identified gaps in visitation during case transfers and the primary worker's absence. Documenting visits in OR-Kids continues to be a challenge for some workers, who document the visits in other areas, or make the visits but do not document them at all. There is also an analysis of the quality of the contact with the child. In many cases the quality of the contact was difficult to rate given the short narrations of the visits and interaction with the child and foster parents.

Item 20, face to face visits with parents shows the lowest rated item of the review. The 21.6% represents a substantial drop from the 30.7% found in the 2012 general review and even more so from the 41.7% found in the 2011 ICWA review. In addition to the challenges mentioned above for the visits with the children, the reviewers identified other barriers. A substantial number of cases had one or both parents incarcerated at least for some of the period under review. The incarceration presents logistical challenges to the worker, especially with those parents incarcerated out of county or even out of state.

Other challenges identified by the reviewers include parents' resistance to engagement in case planning and services, particularly when it comes to fathers. At times the resistance to engagement was coupled with chronic homelessness and frequent changes in residency.

Analysis of ICWA Addendum

Table 5. ICWA Addendum Questions: Comparison of 2011 and 2013 Reviews		
	ICWA Review 2011 (N=54)	ICWA Review 2013 (N=59)
	% Yes	% Yes
STEPS AT CASE OPENING/REMOVAL		
Q1 – 1270 for mother?	86.8%	98.3%
Q2 – 1270 for father?	80.0%	90.3%
PLACEMENT & COMMUNICATION		
Q4 – Is child placed with family, own tribe, or another Indian family?	62.3%	71.6%
Q5 – Was tribe notified of any changes in placement?	90.9%	86.8%
Q6 – Was mother notified of any changes in placement?	97.6%	97.2%
Q7 – Was father notified of any changes in placement?	96.7%	96.4%
CASE PLANNING		
Q8 – Does the tribe agree with permanency plan?	95.1%	98.0%
Q9 – Was tribe included in planning?	100.0%	89.4%
ENSURING QUALIFIED WITNESS TESTIMONY		
Q13 – Did qualified witness testify at shelter hearing?	30.0%	72.3%
Q14 – Did qualified witness testify at jurisdictional hearing?	54.8%	79.5%
Q15 – Did qualified witness testify prior to TPR?	85.7%	87.5%

Table 5, above, is a comparison of the 2011 and the 2013 ICWA specific findings. The 2013 findings show a substantial improvement in identifying the family/child as Indian by having the parents complete the 1270 form early on in the case. This early identification has a positive impact in case planning and developments, as the agency is able to contact and collaborate with the tribe in a timely manner.

Another area showing improvement from the 2011 review is the expert witness testimony. As expected, the findings show better results when obtaining expert witness testimony from local tribes. This finding is particularly true for the shelter hearing.

CFSR Items: In-State Versus out of State Tribes

Table 6. 2013 ICWA Addendum Questions: Comparison of In-State to Out of State Tribes		
	ICWA Out-of-State Tribes (N=40)	ICWA In-State Tribes (N=19)
	% Yes	% Yes
STEPS AT CASE OPENING/REMOVAL		
Q1 – 1270 for mother?	97.5%	100.0%
Q2 – 1270 for father?	91.4%	88.8%
PLACEMENT & COMMUNICATION		
Q4 – Is child placed with family, own tribe, or another Indian family?	62.8%	89.4%
Q5 – Was tribe notified of any changes in placement?	83.3%	92.8%
Q6 – Was mother notified of any changes in placement?	95.4%	100.0%
Q7 – Was father notified of any changes in placement?	100.0%	88.8%

CASE PLANNING		
Q8 – Does the tribe agree with permanency plan?	97.1%	100.0%
Q9 – Was tribe included in planning?	87.1%	100.0%
ENSURING QUALIFIED WITNESS TESTIMONY		
Q13 – Did qualified witness testify at shelter hearing?	63.6%	92.8%
Q14 – Did qualified witness testify at jurisdictional hearing?	74.2%	92.8%
Q15 – Did qualified witness testify prior to TPR?	85.7%	100.0%

Table 6, above, provides a comparison of ICWA specific items, by whether the case involved an out-of state or in-state tribe. Even though the sample size is small, the objective of this comparison is to get a sense of whether tribal location has an impact on case planning and case developments.
The most substantial findings show that in a larger percentage of cases, local tribes were involved in case planning, and the agency was able to place the child with a relative, tribe or another Indian family.

Question 5 shows that the agency has a higher rate of compliance notifying the in-state tribes of changes in placement 92.8%, whereas out-of-state tribes were notified 83.3% of the time. This difference may be attributed to the tribes' proximity to the local DHS office, as well as already established relationships between DHS staff and local tribal workers. The findings also indicate a higher participation of expert witness testimony with Oregon tribes.
Oregon tribes represented in the review sample include: Siletz, Klamath, Grand Ronde, and Warm Springs. The sample included 40 cases with out-of-state tribes, including several from the Cherokee Nation, Oglala Sioux and Citizen Potawatomi Nation.

Review Summary

Although not all items reviewed applied to every case, and the sample of 59 cases reviewed is relatively small, the findings appear to reflect the reality of ICWA case work across the state.

Despite new and ongoing challenges, the 2013 findings show compliance or steady improvements in most of the items reviewed. The following areas were identified as strengths or substantial improvement from the 2011 ICWA review:

- Initial family engagement. Workers are making an effort to find ways to provide safety and get families engaged in services prior to removing children from their homes.
- Identifying Native American Heritage. Workers are making diligent efforts to identify tribal membership or eligibility in order to engage tribes in case planning in a timely manner.
- Risk assessment and safety management. As dictated by the Oregon Safety Model, safety and risk management continue to be a priority, as reflected in the findings for both in-home and out-of-home placements.
- Searching for and placing with relatives. Most cases reviewed showed extensive family searches, not only to look for placement resources, but also as an effort to involve relatives in case planning.
- Preserving the child's cultural connections. Workers are collaborating with tribes, service providers and caregivers to connect children to their Native culture. Workers are also making efforts to inform youth in care about Native events taking place in their communities.

- Expert witness testimony. Increased collaboration with tribes and other expert witnesses was found, in order to obtain expert testimony during court hearings.

Given the nature of ICWA cases, workers are held to a higher standard, and face additional challenges when striving to achieve safety, permanency and well-being for Indian children. Challenges and opportunities for improvement include:

- DHS continues to lack sufficient Indian homes to serve all Indian children in custody.
- Culturally-appropriate services are sometimes difficult to find for Indian families outside of the Portland metro area or reservations.
- Many of the out-state-tribes lack resources or personnel for timely responses and case participation. Timely and effective collaboration with the tribes has a positive impact for children and families, and results in better outcomes, yet this is not always possible. Central office ICWA liaisons, who actively participated in this review, along with field ICWA liaisons play a crucial role in building and maintaining partnerships with both in-state and out-of state tribes.
- Monthly face to face visits with children and parents remain areas needing improvement.

The ICWA Quality Assurance review greatly benefited from the partnership with ICWA experts, who generously shared their time and expertise. This summary of findings will be shared with the agency's leadership as well as tribal partners, so strategies can be developed and implemented to improve overall practice and outcomes for the Native American children and families we serve.

2013 Annual Report

Citizen Review Board

Oregon's Foster Care Review Program

Every Day Counts...
in the life of a child in foster care.

Message from the Director

Leola McKenzie
Director of Juvenile Court Programs

For the Citizen Review Board (CRB), 2013 marked a year of stability following almost four years of difficult budget reductions. We used this time to strengthen our program by focusing attention and resources on recruiting volunteers in areas with high board member vacancies and improving the overall quality and accessibility of volunteer board member trainings. I am excited that our program has used videoconference technology to bring more board member orientation trainings to the rural parts of our state, and how our new online training modules will enable prospective volunteers to complete parts of the orientation training at home and at their own pace. I am also proud that with the assistance of Portland State University's Trauma Informed Care Project, our CRB reviews have become more effective and less traumatizing to the vulnerable children and parents who attend.

This was the second year the CRB has been responsible for meeting the requirement of the federal Child Abuse Prevention and Treatment Act (CAPTA) that each state establish three citizen review panels to evaluate state and local child welfare practices and make recommendations for improvement. We learned from the first year the importance of having community partners fully engaged in the process and ensured that, in 2013, our panels included representatives from child welfare, public defense, and court appointed special advocates. I was pleased and humbled how the child welfare community in Deschutes, Lane, and Lincoln counties embraced the work of the panels and contributed to their success. For example, Lane County child welfare workers completed lengthy surveys on 188 randomly selected cases so panel members could learn more about visitation practices and how they evolve over the life of a case.

On behalf of the CRB, I would like to thank all of the volunteer board members and community partners who served on one of the CAPTA citizen review panels as well as all the local child welfare staff and community partners who attended the panels' meetings and contributed to their work. We learned a great deal and are looking forward to how the panels' recommendations will contribute to local system improvements.

The following annual report contains information about our reviews and volunteer board members, the various projects and initiatives we undertook in the 2013 calendar year, and the findings and recommendations of the CAPTA citizen review panels. It has been an exciting year and I am grateful to be part of such important work.

Sincerely,

Leola L. McKenzie

Leola L. McKenzie
Juvenile Court Programs Director
Oregon Judicial Department

2013 AT A GLANCE

Trauma Informed Reviews

In 2013, Juvenile Court Programs contracted with Portland State University's Trauma Informed Care Project to improve the effectiveness of CRB reviews by finding ways to make them less traumatic for the parties who attend, particularly parents and children. Mandy Davis and Diane Yatchmenoff of Portland State University observed several boards and, based on those observations, developed a list of several program practices in need of modification to better accommodate individuals with a history of trauma. Ms. Davis delivered the keynote address at the CRB's Annual Conference, explaining the basic concepts of trauma informed care, and outlining how the CRB can modify its practices to reduce the possibility of re-traumatizing participants. Many of the techniques she discussed also serve to enhance participation of parents and children during reviews.

The presentation was videotaped for board members who were not able to attend the conference. Field staff also carried the information back to local boards and worked with board members to implement the recommended changes. Additionally, a small group of staff were tasked with revising various CRB forms in light of the recommendations. Final versions of the forms were approved in 2014 and have been implemented.

More Accessible Orientation Trainings

CRB continued efforts to recruit and train new board members during 2013. Over the course of the year, the CRB held eight two-day orientation trainings. The orientation provides prospective board members with training on state and federal dependency law, required legal findings in CRB reviews, and board processes and procedures. It also includes two mock reviews, allowing board members to practice skills prior to being placed on a board. During 2013, 81 prospective board members were referred by field managers for training, and 67 completed the training and were sworn in as board members.

The CRB has one dedicated staff person who conducts orientation training for every new board member in the state. In an effort to reach as many volunteers as possible with limited staff resources, the program began regularly offering orientation training through videoconferencing in multiple parts of the state. Almost half of the trainings held in 2013 included one satellite site connected by videoconference.

The CRB continues to explore technology as a way to reach more volunteers throughout all pockets of the state. The program began planning for the development of additional e-learning modules, which will allow prospective board members to complete portions of the orientation training remotely. In November 2013, an outline of the project was developed, providing the framework for completion of the modules. A plan is in place to complete the modules and make them available for prospective board member use in 2014. Online availability of training will provide readier access to training resources at times that are more convenient to volunteers, eliminating a potential barrier to service for some prospective volunteers.

CRB Annual Conference

The CRB kicked off National Foster Care month with the 2013 CRB Annual Conference, "Every Day Counts" on May 3rd and 4th, at the Sheraton Portland Airport Hotel. The conference began with a keynote

Sandra White Hawk presenting at the 2013 CRB conference

presentation from trauma expert Mandy Davis, who explained how service systems can unknowingly re-traumatize survivors of complex trauma, and offered strategies that board members can use to reduce re-traumatization. Chief Justice Balmer spoke at the Volunteer Appreciation Dinner, noting the valuable contribution board members make to ensure permanency and well being for children in foster care.

On the second day of the conference, board members heard from Sandra White Hawk about her personal experience with the past U.S. practice of systemic removal of First Nations (Indian) children from their homes, and the impact these practices have had on First Nations children, their parents, and communities. Her presentation was followed with an overview of the legal requirements of the Indian Child Welfare Act.

Consistent with past tradition at the conference, volunteer board members and CRB field staff donated baskets for a raffle to raise money for scholarships to Camp To Belong, an organization that offers summer camp opportunities for siblings who have been separated in foster care. Through the raffle and related fundraising efforts, a total of $4,600 was raised, enough to send seven children to camp.

During the two day conference, participants had a total of 16 break-out sessions to choose from, ranging from law and policy, board process and decision making, child well being and attachment, educational outcomes, disability and aging out. Over 200 CRB volunteer board members and staff, child welfare stakeholders, and presenters attended the conference.

Volunteer Recruitment

Throughout 2013, the CRB focused a great deal of attention on volunteer recruitment. The number of active volunteer board members and board member attendance was closely tracked in monthly reports. Field staff of "vulnerable" boards (i.e., those having only 3 active members or 2 consecutive months of only 2 members present) were prompted by supervisory staff to increase recruitment efforts. Field staff of boards in "crisis" (i.e., those having 2 or less active members or 2 or less members in attendance for the last 3 or more months) were tasked with developing specific recruitment plans and received enhanced support from the CRB Volunteer Resource Coordinator. That enhanced support included sending mailers to community organizations, contacting local press, and creating posters for community bulletin boards.

Planning a New Computer System

The CRB uses a sophisticated computer system called JOIN (Juvenile OJIN Integrated Network) to track cases of children in foster care, schedule CRB reviews, and collect various other data. In 2013, the CRB was informed that the platform hosting JOIN would be going away once all the circuit courts had transitioned to Odyssey, the Judicial Department's new computer system. This combined with problems JOIN had been experiencing since implementation of ORKids, child welfare's new computer system, prompted the CRB to make the decision to replace JOIN entirely.

A team of CRB staff was assembled to develop a list of requirements for the new system, one of them being

that it would use the same system the courts were using. The team met with representatives from Tyler Technologies, the software vendor that supports Odyssey, for a week-long "fit analysis" where the list of requirements was compared with the functionality of Odyssey.

Board Member Handbook

CRB volunteer board members and staff are responsible for knowing about a dizzying array of federal and state laws, child welfare policies, CRB policies, assessments, diagnosis, and the many services available to children and families. This is critically important to ensuring that child welfare workers are complying with what is required of them. To assist volunteer board members in learning what they need to know, a team of CRB field staff was tasked with developing a handbook of almost everything that is likely to come up during a review. A draft of the manual was completed in December 2013 and will be finalized and made available to volunteer board members in 2014.

Ensuring Compliance with Federal Periodic Review Requirement

Oregon is currently preparing for its next round of Child and Family Services Reviews (CFSRs) to determine how well the state is complying with federal child welfare requirements. One of those requirements is that each child in foster care must be reviewed no less frequently than once every 6 months by a court or by administrative review.

The CRB ensures compliance with this periodic review requirement by carefully tracking every child who enters foster care in its JOIN case management system. Every weeknight, the CRB receives a data download from child welfare of every child who entered foster care the prior day. JOIN automatically creates a first review due date 6 months from that date. If the child does not return home or have a court hearing that meets the periodic review requirement, it will be reviewed by the CRB on or before the review due date. Each time a CRB review, permanency hearing, or other complete judicial review is held, a new 6-month review due date is set in JOIN.

While the CRB has been noted as a strength in past CFSRs, it has also been noted that too often, the CRB will conduct a review around the same time as the court. These are referred to as duplicate reviews. In 2012, the CRB implemented a policy to eliminate duplicate reviews. Before a CRB review is scheduled, CRB staff manually check the court's case register to ensure the court has not scheduled or already conducted a periodic review for the current review period.

Voluntary Reviews Guide

Approximately 3% of CRB reviews statewide involve cases where the child has been placed in foster care under a voluntary agreement between a parent or legal guardian and the Department of Human Services (DHS). Due to the nature of these cases, and the fact that they are relatively infrequent, there is a lot of confusion about them among DHS workers and CRB volunteers and staff.

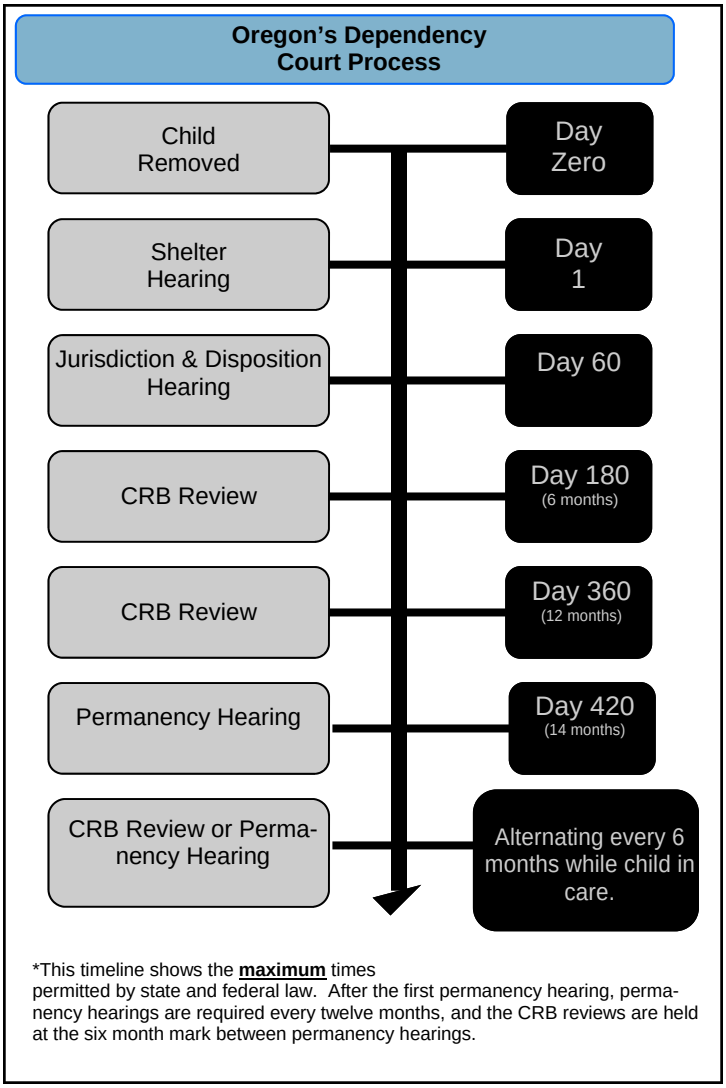
In early 2013, a workgroup of CRB staff was convened to develop a technical assistance guide of myths and facts about voluntary cases. Before finalization, the guide was submitted to the CRB Advisory Committee, juvenile court judges, DHS, and defense attorneys for review and comment.

Who Are the Children the CRB Reviews?

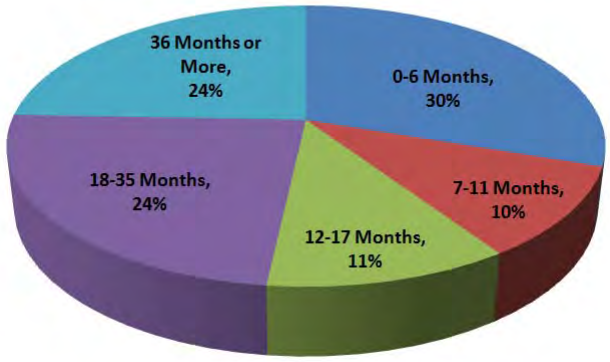
Federal regulations require periodic reviews of children in foster care to ensure their placements and services are appropriate and timely. These reviews begin 6 months after a child enters care and continue at least every 6 months until the child leaves care. In Oregon, the courts and CRB share responsibility for conducting these reviews.

This report provides information about the children whose cases were reviewed by the CRB in the 2013 calendar year. It is important to remember that these are not all of the cases that are managed by DHS. According to DHS data, a little less than a quarter of the children who enter foster care are returned home within three weeks; therefore, these cases are not reviewed by CRB. Additionally, CRB does not review cases that are being investigated or cases involving children who stay in the home while the family receives services. Thus, unless otherwise noted, the statistics and other descriptive information in this report are limited to the cases of those children in foster care for 6 months or longer.

The CRB; therefore, has a unique perspective on children and families who are involved in the foster care system. A little over a quarter of the cases that are reviewed each month are "new" to the CRB, which means the children have actually been in foster care for 6 months. About half of the cases reviewed each month are of those children who have been in care between 1 and 3 years. Nearly a quarter of the cases reviewed each month involve children who have been in foster care for 3 years or longer.



Length of Time in Foster Care at Time of CRB Review
(Statewide CRB Data from 2013 Calendar Year)



Age		
	Children Reviewed by CRB*	Oregon Children**
Under 5 Years	31.9%	24.3%
5 – 9 Years	24.2%	24.7%
10 – 14 Years	20.7%	24.9%
15 – 19 Years	22.4%	26.1%
20 – 21 Years	0.9%	NA

*CRB data from the 2013 calendar year.
**Estimates for 2012 from US Census Bureau, 2008-12 American Community Survey 5-Year Estimates. Census statistics for age include persons 19 or under.

Race/Ethnicity		
	Children Reviewed by CRB*	Oregon Children**
African American	3.2%	2.3%
Asian/Pacific Islander	0.9%	4.2%
Caucasian	82.0%	78.5%
Hispanic	16.7%	20.7%***
Native American	3.6%	1.8%
Other (including 2 or more races)	10.4%	13.3%

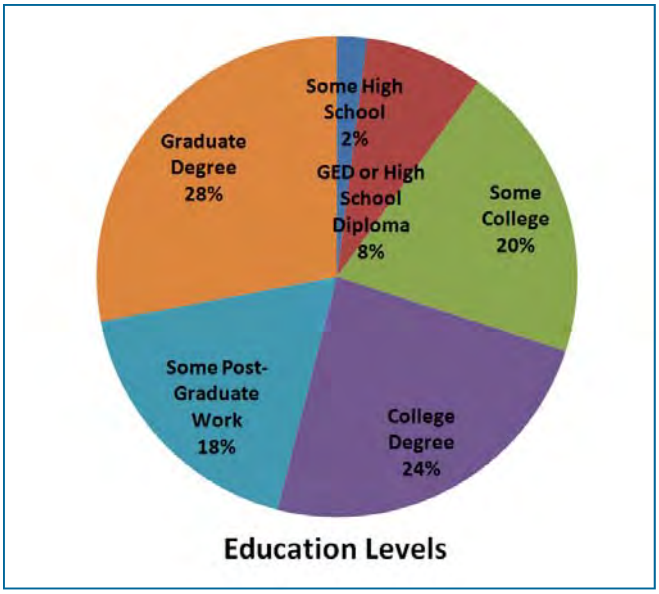
*CRB data from the 2013 calendar year.
**Estimates for 2012 from the US Census Bureau, 2008-12 American Community Survey 5-Year Estimates.
***The US Census Bureau reports Hispanic ethnicity separately from race. The individuals who identified as Hispanic were also included in one of the other categories.

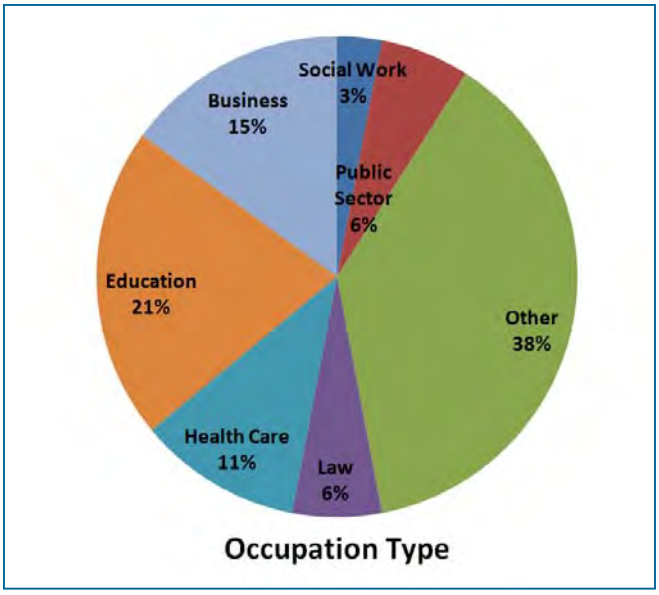
CRB Volunteer Board Members

CRB volunteer board members have a role that is more challenging than most volunteer experiences. In addition to understanding the complex legal issues related to child protection, they must comprehend the intricate social and clinical considerations that determine what is in the child's best interest.

All volunteer board members receive training on key aspects of the child welfare and juvenile dependency systems, including agency policy and rules, and federal statutes regarding child protection. They are continually trained and supported by professional staff within the Oregon Judicial Department.

In 2013, 275 volunteer board members collectively donated 31,531 hours of service to the state preparing for and conducting 3,744 reviews of children in foster care. This is a cost benefit to the state of $894,226, and underscores the value our citizen reviews have in providing an objective perspective on how the foster care system is working for Oregon's children, youth, and families. Additionally, during 2013, these citizen volunteers completed 4,367 hours of training in order to improve the lives of children in care and to achieve successful outcomes for Oregon's children. That is an average of 15.88 hours of training per volunteer.





A word of thanks from CRB staff

From lower left: CRB Field Managers Sam Tazumal, Maiya Hall-Olsen, Jennifer Goff, Shary Mason (JCIP Model Court and Training Analyst), Amy Benedum, Molly Johnson. From upper left: CRB Field Managers Laurie Judd, Walt Gullett, Robin de Alicante, Tina Qualls, Suzanne Callahan, Rakeem Washington, David Smith, Lisa Romano, Sandy Berger, Steven Lindeman, Amy Church (CRB Volunteer Resource Coordinator).

The CRB would not exist without such a passionate network of volunteer board members who dedicate themselves to taking action and solving problems in their communities.

We thank you for your dedication and service ...you make a big difference in the lives of the children and families involved in Oregon's foster care system!

CAPTA Citizen Review Panels

One of the requirements of the federal Child Abuse Prevention and Treatment Act (CAPTA) is that states create at least three citizen review panels (CRPs) to evaluate the extent to which state and local child protection system agencies are effectively discharging their child protection responsibilities. In September 2012, the Oregon Department of Human Services (DHS) transferred responsibility for ensuring compliance with this requirement to the CRB. The law requires that panels prepare, on an annual basis, a report containing a summary of panel activities and recommendations to improve the child protection services system.

Attendees of the CAPTA kickoff on July 30, 2013

The role of the panels is to identify issues to explore, to review DHS policies, collect data and information, and make recommendations for system improvements. Panels do not implement the recommendations or establish policies or programs.

The CRB established three CRPs in Deschutes, Lane, and Lincoln counties. Panel members included CRB volunteer board members and staff as well as community stakeholders from child welfare, public defense, local court appointed special advocate programs, and others involved in the child welfare system. Panels met in Newport, Oregon on July 30, 2013 for a two-day kickoff session. Attendees heard from Maurita Johnson, Deputy Director of DHS' Office of Child Welfare Programs, about various "hot topics" within Oregon's child welfare system; and Blake L. Jones, Program Coordinator for Kentucky's Citizen Review Panels for a national perspective on CAPTA and guidance on identifying issues for panels to explore.

Panels were then asked to brainstorm a list of system issues they were concerned about. Each panel prioritized those issues and selected one or two to explore throughout the year.

Between August 2013 and March 2014, each panel examined federal and state laws and policies; reviewed data and resources; and met with community stakeholders, including local juvenile court judges and staff, child welfare managers and staff, child advocates, attorneys, foster parents, service providers, educators, and business leaders to discuss system issues and review draft recommendations. In April 2014, each panel hosted a community forum to share their findings and draft recommendations, and solicit community input and recommendations.

The Citizen Review Panels would like to extend a warm thank you to all the community members who attended panel meetings. Your questions, comments, and support for the CAPTA work was greatly appreciated.

Deschutes County Citizen Review Panel

Members of the Deschutes County CRP:

- Patricia Craveiro, CRB Volunteer Board Member
- Kathrine Edwards, CRB Volunteer Board Member
- Marcia Houston, CRB Volunteer Board Member
- Kristina Knittel, CRB Volunteer Board Member
- Joan Springer-Wellman, CRB Volunteer Board Member
- Bill Wagner, CRB Volunteer Board Member
- Patrick Carey, DHS District Manager
- Tom Crabtree, Public Defender
- Pam Fortier, CASA Executive Director
- Jennifer Goff, CRB Field Manager

	Deschutes County	Statewide
Dependency Petitions Filed	82	4,670
Children in Substitute Care*	170	8,770
CRB Reviews	129	3,744
Children Reviewed	186	4,830
No Reasonable Efforts Findings	15	202

*The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.

Financial disincentives to permanency and workload of child welfare workers emerged as the two system issues most concerning to Deschutes County CRP members.

Financial Disincentives to Permanency

At the beginning of its work, the Deschutes County CRP focused on financial disincentives to permanency. The CRP raised concern that the statute which allows for payment of college tuition for foster youth inadvertently impacts their ability to find a permanent home. Specifically, if older youth leave care before their 16th birthday, they become ineligible to have their college tuition paid. While exploring this issue, the panel discovered additional, more pressing financial disincentives to permanency.

To better understand the supports in place for youth in care presently, the panel worked with the CASA program to gather information. CASA volunteers interviewed a small sample of 13 foster youth aged 14 and above to learn whether they felt supported as they pursued their educational and career goals. Survey questions focused on whether the youth had a mentor or strong support person in their lives, help with their schoolwork, a vision for their future, barriers to achieving their vision, and a desire to continue their education.

Of the 13 foster youth interviewed, 5 said they did not have a role model in their lives, yet all stated they have someone "in their corner" to support them. While most of the youth had a positive view of their future, only 4 attended or planned to attend college. However, almost all stated they would attend college if funding was provided.

Seven of the youth were not involved in independent living services. Of those 7, some were waiting for referrals and one was on the waiting list. For the youth who were involved, their opinions were mixed about the program.

Barriers to Permanency

HOUSING ASSISTANCE: Housing emerged as a much more pressing disincentive to permanency than tuition payments, which foster youth can access from numerous sources. Youth can access housing assistance payments until age 21 as long as their cases remain open. Child welfare workers noted that sometimes youth are so eager to leave the system when they turn 18 that they want their cases closed regardless of the consequences. One of those consequences is that housing assistance ends immediately upon closure of the case and cannot be reinstated, not even if the youth seeks voluntary services through child welfare until they are 21.

UNDERSTANDING ACCESS TO BENEFITS: Independent Living Program (ILP) coordinators ensure that youth receive written information about all education benefits available to them. Not all youth, however, are enrolled in ILP. For those not enrolled, child welfare workers are not required and do not consistently provide older youth with comprehensive information about benefits to which they are entitled.

- Oregon law provides support for "children attending school" if parents are divorced yet the state does not provide the same benefits for children in the foster care system.

- All children 14 years and older should be referred to ILP. Participants also suggested child welfare hold a yearly seminar for all children in foster care over the age of 14 to clearly outline the benefits to which they are entitled. Youth participation in this seminar, however, should be voluntary.

ILP staff also noted that there are common misperceptions that some youth cannot get into the program because there is a waiting list or a belief that the youth would not benefit from the program and should not be referred. In truth, there is not a waiting list and all youth should be referred.

Community Forum Feedback

The Deschutes County CRP conducted its community forum on April 3, 2014. The forum was attended by the local juvenile court judge, attorneys, child welfare staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. Participants noted that there are many financial disincentives to permanency and multiple road blocks to preparing older foster youth for successful adulthood. These include:

- DHS pays a lower subsidy for adoption than the foster care payment. Relatives and foster families may be less likely to pursue adoption because of the decrease in financial support.

- Older youth are often eager to leave foster care and do not understand that they will lose access to housing subsidies once their cases are closed.

- If child welfare would consider changing the Oregon Administrative Rule that ends housing subsidies once a youth's case closes, there would likely be an important ancillary benefit of reducing the homeless population of older youth and young adults.

Workload of Child Welfare Workers

In addition to financial disincentives to permanency, the Deschutes County CRP expressed concern that workload often prevents child welfare workers from spending face to face time with families. Results from the last two federal Child and Family Services Reviews note that more caseworker contact often corresponds with a higher likelihood of successful reunification. As a result of budget increases, child welfare will be staffed at 75% of the capacity they require to ensure workers can effectively manage their caseloads. This is an improvement from prior budget cycles, however, child welfare remains concerned about mandates on worker's time.

The panel discussed that court appointed special advocates are mandated to do some of the same activities as child welfare workers (visiting foster homes; talking to foster children, parents, and relatives; and meeting with service providers, etc.). While all panel members, including the CASA Executive Director and DHS District Manager, acknowledged the importance of maintaining clarity of role and independence, all also agreed that some tasks were duplicative and efficiencies could be created by sharing information.

The panel worked with community partners to craft a pilot project in which court appointed special advocates and child welfare workers come together to avoid duplication of activities while still maintaining independence of each others roles. A focus group of representatives from the two organizations was held to identify ways to enhance

partnerships as well as conditions that might cause them to be less successful. Mutual respect, responsiveness to requests for help, effective follow-through, true understanding of roles, and an understanding that disagreements over the direction of cases may arise were cited as elements of successful working relationships. New volunteer inexperience, ineffective time management by some child welfare workers, and lack of understanding of roles and responsibilities were cited as barriers to effective partnerships.

Community Forum Feedback

Participants in the community forum noted that there are many ways that court appointed special advocates can coordinate activities with child welfare workers. There are current prohibitions, however, that make the most effective partnership opportunities difficult. These include:

- The inability of court appointed special advocates to transport children in foster care. Elimination of this prohibition would enable court appointed special advocates in Oregon to drive foster children to appointments as they do in other states such as California and Nevada.
- ILP staff do not know the identity of the assigned court appointed special advocate. If they did, ILP staff could better utilize court appointed special advocates to encourage older youth to participate in ILP and assist with transportation and coordination of other activities related to participation.

Deschutes County Recommendations

1. **DHS provide all foster youth and their foster parents written documentation of the benefits to which older foster youth are entitled. Attorneys and CASAs should also receive this information so they can most effectively advocate for the youth they represent. The court and CRB should inquire at each hearing and review to ensure this information has been provided to all foster youth.**
2. **The Independent Living Program conduct a yearly, voluntary, in-person seminar for all foster youth outlining all the education and other benefits to which they are entitled.**
3. **DHS explore whether the requirement that housing benefits are eliminated once a youth's case is closed is an Oregon Administrative Rule and whether it can be amended to allow for a former foster youth to access housing assistance until age 21 even if the case has been closed.**
4. **DHS propose amendments to the foster youth tuition legislation to allow the use of funds for housing while attending school.**
5. **DHS and CASA work together to outline, in writing, ways in which the caseworkers and CASAs can coordinate activities.**
6. **New workers receive training, by DHS and CASA staff, about the role of CASAs and ways in which the relationship between the DHS worker and CASA can be most effective.**
7. **DHS and CASA explore the viability of a staffing between DHS and CASA early in the case management process to clearly outline how activities might be coordinated.**
8. **DHS and CASA work together to explore allowing CASAs to drive children and youth to appointments and other activities.**
9. **DHS provide CASA appointment orders to the ILP staff so they can connect with the youth's CASA.**

Lane County Citizen Review Panel

Members of the Lane County CRP:

- Marjorie Biehler, CRB Volunteer Board Member
- Wagoma Burdon, CRB Volunteer Board Member
- Norton Cabell, CRB Volunteer Board Member
- Ellen Hyman, CRB Volunteer Board Member
- Stephen John, CRB Volunteer Board Member
- LouAnn Martin, CRB Volunteer Board Member
- Barbara Newman, CRB Volunteer Board Member
- Bev Schenler, CRB Volunteer Board Member
- Roz Slovic, CRB Volunteer Board Member
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- Sydney Putnam, DHS Program Manager
- John Radich, DHS District Manager
- Julie Spencer, DHS Program Manager
- Christina Sterling, CASA Program Supervisor/ Training Coordinator
- Lisa Romano, CRB Field Manager

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Dependency Petitions Filed	583	4,670
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Children Reviewed	1,033	4,830
No Reasonable Efforts Findings	21	202

**The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.

Parent/child visitation for children in foster care emerged as the issue most concerning to Lane County CRP members.

Parent/Child Visitation

When a child is placed in foster care, regular contact with the parents and siblings is critically important so long as the child's safety can be assured. National research has shown that frequent, quality parent/ child contact is one of the strongest predictors of successful reunification.

Beginning in July 2013, the CRP met with child welfare staff and other stakeholders multiple times to review policies governing parent/child visitation and their implementation. At one of those meetings, the panel heard a candid presentation from DHS staff during which they indicated that the structure of effective visitation time is laid out in current child welfare policy, however, the internal mechanisms and working patterns of the agency actually govern practice more than policy does. This is due, in part, to reductions in funding that have occurred over the last several years.

For example, child welfare policy requires the development of a Temporary Visit and Contact plan as soon as the child is placed in substitute care. This temporary plan must articulate why visits must be supervised if supervision is required. Thirty days later, the child welfare worker is required to develop an Ongoing Visitation and Contact Plan, which is supposed to be updated every 90 days to ensure that visitation is becoming less restrictive as the safety threat to the child diminishes. In practice, however, there is no mechanism for internal supervisory review of the initial plan, which raises concern that initial plans are not updated. In addition, visitation plans are not typically included with documents submitted by DHS for CRB reviews.

Visitation Survey

To learn more about visitation practices and how they evolve over the life of a case, the panel created a 64-question survey to be completed by child welfare workers. The survey was quite labor intensive as many of the questions required workers to review their case files for specific information about visits that occurred during the review period, January 2014.

Ultimately, child welfare workers completed surveys for 188 of 200 randomly selected cases with return to parent permanency plans. This was a response rate of 94%. Of those responses, 103 cases met the criteria of 1) having a permanency plan of return to parent through the end of January 2014; and 2) the child not being in a trial reunification placement in January 2014.

The results showed that the majority of children entered foster care because of neglect (61%) and/or

parent substance abuse (also 61%). Just over half (54%) of the children were placed with relatives, and most of the remainder (37%) were placed with non-relative foster parents.

On average, children in the survey had 7.8 visits in January 2014, for a total of 15 hours of visitation. This amounts to roughly two 2-hour visits per week. While 43% of the visits took place at DHS, 54% of total visitation hours occurred in the home of a parent or relative. Thus, not surprisingly, visits tend to be longer when they occur in the home of a parent or relative.

This result is troubling when it is paired with how infrequently there are opportunities to update visitation plans, including moving visits out of DHS. Fewer than half (43%) of all visitation plans had been reviewed in the past 90 days and fewer than a quarter (24%) had been addressed in the last court order beyond the standard boilerplate language giving DHS authority to determine appropriate visitation levels. Additionally, only a minority of parents (33%) with a low assessed risk of harm had in -home visits with their children. It is, therefore, possible that more frequent review of visitation plans by DHS and the court could result in more in-home visits and more total visitation hours.

Survey results also showed:

- Supervision (70%), transportation for the child (60%), and transportation for a parent (53%) were each provided for visits in more than half the cases.
- A parent mentor or coach was provided during visits in 34% of cases.
- 81% of children who had siblings in other placements had at least one visit with siblings during the review period (January 2014).
- 93% of children aged 11 to 18 were consulted during formulation of the visitation plan.

Barriers to Visitation

Canceled Visits: Visits are sometimes canceled by DHS as a punitive measure even though they are not supposed to be canceled as punishment for a parent failing to comply with a service plan.

The Lane County Citizen Review Panel would like to thank all of the child welfare workers and supervisors who participated in the visitation survey. The insights gained from that effort were invaluable to the panel's work.

Transportation: Parents must be participating in three services in order to receive a monthly bus pass. If they don't qualify, they can get daily passes but must pick them up at the office. However, if they cannot get to the office, they cannot get a pass.

Visitation Plans are Not Updated: DHS staff report that the very reason the child is placed in foster care establishes safety concerns, so it makes sense that visits need to be supervised at the beginning of the case. However, supervision should "step down" as the safety threat diminishes. Concerns were expressed that in most cases this does not happen.

Part of the problem may be that the request for supervised visits that is made to the court is pro

forma and the court order includes standard language giving child welfare broad latitude in determining the amount of visitation and level of supervision. Additionally, attorneys and court appointed special advocates do not routinely ask for unsupervised visits.

Technology: DHS encounters difficulties in utilizing technology to maximize the contact parents have with their children. For example, DHS only has one computer set up to use Skype for all three local DHS branch offices. The Department of Corrections also has policies, like fees for use of the videoconferencing equipment, that tend to discourage inmates from utilizing technology to visit more with their children.

Space Limitations: Space at the DHS office to conduct supervised visitation is limited. The panel discussed ways in which DHS could partner with community organizations to expand their capacity for visits. For example, churches are currently providing visitation space for families.

One CRP member noted that the United Way is an excellent convener and may be willing to bring community resources together with child welfare to explore options. The Lane County Safe and Equitable Foster Care Reduction team, sponsored by Casey Family Programs, is also focused on the issue of visitation.

Community Forum Feedback

Lane County's CRP held its community forum on March 21, 2013. It was attended by the local juvenile court judge, attorneys, DHS staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. The panel received the following feedback:

- There does not seem to be an objective methodology to assess current safety threats. Conducting refresher training on the Oregon Safety Model might help workers apply more case specific and present-time criteria.
- While visitation guidelines are reviewed with all parents, more intensive pre-visit coaching is only being made available to approximately 25% of parents.
- Case plan documentation and court order language is often not case specific. Updating plans and methods to step-down supervision should be better defined so decision-making is case specific and consistent across the agency.
- Expanding the use of technology to increase visitation would be helpful on several levels, not the least of which would help increase visitation with children and incarcerated parents. Participants suggested that DHS appoint a single point person to work with the Oregon Department of Corrections to establish methods and safety mechanisms to increase visitation with incarcerated parents.

Lane County Recommendations

1. **DHS and CRB work together to create and deliver interdisciplinary training on DHS visitation policy, including content focused on the importance of visitation and methods to assess current safety threats.**
2. **DHS expand technology options to increase parent/child/sibling contact including contact with incarcerated parents. Appointment of a single DHS point person with DOC would assist in ensuring development of a viable plan that could be implemented statewide.**
3. **DHS provide updated visitation plans to the court and CRB for all hearings and reviews.**
4. **The Juvenile Court and CRB consider visitation when making reasonable efforts findings.**
5. **CRB and DHS work together to create a 90 day review process to ensure that visitation plans are created and updated in accordance with DHS policy. This review process, whether it is internal or external to DHS would provide opportunity to assess all levels of case progress.**
6. **DHS expand partnerships with local churches and other potential partners, including resources in rural areas in Lane County, to increase opportunities for visitation in churches and other community facilities.**

Lincoln County Citizen Review Panel

Members of the Lincoln County CRP:

- Ned Brittain, CRB Volunteer Board Member
- Diane Flansburg, CRB Volunteer Board Member
- Fawn Hewitt, CRB Volunteer Board Member
- Sandy Allen, CRB Volunteer Board Member
- Steve Waterman, CRB Volunteer Board Member
- Jamie Auborn, DHS Certifier
- Angela Cazares, DHS Supervisor
- Carol James, CASA Program Manager & Coordinator of Volunteers
- Jeff Pridgeon, Defense Attorney
- Amy Benedum, CRB Field Manager

	Lincoln County	Statewide
Dependency Petitions Filed	101	4,670
Children in Substitute Care*	137	8,770
CRB Reviews	100	3,744
Children Reviewed	155	4,830
No Reasonable Efforts Findings	7	202

**The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.

Community engagement in the foster care system emerged as the issue most concerning to Lincoln County CRP members. The county is in need of foster parents, CRB and CASA volunteers, mentors, volunteer drivers, and other paid and volunteer positions.

Need for Foster Parents

In 2013, there were over 130 children in foster care in Lincoln County. About half of them were placed with relatives, therefore, non-relative foster homes were required for the remaining half. Unfortunately, DHS in Lincoln County does not have enough foster homes to meet this need, particularly in Newport and the Southern part of the county.

Barriers to Foster Parent Recruitment

Accessing Services: Foster parents report it is challenging to access services for children in their care. A foster parent navigator would be of help. The system is very complex and having someone help foster parents navigate it would relieve some of the pressure on foster parents.

Receiving Complete Information: It is critically important that foster parents receive a full background on the children in their care. Children who have experienced trauma often exhibit behavior including severe temper tantrums and night terrors. This type of behavior may catch a foster parent by surprise if they are not fully informed about the child's background and experiences, making the behavior even more difficult to manage.

Foster Parent Training: Foster parents need ongoing training and want to be involved in selecting the training topics.

Information Overload: Foster parents describe the training manual they receive as being very large and somewhat overwhelming. Additionally, many online training opportunities for foster parents exist, yet all foster parents do not have access to the internet so they are not available to all.

Misperceptions About Opportunities to Foster: Some people interested in fostering do not think they are the kind of family that DHS is recruiting.

Fear of Retaliation: While DHS has worked hard to communicate that the agency is interested in hearing directly from foster parents, whether it be about successes, concerns, or needs; some foster parents still believe they may be subject to retaliation if they challenge the agency at all. This perception is difficult to eliminate, although the agency is committed to doing so.

Need for Community Volunteers

Many volunteer opportunities are available in the community including serving as a CRB volunteer board member or CASA, volunteering to drive for foster parents and children, mentorships, navigators, and respite care providers, among others. Volunteer navigators who could help interested community members understand all the options are needed.

A member of the press noted that the community must be made aware, and not just once in awhile, about the opportunities to help children and families involved in the foster care system. Agency and volunteer programs need to be relentless in their pursuit of community involvement. Keeping the story of foster children and families front and center in the eyes of the community might garner more success in community buy-in and willingness to serve.

The panel discussed whether it is possible to track the outcomes for children and families if more people in the community would become involved. For example, if there were more respite care providers, would foster parent retention be higher? If there were more places for safe and longer quality family visits, would permanency be achieved more quickly? Tracking these types of outcomes and reporting them to the community might breed success in getting more people involved. If people can see how they are making a difference, they may be more likely to engage.

Community Forum Feedback

Picture of the Lincoln County Community Forum

Various opportunities for community engagement in the foster care system were presented at a community forum on April 4, 2014. Elizabeth Platt, President of the Lincoln County Foster Parents' Association, spoke about the myths and realities of foster parenting. Representatives from DHS, CRB, and CASA explained both paid and volunteer opportunities. While few members of the public at large attended the forum, the presentations did excite those that did attend and assisted the panel in finalizing their recommendations.

Lincoln County Recommendations

1. **DHS review its foster parent recruitment materials and ensure that people can see themselves in those materials. Using the "22 Ways to Help Children in Foster Care" document, DHS, CASA, and CRB work together to write and publish regular and ongoing press stories about foster care and ways in which the community can get involved. Recruitment should create ever-present celebrations of the accomplishments of foster parents and community volunteers to excite people to get involved.**

2. **DHS work through the interfaith board to reach churches in the community and explore ways in which churches might be able to assist in providing space for visitation and volunteers to serve as mentors, drivers, and other opportunities.**

3. **DHS ensure that all foster parents receive complete background information on the children in their care. Retention may increase if foster parents are clear on the issues children are facing.**

4. **DHS explore creating a foster parent navigator paid or volunteer position and ensure that the person in that position is well equipped to guide foster parents in seeking services and supports. The panel recommends that DHS convene a group of stakeholders to define what is needed for the person in the position to succeed.**

CRB Statewide Statistics 2013 Calendar Year

COUNTY	CRB REVIEWS	CHILDREN REVIEWED*	INTERESTED PARTIES IN ATTENDANCE	BOARD DAYS	AVERAGE MINUTES PER CRB REVIEW	NUMBER OF VOLUNTEERS**
Baker	26	32	114	10	45	3
Benton	34	48	219	6	36	3
Clackamas	164	213	554	35	34	12
Clatsop	62	71	230	12	28	4
Columbia	126	173	505	19	31	6
Coos	132	172	448	24	35	9
Crook/Jefferson	53	67	225	12	45	2
Curry	28	29	59	7	27	4
Deschutes	129	136	569	24	46	6
Douglas	165	223	697	33	37	15
Grant/Harney	20	24	106	10	49	3
Hood River	11	10	33	6	29	3
Jackson	240	300	1,095	48	36	19
Josephine	171	212	686	26	33	10
Klamath	175	207	925	30	34	10
Lake	15	14	57	5	38	3
Lane	702	891	3,171	108	31	42
Lincoln	100	128	961	19	36	5
Linn	206	272	751	35	32	13
Malheur	66	93	338	12	49	1
Marion	432	608	2,297	95	36	34
Multnomah	91	106	198	40	34	18
Polk	109	132	384	24	37	9
Tillamook	30	43	121	6	33	4
Umatilla/Morrow	100	115	555	20	38	8
Union/Wallowa	24	22	103	7	49	3
Wasco	54	69	232	12	36	4
Washington	184	263	798	48	40	16
Yamhill	95	144	562	13	33	6
STATEWIDE	3,744	4,830	16,993	746	35	275

*Children reviewed multiple times in the same year are only counted once.
**Number of volunteers is point in time data collected in December 2013.

2013-14 CAPTA Citizen Review Panel Reports

One of the requirements of the federal Child Abuse Prevention and Treatment Act (CAPTA) is that states create at least three citizen review panels (CRPs) to evaluate the extent to which state and local child protection system agencies are effectively discharging their child protection responsibilities. In September 2012, the Oregon Department of Human Services (DHS) transferred responsibility for ensuring compliance with this requirement to the CRB. The law requires that panels prepare, on an annual basis, a report containing a summary of panel activities and recommendations to improve the child protection services system.

Attendees of the CAPTA kickoff on July 30, 2013

The role of the panels is to identify issues to explore, to review DHS policies, collect data and information, and make recommendations for system improvements. Panels do not implement the recommendations or establish policies or programs.

The CRB established three CRPs in Deschutes, Lane, and Lincoln counties. Panel members included CRB volunteer board members and staff as well as community stakeholders from child welfare, public defense, local court appointed special advocate programs, and others involved in the child welfare system. Panels met in Newport, Oregon on July 30, 2013 for a two-day kickoff session. Attendees heard from Maurita Johnson, Deputy Director of DHS' Office of Child Welfare Programs, about various "hot topics" within Oregon's child welfare system; and Blake L. Jones, Program Coordinator for Kentucky's Citizen Review Panels for a national perspective on CAPTA and guidance on identifying issues for panels to explore.

Panels were then asked to brainstorm a list of system issues they were concerned about. Each panel prioritized those issues and selected one or two to explore throughout the year.

Between August 2013 and March 2014, each panel examined federal and state laws and policies; reviewed data and resources; and met with community stakeholders, including local juvenile court judges and staff, child welfare managers and staff, child advocates, attorneys, foster parents, service providers, educators, and business leaders to discuss system issues and review draft recommendations. In April 2014, each panel hosted a community forum to share their findings and draft recommendations, and solicit community input and recommendations.

The Citizen Review Panels would like to extend a warm thank you to all the community members who attended panel meetings. Your questions, comments, and support for the CAPTA work was greatly appreciated.

Deschutes County Citizen Review Panel

Members of the Deschutes County CRP:

- Patricia Craveiro, CRB Volunteer Board Member
- Kathrine Edwards, CRB Volunteer Board Member
- Marcia Houston, CRB Volunteer Board Member
- Kristina Knittel, CRB Volunteer Board Member
- Joan Springer-Wellman, CRB Volunteer Board Member
- Bill Wagner, CRB Volunteer Board Member
- Patrick Carey, DHS District Manager
- Tom Crabtree, Public Defender
- Pam Fortier, CASA Executive Director
- Jennifer Goff, CRB Field Manager

	Deschutes County	Statewide
Dependency Petitions Filed	82	4,670
Children in Substitute Care*	170	8,770
CRB Reviews	129	3,744
Children Reviewed	186	4,830
No Reasonable Efforts Findings	15	202

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Financial disincentives to permanency and workload of child welfare workers emerged as the two system issues most concerning to Deschutes County CRP members.

Financial Disincentives to Permanency

At the beginning of its work, the Deschutes County CRP focused on financial disincentives to permanency. The CRP raised concern that the statute which allows for payment of college tuition for foster youth inadvertently impacts their ability to find a permanent home. Specifically, if older youth leave care before their 16th birthday, they become ineligible to have their college tuition paid. While exploring this issue, the panel discovered additional, more pressing financial disincentives to permanency.

To better understand the supports in place for youth in care presently, the panel worked with the CASA program to gather information. CASA volunteers interviewed a small sample of 13 foster youth aged 14 and above to learn whether they felt supported as they pursued their educational and career goals. Survey questions focused on whether the youth had a mentor or strong support person in their lives, help with their schoolwork, a vision for their future, barriers to achieving their vision, and a desire to continue their education.

Of the 13 foster youth interviewed, 5 said they did not have a role model in their lives, yet all stated they have someone "in their corner" to support them. While most of the youth had a positive view of their future, only 4 attended or planned to attend college. However, almost all stated they would attend college if funding was provided.

Seven of the youth were not involved in independent living services. Of those 7, some were waiting for referrals and one was on the waiting list. For the youth who were involved, their opinions were mixed about the program.

Barriers to Permanency

HOUSING ASSISTANCE: Housing emerged as a much more pressing disincentive to permanency than tuition payments, which foster youth can access from numerous sources. Youth can access housing assistance payments until age 21 as long as their cases remain open. Child welfare workers noted that sometimes youth are so eager to leave the system when they turn 18 that they want their cases closed regardless of the consequences. One of those consequences is that housing assistance ends immediately upon closure of the case and cannot be reinstated, not even if the youth seeks voluntary services through child welfare until they are 21.

UNDERSTANDING ACCESS TO BENEFITS: Independent Living Program (ILP) coordinators ensure that youth receive written information about all education benefits available to them. Not all youth, however, are enrolled in ILP. For those not enrolled, child welfare workers are not required and do not consistently provide older youth with comprehensive information about benefits to which they are entitled.

- Oregon law provides support for "children attending school" if parents are divorced yet the state does not provide the same benefits for children in the foster care system.

- All children 14 years and older should be referred to ILP. Participants also suggested child welfare hold a yearly seminar for all children in foster care over the age of 14 to clearly outline the benefits to which they are entitled. Youth participation in this seminar, however, should be voluntary.

ILP staff also noted that there are common misperceptions that some youth cannot get into the program because there is a waiting list or a belief that the youth would not benefit from the program and should not be referred. In truth, there is not a waiting list and all youth should be referred.

Community Forum Feedback

The Deschutes County CRP conducted its community forum on April 3, 2014. The forum was attended by the local juvenile court judge, attorneys, child welfare staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. Participants noted that there are many financial disincentives to permanency and multiple road blocks to preparing older foster youth for successful adulthood. These include:

- DHS pays a lower subsidy for adoption than the foster care payment. Relatives and foster families may be less likely to pursue adoption because of the decrease in financial support.

- Older youth are often eager to leave foster care and do not understand that they will lose access to housing subsidies once their cases are closed.

- If child welfare would consider changing the Oregon Administrative Rule that ends housing subsidies once a youth's case closes, there would likely be an important ancillary benefit of reducing the homeless population of older youth and young adults.

Workload of Child Welfare Workers

In addition to financial disincentives to permanency, the Deschutes County CRP expressed concern that workload often prevents child welfare workers from spending face to face time with families. Results from the last two federal Child and Family Services Reviews note that more caseworker contact often corresponds with a higher likelihood of successful reunification. As a result of budget increases, child welfare will be staffed at 75% of the capacity they require to ensure workers can effectively manage their caseloads. This is an improvement from prior budget cycles, however, child welfare remains concerned about mandates on worker's time.

The panel discussed that court appointed special advocates are mandated to do some of the same activities as child welfare workers (visiting foster homes; talking to foster children, parents, and relatives; and meeting with service providers, etc.). While all panel members, including the CASA Executive Director and DHS District Manager, acknowledged the importance of maintaining clarity of role and independence, all also agreed that some tasks were duplicative and efficiencies could be created by sharing information.

The panel worked with community partners to craft a pilot project in which court appointed special advocates and child welfare workers come together to avoid duplication of activities while still maintaining independence of each others roles. A focus group of representatives from the two organizations was held to identify ways to enhance

partnerships as well as conditions that might cause them to be less successful. Mutual respect, responsiveness to requests for help, effective follow-through, true understanding of roles, and an understanding that disagreements over the direction of cases may arise were cited as elements of successful working relationships. New volunteer inexperience, ineffective time management by some child welfare workers, and lack of understanding of roles and responsibilities were cited as barriers to effective partnerships.

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Participants in the community forum noted that there are many ways that court appointed special advocates can coordinate activities with child welfare workers. There are current prohibitions, however, that make the most effective partnership opportunities difficult. These include:

- The inability of court appointed special advocates to transport children in foster care. Elimination of this prohibition would enable court appointed special advocates in Oregon to drive foster children to appointments as they do in other states such as California and Nevada.
- ILP staff do not know the identity of the assigned court appointed special advocate. If they did, ILP staff could better utilize court appointed special advocates to encourage older youth to participate in ILP and assist with transportation and coordination of other activities related to participation.

Deschutes County Recommendations

1. **DHS provide all foster youth and their foster parents written documentation of the benefits to which older foster youth are entitled. Attorneys and CASAs should also receive this information so they can most effectively advocate for the youth they represent. The court and CRB should inquire at each hearing and review to ensure this information has been provided to all foster youth.**
2. **The Independent Living Program conduct a yearly, voluntary, in-person seminar for all foster youth outlining all the education and other benefits to which they are entitled.**
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7. **DHS and CASA explore the viability of a staffing between DHS and CASA early in the case management process to clearly outline how activities might be coordinated.**
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9. **DHS provide CASA appointment orders to the ILP staff so they can connect with the youth's CASA.**

Lane County Citizen Review Panel

Members of the Lane County CRP:

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- Wagoma Burdon, CRB Volunteer Board Member
- Norton Cabell, CRB Volunteer Board Member
- Ellen Hyman, CRB Volunteer Board Member
- Stephen John, CRB Volunteer Board Member
- LouAnn Martin, CRB Volunteer Board Member
- Barbara Newman, CRB Volunteer Board Member
- Bev Schenler, CRB Volunteer Board Member
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When a child is placed in foster care, regular contact with the parents and siblings is critically important so long as the child's safety can be assured. National research has shown that frequent, quality parent/ child contact is one of the strongest predictors of successful reunification.

Beginning in July 2013, the CRP met with child welfare staff and other stakeholders multiple times to review policies governing parent/child visitation and their implementation. At one of those meetings, the panel heard a candid presentation from DHS staff during which they indicated that the structure of effective visitation time is laid out in current child welfare policy, however, the internal mechanisms and working patterns of the agency actually govern practice more than policy does. This is due, in part, to reductions in funding that have occurred over the last several years.

For example, child welfare policy requires the development of a Temporary Visit and Contact plan as soon as the child is placed in substitute care. This temporary plan must articulate why visits must be supervised if supervision is required. Thirty days later, the child welfare worker is required to develop an Ongoing Visitation and Contact Plan, which is supposed to be updated every 90 days to ensure that visitation is becoming less restrictive as the safety threat to the child diminishes. In practice, however, there is no mechanism for internal supervisory review of the initial plan, which raises concern that initial plans are not updated. In addition, visitation plans are not typically included with documents submitted by DHS for CRB reviews.

Visitation Survey

To learn more about visitation practices and how they evolve over the life of a case, the panel created a 64-question survey to be completed by child welfare workers. The survey was quite labor intensive as many of the questions required workers to review their case files for specific information about visits that occurred during the review period, January 2014.

Ultimately, child welfare workers completed surveys for 188 of 200 randomly selected cases with return to parent permanency plans. This was a response rate of 94%. Of those responses, 103 cases met the criteria of 1) having a permanency plan of return to parent through the end of January 2014; and 2) the child not being in a trial reunification placement in January 2014.

The results showed that the majority of children entered foster care because of neglect (61%) and/or

parent substance abuse (also 61%). Just over half (54%) of the children were placed with relatives, and most of the remainder (37%) were placed with non-relative foster parents.

On average, children in the survey had 7.8 visits in January 2014, for a total of 15 hours of visitation. This amounts to roughly two 2-hour visits per week. While 43% of the visits took place at DHS, 54% of total visitation hours occurred in the home of a parent or relative. Thus, not surprisingly, visits tend to be longer when they occur in the home of a parent or relative.

This result is troubling when it is paired with how infrequently there are opportunities to update visitation plans, including moving visits out of DHS. Fewer than half (43%) of all visitation plans had been reviewed in the past 90 days and fewer than a quarter (24%) had been addressed in the last court order beyond the standard boilerplate language giving DHS authority to determine appropriate visitation levels. Additionally, only a minority of parents (33%) with a low assessed risk of harm had in -home visits with their children. It is, therefore, possible that more frequent review of visitation plans by DHS and the court could result in more in-home visits and more total visitation hours.

Survey results also showed:

- Supervision (70%), transportation for the child (60%), and transportation for a parent (53%) were each provided for visits in more than half the cases.
- A parent mentor or coach was provided during visits in 34% of cases.
- 81% of children who had siblings in other placements had at least one visit with siblings during the review period (January 2014).
- 93% of children aged 11 to 18 were consulted during formulation of the visitation plan.

Barriers to Visitation

Canceled Visits: Visits are sometimes canceled by DHS as a punitive measure even though they are not supposed to be canceled as punishment for a parent failing to comply with a service plan.

The Lane County Citizen Review Panel would like to thank all of the child welfare workers and supervisors who participated in the visitation survey. The insights gained from that effort were invaluable to the panel's work.

Transportation: Parents must be participating in three services in order to receive a monthly bus pass. If they don't qualify, they can get daily passes but must pick them up at the office. However, if they cannot get to the office, they cannot get a pass.

Visitation Plans are Not Updated: DHS staff report that the very reason the child is placed in foster care establishes safety concerns, so it makes sense that visits need to be supervised at the beginning of the case. However, supervision should "step down" as the safety threat diminishes. Concerns were expressed that in most cases this does not happen.

Part of the problem may be that the request for supervised visits that is made to the court is pro

forma and the court order includes standard language giving child welfare broad latitude in determining the amount of visitation and level of supervision. Additionally, attorneys and court appointed special advocates do not routinely ask for unsupervised visits.

Technology: DHS encounters difficulties in utilizing technology to maximize the contact parents have with their children. For example, DHS only has one computer set up to use Skype for all three local DHS branch offices. The Department of Corrections also has policies, like fees for use of the videoconferencing equipment, that tend to discourage inmates from utilizing technology to visit more with their children.

Space Limitations: Space at the DHS office to conduct supervised visitation is limited. The panel discussed ways in which DHS could partner with community organizations to expand their capacity for visits. For example, churches are currently providing visitation space for families.

One CRP member noted that the United Way is an excellent convener and may be willing to bring community resources together with child welfare to explore options. The Lane County Safe and Equitable Foster Care Reduction team, sponsored by Casey Family Programs, is also focused on the issue of visitation.

Community Forum Feedback

Lane County's CRP held its community forum on March 21, 2013. It was attended by the local juvenile court judge, attorneys, DHS staff, CRB volunteer board members and staff, court appointed special advocates, community members, and the press. The panel received the following feedback:

- There does not seem to be an objective methodology to assess current safety threats. Conducting refresher training on the Oregon Safety Model might help workers apply more case specific and present-time criteria.
- While visitation guidelines are reviewed with all parents, more intensive pre-visit coaching is only being made available to approximately 25% of parents.
- Case plan documentation and court order language is often not case specific. Updating plans and methods to step-down supervision should be better defined so decision-making is case specific and consistent across the agency.
- Expanding the use of technology to increase visitation would be helpful on several levels, not the least of which would help increase visitation with children and incarcerated parents. Participants suggested that DHS appoint a single point person to work with the Oregon Department of Corrections to establish methods and safety mechanisms to increase visitation with incarcerated parents.

Lane County Recommendations

1. **DHS and CRB work together to create and deliver interdisciplinary training on DHS visitation policy, including content focused on the importance of visitation and methods to assess current safety threats.**
2. **DHS expand technology options to increase parent/child/sibling contact including contact with incarcerated parents. Appointment of a single DHS point person with DOC would assist in ensuring development of a viable plan that could be implemented statewide.**
3. **DHS provide updated visitation plans to the court and CRB for all hearings and reviews.**
4. **The Juvenile Court and CRB consider visitation when making reasonable efforts findings.**
5. **CRB and DHS work together to create a 90 day review process to ensure that visitation plans are created and updated in accordance with DHS policy. This review process, whether it is internal or external to DHS would provide opportunity to assess all levels of case progress.**
6. **DHS expand partnerships with local churches and other potential partners, including resources in rural areas in Lane County, to increase opportunities for visitation in churches and other community facilities.**

Lincoln County Citizen Review Panel

Members of the Lincoln County CRP:

- Ned Brittain, CRB Volunteer Board Member
- Diane Flansburg, CRB Volunteer Board Member
- Fawn Hewitt, CRB Volunteer Board Member
- Sandy Allen, CRB Volunteer Board Member
- Steve Waterman, CRB Volunteer Board Member
- Jamie Auborn, DHS Certifier
- Angela Cazares, DHS Supervisor
- Carol James, CASA Program Manager & Coordinator of Volunteers
- Jeff Pridgeon, Defense Attorney
- Amy Benedum, CRB Field Manager

	Lincoln County	Statewide
Dependency Petitions Filed	101	4,670
Children in Substitute Care*	137	8,770
CRB Reviews	100	3,744
Children Reviewed	155	4,830
No Reasonable Efforts Findings	7	202

**The table is OJD data from the 2013 calendar year except for "Children in Substitute Care," which is point-in-time data collected by DHS on 9/30/12.

Community engagement in the foster care system emerged as the issue most concerning to Lincoln County CRP members. The county is in need of foster parents, CRB and CASA volunteers, mentors, volunteer drivers, and other paid and volunteer positions.

Need for Foster Parents

In 2013, there were over 130 children in foster care in Lincoln County. About half of them were placed with relatives, therefore, non-relative foster homes were required for the remaining half. Unfortunately, DHS in Lincoln County does not have enough foster homes to meet this need, particularly in Newport and the Southern part of the county.

Barriers to Foster Parent Recruitment

Accessing Services: Foster parents report it is challenging to access services for children in their care. A foster parent navigator would be of help. The system is very complex and having someone help foster parents navigate it would relieve some of the pressure on foster parents.

Receiving Complete Information: It is critically important that foster parents receive a full background on the children in their care. Children who have experienced trauma often exhibit behavior including severe temper tantrums and night terrors. This type of behavior may catch a foster parent by surprise if they are not fully informed about the child's background and experiences, making the behavior even more difficult to manage.

Foster Parent Training: Foster parents need ongoing training and want to be involved in selecting the training topics.

Information Overload: Foster parents describe the training manual they receive as being very large and somewhat overwhelming. Additionally, many online training opportunities for foster parents exist, yet all foster parents do not have access to the internet so they are not available to all.

Misperceptions About Opportunities to Foster: Some people interested in fostering do not think they are the kind of family that DHS is recruiting.

Fear of Retaliation: While DHS has worked hard to communicate that the agency is interested in hearing directly from foster parents, whether it be about successes, concerns, or needs; some foster parents still believe they may be subject to retaliation if they challenge the agency at all. This perception is difficult to eliminate, although the agency is committed to doing so.

Need for Community Volunteers

Many volunteer opportunities are available in the community including serving as a CRB volunteer board member or CASA, volunteering to drive for foster parents and children, mentorships, navigators, and respite care providers, among others. Volunteer navigators who could help interested community members understand all the options are needed.

A member of the press noted that the community must be made aware, and not just once in awhile, about the opportunities to help children and families involved in the foster care system. Agency and volunteer programs need to be relentless in their pursuit of community involvement. Keeping the story of foster children and families front and center in the eyes of the community might garner more success in community buy-in and willingness to serve.

The panel discussed whether it is possible to track the outcomes for children and families if more people in the community would become involved. For example, if there were more respite care providers, would foster parent retention be higher? If there were more places for safe and longer quality family visits, would permanency be achieved more quickly? Tracking these types of outcomes and reporting them to the community might breed success in getting more people involved. If people can see how they are making a difference, they may be more likely to engage.

Community Forum Feedback

Picture of the Lincoln County Community Forum

Various opportunities for community engagement in the foster care system were presented at a community forum on April 4, 2014. Elizabeth Platt, President of the Lincoln County Foster Parents' Association, spoke about the myths and realities of foster parenting. Representatives from DHS, CRB, and CASA explained both paid and volunteer opportunities. While few members of the public at large attended the forum, the presentations did excite those that did attend and assisted the panel in finalizing their recommendations.

Lincoln County Recommendations

1. **DHS review its foster parent recruitment materials and ensure that people can see themselves in those materials. Using the "22 Ways to Help Children in Foster Care" document, DHS, CASA, and CRB work together to write and publish regular and ongoing press stories about foster care and ways in which the community can get involved. Recruitment should create ever-present celebrations of the accomplishments of foster parents and community volunteers to excite people to get involved.**

2. **DHS work through the interfaith board to reach churches in the community and explore ways in which churches might be able to assist in providing space for visitation and volunteers to serve as mentors, drivers, and other opportunities.**

3. **DHS ensure that all foster parents receive complete background information on the children in their care. Retention may increase if foster parents are clear on the issues children are facing.**

4. **DHS explore creating a foster parent navigator paid or volunteer position and ensure that the person in that position is well equipped to guide foster parents in seeking services and supports. The panel recommends that DHS convene a group of stakeholders to define what is needed for the person in the position to succeed.**

CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV

Fiscal Year 2015, October 1, 2014 through September 30, 2015

1. State or Indian Tribal Organization (ITO): Oregon	2. EIN: 1-93-6001958-A3
3. Address: Department of Human Services, 500 Summer Street NE, Salem, OR 97301	4. Submission: [X] New [ ] Revision
5. Total estimated title IV-B Subpart 1, Child Welfare Services (CWS) Funds	$ 3,293,671
a) Total administration (not to exceed 10% of title IV-B Subpart 1 estimated allotment)	$ -
6. Total estimated title IV-B Subpart 2, Provides Safe and Stable Families (PSSF) Funds. This amount should equal the sum of lines a - f.	$ 4,172,207
a) Total Family Preservation Services	$ 876,163
b) Total Family Support Services	$ 1,001,330
c) Total Time-Limited Family Reunification Services	$ 959,608
d) Total Adoption Promotion and Support Services	$ 959,608
e) Total for Other Service Related Activities (e.g. planning)	$ 41,722
f) Total administration (FOR STATES ONLY: not to exceed 10% of title IV-Bsubpart 2 estimated allotment)	$ 333,776
7. Total estimated Monthly Caseworker Visit (MCV) Funds (FOR STATES ONLY)	$ 262,609
a) Total administration (FOR STATES ONLY: not to exceed 10% of estimated MCV allotment)	$ -
8. Re-allotment of title IV-B subparts 1 & 2 funds for States and Indian Tribal Organizations:	
a) Indicate the amount of the State's/Tribe's allotment that will not be required to carry out the following programs: CWS $_____, PSSF $_____, and/or MCV(States only) $_____.	
b) If additional funds become available to States and ITOs, specify the amount of additional funds the States or Tribes requesting: CWS $329,367, PSSF $417,221, and/or MCV(States only) $26,261.	
9. Child Abuse Prevention and Treatment Act (CAPTA) State Grant (no State match required): Estimated Amount plus additional allocation, as available. (FOR STATES ONLY)	$ 620,162
10. Estimated Chafee Foster Care Independence Program (CFCIP) funds	$ 2,856,890
a) Indicate the amount of State's or Tribe's allotment to be spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	$ 150,000
11. Estimated Education and Training Voucher (ETV) funds	$ 919,339
12. Re-allotment of CFCIP and ETV Program Funds:	
a) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out CFCIP Program	$ -
b) Indicate the amount of the State's or Tribe's allotment that will not be required to carry out ETV Program	$ -
c) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for CFCIP Program	$ 350,000
d) If additional funds become available to States or Tribes, specify the amount of additional funds the State or Tribe is requesting for ETV Program	$ 125,000

13. Certification by State Agency and/or Indian Tribal Organization.

The State agency or Indian Tribe submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant, CFCIP and ETV programs, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau.

Signature and Title of State/Tribal Agency Official	Signature and Title of Central Office Official
	[signature] Child Welfare Director for Jooyeun Chang

CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

State or Indian Tribal Organization (ITO): OREGON

For FFY OCTOBER 1, 2014 TO SEPTEMBER 30, 2015

SERVICES/ACTIVITIES	TITLE IV-B (a) Subpart I-CWS	TITLE IV-B (b) Subpart II-PSSF	TITLE IV-B (c) Subpart II-MCV *	(d) CAPTA*	(e) CFCIP	(f) ETV	(g) TITLE IV-E**	(h) STATE, LOCAL, & DONATED FUNDS	(i) NUMBER TO BE SERVED Individuals	(i) NUMBER TO BE SERVED Families	(j) POPULATION TO BE SERVED	(k) GEOG. AREA TO BE SERVED
1.) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)		1,001,330		620,162				333,777	9,389	5,660	Families in crisis	Statewide
2.) PROTECTIVE SERVICES									10,280	6,047	All children in need	Statewide
3.) CRISIS INTERVENTION (FAMILY PRESERVATION)	2,997,241	876,163					1,572,000	1,576,586	12,676	5,949	Families in crisis	Statewide
4.)TIME-LIMITED FAMILY REUNIFICATION SERVICES		959,608						319,869	16,937	9,979	Families in crisis	Statewide
5.) ADOPTION PROMOTION AND SUPPORT SERVICES		959,608						319,869	17,713	17,686	All children in need	Statewide
6.) FOR OTHER SERVICE RELATED ACTIVITIES (e.g. planning)		41,722						13,907				
7.) FOSTER CARE MAINTENANCE: (a) FOSTER FAMILY & RELATIVE FOSTER CARE							17,206,184		15,007	10,748	Children in foster care	Statewide
(b) GROUP/INST CARE	230,557						1,920,539	98,810	1,380	1,302	Children in foster care	Statewide
8.) ADOPTION SUBSIDY PMTS.							31,886,721		16,401	16,361	Adopted children	Statewide
9.) GUARDIANSHIP ASSIST. PMTS.							4,614,702		2,071	1,316	Children with legal guardianships	Statewide
10.) INDEPENDENT LIVING					2,856,890				2,024	1,885	All eligible youth	Statewide
11.) EDUCATION AND TRAINING VOUCHERS						919,339			445	445	All eligible youth	Statewide
12.) ADMINISTRATIVE COSTS	65,873	333,776					54,880,558	139,490				
13.) STAFF & EXTERNAL PARTNERS TRAINING							185,057					
14.) FOSTER PARENT RECRUITMENT & TRAINING							503,145					
15.) ADOPTIVE PARENT RECRUITMENT & TRAINING							503,145					
16.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING												
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING			262,609					87,536				
18.) TOTAL	3,293,671	4,172,207	262,609	620,162	2,856,890	919,339	113,272,051	2,889,844	104,323	77,378		

* These columns are for States only; Indian Tribes are not required to include information on these programs.

** Only states or tribes operating an approved title IV-E waiver demonstration may enter information for rows 1-6 in column (g), indicating planned use of title IV-E funds for these purposes.

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence (CFCIP) and Education And Training Voucher (ETV) : Fiscal Year 2012: October 1, 2011 through September 30, 2012

1. State or Indian Tribal Organization (ITO): Oregon	2. EIN: 1-93-6001958-A3	3. Address: DHS, 500 Summer Street NE, Salem, OR 97301				
4. Submission: [X] New [ ] Revision						
Description of Funds	*Estimated Expenditures*	*Actual Expenditures*	*Number served*		*Population served*	*Geographic area served*
			Individuals	*Families*		
5. Total title IV-B, subpart 1 funds	$ 3,434,521	$ 3,434,521				
a) Total Administrative Costs (not to exceed 10% of title IV-B, subpart 1 total allotment)	$ -	$ 33,017				
6. Total title IV-B, subpart 2 funds (This amount should equal the sum of lines a - f.)	$ 4,528,000	$ 4,449,500				
a) Family Preservation Services	$ 1,207,467	$ 918,790				
b) Family Support Services	$ 1,207,467	$ 1,071,782				
c) Time-Limited Family Reunification Services	$ 1,207,466	$ 1,036,972				
d) Adoption Promotion and Support Services	$ 905,600	$ 1,041,034				
e) Other Service Related Activities (e.g. planning)	$ -	$ 35,198				
f) Administrative Costs (FOR STATES: not to exceed 10% of total title IV-B, subpart 2 allotment after October 1, 2007)	$ -	$ 345,724				
7. Total Monthly Caseworker Visit Funds (STATE ONLY)	$ 281,098	$ 16,370				
a) Administrative Costs (not to exceed 10% of MCV allotment)	$ -	$				
8. Total Chafee Foster Care Independence Program (CFCIP) funds	$ 2,879,433	$ 2,879,433				
a) Indicate the amount of allotment spent on room and board for eligible youth (not to exceed 30% of CFCIP allotment)	$ -	$ 101,317				
9. Total Education and Training Voucher (ETV) funds	$ 1,064,000	$ 960,123				

10. Certification by State Agency or Indian Tribal Organization (ITO). The State agency or ITO agrees that expenditures were made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau.

Signature and Title of State/Tribal Agency Official	*Date*	*Signature and Title of Central Office Official*	*Date*
Director CW	8/28/14	Joseph Boot for Toolkun Chu	11/6/14