# Colusa County
# System Improvement Plan
# Update 2009

**Department of Health and Human Services**
Colusa County

**Juvenile Probation**
Probation
Colusa County

Submitted: May 2, 2009

# California's Child and Family Services Review
## System Improvement Plan Update 2009

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| **County:** | **Colusa** |
| **Responsible County Child Welfare Agency:** | Colusa County Health and Human Services Department |
| **Period of Plan:** | **May 2, 2009 – May 1, 2010** |
| **Period of Outcomes Data:** | **Quarter 2, 2008, report January 2009** |
| **Date Submitted:** | **May 2, 2009** |
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| **Signature:** | |

This is the first update of the current System Improvement Plan (SIP) for Colusa County. The current plan has been approved by the Colusa County Board of Supervisors and is for the period of May 2008 through May 2011.

An update reporting the status of each improvement goal follows. A brief summary of the important system changes and factors affecting our progress include:

- The financial condition facing the county has resulted in leaving a social worker position vacant and the down-grade of a permanent part time social worker III position to a social worker assistant. There is still a possibility of furloughs throughout our county and additional staffing cuts for fiscal year 2009-2010. Further staff reduction will stretch remaining staff; make the improvements in compliance achieved over the last year difficult to sustain; and limit our capacity to implement new compliance goals. This will directly affect the well being of our families in our community and result in less than favorable outcomes for our foster youth.
- Colusa County Behavioral Health Department has experienced significant staff reduction due to financial constraints. The programs affected are substance abuse services and parenting classes.
- The Safe Measures reporting tool is being used by the Child Protective Services Program Manager, the Child Protective Services Social Worker Supervisor and all the Social Workers to track compliance and manage caseloads more effectively.
- Colusa County implemented Structure Decision Making (SDM) on February 1, 2009. Use of SDM will aid in decision making at several vital points in a referral and/or case.
- Colusa County began the SB 163 Wrap Around Program in 2008. Four slots were added to the existing Colusa County Behavioral Health Department's Wrap Around Program identified as SB 163 slots with priority given to probation youth returning home following a group home placement.
- Colusa County Probation Department implemented a new assessment tool to aid in case management. They have designated a specific probation officer to the Wrap Around Program, MDT, and MDIC teams.
- Colusa County Department of Health and Human Services, Public Health Department partnered with First Five of California to implement a home visiting program available to all families in Colusa County bringing home a newborn.
- Colusa County intends on utilizing the fiscal year 2008/2009 CWSOIP funding to support SIP activities such as expansion of the Colusa County Probation Department's Girls Circle and Boys Counsel as well as Colusa County Department of Health and Human Services implementation of SDM; on going Safe Measures activities; and other activities as appropriate. Continued availability of this funding source is needed to provide on sustainability, expansion and implementation of SIP activities.

Important dates for Colusa County's California Outcomes and Accountability Review Triennial schedule are as follows:

- Next Peer Quality Case Review: September 2009
- Next System Improvement Plan Update: May 2010

Outcome data discussed in this 2009 update are from UC Berkeley site reporting on Quarter 2, 2008 published on January 2009. In order to report current data, progress, and changes in timeliness for milestones, etc. on the SIP template changes made will be identified as "Update 2009"

on the appropriate row or column. In accordance with a request by CDSS, the probation and child welfare strategies have been separated from one another and more clearly identified.

Overall, Colusa County's compliance with outcome measures has increased, significantly in some. Our composite performance scores are above the national standard in 3 out of 4 areas and our recurrence rate of maltreatment and no maltreatment in foster care rate are also above the national standard. Our goal in the coming year will be to sustain these performance levels and continue implementing the strategies in this plan for those measures not yet met.

**Component: Permanency**

| **Outcome/Systemic Factor:**<br>Process Composite C1, C2, C3 and C4<br>C1.1- Reunification within 12 months (exit cohort)<br>C1.2- Median Time to Reunification<br>C1.3- Reunification within 12 months (entry cohort)<br>C1.4- Re-entry Following Reunification | |
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| **County's Current Performance: (Quarterly data report October 2007)**<br>C1.1- For the reporting period the rate was 59.1%<br>C1.2- For the reporting period the rate was 6.8 months<br>C1.3- For the reporting period the rate was 0%<br>C1.4- For the reporting period the rate was 19.2%<br>Overall County Composite performance 89.3% | |
| **UPDATE 2009**<br>**County Performance Quarterly data report January 2009**<br>C1.1- For the reporting period the rate was 100%<br>C1.2- For the reporting period the rate was 6 months<br>C1.3- For the reporting period the rate was 62.5%<br>C1.4- For the reporting period the rate was 22.7%<br>Overall County Composite performance 127.4%<br>**Colusa is at or above the national standards for measures C1.1 and C1.3. Our overall composite meets and exceeds the national standard.** | |
| **Improvement Goal 1.0**<br>Improve C1.4 re-entry following reunification to the national standard of 9.9% or below and the median time to reunification to the national standard of 5.4 months or below. Maintain the national standard or goal of the Reunification Composite at 122.6% or better during the next three year period. | |
| **Strategy 1. 1**<br>UPDATE 2009<br>CWS: Develop and implement team decision meetings for all families where children are at risk of out of home placement or have been placed out of the home to assist with preventing detention. Explore the feasibility of linking existing preventative services to form a formal differential response system in order to engage and assess families early using a family's natural support system. Continue to access the multidisciplinary team (MDT) to identify at risk families and provide preventative services and continue to provide and expand wraparound services to families.<br>Probation: Utilize the MDT to identify and provide preventative | **Strategy Rationale**<br>UPDATE 2009<br>CWS: By ensuring up front services that address risk as well as safety issues and bringing all available resources and support to the family as early as possible, families will have the opportunity to be involved in decision making, staff will have better information for decision making and planning, and sustainable family capacity will be built which will lead to less re-entry into foster care following reunification.<br>Probation: This will provide strong reunification and preventative services so that family capacity is built and sustained and re-entry into foster care following reunification is prevented. |

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| services prior to out of home placements and post-reunification. The SB 163 Wrap Around Program has prioritized slot placement for probation youth returning home following out of home placement. | | | | | |
| Milestone | **1.1.1** Social workers will job shadow Glenn County staff to learn how to execute team decision meeting in a small county. | Timeframe UPDATE 2009 | May 2010 | Assigned to | CWS Program Manager<br>CWS Supervisor |
| | **1.1.2** Designate a set time each week to staff and perform team decision making meetings with families. | | May 2010 | | CWS Program Manager<br>CWS Supervisor |
| | **1.1.3** Re-evaluate program and make adjustments to better meet the needs of families and improve the program and services provided to families. | | May 2010 and on-going | | CWS Program Manager<br>CWS Supervisor |
| Milestone | **1.1.4** Explore with State technical assistance the feasibility of linking current program supported preventative community and agency services to form a formal differential response system. | Timeframe UPDATE 2009 | December 2009 | Assigned to | Director DHSS<br>CWS Program Manager |
| | **1.1.5** Continue to support expansion of the County's wraparound program through the use of SB 163 funding. The County has received funding to offer services to four more families. | | April 2008 and on-going | | CWS Program Manager<br>Mental Health staff<br>Probation staff |

**UPDATE 2009**

CWS: When the 3 year SIP was written child welfare was fully staffed, since that time the unit has one vacant social worker position and has downgraded a permanent part time social worker III position to a full time social worker aide. We do not anticipate filling the vacancy or restoring the assistant in the future due to financial issues. This staffing reduction required child welfare to refocus our efforts. Milestones for this strategy surrounding team decision making and differential response were not met and new timelines have been set. Some progress has been made regarding milestone 1.1.5. Behavioral Health, DHHS, and Probation continue to work collaboratively on the SB 163 Wrap Around Program. Regular meeting are held to discuss referrals to the program. Quarterly steering committee meetings are held to discuss policy and procedures. Probation: Behavioral Health, DHHS, and Probation continue to work collaboratively on the SB 163 Wrap Around Program. Regular meetings are held to discuss referrals to the program. Quarterly steering committee meetings are held to discuss policy and procedures. The 4 slots identified at SB 163 target probation youth returning from out of home placement to reduce re-entry rates. If space in the program permits, youth at risk of out of home placement are considered for the program.

| **Strategy: 1. 2**<br>UPDATE 2009 | **Strategy Rationale**<br>UPDATE 2009 |
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| CWS: Provide all children who enter the child welfare system early mental health evaluations in order to assess the level of trauma and provide early treatment so that problems are identified and treated early, supporting healthy growth and development of children and successful reunification.<br>Probation: Continue to utilize the multidisciplinary team to identify families and children at risk and to provide preventative services where entry and re-entry into placement does not occur. | CWS: By providing children with early evaluations and treatment of mental health issues children will have the opportunity to grow and develop positively and engage with their family in a way that supports sustainable, positive family reunification and prevents re-entry into foster care.<br>Probation: Preventative services to aid families toward self-sufficiency for not just the identified child but other siblings in the home who may be exhibiting similar risky behaviors will reduce entry and re-entry rates. |

| Milestone | Timeframe | Assigned to |
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| **1.2.1** All children who enter the child welfare system will receive a mental health assessment and treatment as necessary within 60 days. | April 2008 and on-going | CWS Supervisor<br>CWS staff<br>Children's System of Care Coordinator |
| **1.2.2** Continue to utilize the multidisciplinary team (MDT) to identify children and families at risk of child abuse and neglect and for contact with the juvenile justice system. Provide preventative services. | May 2009-May 2011 | Director DHSS<br>CWS Program Manager<br>Probation Staff<br>Mental Health Staff |

**UPDATE 2009**
The Colusa County Probation Department has given presentations through the schools on gangs as educational and preventative measures. The MDT continues to be a vital referral source and access point for all departments in Colusa County. We plan on continuing to implement this strategy.

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| **Strategy 1. 3**<br>UPDATE 2009<br>CWS: Explore the development of a parent partner program utilizing Welfare to Work participants who have received child welfare services and been successful in rebuilding their lives. The parent partner program would assist other child welfare parents with navigating the system; providing positive role models; reduce the sense of isolation; and support parents through the positive behavior change process thereby providing sustainable family capacity building where children do not re-enter foster care.<br>Probation: This strategy is not applicable. | **Strategy Rationale**<br>UPDATE 2009<br>CWS: Parent partners have been a successful strategy in teaming with child welfare staff to support families in successfully reunifying and making sustainable changes in their lives that prevents re-entry into foster care.<br>Probation: This strategy is not applicable. |

| Milestone | Timeframe | Assigned to |
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| **1.3.1** Explore with the Welfare to Work leadership team the feasibility of offering parent partner position(s) to parents who have had | May 2010 | Director DHSS<br>Welfare to Work leadership |

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| | successful involvement with the child welfare system as part of the Welfare to Work job program. | | | | |

**UPDATE 2009**
Colusa County Behavioral Health has hired a parent partner to assist families. However, given financial issues this position has been reduced. DHHS staffing and fiscal issues have hindered this strategy. We have adjusted the timeframe for this strategy with the hope that things will change in the future.

| **Strategy 1. 4** | **Strategy Rationale** |
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| UPDATE 2009<br>CWS: Continue to build collaboration with State Adoptions and provide "Open Parent Recruitment Day" and other permanent family recruitment initiatives to provide children with permanent homes when family reunification is not possible.<br>Probation: This strategy is not applicable. | UPDATE 2009<br>CWS: Having more options and foster families to support children and biological families supports successful reunification or an option of a permanent home for a child to prevent re-entry into foster care.<br>Probation: This strategy is not applicable. |

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| **Milestone** | **1.4.1** Continue to work with State Adoptions and encouraging county meetings to develop strong permanent families for children. | **Timeframe** | May 2009-May 2011 | **Assigned to** | State Adoptions<br>CWS Program Manager<br>CWS Supervisor |
| **Milestone** | **1.4.2** Continue to work with the Community Advocates for Parents and Children (hereafter: CAPC) and other community resources to provide recruitment opportunities, such as "Open Parent Recruitment Day," to develop supportive foster and permanency homes for children. | **Timeframe** | May 2009-May 2011 | **Assigned to** | CWS Program Manager<br>CAPC |

**UPDATE 2009**
Colusa County DHHS has been successful with this strategy. The county's state adoptions worker attends monthly meetings with child welfare social workers to ensure that permanent family connections are made whenever possible. DHHS continues to contract with CAPC to provide foster parent recruitment and retention activities. This year CAPC is coordinating an evening activity featuring a panel of current or former foster parents/caregivers and former foster youth to discuss the need for resource families. During the past year a new FFA, Courage to Commit, has successfully recruited new foster homes in Colusa County.

| **Strategy 1. 5** | **Strategy Rationale** |
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| UPDATE 2009<br>CWS: Increase the County's awareness of family drug use and the | UPDATE 2009<br>CWS: Providing the community with increased awareness of the |

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| effects that it has on children and overall family well-being. Provide the community with information regarding clinics located in key cities that offer family planning, health care and support for healthy behaviors. Provide information regarding low cost or no-cost health programs that are available such as Child Health and Disability Prevention, Healthy Families Insurance, State Only Family Planning Services and Healthy Kids Healthy Futures Insurance.<br>Probation: Increase awareness of the consequences of drug use and the high risk behaviors that are detrimental to children and families. Provide information regarding low cost or no-cost health programs that are available such as Child Health and Disability Prevention, Healthy Families Insurance, State Only Family Planning Services and Healthy Kids Healthy Futures Insurance. | negative impact that drug and alcohol use is having on the community's children and families will encourage the community support all of the county's children and families. Providing increased awareness of the availability of the County's local health clinics and support for effective family planning will assist teenagers and families with accessing health care.<br>Probation: Increased awareness of high risk behaviors and consequences are preventive tools that can help encourage and maintain healthy families in our community. |

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| **Milestone** | **1.5.1** Provide community awareness campaigns around the prevalence of drug use in the community and its negative effects on children and families. | **Timeframe** | May 2009 | **Assigned to** | CAPC<br>DHSS Director<br>CWS Program Manager<br>Public Health |
| **Milestone** | **1.5.2** Provide youth and the general community with awareness of the County's local clinics and their services. Assist youth and families with accessing services when needed. | **Timeframe** | May 2009 | **Assigned to** | Public Health<br>DHSS Director<br>CWS Program Manager<br>CAPC |

**UPDATE 2009**
Colusa County DHHS, Public Health Department, has increased their community outreach efforts. Child Welfare has an assigned public health nurse dedicated to working with our foster youth, ensuring that their health needs are meet and maintaining each youth's health information in CWS/CMS. The public health nurse is also available for referrals received involving a minor's health. Due to fiscal issues, Colusa County Behavioral Health Department has been forced to lay off their substance abuse staff as of March 13, 2009. It is unknown at this time the full effect this will have on our clients and the services provided to our community.

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| **Strategy 1.6**<br>UPDATE 2009<br>CWS: This strategy is not applicable.<br>Probation: Develop and Implement programs to identify at risk youth early and provide preventative services, early thorough assessment and evidenced based intervention services to prevent re-offense. | **Strategy Rationale**<br>UPDATE 2009<br>CWS: This strategy is not applicable.<br>Probation: Targeted prevention services, early assessment and implementation of evidenced based intervention strategies have been proven to support healthy development of youth where they do not offend or re-offend. |

| Milestone | Timeframe UPDATE 2009 | Assigned to |
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| **1.6.1** Continue to build "Girls Circle" program and expand to all school districts to provide at risk female youth early intervention services to prevent entry into the juvenile justice system. | May 2009-May 2011 | Probation Chief<br>Probation Officers |
| **1.6.2** Once the Girls Circle program is up and running develop its counterpart for boys; "Boys Council" and expand the program to all school districts. | September 2009 and on-going | Probation Chief<br>Probation Officers |
| **1.6.3** As part of a 15 county consortium pilot project, begin training and implementation of the assessment.com assessment tools which utilize an assessment model based on best practices. It will allow Probation the ability to assess for needed services and interventions with a youth and analyze the data and obtain follow-up reports to evaluate need for change. It will also assist the Department and County with identifying needed programs. | May 2009-May 2011 | Probation Chief<br>Probation Officers |
| **1.6.4** Train all probation staff in the use of the evidenced based practice, Motivational Interviewing, and assist staff with utilizing methods for working with youth. Train all probation staff in the use of restorative justice. | May 2009-May 2011 | Probation Chief<br>Probation Officers |
| **1.6.5** When a youth returns back to the community from out-of-home placement keep them on a more intensive supervision caseload for 6 months where they are offered intervention and supervision services to provide a stable transition. | May 2009-May 2011 | Probation Chief<br>Probation Officers |

**UPDATE 2009**
During the 2008-2009 school year, Probation has expanded their Girls Circle program to all school districts. They are currently working on establishing the male counterpart, the Boys Council, in the coming weeks to the schools. In 2008, the Probation Department implemented assessment tools.

**Discuss changes in identified systemic factors needed to further support the improvement goals.**
Develop policy for implementation of team decision making meetings. If applicable, develop systemic strategy for formally interfacing current County agency-based and community based preventative services into a differential response system. Develop a policy for parent partner positions utilizing the Welfare to Work program. Develop a policy for the creation of a "Boys Council" program.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**
Train staff in the use of team decision meetings. Train parent partner staff. Train staff in the use of restorative justice. Train staff in the use of comprehensive assessment tools. Train staff in utilizing Motivational Interviewing.

**Identify roles of the other partners in achieving the improvement goals.**
Work with Glenn County in developing an effective team decision meeting program for Colusa County Child Welfare.
Work with Welfare to Work executive team to develop parent partner program.
Work with the State to explore the feasibility of developing a formal differential response program.
Work with County Consortium to develop assessment tool program and implement the use of Motivational Interviewing.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**
None Needed.

**Outcome/Systemic Factor:** Participation Rates (Quarterly data report October 2007)

**County's Current Performance:**

Number and Rate of Children with Referrals:
Total Child Population for Baseline 01/01/02 – 12/21/02: 5,979
Total Child Population for Current Report: 01/01/06-12/31/06: 6,283

Total Referral Rates for Baseline: 01/01/02 – 12/21/02: 316
Total Referral Rates for Current Report: 01/01/06-12/31/06: 290

Children with Child Maltreatment Substantiations for Baseline: 01/01/02 – 12/21/02: 70
Children with Child Maltreatment Substantiations for Current Report: 01/01/06-12/31/06: 108

Children with Entries into Foster Care for Baseline: 01/01/02 – 12/21/02: 21
Children with Entries into Foster Care for Current Report: 01/01/06-12/31/06: 40
Children in Care Rates for Baseline: Quarter 2, 2003: 21
Children in Care Rates for Current Report: Quarter 4, 2006: 49

**UPDATE 2009**
**County Performance Quarterly data report January 2009**
Number and Rate of Children with Referrals

Total Child Population for Current Report: 01/01/07-12/31/07: 6,329
Total Referral Rates for Current Report: 01/01/07-12/31/07: 269
Children with Child Maltreatment Substantiations for Current Report: 01/01/07-12/31/07: 77
Children with Entries into Foster Care for Current Report: 01/01/07-12/31/07: 23
Children in Care Rates for Current Report: Quarter 2, 2008: 35
**Foster care entries and care rates have decrease significantly for Colusa County. Our entries are down 42% and our children in care are down 28% when compared to the rate for Quarter 4, 2006**

**Improvement Goal 1.0**
Although the referral rates to the child welfare system have actually decreased, the number of children coming into out-of-home care has more than doubled. In review of allegation types, the type "Caretaker Absence" has had the largest increase. The goal will be to decrease the number of children taken into out of home care by 30% particularly with the allegation type "Caretaker Absence" during the next three year period.

| **Strategy 1. 1**<br>UPDATE 2009<br>CWS: Provide a fully staffed child welfare unit to respond within five working days to a family with a team decision making meeting and full assessment of possible family support so that the child can be maintained safely with the family whenever possible so that entries into foster care are prevented.<br>Probation: This strategy is not applicable. | **Strategy Rationale**<br>UPDATE 2009<br>CWS: When there are adequate staff resources to do full assessments and interventions with families and promising practices available that include family involved decision making, entries into foster care can be prevented.<br>Probation: This strategy is not applicable. |
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| Milestone | Timeframe Update 2009 | Assigned to |
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| **1.1.1** Continue to build staff capability with training and mentoring opportunities to ensure that families have access to the most up to date resources that prevent out of home placement. | May 2009-May 2011 | CWS Program Manager<br>CWS Supervisor |
| **1.1.2** Social workers will job shadow Glenn County staff to learn how to execute team decision meeting in a small county. | May 2010 | CWS Program Manager<br>CWS Supervisor |
| **1.1.3** Designate a set time each week to staff and perform team decision making meetings with families. Re-evaluate program and make adjustments to better meet program and families needs. | December 2009 | CWS Program Manager<br>CWS Supervisor |
| **1.1.4** Provide thorough assessments of possibilities to maintain children in the home and prevent detention and out-of-home care. | May 2010 | CWS Program Manager<br>CWS Supervisor |

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**UPDATE 2009**
As previously noted, staffing issues have required the timeframe for implementation of team decision making. Implementation of SDM will allow for the development of a safety plan and identification of resources other than out of home placement, thereby decreasing entry rates.

**Discuss changes in identified systemic factors needed to further support the improvement goals.**
Develop policy and procedure for team decision making meetings.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**
Train staff in the team decision making meeting process.
Provide continuing education and mentoring to staff.

**Identify roles of the other partners in achieving the improvement goals.**
Work with Glenn County to develop an effective team decision meeting program.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**
None Needed.

## Component: Permanency

**Outcome/Systemic Factor:** 4B Foster care placement in least restrictive settings.

**County's Current Performance:** (Quarterly data report October 2007)
Foster Care Placement in Least Restrictive Settings (4B)-
In 2003 96.3% of children placed in out of home care in Colusa County had their first placement in a Foster Family Agency (FFA) home.
In 2007 84.6% of children placed in out of home care in Colusa County had their first placement in a FFA.
In 2003 42.9% of children placed in out of home care were placed with relatives (when taking a point in time measurement).
In 2007 22.6% of children placed in out of home care were placed with relatives (when taking a point in time measurement)

**UPDATE 2009**
**County Performance Quarterly data report January 2009**
Foster Care Placement in Least Restrictive Settings (4B)-
In 2008 100% of children placed in out of home care in Colusa County had their first placement in a Foster Family Agency (FFA) home.
In 2008 25% of children placed in out of home care were placed with relatives (when taking a point in time measurement).

**Improvement Goal 1.0**
Increase the number of children who maintain placement with their families instead of moving to out of home care. When children have to be placed out of the home, increase the number of children that are placed with relatives and within the community.

| Strategy 1. 1<br>UPDATE 2009<br>CWS: Working with the CAPC, continue to build recruitment efforts of in-county placements for children. Develop the availability of an in-county receiving home. Develop transitional housing options for families so that children can remain home and avoid out-of-home placement. Implement a clothing allowance in Colusa County to ensure that the County is competitive with other counties for accessing quality foster homes.<br>Probation: For Colusa County youth that require out of home placement this almost always means placement out of county. Colusa County Probation Department is applying for a SB 81 grant to obtain funds to build their own detention facility to keep our youth in county. | Strategy Rationale<br>UPDATE 2009<br>CWS: Increased legal requirements and mandates for family placements have made emergency placements with family very limited. This issue coupled with the lack of in-county placements makes it important for Colusa County to focus resources on recruiting in-county placements and developing housing options so families have resources that allow them to stay together.<br>Probation: Keeping youth local increases visitation with family, contacts with probations officers and aids in assimilation back into the community upon completion of their ordered program. |
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| Milestone | **1.1.1** Working with the CAPC, provide increased recruitment of in-county foster families and development of an in-county foster family agency, "Courage to Commit", to develop an in-county receiving home. Explore the option of offering specialized treatment foster care in-county. | Timeframe UPDATE 2009 | May 2009-May 2011 | Assigned to | CAPC<br>CWS Program Manager |
| | **1.1.2** Continue to develop scattered site transitional house options (currently the County has just received a HUD grant and has a five unit transitional housing program) for families so that children do not need to be placed out of the home. | | May 2009-May 2011 | | Director DHSS<br>CWS Program Manager |
| | **1.1.3** Continue to build community awareness of the problem of child abuse and neglect and that it is everyone's business to support healthy children and families. | | May 2009-May 2011 | | CAPC<br>CWS Program Manager |
| Milestone | **1.1.4** Regulations have recently changed which will allow the County to implement a clothing allowance for children placed in out of home care. | Timeframe UPDATE 09 | May 2009-May 2011 | Assigned to | CWS Program Manager |

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| | **1.1.5** Probation will apply for funding through SB 81 to build an in county facility. | February 2009 | Probation Chief |

**UPDATE 2009**
Colusa County DHHS continues to contract with CAPC for recruitment and retention activities. CAPC will be hosting an informational panel discussion to raise awareness of our need for in county resource families. FFA, Courage to Commit, has actively been recruiting foster homes in Colusa County. The CWS Supervisor meets regularly with Courage to Commit staff to discuss our need and status of existing homes. The transitional housing project is currently on hold due to financial constraints. In order to increase community awareness child welfare staff have increased outreach efforts through participation with the Mental Health Board, CAPC, Local Child Care Planning Council, MDT, the Children's Fair and other local service groups such as Lions Club, Friday Night Live, Soroptimist, etc. Additionally, proclamations have been presented to our Board of Supervisors for Social Worker Month, Child Abuse Awareness Month, and Foster Care Awareness Month. Colusa County has also implemented the specialized care rate for foster youth and their plan was approved by CDSS on July 24, 2008. The county also put in place the foster care clothing allowance as provided by SB 84. Colusa County Probation submitted the grant application for SB 81 in February 2009. However, they were not awarded funding. There is a possibility that additional funds may become available in the future.

| **Strategy 1. 2** | **Strategy Rationale** |
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| UPDATE 2009<br>CWS: Develop promising practices early intervention services to support families in developing their own solutions for keeping children safe and in the home, such as team decision meetings. Provide transportation services for children and families so that they can keep their same routines and connections to assist with maintaining placement stability should a child have to be placed in out-of-home care.<br>Probation: This strategy is not applicable. | UPDATE 2009<br>CWS: Providing early intervention services and access to solutions based teaming strategies will support the family in maintaining safety so that a child does not have to be placed out of the home. Developing transportation resources for families so that they can maintain routines and connections. Assist with providing the least disruption and trauma to a family which aides in maintaining placement stability.<br>Probation: This strategy is not applicable. |

| Milestone | Timeframe UPDATE 2009 | Assigned to |
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| **1.2.1** Develop a team decision meeting program where families have access to resources and decision making strategies that support safety for the child (ren) while maintaining family cohesion whenever possible. | May 2010 | CWS Program Manager<br>CWS Supervisor |
| **1.2.2** County CWS agencies will work with the County transit agency to provide expanded transportation services that better meet the needs of CWS parents and children. This would include offering free vouchers for families. | May 2009-May 2011 | DHSS Director<br>CWS Program Manager<br>CWS Supervisor |

**UPDATE 2009**
As discussed previously the timeframe for team decision making implementation has been pushed back. Child welfare staff participate in yearly

needs assessment meeting held by Colusa County Transit and has included them as part of the MDT. Colusa County First Five has provided free transit vouchers for our families. We will continue these collaborative activities.

**Discuss changes in identified systemic factors needed to further support the improvement goals.**
Build team decision making meeting policy.
Build clothing allowance policy.
Potentially build increase policy around providing transportation services to children and families.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**
Training in team decision meetings.

**Identify roles of the other partners in achieving the improvement goals.**
Partnering with transit agencies.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**
None needed

**Component: Safety**

**Outcome:** 2B: Percent of child/abuse/neglect referrals with a timely response
2C: Timely social worker visits with the child.

**County's Current Performance:** (Quarterly data report October 2007)
Percent of Child Abuse/Neglect Referrals with a Timely Response:
Immediate Response rate is 77.8%
10 Day Response Rate is 80%

For the report period the rate for Timely Visits is:
January 2007 39.8%
February 2007 51.7%
March 2007 55.3%

**UPDATE 2009**
**County Performance Quarterly data report January 2009**
Percent of Child Abuse/Neglect Referrals with a Timely Response:
Immediate Response Rate is 100%
10 Day Response Rate is 88.9%

For the report period the rate for Timely Visits is:
April 2008 98.1%
May 2008 98.2%

June 2008 100%

**Colusa County has met their goal to increase immediate response rate and timely social worker visits. The data used to determine the 10 day response rate was 24 timely responses out of 27 referrals received in the quarter, we are working toward reaching the 90% goal set and improvement has been made.**

**Improvement Goal 1.0**
Increase immediate response rate to 100%. Increase 10 day response rate to at least 95%. Increase timely social worker visits to at least 90% during the next three year period.

| **Strategy 1. 1** | **Strategy Rationale** |
|---|---|
| UPDATE 2009<br>CWS: Retain a fully staffed unit, train staff in all aspects of response, visiting and data entry into CWS/CMS. Fully implement the use of Safe Measures and provide advanced training to managers and supervisors so that they can assist with monitoring and adjusting the program so that all responses and visits are done timely.<br>Probation: This strategy is not applicable. | UPDATE 2009<br>CWS: Having a fully staffed and trained CWS unit and having access to on-going data monitoring with the ability to make program adjustments will allow the child welfare department to provide on-going timely response.<br>Probation: This strategy is not applicable. |

| Milestone | Timeframe UPDATE 2009 | Assigned to |
|---|---|---|
| **1.1.1** The Supervisor has been fully trained in the use of Safe Measures and will work with staff to monitor workload and data entry to ensure timely response and data entry. The County will access advanced Safe Measures training to further enhance this process. | May 2009-May 2011 | CWS Program Manager<br>CWS Supervisor<br>DHSS Director |
| **1.1.2** The Supervisor has recently graduated from intensive supervisor leadership training and the Program Manager will be accessing this training as it is offered by the training academy. | Graduation Date of May 2009 | CWS Program Manager |
| **1.1.3** The Supervisor is working with staff to back them up and assist social workers with coordinating with each other and teaming to make sure that the work gets completed timely. | May 2009-May 2011 | CWS Supervisor |
| **1.1.4** The County is working with CAPC to develop more in-county foster homes. This will decrease the amount of time expended on out-of- | May 2009-May 2011 | CWS Program Manager<br>CAPC<br>CWS Supervisor |

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| | county travel and allow social workers more time to complete their visits with families and children and their data entry. | | | | |

**UPDATE 2009**
All four milestones have been implemented to increase our referral response timeliness and social worker contacts with foster youth. All child welfare staff have received Safe Measures training and utilizes the tool to manage their caseloads. The Social Worker Supervisor and the Program Manager use the reports to monitor compliance with the CFSR. The Social Worker Supervisor completed the Supervisor's Excellence Program provide by the UC Davis Training Academy in 2008. The Program Manager is currently attending the Manager's Excellence Program with a completion date of May 2009.These programs focus on effective skills to successfully manage staff and meet compliance goals. The child welfare staff meet daily in brief check-in meetings that allow for coordination of duties to ensure necessary work is completed timely. The staff have been extremely successful in improving our county's compliance in these measures. Our goal will now be to continue utilizing the milestones identified to maintain these performance rates over time.

**Discuss changes in identified systemic factors needed to further support the improvement goals.**
None needed at this time.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**
Provide advanced Safe Measures Training.
Provide Leadership training for Program Manager as it is available.

**Identify roles of the other partners in achieving the improvement goals.**
Work with CAPC to develop in-county foster homes.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**
None needed.

**Systemic Factor:**
**D. Quality Assurance System**

**County's Current Performance:** Currently there is no written Colusa County child welfare policy for Emergency Response.

**Improvement Goal 1.0**
Produce a written Colusa County child welfare policy and procedure manual for Emergency Response.

| **Strategy 1. 1** | **Strategy Rationale** |
|---|---|
| UPDATE 2009<br>CWS: Develop written policies and procedures for child welfare Emergency Response in Colusa County encompassing Division 31 Regulations for this program area. This can then be used as a means for analyzing the on-going strengths and challenges of the emergency | UPDATE 2009<br>CWS: It is necessary to have written Emergency Response policies and procedures to support the on-going effective service delivery of child welfare in Colusa County and to protect the Agency. Having clearly written policies and procedures will allow the County to develop an |

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| response service delivery system and social work practices.<br>Probation: This strategy is not applicable. | effective quality assurance system to support the on-going improvement of child welfare services.<br>Probation: This strategy is not applicable. |

| Milestone | Timeframe | Assigned to |
|---|---|---|
| **1.1.** Develop and complete written policies and procedures for child welfare emergency response services. | June 2009 | CWS Program Manager |
| **1.1.2** Explore on-going mechanisms for analyzing, and evaluating (including feedback avenues) the County's child welfare service delivery system. | January 2009 – on-going | DHSS Director<br>CWS Program Manager |

**UPDATE 2009**
A preliminary draft policy and procedure for the child welfare emergency response services was completed. However, given the addition of SDM to our intake process in February 2009, this draft requires modification. The timeframe for completion will remain in place. The addition of Safe Measures and SDM provides a mechanism for evaluation of service delivery. This milestone will remain given the relative newness of SDM.

**Discuss changes in identified systemic factors needed to further support the improvement goals.**
Develop written policy for child welfare emergency response protocol.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**
None needed

**Identify roles of the other partners in achieving the improvement goals.**
May need to access consultants to complete the project

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**
None needed