



Child Welfare Monthly Report

Report Date: May 2018

The first table in this report is a monthly picture of the status of our Child Welfare SSS1 workforce. This section of the report shows a rolling 12-month trend in the current SSS1 Caseworker staffing. The report reflects status through March 2018 and does not include the funding authority for positions approved in the 2018 state legislative session.

SSS1 Caseworker Recruitment and Retention Efforts

MEASURES	2017									2018			12-MO AVG
	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	
Total # of New SSS1 Caseworkers ¹	32	32	22	28	19	28	21	20	20	30	23	38	26
Total # of SSS1 Caseworker Separations	12	17	10	19	25	12	20	20	25	18	18	18	18
Total # of SSS1 Caseworker Promotions	0	3	6	3	0	3	1	2	3	21	20	8	6

¹ New SSS1 Caseworkers: Hired or promoted into position from inside or outside of DHS

The data above reflects the total number of caseworkers hired in the past twelve months as well as the total number of caseworkers who have left their positions. A breakout demonstrates the number of caseworkers who have promoted within the agency. This is a positive demonstration of professional growth and opportunities for advancement within the agency resulting in retention of staff.

The data reflects an increase in hiring new SSS1 Caseworker positions relative to the number of SSS1 Caseworker separations in March. The eight SSS1 Caseworker promotions are in addition to the caseworker separations. We gained 38 new caseworkers, had 18 Caseworker leave Child Welfare and had 8 promotions. We continue to streamline our hiring process so that we can get boots on the ground quickly.

Position Authority, Workload Levels and the Caseworker Gap

	2017						2018						
MEASURES	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	
100% Caseworker need (WKLD MDL)	1,565.92	1,606.72						1,825.66					
Current Position Authority (funded Level)	1,412.02				1,434.62						1,509.62		

The increase of 75 positions with funding authority reflects the additional staff we gained in March with the support of the Governor. Once these positions can be released, it will help our efforts to close the gap between current positions and caseworker needs. We will be releasing 25 SSS1 Caseworker positions, and 3 supervisor positions for immediate recruitment to the field this week, May 18th, with permission to hire on July 1. This will allow them to go through the hiring process and have it completed, by the release date.

We released the first 25 Case Aide position to the field, focusing on the hardest hit areas first. District 2, 3, 4, 5, 7, and 8. We are releasing the final 25 Case Aides this week. The first Case Aides released have been recruited, some are in interviews and some have been hired and we have boots on the ground. I spent time in Jackson County, Josephine County, Bend and Salem offices the first week of this month, staff resoundingly say that the Case Aides are helping and that they need more.

Foster System Capacity

Having more foster homes available will help assure a proper first-time placement for each child.

MEASURES	DESIRED DIRECTION OF CHANGE	1/2018	2/2018	3/2018	CHANGE FROM PRIOR MONTH	3/2017	CHANGE FROM PRIOR YEAR	12-MONTH TREND
# OF OPEN DHS-CERTIFIED FOSTER HOMES, BY TYPE:								
CHILD-SPECIFIC FOSTER CARE	▲	2,726	2,722	2,714	NOT IMPROVED	2,344	IMPROVED	
GENERAL FOSTER CARE	▲	1,483	1,467	1,558	IMPROVED	1,682	NOT IMPROVED	
TOTAL FOSTER CARE	▲	4,209	4,189	4,272	IMPROVED	4,026	IMPROVED	

Child-specific foster care providers decreased slightly month over month and efforts continue to be made to place children with relatives. The change from the prior year still shows improvement. The number of general foster care providers increased month over month and is drawing closer to the total from one year ago.

Child care reimbursement stipend of \$375.00 began May 1st to assist working foster parents. The reimbursement is available to providers caring for children from 0 to five years of age. This small amount does not cover their cost but is very appreciated. Foster parents will have to pay a portion of their childcare.

Certifying a new foster home takes concentrated and skilled efforts in the field. To help improve the number of completed foster home certifications, Child Welfare created and engaged a foster care mobile certification unit, which has completed its efforts in La Grande and will move on to North Clackamas in June. Offices for future efforts of this team will be selected based on fresh data gathered in June which will determine where the greatest need is for assistance with general foster care applicants across the state.

Child Abuse and Neglect

MEASURE	DESIRED DIRECTION OF CHANGE	Average of 10/17 to 1/18	Average of 11/17 to 2/18	Average of 12/17 to 3/18	CHANGE FROM PRIOR MONTH	Average of 12/16 to 3/17	CHANGE FROM PRIOR YEAR	4 MONTH ROLLING AVERAGE FOR LAST 12 MONTHS
CHILD ABUSE AND NEGLECT REPORTS:								
# OF REPORTS REFERRED FOR ASSESSMENT	▼	3,218	3,140	3,229	NOT IMPROVED	3,207	IMPROVED	

Each month's data point is a moving average of four months of data.

Teams of Child Safety Program consultants were deployed to Districts 1, 3 and 9 during the first week of May, and District 4, 12, 14, and 15 the second week of May to launch the newly developed Overdue Assessment Template. The intent of the template is to close assessments that are over 60 days and meet specific criteria. Assessments must have an unfounded disposition and conclude with safe children. We are utilizing our safety consultants, supervisors, Mentoring Assisting and Promoting Success “MAPS”, District Managers, Program Managers and central office staff. This process is slow, but staff are feeling supported and we are getting positive feedback from staff as we begin clearing some of their workload.

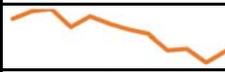
Implementation of the Child Protective Services’ Abbreviated Assessment process was released in the field on February 2, 2018. Since that time 162 cases have been closed using the tool. There has been a monthly increase in closures; February 2018 – 41 cases, March 2018 – 57 cases and April 2018 – 63 cases.

MEASURE	TARGET GOAL	DESIRED DIRECTION OF CHANGE	Q3 2017	Q4 2017	Q1 2018
RE-ABUSE: OF ALL CHILDREN WHO WERE VICTIMS OF A SUBSTANTIATED OR INDICATED REPORT OF MALTREATMENT DURING A 12-MONTH TARGET PERIOD, WHAT PERCENT WERE THE VICTIMS OF ANOTHER SUBSTANTIATED OR INDICATED MALTREATMENT ALLEGATION WITHIN 12 MONTHS OF THEIR INITIAL REPORT?	≤9.1%	▼	10.3	10.9	9.3

The Office of Reporting, Research, Analytics and Implementation (ORRAI) is moving the implementation phase of the first project, Probability of Safety to Screening, from the Child Welfare Research agenda. Child welfare screeners will be provided two estimates of safety for every child identified in a report. The first estimate will indicate the probability a child will be placed in substitute care within two years. The second estimate will estimate if a child will receive a subsequent screened-in report within the next two years. Both estimates will be displayed as a score between one and four, with one being the lowest probability of the outcome and four indicating the highest probability. Decision makers will use this score to provide data-informed decision-making on whether to assign the case or close at screening. The safety equations are complete and the model has been approved to move forward into the workgroup phase.

The Probability of Safety at Screening Implementation Workgroup has formed and will begin efforts on May 23rd. The workgroup phase is the second step of a five-step implementation process. Over the next six months, the workgroup, made of approximately 80% Child Welfare field staff and approximately 20% Child Welfare Central Office staff and managers will determine what the tool will look like, how it will be used, and what training and roll-out will look like. At the conclusion of the workgroup, training curriculum will be developed and presented as the tool is targeted for pilot implementation in December 2018.

Foster Care

MEASURES	DESIRED DIRECTION OF CHANGE	Average of 10/17 to 1/18	Average of 11/17 to 2/18	Average of 12/17 to 3/18	CHANGE FROM PRIOR MONTH	Average of 12/16 to 3/17	CHANGE FROM PRIOR YEAR	4 MONTH ROLLING AVERAGE FOR LAST 12 MONTHS
# OF FOSTER CARE ENTRANTS:	▼	324	307	322	NOT IMPROVED	354	IMPROVED	
# OF FOSTER CARE EXITS:	▲	320	313	325	IMPROVED	311	IMPROVED	
INCREASE EXITS TO ENTRIES RATIO ¹ :	▲	1.01	0.98	1.01	IMPROVED	0.88	IMPROVED	

¹ EXIT TO ENTRY RATIO: A ratio of 1 indicates the number of children entering care and the number of children exiting care matches. A ratio above 1 indicates exits exceed entries and is the desired outcome. A ratio below 1 indicates entries exceed exits and is not desired.

Each month's data point is a moving average of four months of data.

Within the next quarter, Child welfare's Health and Wellness Services Unit field nurses will begin providing in-home nursing evaluations for children returned home on a trial reunification. In addition to assisting to stabilize the child's return home, they will provide families with support, wellness tools and connection to community resources reducing the likelihood of re-entry to foster care.

Entrance and exits from foster care is a critical element to monitor. There are times when other factors may influence these entrances or exits such as a specific crisis within a community (opioid crisis) or changes with court systems, law enforcement or DHS. At times seasonality may come into consideration if a decision is to wait until the end of school year to transition a child back home.

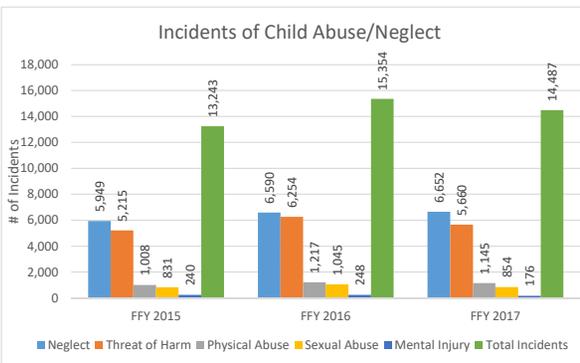
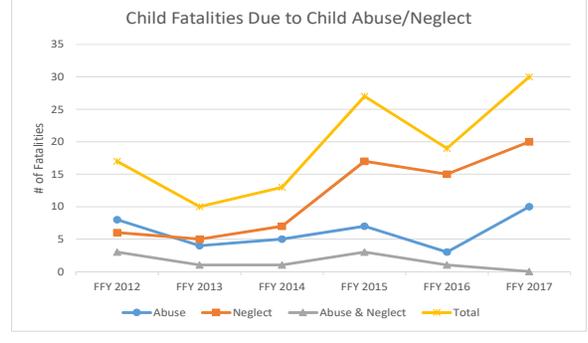
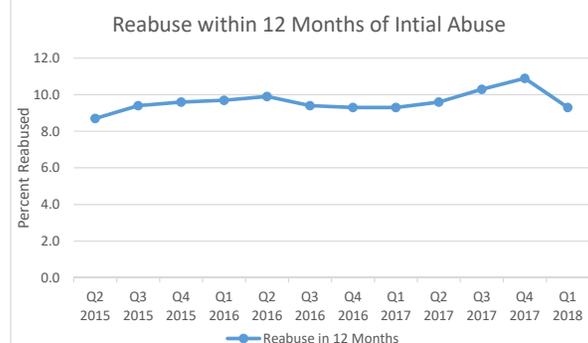
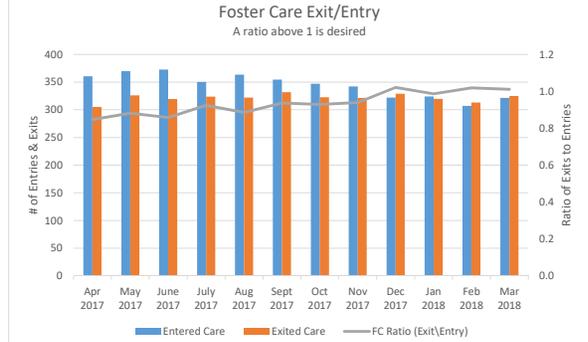
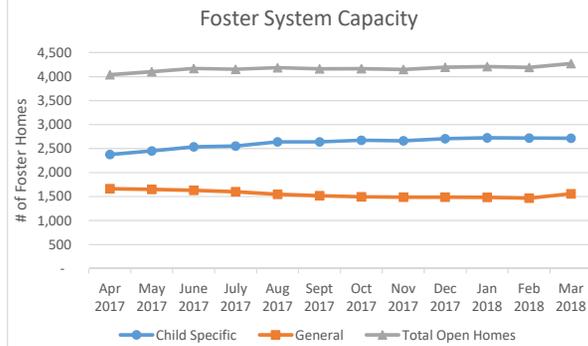
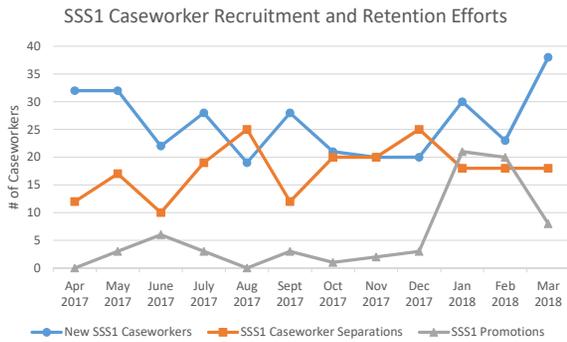
The department will continue to use strategies to limit the numbers of children entering care by assessing and utilizing all services available for in-home care and support. Additionally, strategies that are being utilized with training and staffing cases for consideration of Reunification will assist in increasing the exit rates of children.

Staff Care and other Important Information

The past month has been especially difficult for our workforce both in the field and Central Office. Since March we have lost three staff to tragic circumstances. These individuals made an impact on their offices, peers, staff and communities. It was critical for the wellbeing of our staff to be supported by leadership and their statewide team. Field staff and Central Office staff from across the state volunteered to assist Districts 15 and 16 by providing coverage for Caseworkers, Certifiers, Visitation Supervisors and Business Administration. Districts 2, 3, 4 and 5 provided Screening coverage. District Managers, Program Managers and Consultants from various program areas also provided coverage including CPS assessments. During this time, we witnessed acts of kindness such as District 11 taking a collection for staff from Districts 15 and 16, which will be used for memorial plaques remembering our lost staff.

While our workforce was dealing with the loss of our staff, we experienced a week of child losses further exacerbating the trauma they were experiencing. Once again, our statewide team stepped up to provide support from near and far providing coverage for the affected offices. Staff who just provided support, found themselves in need of support and the call was answered.

We will be providing a four-hour Trauma Training, in July, for our Senior Program Managers, District Managers, and Field Program Managers. This training will be provided by Christopher Wilson a Nationally known expert in the field. The day after the training the Oregon Leadership team will create a plan to implement Trauma training for staff statewide. Staff are overwhelmed and although they want this training they are having difficulty finding the time to attend and to be attentive/present. We will start with a 90-minute training that will give each worker three tools, as caseloads start to reduce and the field becomes stable we will offer the four-hour training, and then an annual training that may consist of eight-hours to up to 16-hours. These trainings will hone our staff's skill level so they can care for themselves and for the families they serve.



Reasons Children Enter Foster Care FFY 2015 to FFY 2017

(includes all types of foster care)

Removal Reason	FFY 2016		FFY 2017		Change from Prior Year
	Number	% of Entrants	Number	% of Entrants	
Neglect Abuse	2,708	71.1%	2,856	70.3%	-
Parent Drug Abuse	1,880	49.4%	2,113	52.0%	+
Inadequate Housing	578	15.2%	698	17.2%	+
Domestic Violence	463	12.2%	622	15.3%	+
Inability To Cope	653	17.1%	566	13.9%	-
Physical Abuse	502	13.2%	557	13.7%	+
Parent Alcohol Abuse	359	9.4%	535	13.2%	+
Incarceration Of Parent	420	11.0%	413	10.2%	-
Child Behavior	286	7.5%	282	6.9%	-
Sex Abuse	166	4.4%	210	5.2%	+
Abandonment	138	3.6%	125	3.1%	-
Child Drug Abuse	38	1.0%	62	1.5%	+
Death Of Parent	27	0.7%	42	1.0%	+
Child Alcohol Abuse	22	0.6%	23	0.6%	=
Relinquishment	8	0.2%	13	0.3%	+
Child Disability	52	1.4%	-	0.0%	n/a
Total Foster Care Entrants	3,808		4,065		