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California's Child and Family Services Review
System Improvement Plan Update 2011

County:	**Colusa**
Responsible County Child Welfare Agency:	Colusa County Department of Health and Human Services
Period of Plan:	**May 2, 2010-May 1, 2011**
Period of Outcomes Data:	**Q4 2010 and Q1 2011**
Date Submitted:	**April 6, 2012**

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Submitted by:	**County Child Welfare Agency Director (Lead Agency)**
Name:	Elizabeth Kelly
Signature:	

Submitted by:	**County Chief Probation Officer (Interim)**
Name:	William Fenton
Signature:	

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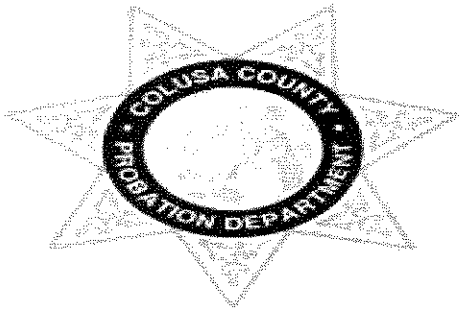
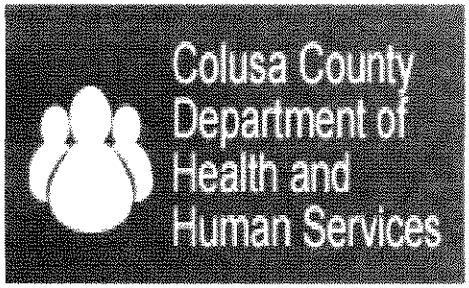
Colusa County System Improvement Plan Update 2011





Submitted: June 15, 2012

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Colusa County SIP Update 2011

This is the first update of the current System Improvement Plan (SIP) for Colusa County. The current plan was approved by the Colusa County Board of Supervisors and is for the period of May 2010 through May 2013. The original report was submitted to the California Department of Social Services in September 2010.

Stakeholder Participation

The collaborative relationships in Colusa County that were identified in the SIP continue to exist. Small counties, such as Colusa, are able to maximize minimal resources due to the collaboration and partnerships necessary to support one another. Colusa County Probation Department and Colusa County Department of Health and Human Services (DHHS) have a close working relationship with each other. The two departments worked together with California Department of Social Services (CDSS), the Outcomes and Accountability Bureau (CSOAB), to complete this SIP Update.

Outcomes Measures, Goals, Strategies, and Action Steps

Data Source: The outcomes analysis for Child Welfare Services (CWS) is addressed in each individual SIP matrix utilizing the UC Berkeley Center for Social Services Research (CSSR) data. Safe Measures reports from Children's Research Center (CRC) were reviewed from 2010 through the present to drill down the data for a more in-depth analysis and to assist in the development of future strategies for improvement. However, Safe Measures data is not utilized in each individual SIP matrix as it is not the "official data."

Probation is not yet able to provide official data for analysis because their use of CWS/CMS has been for such a limited amount of time. They are striving to reach full utilization of the CWS/CMS system as their learning increases over time.

CWS Summary: CWS did show improvement in some outcome measurement areas through the identified goals and strategies from the SIP. The goal was completely met for the Safety Indicator, 2B-10 Day Timely Response for referrals. Improvement was made in a couple of practice areas, such as Family Finding, Participatory Case Planning, and Wraparound services. See each individual SIP matrix for more detail.

Barriers for CWS improvement can be summarized as systemic factors, most significantly in staff vacancies and budget reductions in other county services impacting CWS families. CWS staff vacancies seriously impacted SIP outcome measurements, goals and strategies since Spring 2011. The supervisor and program manager have returned to their positions after extended periods of time away from the office. There are two social worker positions remaining to be filled in the next few weeks. When these two positions are filled, the CWS team will be complete after many months of staff vacancies. Both the Safety Composite and Permanency Composite outcome measures were impacted during the time of staff vacancies.

Probation Summary: Probation has made progress with their SIP goals and strategies. It is noteworthy that their caseload has dropped from 120 youth five years ago to currently 42 wards of the juvenile court. The caseload continues to decline with only four youth in placement at this time. Wraparound Services with the "step down" services have been credited at least in part, for the improvement. Other programs and practices that have supported SIP improvement are:

- Boys and Girls Council Circle –early intervention programs in school
- Aggression Replacement Therapy (ART) Services-10 week program.
- Family Team Meetings-less formal than Wraparound meetings.
- Family Finding
- PACT-assessment tool for youth. Youth and parents all sign the case plan as part of assessment process.

Colusa County Probation Department chief has been named the Employee of the Year two years in a row through the Chief Probation Officers Association. This is a distinguished honor for Colusa County.

There is currently an interim chief, William Fenton, in the Probation department and recruitment for a permanent chief will be occurring in the near future.

CWS/Probation Matrix

Outcome/Systemic Factor: Safety Indicator 2

2B-(10 Day) Response of all referrals requiring a response within 10 days what percentage was within 10 days?

County's Current Performance:

Colusa County's performance for Q2 2009 was 89.7% and for Q4 2009 was 92.9%. The state performance is 95%.

Improvement Goal 1.0

The goal is to improve to 95%, the State performance which represents an increase of 2.1% using Q4 2009 data.

Strategy 1. 1		**Strategy Rationale**
Social workers and Supervisor will use Safe Measures to manage and monitor 10 day response times for referrals.	☐ **CAPIT** ☐ **CBCAP** ☐ **PSSF** x **N/A** ☐	CWS staff will be able to better track time frames and due dates by using Safe Measures. Specific reports are available to determine referral assignment dates, response dates and status of referral.

Milestone	Timeframe	Assigned to
1.1.1 Social workers will monitor their referral caseload in Safe Measures twice a week.	This has been already been initiated and will continue throughout the duration of the SIP plan.	Social Workers
1.1.2 Supervisor will monitor the social workers' referrals on Safe Measures twice a week to ensure compliance time. Referral staffings will be conducted by the supervisor with each social worker a minimum of twice-weekly utilizing the Safe Measures reports to	This has been initiated and will continue.	Supervisor

	determine which referrals still need a timely response.		
	1.1.3 Program Manager will monitor Safe Measures at least weekly to ensure compliance of referral response time.	This has been initiated and will continue.	Program Manager

Strategy 1. 2 Social Workers will utilize Structured Decision Making (SDM) tools to determine response priority.	☐ **CAPIT** ☐ **CBCAP** ☐ **PSSF** x **N/A** ☐	**Strategy Rationale** Structured Decision Making tools assist the social worker with making good decisions about response time for referrals.

Milestone	Timeframe	Assigned to
1.2.1 Social workers with Intake responsibilities will use SDM tools to determine response priority with each referral.	This has already been initiated and will continue throughout the duration of the SIP plan.	Social Workers
1.2.2 Supervisor will monitor SDM tools to confirm correct response type has been selected by the social worker for each referral.	This has been initiated and will continue.	Supervisor
1.2.3 Program Manager will monitor compliance through weekly meetings with supervisor and SDM.	This has been initiated and will continue.	Program Manager

UPDATE 2011

The county met this goal as evidenced by Q4 2010 (100%) and Q1 2011 (95.5%) data. The county actually exceeded their goal of 95% for Q4 2010. For Q1 2011 the goal was not met because one referral out of 22 referrals did not have a timely response, illustrating the significance of actual numbers versus percentages in small counties.

The county will continue with **Strategy 1.1 and 1.2.**

Outcome/Systemic Factor: Permanency Composite 3 (Long Term Care)

C3.1 Exits to permanency (24 months in care) Of all children in foster care for 24 months or longer on the first day of the year, what percent were discharged to a permanent home by the end of the year and prior to turning 18?

County's Current Performance:

The Q2 2009 data report indicated the County performance for that period was 0%. Out of 13 children none were discharged to a permanent home. For Q4 2009, 2 out of 16 children, or 12.5%, were discharged to a permanent home. The federal standard is equal to or greater than 29.1%.

Improvement Goal 2.0

The county is currently performing 16.6% below the federal standard. The improvement goal is 12% over the three year plan with a target of 4% each year. The percentages can vary widely due to the small number sets in a small county so the targets are cautiously set.

Strategy 2. 1			**Strategy Rationale**
Emancipation Conferences will be implemented to assist children and youth with successful permanency outcomes.	☐	**CAPIT**	Emancipation Conferences are effective in assisting the youth in transition planning, educational goal setting, housing considerations, identifying support systems, etc.
	☐	**CBCAP**	
	☐	**PSSF**	
	x	**N/A**	

Milestone	**Timeframe**	**Assigned to**
2.1.1 A model for Emancipation Conferences will be determined.	By December 31, 2010.	Program Manager
2.1.2 Policies and procedures will be developed for the Emancipation Conferences.	By January 31, 2011	Program Manager and Probation Chief or designee
2.1.3 Training will be provided to CWS and Probation staff for the Emancipation Conferences.	Training by March 31, 2011 with implementation targeted for April 30, 2011	CWS Supervisor and Probation Chief or designee

Strategy 2. 2			**Strategy Rationale**
Implement Family Group Meetings (FGM) to expedite permanency for children and youth.	☐	**CAPIT**	Family Group meetings (FGM), or a similar model, involve the family in the planning and significant decision points in the case (or referral). Research indicates families are more successful when they have input into the process
	☐	**CBCAP**	
	☐	**PSSF**	
	X	**N/A**	

				and determine the services needed. FGM's are client-centered and strength-based bringing family to the decision-making table.	
Milestone	**2.2.1** Determine the FGM model to be used and develop protocol for staff.	Timeframe	In process and to be determined by December 31, 2010	Assigned to	Program Manager and Northern California Training Academy
	2.2.2 Train CWS staff and service providers on FGM model and how to incorporate with Participatory Case Planning.		To be completed by February 28, 2011		Northern California Training Academy
	2.2.3 Train CWS staff on proper documentation of FGM's and family engagement efforts (FFE's) in CWS/CMS.		To be completed by March 31, 2011.		Supervisor and/or Northern California Training Academy
Strategy 2. 3 Implement Family Finding activities for child welfare and probation cases.			☐ **CAPIT** ☐ **CBCAP** ☐ **PSSF** **X** **N/A**	**Strategy Rationale** Children reach permanency sooner when Family Finding efforts are made to locate family and other significant people in the child's life at the onset of removal for purposes of placement and support. Making "lifelong connections" for youth exiting g foster care or turning 18 increases successful transitions to adulthood.	
Milestone	**2.3.1** Explore other Family Finding strategies used by other counties.	Timeframe	By January 31, 2011	Assigned to	Program Manager and Probation Chief or designee
	2.3.2 Implement a Family Finding protocol for both CWS and Probation.		By April 30, 2011		Program Manager and Probation Chief or designee
	2.3.3 Contract with a "people locator" website such as US Search, to facilitate searches.		By December 31, 2011		Program Manager

Strategy 2.4 Implement formal Father Involvement activities in CWS and Probation cases.		☐	**CAPIT**	**Strategy Rationale** The role of the father in CWS cases has been underestimated and efforts to locate the father are often minimal due to time constraints. Involving fathers in the child/youth's life provides opportunities for additional support, placement possibilities, and the parental connection all children need.	
		☐	**CBCAP**		
		☐	**PSSF**		
		X	**N/A**		
Milestone	**2.4.1** Father Involvement training has occurred for some CWS staff and more training is needed for the remainder of CWS and Probation staff.	**Timeframe**	By February 28, 2011	**Assigned to**	Program Manager and Probation Chief or designee; Northern California Training Academy
	2.4.2 Develop Father Involvement protocols for CWS and Probation.		By February 28, 2011		Program Manager and Probation Chief or designee
	2.4.3 Implement Father Involvement protocols for social workers and probation officers.		By May 31, 2011		Program Manager and Probation Chief
Strategy 2. 5 Formalize Concurrent Planning policies and procedures on all CWS cases.		☐	**CAPIT**	**Strategy Rationale** Concurrent Planning supports earlier permanency, with reunification remaining the preferred plan of permanency for the child. If reunification is not an option then Concurrent Planning provides the "other track" for permanency with a solidified plan in place from the time of initial removal with updated plans, as needed.	
		☐	**CBCAP**		
		☐	**PSSF**		
		X	**N/A**		
Milestone	**2.5.1** Continue monthly set meetings with CWS and State Adoptions representative.	**Timeframe**	Meetings are already occurring.	**Assigned to**	Supervisor and State Adoptions Representative
	2.5.2 Develop protocol for documenting Concurrent Plan in CWS case file.		By September 30, 2010		Supervisor

	2.5.3 Document Concurrent Planning in CWS files.		By October 31, 2010		Social Workers with monitoring by Supervisor

UPDATE 2011

The County actually met the goal for C4.1 and exceeded the federal standard of 29.1% for both Q4 2010 (29.4%) and Q1 2011 (47.1%). However, there are practices that are still in the implementation stage or yet to be determined. The current status for each strategy is:

- **Emancipation Conferences (Strategy 2.1)**-implementation has not yet been initiated.
- **Family Group Meetings (FGM) (Strategy 2.2)**-social workers conduct family team meetings inconsistently at this time with no protocol in place. There has been no formal training for any type of family team meetings. This update includes consideration of the family team meetings in relation to including Signs of Safety (SofS) as a new practice for the County beginning in September 2012.
- **Family Finding Activities (Strategy 2.3)**-social worker staff have received training in Family Finding as recent as December 2011. Social workers are using new techniques, such as "mobility mapping", with success in current cases. A protocol is still needed for social workers to reference, as needed, including internet website information.
- **Father Involvement Activities (Strategy 2.4)**-social workers received training in 2010. New social workers will need to attend training when it is made available to the County. The Juvenile Court judge is focused on father involvement and checks on the status for each case on a regular basis.
- **Concurrent Planning (Strategy 2.5)**-monthly meetings are occurring. A case documentation protocol for consistency has not been formally developed.
- **AB 12 training**-needed for CWS and Probation staff so this is being included in the Update.

Strategy 2.1						
Emancipation Conferences will be implemented to assist children and youth with successful permanency outcomes.			☐ CAPIT ☐ CBCAP ☐ PSSF X N/A	Strategy Rationale See rationale from SIP.		
Milestone	**2.1.1** A model for Emancipation Conferences will be determined.	Timeframe	By August 31, 2012	Assigned to	Program Manager and Probation Chief or designee	
	2.1.2 Policies and procedures will be developed for the Emancipation Conferences.		By September 30, 2012		Program Manager and Probation Chief or designee	
	2.1.3 Training will be provided to CWS and Probation staff for the Emancipation Conferences.		By October 31, 2012		Program Manager and Probation Chief	
	2.1.4 Training will be provided to CWS and Probation staff for AB 12, the non-minor dependents.		By May 31, 2012		Program Manager and Probation Chief or designee	

Strategy 2. 2		
Implement Family Team Meetings (FTM) in conjunction with Safety Organized Practice, also known as Signs of Safety, to expedite permanency for children and youth.	☐ CAPIT ☐ CBCAP ☐ PSSF X N/A	Strategy Rationale Family Team Meetings will be a hybrid of the models for team meetings that are in practice in various jurisdictions. The purpose, regardless of the name of the model, is to involve the family in the planning and significant decision points in the case (or referral). Research indicates families are more successful when they have input into the process and determine the services needed. The family team meetings are client-centered and strength-based bringing family decision-making to the table. Safety Organized Practice/Signs of Safety is a promising practice used together with Structured Decision Making for the best of critical thinking (SofS) and research based analytical thinking (SDM) for child welfare decisions.

				Signs of Safety promotes family engagement from intake through case closure.	
Milestone	**2.2.1** Determine the FTM model to be used and develop protocol with staff. The model will be considered in conjunction with the implementation of Signs of Safety	Timeframe	Research has been initiated on the family team model, but it has not been concluded. Model to be determined December 31, 2012 Signs of Safety training will begin September 2012	Assigned to	Program Manager, Supervisor and Northern California Training Academy (The Northern California Training Academy is sponsoring new counties for training and coaching in September 2012.)
	2.2.2 Train CWS staff and service providers on the family team model and Signs of Safety. Participatory Case Planning (PCP) will be considered in relation.		By December 31, 2012 training will be initiated. Full implementation is an on-going process.		Supervisor, Program Manager and Social Workers
	2.2.3 Train CWS staff on proper documentation of family team meetings and family engagement efforts (FFE's) in CWS/CMS.		CWS/CMS training is occurring on-site on an on-going basis. The Northern Training Lab Consortium (NTLC) provides year-round training and, as needed training, for the County.		Social Workers and Northern California Training Academy CWS/CMS Instructor

Strategy 2. 3			**Strategy Rationale**
Implement Family Finding activities for child welfare and probation cases.	☐	**CAPIT**	Children reach permanency sooner when Family Finding efforts are made to locate family and other significant people in the child's life at the onset of removal for purposes of placement and support. Making "lifelong connections" for youth exiting g foster care or turning 18
	☐	**CBCAP**	
	☐	**PSSF**	
	X	**N/A**	

					increases successful transitions to adulthood.
Milestone	**2.3.1** Explore other Family Finding strategies used by other counties.	Timeframe	By November 30, 2012	Assigned to	Program Manager and Probation Chief or designee
	2.3.2 Implement a Family Finding protocol for both CWS and Probation.		December 31, 2012		Program Manager and Probation Chief or designee
	2.3.3 Contract with a "people locator" website such as US Search, to facilitate searches. If reliable websites are available at no cost, that information will be provided to social workers and probation officers.		By December 31, 2011		Program Manager and Probation Chief or designee

Strategy 2.4 Implement formal Father Involvement activities in CWS and Probation cases.	☐	**CAPIT**	**Strategy Rationale** The role of the father in CWS cases has been underestimated and efforts to locate the father are often minimal due to time constraints. Involving fathers in the child/youth's life provides opportunities for additional support, placement possibilities, and the parental connection all children need.	
	☐	**CBCAP**		
	☐	**PSSF**		
	X	**N/A**		

2.4.1 Father Involvement training has occurred for some CWS staff and more training is needed for the remainder of CWS and Probation staff.	Timeframe	By November 30, 2012, if training is available.	Assigned to	Program Manager and Probation Chief or designee; Northern California Training Academy
2.4.2 Develop Father Involvement protocols for CWS and Probation.		By September 30, 2012		Program Manager and Probation Chief or designee

2.4.3 Implement Father Involvement protocols for social workers and probation officers.		By October 31, 2012		Program Manager and Probation Chief or designee

Strategy 2. 5 Formalize Concurrent Planning policies and procedures on all CWS cases.	☐ **CAPIT** ☐ **CBCAP** ☐ **PSSF** X **N/A**	**Strategy Rationale** Concurrent Planning supports earlier permanency, with reunification remaining the preferred plan of permanency for the child. If reunification is not an option then Concurrent Planning provides the "other track" for permanency with a solidified plan in place from the time of initial removal with updated plans, as needed.	

Milesto	**2.5.1** Continue monthly set meetings with CWS and State Adoptions representative.	**Timefra**	Meetings continue to occur once a month in the CWS office	**Assign**	Supervisor, Social Workers and State Adoptions Representative

Outcome/Systemic Factor: Permanency Composite 4 (Placement Stability)

Measure C4.3 Of all children served in foster care during the year who were in foster care for at least 24 months, what percent had two or fewer placement settings?

County's Current Performance:

The Q2 2009 data for Colusa County indicates the performance was 35%, or 7 out of 20 children in foster care for at least 24 months had two or fewer placement settings. The Q4 2009 data for the County was 31.8%, or 7 out of 22 children in foster care for at least 24 months had two or fewer placement settings. The federal standard is equal to or greater than 41.8%.

Improvement Goal 3.0

The improvement target goal is to improve by 10% total over three years with incremental improvements of 3.3% for each of the first two years and 3.4% the third and final year for a total of 10%. This improvement would bring the county performance to the federal standard.

Strategy 3. 1 Recruit, train, and support foster parents, including	☐ **CAPIT** ☐ **CBCAP** ☐ **PSSF**	**Strategy Rationale** Children are further traumatized by disrupted placements

relatives and NREFM's to minimize placement disruptions and maintain children in their own community.	X	N/A	and multiple moves. Transitions are often not done well in either CWS or Probation. Relative placements are 70% more stable according to one study. Trained and supported foster parents, including kin, have more reasonable expectations and more skills. Children experience less trauma upon removal from the home if they are able to remain in their own school, neighborhood, and nearby family to increase and expedite reunification efforts. Social workers and probation officers spend less time driving to out-of-county placements.

Milestone	Timeframe	Assigned to
3.1.1 Recruit one foster family home through targeted advertising and other outreach efforts.	Recruitment to begin by November 1, 2010	CAPC Executive Director with oversight by Program Manager
3.1.2 Offer support activities for foster families, relatives/NREFM's and potential foster families. Those activities will include on Family Fair event, Nurturing Parent training, and other training opportunities that become available with child care provided. A Parent Leadership conference will be held in February 2011.	Begin by September 30, 2010 with one activity completed by May 31, 2011.	CAPC Executive Director with oversight by Program Manager

UPDATE 2011

The Q4 2010 data for the County indicates the performance for Measure C4.3 was 13.3%, or 2 out of 15 children in foster care for at least 24 months had two or fewer placement settings. The Q1 2011 data shows improvement with 30%, or 6 out of 20 children in foster care for at least 24 month had two or fewer placement settings. Both quarters of data fall below the federal standard of 41.8%. The improvement target goal for the first year of the SIP was not met and actually showed further decline. The strategies described in the SIP were completed and in the timeframes, but those efforts did not achieve the intended goal.

Colusa Count y does not do their own licensing so they rely on the State Community Care Licensing (CCL) to license homes and the certified homes of the foster family agencies. There are inherent issues associated with both of those strategies to build capacity for foster care within the community. CCL does not actively recruit within the county. The foster family agencies certify homes within the county and then place out of county children in those homes without even notifying Colusa County CWS staff of the existence of those homes. CWS and Probation staff continues to rely on out-of-county placements for their children and youth resulting in

placement disruptions, limited access to family members, additional staff resources for travel time, and children who must be removed from their own communities.

The CAPC Executive Director has made substantial efforts in 2010 and 2011 to recruit local homes. The other strategies listed in the SIP were also completed without success that can be evidenced in the outcome measures. Colusa County DHHS does not license their own foster homes and is unfunded for those activities including recruitment and training. The CDSS consultant has been asked to inquire about what support might be available to the County from Community Care Licensing (CCL) since their agency is responsible for licensing in the county.

Strategy 3. 1			**Strategy Rationale**
Recruit, train, and support foster parents, including relatives and NREFM's to minimize placement disruptions and maintain children in their own community.	☐	**CAPIT**	Children are further traumatized by disrupted placements and multiple moves. Transitions are often not done well in either CWS or Probation. Relative placements are 70% more stable according to one study. Trained and supported foster parents, including kin, have more reasonable expectations and more skills. Children experience less trauma upon removal from the home if they are able to remain in their own school, neighborhood, and nearby family to increase and expedite reunification efforts. Social workers and probation officers spend less time driving to out-of-county placements.
	☐	**CBCAP**	
	☐	**PSSF**	
	X	**N/A**	

	Timeframe	**Assigned to**
3.1.1 Recruit one foster family home through targeted advertising and other outreach efforts.	Recruitment to begin by January 1, 2012	CAPC Executive Director with oversight by Program Manager
3.1.2 Offer support activities for foster families, relatives/NREFM's and potential foster families. Those activities will include on Family Fair event, Nurturing Parent training, and other training opportunities that become available with child care provided. A Parent Leadership conference will be held in 2012.	Begin by June 30, 2012 with one activity completed by September 30, 2012	CAPC Executive Director with oversight by Program Manager

Describe any additional systemic factors needing to be addressed that support the improvement plan goals.
Case file organization was identified by both CWS and Probation. Each department will develop policies and procedures to address the organization of their case files. Current staff will receive in-house training on the new procedures. All new staff will be trained on the procedures during their orientation.

It is a goal of Colusa County to increase the number of foster families and relative/NREFM placements for both CWS and Probation. Out of county placements are more costly and often not in the best interest of the child or youth, but necessary due to the lack of available homes in the county. Colusa County DHHS does not do their own foster home licensing. Recruitment is always a need in the county. The foster parents and relative/NREFM's located in the county need continuous support from the agencies for the challenges they face of minimal resources, as well as the behavioral/emotional and educational needs of the children in their homes. Training and leadership opportunities will offer caretakers the skills necessary to provide for the needs of the children placed in their homes.

UPDATE 2011

Probation has fully met their goal of case file re-organization. The files have all been set up more efficiently. CWS case files are organized satisfactorily at this time. This is not a remaining issue for either department at this time.

As mentioned previously in the SIP Matrix Update, recruitment of additional foster homes and relative/NREFM homes in the County has not been successful, in spite of the efforts made to expand placements in-county. CAPC provided the agreed upon recruitment and training, including the Family Fair event and Nurturing parent training. A Parent Leadership conference was held early in 2012. CWS continues to average about 35% for PIT data for relative /NREFM placements. This will remain a goal for CWS and Probation for the SIP. Coordination will continue with the CAPC Executive Director to support the recruitment and support efforts for foster families and relative/NREFM homes.

A recent systemic factor that has been identified is with the loss of data from CWS/CMS in entering face to face contacts. This same issue has been identified in other counties in recent months. This has been reported to the CWS/CMS Project. Social workers have been instructed to report to their supervisor if this should occur once again. A request has been made through the CDSS consultant for support from Community Care Licensing to provide those activities as the licensing agency for the County. This has the potential of impacting all outcome measures in that data could be unreliable.

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

Probation staff needs CWS/CMS training to be prepared for the data entry into the application by October 1, 2010. Technical

assistance will need to be available to Probation for their transition to the CWS/CMS system. The NYTD database and CWS/CMS Aftercare cases will also require technical assistance for both departments. The statewide effort fits well with the desired permanency outcomes for both CWS and Probation.

Other training needs have been identified throughout the SIP and the SIP Matrix. The Northern California Training Academy (UC Davis) provides the majority of training to CWS throughout the year. CWS and Probation staff are committed to best practices and evidence-based approaches in working with children and families. Other training, policy and technical assistance is needed as new laws/appellate cases are enacted, such as Greene vs. Camreta, providing the needed direction to the counties.

UPDATE 2011

Probation staff continues to need training for CWS/CMS. The Northern California Training Academy instructor for CWS/CMS has provided both telephone assistance and on-site training for Probation staff at the CWS office. Support will continue to be offered through the CWS office as well.

Technical assistance and training will need to continue from CDSS for the implementation of AB 12 for non-minor dependents. Due to the complexity and incremental implementation steps of this legislation, support and training will continue to be needed for both CWS and Probation.

Signs of Safety has been identified as a promising practice with a family engagement approach in working with CWS families. The County will require support from the Northern California Training Academy to begin implementation of this safety organized practice. The implementation target goal is set for the Signs of Safety Institute that is planned for September 2012.

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

CDSS has offered technical assistance to CWS in improving the working relationship with State Adoptions. In meeting the goal of timely adoptions it is essential that the two agencies collaborate effectively.

UPDATE 2011

This improvement goal for working with State Adoptions remains as part of the SIP Update. There are many anticipated changes in the next year with the Adoptions offices due to realignment and further delays in adoptions are expected. Additional support will be needed from CDSS as these changes occur.

Additional support from CDSS would be helpful in working with the foster family agencies so CWS would be notified when new foster homes are certified in their counties. A notification process in a timely manner from CDSS to the county CWS and Probation departments would be most helpful.
Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals. Flexible funding is needed for both CWS and Probation programs. The categorical funding streams and funding limitations inhibit the ability to direct dollars in ways that could be most beneficial in working with child welfare families.