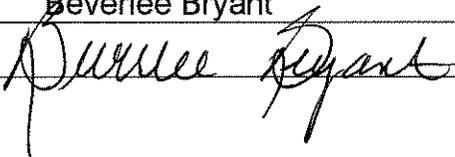


SIP Cover Sheet

<b>California's Child and Family Services Review System Improvement Plan</b>	
<b>County:</b>	Mono County
<b>Responsible County Child Welfare Agency:</b>	Mono County Department of Social Services
<b>Period of Plan:</b>	7/1/08 - 6/30/09
<b>Period of Outcomes Data:</b>	<b>(1) April, 2008 Data Report</b>
<b>Date Submitted:</b>	June 6, 2008 <b>(2)</b>
<b>County Contact Person for County System Improvement Plan</b>	
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<b>Submitted by each agency for the children under its care</b>	
<b>Submitted by:</b>	<b>County Child Welfare Agency Director (Lead Agency)</b>
<b>Name:</b>	Ed Zylman
<b>Signature:</b>	
<b>Submitted by:</b>	<b>County Chief Probation Officer</b>
<b>Name:</b>	Beverlee Bryant
<b>Signature:</b>	



# MONO COUNTY PROBATION DEPARTMENT

P.O. BOX 596, BRIDGEPORT, CALIFORNIA 93517  
(760) 932-5570 • FAX (760) 932-5571 • [probation@mono.ca.gov](mailto:probation@mono.ca.gov)

*Beverlee Bryant*  
Chief Probation Officer

*Edward Forstenger*  
Presiding Judge  
Superior Court

## PROBATION PLACEMENT SUMMARY 2007-2008

- Four male juveniles in out of county group homes
- All four were adjudicated on criminal charges
- Sent to placement due to ongoing criminality/delinquency, drug use, ineffective parenting
- Prior to placement, all received mental health counseling, drug/alcohol treatment, probation supervision, case planning, and (in two cases) Wraparound services
- Post-placement, all received aforementioned services, as well as ILP services, career counseling, educational planning
- Outcomes: -Two successfully emancipated from group homes
  - One failed two placements because they were unable to meet his medical needs. He returned home and is successfully maintained in the Wraparound program
  - One is recently placed in a group home after lack of success in Wraparound Program due to his drug use.



## V. SUMMARY ASSESSMENT

### C-CFSR OUTCOMES

1. *Children are, first and foremost, protected from abuse and neglect.*
2. *Children are maintained safely in their homes whenever possible and appropriate.*
3. *Children have permanency and stability in their living situations without increasing reentry to foster care.*
4. *The family relationships and connections of the children served by the CWS will be preserved, as appropriate.*
5. *Children receive services adequate to their physical, emotional and mental health needs.*
6. *Children receive services appropriate to their educational needs.*
7. *Families have enhanced capacity to provide for their children's needs.*
8. *Youth emancipating from foster care are prepared to transition to adulthood.*

#### In Summary:

- Based upon data from the April, 2008 County Report for the period 1-1-06 - 12-31-06, the rate of children with child abuse referrals in our county is 60.2 per 1,000 as compared to the State of California, 48.3 per 1,000.
- For the period 10-1-06 - 9-30-07, our rate of No Recurrence of Maltreatment was 100% as compared to the State, 92.7%. Initially when Mono County CPS becomes involved with families all reasonable efforts are made to assist the family with pre-placement preventative services. Mono County utilizes Voluntary Family Maintenance (VFM) and Court Ordered Family Maintenance (FM) with high risk families.
- The rate for No Maltreatment in Foster Care in our county was 100% for the period, 10-1-06 - 9-30-07. Our children are usually in foster family agency homes because there are no foster family homes in Mono County. An FFA social worker visits the family frequently. There is direct involvement of the foster family agency social workers in the homes, and more extensive on-going mandatory training for FFA foster parents. Our social workers are available to foster families and children in placement to assist with concerns and problem in addition to regular required visits.
- For the period 7-1-07 - 9-30-07, Timely Response to Investigation (Immediate Response Compliance) was 100%. However, for the same period, Timely Response to Investigation (10-Day Response Compliance) was only 60% compared to the State, 91.8%, for the

same period. This was a data entry issue due to staff shortage. CWS response was timely, but data entry was not.

- Based upon the April, 2008 County Data Report for the period, Timely Social Worker visits for the 3rd. quarter of 2007 were as follows: 7/07 - 100%; 8/07 - 75%; 9/07 - 70.6%. All visits were made timely but data was not entered into CWS/CMS in a timely manner due to staff shortages. Subsequently social worker visits for the 3rd quarter of 2007 have been entered into CWS/CMS.
- During the period 10/1/06 - 9/30/07, 0.0% of Mono County children placed in foster care were returned to their homes within less than 12 months.
- During the period 10/1/06-9/30/07 no (0.0%) children in our county were adopted within 24 months of their date of entry into placement. This percentage cannot be compared to state averages, due to the fact that our numbers are small. The entry rate from foster care to adoption is specific to case situations in Mono County.
- Placement Stability for Mono County as compared to the State FOR PERIOD 10/1/06 - 9/30/07. Mono County: (8 days to 12 months) 100%; (12 - 24 months) 0.0%; (over 24 months) 20%, 1 out of 5. State of California: (within 12 months) 81.6%; (12 -24 months) 61.5%; (over 24 months) 34.9%. Every effort is made to place a child initially in the least restrictive environment and which affords the opportunity for permanence. While Mono County tries to maintain children in as few placements as possible. Placement changes are often dependent upon the unique nature of the child, and maintaining an environment conducive to the best interests of the child.
- During the period 10/1/05 - 9/30/06, 0.0% of all children in our county who entered foster care had subsequent entries within 12 months of a prior exit.
- A "point-in-time" period (10/1/07), Mono County's rate of placing all siblings together was 0.0%. State averages for this point-in-time periods was 48.9% for placement of all siblings together and 70.2% for placing some siblings together. Placement of all siblings together has not been possible due to availability of homes, and the age, sex and gender of children who are placed in foster care.
- Point in time analysis (April, 2008 County Data Report) for 10/1/07 indicates that Mono County's most frequent placement types are: Relative 50% Foster Family Agency 25%; Foster Family home 25% (in neighboring Inyo County) There are no foster family homes in Mono County. Initial placements usually occur with relatives, if possible, or Foster Family Agencies (FFAs) out of county.

- Mono County has no Native American child in placement. Mono County complies with all ICWA rules and regulations.
- Six foster youth received LIP services in our county from 10/01/2004 – 9/30/2005.

## **MONO COUNTY SIP UPDATE 2008 NARRATIVE**

### **Summary:**

**Mono County achieved some major goals set forth in our 2007 System Improvement Plan:**

- **Mono County has adopted SDM, Structured Decision Making.**
- **Enhanced Foster Parent Recruitment via "Keeping Kids Close" Recruitment Campaign: Campaign kick-off events in Mammoth Lakes and Walker; on-going radio and newspapers ads, as well as presentations to civic groups, churches, and other community organizations.**
- **Increased bi-lingual staff to assist social workers with Spanish speaking clients.**
- **Enhanced collaboration with our partners to achieve more effective services for foster youth transitioning to adulthood.**

**This SIP updated will continue to focus upon these three areas:**

- 1. No Recurrence of Maltreatment.**
- 2. Foster Parent Recruitment, Training, and Retention.**
- 3. Youth Emancipating from Foster Care are Prepared to Transition to Adulthood.**

### **1. Local Planning Bodies**

**Health and Human Services – Composed of Mental Health, Public Health, and Department of Social Services providing some collaborative efforts and blended funding.**

**Families in Partnership – Collaboration of Mental Health, Probation, and Child Welfare Services to provide preventive services for at risk children and families.**

**Child Abuse Prevention Council (CAPC) – Consists of representatives from Department of Social Services, Public Health, Mental Health, community based organizations and parents. The CAPC provides over site for child abuse prevention funding (CAPIT, CBCAP, and PSSF) and participates in Child Abuse Prevention Month activities.**

**Domestic Violence Task Force – Agency and community collaboration to improve services for families experiencing domestic violence.**

## **System Improvement Plan Participants**

**Health and Human Services  
Mental Health  
Probation  
Families in Partnership  
Department of Social Services**

**Mono County Health Department  
Child Abuse Prevention Council**

**Wild Iris  
IMACA  
Adoptions  
Mono County Office of Education  
Mono County Social Workers**

**Tom Wallace  
Dr. Ann Gimpel  
Beverlee Bryant  
Mental Health  
Ed Zylman  
Mary Stanley  
Michele Merchant  
Lynda Salcido  
Barbara Miller  
David Humes  
Lisa Reel  
Daniel Steinhagen  
Rosalie Gutierrez  
Jan Carr  
Alex Ellis  
Rose Douglas**

**MONO COUNTY SIP UPDATE 2008**

**Outcome/Systemic Factor: 2A Reduce rates of recurrence of abuse/neglect in homes where children were not removed.**

**County's Current Performance:** According to the most recent county data report, published in April, 2008, covering the period 10/1/06-9/30/07, Mono County has no recurrence of maltreatment. (Of 7 substantiated cases during this period, there was no recurrence of maltreatment within the next 6 months). Mono County implemented the use of an assessment tool, Structured Decision Making, in 2007. We have made in-roads into improving bi-lingual capabilities in that we have hired certified bi-lingual interpreters for Eligibility but we have not yet hired a bi-lingual Social Worker. Although Mono County has shown substantial improvement for this Outcome Measure, some systemic changes are still required to maintain a good performance over time.

1. Hire a Social Worker Supervisor.
2. Improve Interagency Cooperation.
3. Improve bi-lingual capabilities.

**Improvement Goal 1.0 Hire a Social Worker Supervisor -**

**Strategy 1. 1 Recruit and hire a Social Worker Supervisor who will also carry cases.**

**Strategy Rationale** This will provide the CPS Social Workers direct, day to day, consistent supervision to support Social Workers in problem solving, reviewing SDM assessments, and assistance with CWS/CMS issues.

<b>Milestone</b>	1.1.1 Hire Social Worker Supervisor	<b>Timeframe</b>	06-30-09	<b>Assigned to</b>	Director
	1.1.2 Complete Supervisor Training (SDM, FIP, Mono County Resources)		09-30-09		Program Manager

**MONO COUNTY SIP UPDATE 2008**

<b>Improvement Goal 2.0 Improve Interagency cooperation.</b>					
<b>Strategy 2.1 Include Mental Health, Families in Partnership, and Public Health staff in Child Welfare Services trainings especially involving CWS and APS.</b>			<b>Strategy Rationale These partners work extensively with CWS yet the role and mandates of Child Welfare Services may be misunderstood by our partners. Participation CWS trainings will improve understanding of CWS issues, and facilitate cooperation.</b>		
<b>Milestone</b>	<b>2.1.1 Share UC Davis training schedule, information about other state-wide training, and conferences with Mental Health, Public Health Department staff and invite their participation in these trainings especially involving CWS and APS.</b>	<b>Timeframe</b>	<b>All CWS trainings for 2008</b>	<b>Assigned to</b>	<b>Program Manager Training Analyst</b>
	<b>2.1.2 Annual Mandated Reporter Training for Agency Staff and Partners</b>		<b>10/31/08</b>		<b>Program Manager</b>
	<b>2.1.3 Frequent discussion with Mental Health, Families In Partnership (FIP), Probation, and Public Health about roles and responsibilities.</b>		<b>On-going</b>		<b>Director HHS Director</b>
<b>Improvement Goal 3.0 Improve Bilingual capability.</b>					
<b>Strategy 3.1 Hire bi-lingual Social Worker</b>			<b>Strategy Rationale Based upon information provided by the Mono County Office of Education nearly 1/3 of the school children in</b>		

**MONO COUNTY SIP UPDATE 2008**

		<p><b>Mono County are Hispanic. During the period September 1, 2006 thru October 31, 2007, 37.9% of CPS referrals were Hispanic families. A Spanish speaking Social Worker can more easily engage families to reduce risk for their children.</b></p>			
<b>Milestone</b>	<p><b>3.1.1 On-going recruitment for bi-lingual Social Worker.</b></p>	<b>Time frame</b>	<p><b>On-going</b></p>	<b>Assigned</b>	<p><b>Program Manager</b></p>
<p><b>Strategy 3.2 Utilize Mono County Education Stipend to assist interested staff in becoming more proficient in Spanish.</b></p>		<p><b>Strategy Rationale Mono CWS utilizes available resources to meet the need for bi-lingual capabilities.</b></p>			
<b>Milestone</b>	<p><b>3.2.1 Encourage CWS staff to utilize Education Incentive to learn Spanish.</b></p>	<b>Timeframe</b>	<p><b>On-going</b></p>	<b>Assigned to</b>	<p><b>Director</b></p>
	<p><b>3.2.2 Facilitate staff Participation in Spanish classes or Intensive instruction by allowing flexible work schedule.</b></p>		<p><b>On-going</b></p>		<p><b>Director</b></p>
<p><b>Describe systemic changes needed to further support the improvement goal.</b></p> <p><b>Increase Social Worker pay to attract experienced bi-lingual Social Workers</b>  <b>CWS provides Mandated Reporter training to Office of Education and School Districts.</b>  <b>Need to change IV-E funding to include pre-placement preventative services for families.</b>  <b>Need to change funding streams so more funding for pre-placement services can be provided for families.</b>  <b>Increase availability and funding to support alcohol and other drug prevention and treatment services, especially gender appropriate services.</b>  <b>Enhanced funding for parenting and life skills education.</b></p>					
<p><b>Identify roles of the other partners in achieving the improvement goals.</b></p> <p><b>Mental Health Department provides counseling and Outpatient Drug and Alcohol treatment services for all referred CPS clients.</b></p>					

**MONO COUNTY SIP UPDATE 2008**

<b>Outcome/Systemic Factor: Recruitment, Training, and Support for Foster Families.</b>					
<p><b>County's Current Performance:</b> In 2007, Mono County utilized CWSOIP funds to kick off foster recruitment events and purchase materials for on-going foster parent recruitment efforts in conjunction with community events. In additions training materials for initial and on-going foster parent training were purchased. A Mono County Foster Parent Recruitment Pamphlet was recreated. Recently the Chico CCL office was assigned to Mono County. This CCL office promises to provide one-one-one foster parent orientations and application assistance. Beginning June 8, 2008, foster care recruitment radio spots will air daily for 4 for months. Currently Mono County has 3 potential foster parent licensees.</p>					
<b>Improvement Goal 1.0 Foster Parent Outreach and Education</b>					
<b>Strategy 1. 1 Continue Foster Care Recruitment Campaign efforts.</b>			<b>Strategy Rationale</b> Continuing advertising and appearance at community events will inform public of need for emergency as well as permanent foster parents.		
<b>Milestone</b>	1.1.1 Utilize Foster Parent Recruitment funds for radio spots and newspaper ads. Human interest stories about foster parenting presented to the Board of Supervisors, Child Abuse Prevention Council, Domestic Violence Task force, school and other community newsletters.	<b>Timeframe</b>	Monthly	<b>Assigned to</b>	Analyst
	1.1.2 Board of Supervisors Proclamation for Foster Care month		05/08		Analyst
	1.1.3 Utilize Foster Parent Recruitment and Training funds to help potential foster parents		On-going		Analyst

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pay for First Aid/CPR classes.					
	1.1.4 Presentations to community organizations and booth or table at community events (Car Seat Safety Clinic, 4th of July, Kids Art Festival, etc.)		Monthly		Analyst
Strategy 1. 2 Foster Parent Training			Strategy Rationale Resources are needed to meet CCL initial and annual training requirements for licensed foster parents. Foster parents need information about the foster care system, behavior management, and other issues specific to parenting and foster children.		
Milestone	1.2.1 Continue to maintain Resource Library for foster parent. Identify new training resources and First Aid/CPR classes	Timeframe	On-going	Assigned to	Analyst
	1.2.2 Identify case specific training for Specialized foster care.		On-going		Analyst
	1.2.3 Schedule U.C. Davis training class for foster parent education.		3/10/09		Analyst
Improvement Goal 2.0 Support for foster parent including potential foster parents.					
Strategy 2.1 Strategy 2.1 CWS support for foster parents			Strategy Rationale Foster parenting is challenging. Foster parents need access to CWS staff, information, and the expertise of veteran foster parents.		

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<b>Milestone</b>	2.1.1 Support for prospective foster parents which include answering question, providing information about local training resources, utilizing Kinship Emergency funds to meet specific needs of potential foster parent, etc., to assist them with the licensing process.	<b>Timeframe</b>	On-going	<b>Assigned to</b>	Analyst
	2.1.2 Assisting foster parent with resources from Mono County DSS resource library and other resources.		On-going		Analyst
	2.1.3 Encourage foster parents to form a foster parent association by providing information and materials.		On-going		Analyst
Strategy 2. 2 Foster Parent Recognition Event (dinner, lunch, tea, etc.?)		Strategy Rationale Foster parents, (licensed foster parents, relative or NREFMs) provide a home for children who have been removed from their parents due to abuse or neglect. This event honors their efforts and shows the appreciation of the department and the community.			
<b>Milestone</b>	2.2.1 Determine when and where the foster parent recognition event will occur.	<b>Timeframe</b>	1/1/09	<b>Assigned to</b>	DSS staff, Program Manager, Analyst
	2.2.2 Set date and begin planning recognition event.		2/28/09		Analyst Program Manager
	2.2.3 Recognition event		05/15/09		Analyst, Program Manager, Director
Describe systemic changes needed to further support the improvement goal.					
Describe educational/training needs (including technical assistance) to achieve the improvement goals.					

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On-going education for the general public regarding the needs and challenges for foster youth and foster parents, for example, news paper articles, public television, magazine articles.

Identify roles of the other partners in achieving the improvement goals.

Partners will help spread the word about need for Foster Parents.

Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.

**Outcome/Systemic Factor Youth Emancipating from Foster Care are Prepared to Transition to Adulthood.**

**County's Current Performance:**

Most of Mono County's foster youth are placed out of county, therefore, they are participating in ILP Programs in their placement counties. In Mono County, the Foster Youth Services Advisory Board has been reinstated and is now holding regular meetings with the participation of Social Workers, the Probation office, the Mono County Office of Education Foster Care Coordinator, and the Career Services Center Program Operator. This group has discussed various academic issues related to foster youth, establishment of a mentoring program, ROP, and life skills education. Mono County's Career Services Center is being reorganized under a new Program Operator. The needs of ILP and emancipated foster youth will be components of the Career Services Center Program.

**Improvement Goal 1.0 | Improve Independent Living Program services.**

**Strategy 1.1 Coordinate ILP with existing resources.**

**Strategy Rationale** Coordination of resources will assist CWS/Probation to provide ILP services to foster youth without duplicating services.

**MONO COUNTY SIP UPDATE 2008**

<b>Milestone</b>	1.1.1 Continue Foster Youth Services Advisory Committee meetings to coordinate life skills and transitional services for foster youth and encourage the establishment of a mentoring program for foster youth and emancipated foster youth.	<b>Timeframe</b>	Monthly meetings	<b>Assigned to</b>	Office of Education Foster Youth Services Coordinator DSS Animalist Social Worker Probation Officer Program Operator Walker Career Services Center
	1.1.2 Develop and /or coordinate life skills curriculum thru Career Services Center. Continue to maintain Life Skills Library for Foster Youth.		7/31/09		Analyst Career Services Center Program Operator
	1.1.3 Refer foster youth to WIA Program for employment assistance, housing, college and trade school applications.		On-going		Social Worker Probation Office
	1.1.4 Plan and Organize Youth Job Fair		4/09		Program Operator Walker Career Services Center High Schools
	1.1.5 Send foster youth to annual State sponsored "Teen Forum."		6/09		Program Manager Social Workers Probation Officers
<b>Improvement Goal 2.0 Improve services available to Emancipated Youth in Mono County.</b>					
<b>Strategy 2.1 Services for emancipated foster youth will be improved by utilizing the Career Services Center to coordinate agency and community resources.</b>			<b>Strategy Rationale By coordinating resources the full range of services available in Mono County will be provided to emancipated foster youth.</b>		

**MONO COUNTY SIP UPDATE 2008**

<b>Milestone</b>	<b>2.1.1</b> <b>Establish Mono County Policy and Procedure for aftercare services for Foster Youth with input from Program Manager, Probation, Program Operator, and Analyst.</b>	<b>Timeframe</b>	7/31/08	<b>Assigned to</b>	<b>Analyst</b> <b>Program Operator</b> <b>Program Manager</b>
	<b>2.1.2</b> <b>Develop Job Readiness Class for adults which include emancipated youth. This class will include: mock interviews, assistance with filling out applications, use of the internet to apply for jobs, appropriate cover letters, how to dress, etc.</b>		7/31/09		<b>Program Operator</b>
	<b>2.1.3</b> <b>Identifying other services that are needed such as substance abuse or mental health services; referral for Emancipated Youth Stipend for housing or work related needs</b>		On-going		<b>Program Operator</b> <b>ILP Coordinator</b>

**Describe systemic changes needed to further support the improvement goal.**

**Transition ILP Coordinator role into Career Services Center Program who would be responsible for services for foster youth and emancipated foster youth providing information about life skills classes, grants and scholarships, housing information, and coordinating SSI applications for disabled foster youth.**

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**

**None**

**Identify roles of the other partners in achieving the improvement goals.**

**Community and interagency cooperation in planning and providing services for foster youth. (High schools, local employers, and Career Services Center work together to put on a Youth Job Fair). Also, identify additional community partners including the faith based community, private business, and housing advocates.**

## MONO COUNTY SIP UPDATE 2008

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**

**Availability of regional transitional housing funding especially for rural counties (i.e. Inyo, Mono).**