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ALPINE COUNTY
SYSTEM IMPROVEMENT PLAN
UPDATE

September 2012

CHILD WELFARE SERVICES

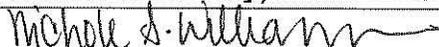
COUNTY OF ALPINE SYSTEM IMPROVEMENT PLAN (SIP) UPDATE

SEPTEMBER 2012

A. CWS Cover Sheet

California's Child and Family Services Review System Improvement Plan	
County:	Alpine
Responsible County Child Welfare Agency:	Alpine County Health and Human Services
Period of Plan:	10/22/2010-10/22/2013
Period of Outcomes Data:	03/31/2012
Date Submitted:	November 15, 2012

County System Improvement Plan Contact Person	
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Submitted by each agency for the children under its care	
Submitted by:	County Child Welfare Agency Director (Lead Agency)
Name:	Nichole Williamson, Interim Director
Signature:	

Board of Supervisors (BOS) Approval	
BOS Approval Date:	(Not required for SIP Update)
Name:	
Signature:	

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B. CWS Narrative

The following is Alpine County's first update of its 2010-2013 System Improvement Plan (SIP), approved by the Alpine County Board of Supervisors on 12/07/10 and submitted to the California Department of Social Services (CDSS) on 02/15/11. This update provides updates on the effect of the County's ongoing efforts to achieve the improvement goals set forth in the SIP.

As noted in our website, Alpine County has the smallest population of all counties in California (1,102 people is the 2011 estimate from the United States Census Bureau) with most of the population being concentrated around a few mountain communities: Markleeville, Woodfords, Bear Valley and Kirkwood. Since 1996, Alpine County has not seen much of a population increase. Although some communities in Alpine County may have seen a very slight population increase, one community in particular, Bear Valley, has seen a population decrease to the extent that their school had closed.

Presently, only one school, Diamond Valley School, could be found in Alpine County. Diamond Valley School primarily serves kindergarten through eighth grade, including a Community Day Class that has a few high school-aged students who would not function successfully in a traditional high school setting. High School students residing in Alpine County go to Douglas High School, which is located in the State of Nevada. The current number of students in attendance at the Diamond Valley School shifts between mid-90s to 100 on any given year.

Of the children in attendance at Diamond Valley School, a majority of them have Native American ancestry and reside on tribal lands. Within Alpine County is a tribal community, Hung-A-Lel-Ti, located in Woodfords which is home to the Washoe Tribe. Since 1996, the Washoe Tribe of Nevada and California has had exclusive jurisdiction (Federal Register / Vol. 61, No. 15 / Tuesday, January 23, 1996) over affairs occurring on its tribal lands in Alpine County. Aside from having a Tribal Court, the Washoe Tribe has a Social Services Coordinator who works on Child Welfare issues occurring on its tribal lands located in the State of Nevada as well as its lands in Alpine County.

Per month, with such a small population of children, Alpine County will see a relatively low number of referrals compared to other counties. In any given month, Alpine County will receive at least one referral per month. Of the number of referrals received over the period of a year, approximately half of those referrals will be forwarded to the Social Worker employed by the Washoe Tribe (as an Evaluated Out referral). Alpine County currently has one Social Service Worker III primarily working in Child Services and one Social Service Worker III primarily working in Adult Services. Until most recently, the Alpine County's Child Welfare Social Worker had been conducting on tribal lands as a courtesy to the Washoe tribe's Social Services Program, which is often inundated with work from its other colonies. However, this year, Alpine County has re-evaluated its position with assisting the tribe in this capacity, opting instead to encourage the tribe to move forward with re-engaging in the MOU process with Alpine County. Alpine County hopes that an MOU with the tribe will help define the role of what Alpine County can do

to assist families, with the integrity of the tribe's jurisdiction and autonomy remaining in place.

Currently, the Washoe tribe has received a Title IV-E planning grant from the federal government and is writing a plan to receive Title IV-E funding directly. The Washoe tribe has asked Alpine County to assist them in meeting their required share of cost as outlined in Welfare and Institutions Code Section 10553.11(a). When the Washoe tribe inquired whether Alpine County realignment funds can be an allowable use of funding to meet their obligation for children residing in Alpine County, this question was relayed to the Fiscal Policy Bureau for the Department of Social Services. The response back from the Fiscal Policy Bureau was that they were going to have their legal department review it.

At this point in time, the legal representative for the Washoe tribe thinks that Welfare and Institutions Code Section 10553.11 will have an impact on obtaining an MOU. Possible evidence of this impact can be taken from Welfare and Institutions Code Section 10553.11(b)(1), which states: "An agreement under subdivision (a) regarding the care and custody of Indian children shall provide for the delegation to the tribe, consortium of tribes, or tribal organization, of the responsibility that would otherwise be the responsibility of the county for the provision of child welfare services or assistance payments under the AFDC-FC program, or both." Further evidence can be taken from Welfare and Institutions Code Section 10553.11(c), which states: "Upon the implementation date of an agreement authorized by subdivision (b), the county that would otherwise be responsible for providing the child welfare services or AFDC-FC payments specified in the agreement as provided by the tribe, consortium of tribes, or tribal organization, shall no longer be subject to that responsibility to children served under the agreement." Taking into consideration these sections of Welfare and Institutions Code Section 10553.11, Alpine County will be seeing a limited role in terms of direct intervention with regards to Indian children residing in County, which would have an impact on obtaining an MOU.

Due to the low number of referrals received at any given time, Alpine County has the time, energy, and resources to focus on preventative services. As such, Alpine County has been committed to implementing a Differential Response Program so as to assist families with resolving issues that may eventually lead to a child being at risk for abuse and/or neglect. The assistance that Alpine County has provided to the Washoe Tribe in the past has served as a basis for how the Differential Response process will work, though it has not yet been committed to policy. Although Alpine County has not yet developed a Differential Response protocol, it anticipates having a formal process with trained staff and community partners providing direct services in place by the end of June 2013.

The relatively small size of Alpine County makes it very easy to identify those few families that may present as being moderate to high risk. To avoid the potential for having such families involved in the Child Welfare system, Alpine County has partnered with its community service providers to help provide families with the services they may

need. From child care assistance to in-home parenting program to mental health and substance abuse treatment services, Alpine County has the ability to coordinate the provision of services to a families' need before a problem escalates to the point of being a referral. For example, Alpine County has the ability to allow its Child Welfare Social Worker to engage in the issue of school truancy, which is something not typically dealt with by a Social Worker in the Child Welfare field. Because truancy can prove to be one problem in a wide range of problems, Alpine County has been committed to using this problem as a means to initiate interactions with families and to help assess for their needs. In this respect, Alpine County has partnered with the school district and law enforcement not only to eliminate the problem of truancy, but has provided an avenue by which one problem can be alleviated through Differential Response before it escalates.

In the event that a Referral is received on a family, Alpine County has two Social Workers on staff having knowledge and experience working in the Child Welfare field. Both Social Workers are trained on all aspects of Structured Decision Making. Although Alpine County has two Social Workers, one Social Worker primarily works in Child Welfare while the other Social Worker primarily works in Adult Services. Despite having no official Policies & Procedures Manual, the Child Welfare Social Worker has utilized the California Hotline Tools and its response priority trees through SDM to help make a referral determination on 100% of the referrals. Through SDM, the Child Welfare Social Worker has used "High" and "Very High" SDM risk score levels on 100% of the referrals in addition to following the Safety Decision within the Safety Assessment tool on 100% of the referrals to justify opening a case. Through SDM, in circumstances where a Recommended Decision (Low/Moderate - Do Not Promote/ High/Very High - Promote Do Not Promote/Promote) differs from the Planned Action (Promote/ Do Not Promote), the Social Worker has provided a logical explanation in the Family Risk Assessments completed to justify the reasoning on 100% of the open referrals. Achieving 100% on the SDM outcomes is easily achieved considering the low volume of Referrals received per month and during the year.

Despite the fact that a child removal has not occurred in several years, this has not deterred Alpine County from putting forth a strategy on having parents and children (when appropriate) directly involved 100% of the time in the decision-making process involving child removals, change of placements, and reunification or other permanency plans. Recognized as the expert on their family's needs and strengths, Alpine County sees the value of empowering the family to be actively engaged in the creation of the case plan as a means towards alleviating the issues that brought forth a child's removal in the first place and bridging forth a path towards the goal of reunifying the family.

Alpine County has specifically been committed to utilizing a Family-to-Family Team Decision-Making (TDM) model in place for its team decision-making approach. Of the two Alpine County Social Workers, one has been trained and is sufficiently experienced with facilitating the process. Since service providers would not be expected to be an integral part of the TDM process, in that they will not be engaged in every TDM session,

they would not require the need for training. Since no TDM session has been conducted thus far, the monitoring of the process will have to be an ongoing one.

Again, as no child removals have been initiated in recent years, Alpine County has not had an opportunity to implement a TDM session for any family in Alpine County including members of the Washoe Tribe. Aside from the TDM process, no child removal also means that Alpine County has not had to place a child of Native American ancestry into an ICWA preferred placement. Presently, Alpine County has one foster care placement through a Foster Family Agency, in which the foster parents are Native American. This Foster Family Agency home also serves as the placement resource for the Washoe Tribe. In the event that any child is removed, it is the intent of Alpine County to place that child or children into the Foster Family Agency home as the county has no other licensed foster homes.

Because the Washoe tribe is a tribe having exclusive jurisdiction, Alpine County is committed to conforming to the notice and transfer of custody requirements of Welfare and Institutions Code Section 305.5, as it pertains to the removal of an Indian child, who is a ward of a tribal court or who resides or is domiciled within a reservation of an Indian tribe that has exclusive jurisdiction over child custody proceedings as recognized in Section 1911 of Title 25 of the United States Code.

Welfare and Institutions Code Section 305.5(a) states: "If the tribe determines that the child is an Indian child, the state or local authority shall transfer the child custody proceeding to the tribe within 24 hours after receipt of written notice from the tribe of that determination." With that said, Alpine County finds it imperative to be able to receive assistance from the Washoe Tribe when it comes to identifying as being Washoe or non-Washoe children when involved in Child Welfare situations. Although Alpine County would like to see a formal and comprehensive inquiry process, neither of Alpine County's Social Workers are aware of a registry system aside from sending such inquiry directly to a specific tribe as well as to the Bureau of Indian Affairs.

Alpine County already has a positive working relationship with the Washoe Tribe. However, the Tribe's exclusive jurisdiction has fostered questions as to what role the county has taking into consideration that California is also a Public Law 280 state. As no other county in California has a tribe maintaining exclusive jurisdiction, Alpine County is faced with a unique situation. At this time, Alpine County has been reluctant to intervene in matters on tribal lands unless such matters have been identified possibly as resulting in an emergency removal or placement as specified under Welfare and Institutions Code Section 305.5(f).

Alpine County has a positive working relationship with the school district, law enforcement, and service providers. This positive working relationship becomes evident in the collaborations, such as involvements in the Multi-Disciplinary Team. Presently, Alpine County has two Multi-Disciplinary Teams with differing functions. One MDT, identified as the Victims Response Team, functions as a multi-disciplined approach to responding to victims of specific interpersonal crimes such as domestic violence, elder

abuse, child abuse and sexual assault, in which the gathering of physical evidence and coordination of community resources and services to that victim is the goal. This MDT has been in place since 1999.

Recently, Alpine County has been involved in re-developing a second broader MDT process focusing on Child Welfare reports, utilizing some of the same community partners from the Victims Response team, to help strategize a response to referrals received and to coordinate community resources and services to assist those families in need. A Multi-Disciplinary Team & Protocol Development Meeting was initiated on June 13, 2012, on July 18, 2012, and on August 29, 2012. By August 29, 2012, a Child Abuse & Neglect Response And Investigation (CANRI) Multi-Disciplinary Team Protocol was presented. Alpine County's Multi-Disciplinary Team is currently comprised of a Core Team of First Responders, including Law Enforcement, Child Welfare, District Attorney, and Behavioral Health. In the event that a MOU with the Washoe Tribe can be completed, it will be Alpine County's intention to have representatives (law enforcement and social services) from the Washoe tribe present for MDT meetings as Core Team members.

Alpine County's Multi-Disciplinary Team is also comprised of a secondary set of responders identified as Support Service Partners, including Probation Department, Victim-Witness Program/Advocates, Alpine County's Victim Response Team (Multi-Disciplinary Interview Team, Sexual Assault Response Team/Examiners), Public Health, Alpine County Office of Education, Alpine County's Education Truancy Team, Public Assistance Services (CalWorks, Tribal TANF), and Community-based support services and non-profit organizations. The Core team will meet monthly according to a published annual calendar. In addition, an emergency MDT meeting may be called aside from the monthly meetings.

In the past year, Alpine County has seen the retirement of its only Chief Probation Officer. Since then, Alpine County has hired a part-time Chief Probation Officer. Although the prior Chief Probation Officer had taken part in the last PQCR, he had no involvement with the CSA and the SIP. The only outcome in which a Probation Officer may be expected to take part in would be as an active participant in the Multidisciplinary team as a Support Service Partner. Once implemented, staff and other services providers can be trained on the Multi-Disciplinary Team protocol. With the MDT process underway, by 12/31/2012, it is anticipated that problems in the MDT process can be worked out. However, monitoring of the MDT protocol would continue to be an ongoing process.

Overall, in the past two years, one of the Social Workers had attempted to draft a Policy and Procedure Manual for Child Welfare Services based on Division 31 Regulations that encompassed every facet of the Child Welfare field. Despite completing half of the Manual, the Social Worker found it extremely daunting and well beyond his abilities since the Child Welfare field covers a broad range of actions. As no current Alpine County employee has experience with developing a Policy & Procedural Manual, Alpine County has opted to contract out for the completion of the Manual to Resource

Development Associates. The projected completion date for the Policy & Procedure Manual is 12/31/2012. The goal is that Alpine County's Policy & Procedure Manual will include sections specifically identified in this SIP, such as utilizing the Structured Decision Making tool, performing Differential Response, facilitating Family Decision Making and Multi-Disciplinary Team, as well as outlining the role of Alpine County Health & Human Services with the Washoe Tribe. At this time, Alpine County has completed its goals on utilizing all components of Structured Decision Making, however all other goals remain as a work in progress.

Alpine County Health & Human Services

SIP Component Template

Measure S1.1: No Recurrence of Maltreatment			
County's Current Performance: No data			
Improvement Goal 1.0: Alpine County will maintain a no recurrence rate of 95%, which is above the National Standard of 94.6%.			
Strategy 1. Develop a Policies & Procedures Manual for Child Welfare Services based on Division 31 Regulations.	<input type="checkbox"/> CAPIT	Strategy Rationale: The development of a Policies & Procedures Manual based on Division 31 Regulations will provide a consistent practice in Child Welfare Services.	
	<input type="checkbox"/> CBCAP		
<input type="checkbox"/> PSSF			
<input checked="" type="checkbox"/> N/A			
1.1.1 Develop a Policy & Procedure Manual based on Division 31 Regulation for Child Welfare Services.	Goal Timeframes Completed by 12/31/2012		Assigned to CPS Social Worker ACHHS Director
	Goal Timeframes		
	Goal Timeframes		
Milestone	Timeframe		
2012 Update: As no current Alpine County employee has the experience necessary to develop a Policy & Procedural Manual, Alpine County has opted to contract out for the completion of the Manual to Resource Development Associates. The projected completion date for the			

<p>Strategy 2.</p> <p>All components of Structured Decision Making will be utilized by Child Welfare Services social workers.</p>	<p><input type="checkbox"/> CAPIT</p> <p><input type="checkbox"/> CBCAP</p> <p><input type="checkbox"/> PSSF</p> <p><input checked="" type="checkbox"/> N/A</p>	<p>Strategy Rationale:</p> <p>The use of all components of Structured Decision Making on a consistent basis by social workers will ensure that the risk issues have been addressed and resolved to ensure the continued safety of children in the home.</p>	
<p>Milestone</p>	<p>1.2.1</p> <p>Ensure all staff are trained on all aspects of Structured Decision Making.</p> <p>1.2.2</p> <p>100% of referrals scored as "Very High" or "High" risk levels as a result of SDM will result in CPS opening a case. If discretionary overrides are performed the resulting risk level score will be used to make a referral determination. If a case is not opened, then the narrative in the case plan must provide a logical explanation.</p> <p>1.2.3</p> <p>100% of response priority trees completed.</p>	<p><u>Goal Timeframes</u></p> <p>Completed</p> <p><u>Goal Timeframes</u></p> <p>Completed</p> <p><u>Goal Timeframes</u></p> <p>Completed</p>	<p>Assigned to</p> <p>CPS Social Worker ACHHS Director</p> <p>CPS Social Worker ACHHS Director</p> <p>CPS Social Worker ACHHS Director</p>

<p>1.2.4 100% or Family Risk Assessment completed per Policies & Procedures.</p>		<p><u>Goal Timeframes</u> Completed</p>	<p>CPS Social Worker ACHHS Director</p>
<p>1.2.5 100% of narratives will be consistent with Safety Assessment Tools.</p>		<p><u>Goal Timeframes</u> Completed</p>	<p>CPS Social Worker ACHHS Director</p>

2012 Update:

Alpine County has two Social Workers on staff having knowledge and experience working in the Child Welfare field. Both Social Workers are trained on all aspects of Structured Decision Making. Although Alpine County has two Social Workers, one Social Worker primarily works in Child Welfare while the other Social Worker primarily works in Adult Services. The current Alpine County Child Welfare Social Worker has been employed since September 2010. Despite having no official Policies & Procedures Manual, since September 2010, the Child Welfare Social Worker has utilized the California Hotline Tools and its response priority trees through SDM to help make a referral determination on 100% of the referrals. Despite having no official Policies & Procedures Manual, since September 2010, the Child Welfare Social Worker has used "High" and "Very High" SDM risk score levels on 100% of the referrals in addition to following the Safety Decision within the Safety Assessment tool on 100% of the referrals to justify opening a case. Despite having no official Policies & Procedures Manual, in circumstances where a Recommended Decision (Low/Moderate - Do Not Promote/ High/Very High - Promote Do Not Promote/Promote) differs from the Planned Action (Promote/ Do Not Promote), the Social Worker has provided a logical explanation in the Family Risk Assessments completed to justify the reasoning on 100% of the open referrals.

Strategy 3. Implement the Differential Response Program	<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A		Strategy Rationale: Providing clients with services through Differential Response is expected to assist clients with the provision of services to assist the resolution of family issues that place children at risk for abuse and neglect.		
	Timeframe			Assigned to	
	1.3.1 Develop Differential Response protocols.	<u>Goal Timeframes</u> 06/30/2013			CPS Social Worker ACHHS Director
	1.3.2 Ensure all staff and community partners are trained on the Differential Response program and protocols.	<u>Goal Timeframes</u> 06/30/2013			CPS Social Worker ACHHS Director
1.3.3 Implement and monitor Differential Response program to ensure the implementation is in accordance with the protocols.	<u>Goal Timeframes</u> 06/30/2013 & ongoing	CPS Social Worker ACHHS Director			

2012 Update:
 Due to the low number of referrals received yearly in which a majority does not meet the criteria for in-person investigations, Alpine County has been committed to implementing a Differential Response Program so as to provide clients with services in an effort to assist those families with resolving issues that may eventually lead to a child being at risk for abuse and/or neglect. Alpine County has not yet developed a Differential Response protocol, but anticipates having a formal process with trained staff and community

partners providing direct services in place by 06/30/2013.

Strategy 4.		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A		Strategy Rationale:	
Utilize the Family Decision Making model.		Including parents and children (when appropriate) when making referrals and creating case plans will empower families in the Child Welfare Services process with the goal of increased engagement with social workers and other service providers.			
Milestone	1.4.1	Timeframe	Goal Timeframes	Assigned to	
	Develop a protocol for a Family Decision Making for Child Protective Services referrals.		10/31/2012		CPS Social Worker ACHHS Director
	1.4.2		Goal Timeframes		CPS Social Worker ACHHS Director
Train staff and other service providers on Family Decision Making protocols.	12/31/2012				
1.4.3	Implement and monitor Family Decision Making protocols.		Goal Timeframes	CPS Social Worker ACHHS Director	
			12/31/2012 & ongoing		

2012 Update:

Alpine County has been committed to utilizing the Family Decision Making model. Alpine County has developed a protocol that incorporates a Family-to-Family Team Decision Making approach for Child Protective Services referrals resulting in a child removal.

To date, Alpine County has not had an opportunity to utilize the Family Decision Making model as no child removals have been initiated from 2010 through mid-2012. Because the Family Decision Making protocol is presently independent from the Policies & Procedures Manual for Child Welfare Services based on Division 31 Regulations, Alpine County anticipates having a Policies & Procedures Manual completed by 12/31/2012, which shall have a section on Family Decision Making incorporated therein.

Once a Family Decision Making session can be implemented, the monitoring of the Family Decision Making efforts will be an ongoing process. Of the two Alpine County Social Workers, one has been trained and is sufficiently experienced to facilitate the process. Service providers would not be an integral part of the FDM process and thereby would not require a need for training.

Strategy 5		Strategy Rationale	
		<input type="checkbox"/> CAPIT	<input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A
Develop a Multi-Disciplinary Team		Developing and implementing a Multi-Disciplinary Team will allow Child Protective Services and other Child Welfare Services providers to improve communication and information sharing with the goal that clients will receive improved and coordinated services.	
Milestone	1.5.1 Develop a protocol for a Multi-Disciplinary Team.	<u>Goal Timeframes</u> 10/31/2012	Assigned to CPS Social Worker ACHHS Director
	1.5.2 Train staff and other services providers on Multi-Disciplinary Team protocols.	<u>Goal Timeframes</u> 12/31/2012	
	1.5.3 Implement a Multi-Disciplinary Team and	<u>Goal Timeframes</u>	

	monitor protocols.		12/31/2012 & ongoing	ACHHS Director
<p>2012 Update:</p> <p>Alpine County has been committed to developing a Multi-Disciplinary Team. A Multi-Disciplinary Team & Protocol Development Meeting was initiated on June 13, 2012, on July 18, 2012, and on August 29, 2012. By August 29, 2012, a Child Abuse & Neglect Response And Investigation (CANRI) Multi-Disciplinary Team Protocol was presented.</p> <p>Alpine County's Multi-Disciplinary Team is currently comprised of a Core Team of First Responders, including Law Enforcement, Child Welfare, District Attorney, Behavioral Health, and representatives (law enforcement and social services) from the Washoe tribe. The Core Team</p> <p>Alpine County's Multi-Disciplinary Team is also comprised of a secondary set of responders identified as Support Service Partners, including Probation Department, Victim-Witness Program/Advocates, Alpine County's Victim Response Team (Multi-Disciplinary Interview Team, Sexual Assault Response Team/Examiners), Public Health, Alpine County Office of Education, Alpine County's Education Truancy Team, Public Assistance Services (CalWorks, Tribal TANF), and Community-based support services and non-profit organizations. The Core team will meet monthly according to a published annual calendar. In addition, an emergency MDT meeting may be called aside from the monthly meetings.</p> <p>It is anticipated that the MDT protocol should be formalized at the next meeting scheduled on September 26, 2010. Once implemented, staff and other services providers can be trained on the Multi-Disciplinary Team protocol. With the MDT process underway, by 12/31/2012, it is anticipated that problems in the MDT process can be worked out. However, monitoring of the MDT protocol should continue to be an ongoing process.</p>				

Describe any additional systemic factors needing to be addressed that support the improvement plan goals.

Encourage community partners to participate in a Multi-Disciplinary Team, especially Washoe Tribal Social Services.
Encourage the provision of evidence based services, especially for families with referrals to CPS.

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

Structured Decision Making training.

Differential Response training.

Family Decision Making training.

Multi-Disciplinary Team training.

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

Participation in a Multi-Disciplinary Team.

Provide evidence based programs to children and families, especially families who have a CPS referral.

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

An Memorandum of Understanding between Alpine County Health & Human Services and the Washoe Tribe regarding jurisdiction and services to Washoe and non-Washoe Native American children.

Alpine County Health & Human Services

SIP Component Template

Outcome 2			
Measure 4E (1): ICWA Eligible Placement Status (the continuity of family relationships and connections is preserved for children)			
County's Current Performance: No data			
Improvement Goal 2.0: 100% of all Native American children placed in out-of-home care will be identified as Native American and placed with the appropriate tribe within one month.			
Strategy 2.1 Native American children will be identified and placed in Indian Child Welfare Act preferred placements.	<input type="checkbox"/> CAPIT	Strategy Rationale	
	<input type="checkbox"/> CBCAP	Placing Native American children in Indian Child Welfare Act preferred placements ensures the child's heritage and culture is protected.	
	<input type="checkbox"/> PSSF		
	<input checked="" type="checkbox"/> N/A		
Milestone	Timeframe		Assigned to
	2.1.1 80% of Native American children are appropriately identified and placed in an ICWA preferred placement		CPS Social Workers ACHHS Director
	2.1.2 90% of Native American children are appropriately identified and placed in an ICWA preferred placement		CPS Social Workers ACHHS Director
2.1.3 100% of Native American children are appropriately identified and placed in an ICWA preferred placement		CPS Social Workers ACHHS Director	

2012 Update:

To date, as no child removals have been initiated from 2010 through mid-2012, Alpine County has not had an opportunity to place a child in an ICWA-preferred placement. Presently, Alpine County has one foster care placement through a Foster Family Agency, in which the foster parents are Native American. This Foster Family Agency home also serves as the placement resource for the Washoe Tribe, which has one tribal community within Alpine County. In the event that any child is removed, Alpine County would place that child or children into the Foster Family Agency home as the county has no licensed homes.

Because the Washoe tribe is a tribe having exclusive jurisdiction, Alpine County is committed to conforming to the notice and transfer of custody requirements of Welfare and Institutions Code Section 305.5, as it pertains to the removal of an Indian child, who is a ward of a tribal court or resides or is domiciled within a reservation of an Indian tribe that has exclusive jurisdiction over child custody proceedings as recognized in Section 1911 of Title 25 of the United States Code.

Strategy 2.2 Conduct a Team Decision Making utilizing the Family-to-Family model session subsequent to all placements.	<input type="checkbox"/> CAPIT	Strategy Rationale. Involving families and communities in the decision making process will identify any resources, cultural or otherwise, that may not have been identified by Child Welfare Services staff.
	<input type="checkbox"/> CBCAP	
<input type="checkbox"/> PSSF		
<input checked="" type="checkbox"/> N/A		
Milestone	2.2.1 100% of all families receive a Team Decision Making session utilizing the Family-to-Family model prior to placement.	Goal Timeframes
		Assigned to CPS Social Workers ACHHS Director

2012 Update:

Alpine County has been committed to utilizing the Family Decision Making model. Alpine County has developed a protocol that incorporates a Family-to-Family Team Decision Making approach for Child Protective Services referrals resulting in a child removal.

To date, Alpine County has not had an opportunity to utilize the Family Decision Making model as no child removals have been initiated from 2010 through mid-2012. Because the Family Decision Making protocol is presently independent from the Policies & Procedures Manual for Child Welfare Services based on Division 31 Regulations, Alpine County anticipates having a Policies & Procedures Manual completed by 12/31/2012, which shall have a section on Family Decision Making incorporated therein.

Once a Family Decision Making session can be implemented, the monitoring of the Family Decision Making efforts will be an ongoing process. Of the two Alpine County Social Workers, one has been trained and is sufficiently experienced to facilitate the process. Service providers would not be an integral part of the FDM process and thereby would not require a need for training.

Strategy 2.3		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A		Strategy Rationale A more comprehensive inquiry may be necessary to identify a child's Native American heritage.
A formal notice of removal and inquiry process to determine if a child is an Indian child with the Washoe tribe will occur within 24 hours of a child's removal on tribal lands.				
Milestone	2.3.1 100% of inquiries are posed within 24 hours.	Timeframe	Goal Timeframes	Assigned CPS Social Workers ACHHS Director

2012 Update:
 Welfare and Institutions Code Section 305.5(a) states: "If an Indian child, who is a ward of a tribal court or resides or is domiciled within a reservation of an Indian tribe that has exclusive jurisdiction over child custody proceedings as recognized in Section 1911 of Title 25 of the United States Code or reassumed exclusive jurisdiction over Indian child custody proceedings pursuant to Section 1918 of Title 25 of the United States Code, has been removed by a state or local authority from the custody of his or her parents or

Indian custodian, the state or local authority shall provide notice of the removal to the tribe no later than the next working day following the removal and shall provide all relevant documentation to the tribe regarding the removal and the child's identity." Welfare and Institutions Code Section 305.5(a) further states: "If the tribe determines that the child is an Indian child, the state or local authority shall transfer the child custody proceeding to the tribe within 24 hours after receipt of written notice from the tribe of that determination."

Alpine County finds it imperative to be able to receive assistance from the Washoe Tribe when it comes to identifying children as being Washoe or non-Washoe, especially when a Child Welfare-related situation occurs on tribal lands. Alpine County will be committed to contacting the Washoe tribe within 24 hours after the removal of a child residing on tribal lands in order to provide notice of the removal as the first step in the process of initiating the transfer of the child custody proceeding to the tribe upon receipt of written notice from the tribe.

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

None

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

Assistance from Washoe Tribe identifying children as Washoe or non-Washoe.

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

None