Kern County
California Child and Family Services Review
County Self Assessment

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CSA report: Submitted

Kern County DHS
Kern County Probation Department

Submitted to the California Department of Social Services

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California's Child and Family Services Review County Self-Assessment Cover Sheet	
County:	Kern County
Responsible County Child Welfare Agency:	Kern County Department of Human Services
Period of Assessment:	February 2009 - February 2012
Period of Outcome Data:	2008-2011 Sep 2011, data extract: Q1 2011
Date Submitted:	FEBRUARY 15, 2012
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Submitted by:	Maria Bermudez, CAPIT/CBCAP/PSSF Liaison
Signature:	Maria Bermudez
In Collaboration with:	

County & Community Partners	Name(s)	Signature
Board of Supervisors Designated Public Agency to Administer CAPIT/CBCAP/PSSF Funds	Pat Cheadle, Director Kern County Department of Human Services	Pat Cheadle
County Child Abuse Prevention Council	Thomas J. Corson, Executive Director, Kern County Network for Children	

Board of Supervisors (BOS) Approval	
BOS Approval Date:	FEB 14 2012
Name:	ZACK SCRIVNER Chairman, Board of Supervisors. County of Kern
Signature:	

Many individuals contributed to the development and completion of the self-assessment process. In addition to direct contributions to this report, the suggestions and comments of others have been invaluable in this effort.

Kern County Network for Children (KCNC) oversees and provides recommendations regarding the PSSF/CAPIT/CBCAP plan and expenditures. Bi-monthly reports with regards to services provided are presented to the council. Action items regarding plan approval, expenditure approvals are also taken to the KCNC for PSSF/CAPIT/CBCAP.

Required Core Representatives:

Name	Affiliation
Jayme Stuart Kern County Network for Children	Child Abuse Prevention Council; Children's Trust Fund Commission, County Board of Supervisors designated agency to administer CAPIT/CBCAP/PSSF Programs
Tom Corson Kern County Network for Children Executive Director	Child Abuse Prevention Council; Children's Trust Fund Commission, County Board of Supervisors designated agency to administer CAPIT/CBCAP/PSSF Programs
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Gayla Gibson	Resource Parent
Olivia Villarreal	Emancipated Foster Youth/CYC

Name	Affiliation
Karen Cooley Haven Counseling Center	PSSF Provider
Susan Lerude	Kern County Probation Department-Administrator
Jeremy Roberts	Kern County Probation Department-Supervisor
Parent	Focus Group Participants
Opal Moreland	Native American Indian

CERTIFICATE OF ADOPTION OF RESOLUTION
AUTHORIZING CHAIRMAN TO SIGN INSTRUMENT

The undersigned, Clerk of the Board of Supervisors of the County of Kern, hereby certifies that the following resolution was adopted by said Board of Supervisors at a regular meeting duly convened on the 14th day of February, 2012:

"WHEREAS, this Board has determined that the County of Kern should approve a County Self-Assessment (CSA) report on the quality of services provided to maltreated children.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Kern, State of California, that said instrument be, and it is hereby executed on behalf of and in the name of said County of Kern, and the Chairman of this Board is hereby authorized and directed to sign his name thereto on behalf of said County."

The undersigned further certifies that on the date last mentioned the person who so signed said instrument was the duly elected Chairman of said Board and that his signature on said instrument is genuine.

The undersigned further certifies that said resolution was adopted by the following vote:

Ayes: McQuiston, Scrivner, Maggard, Watson, Goh

Noes: None

Absent: None

Dated: February 14, 2012

BOARD OF SUPERVISORS KERN COUNTY, CA

KATHLEEN KRAUSE
Clerk of the Board of Supervisors
County of Kern

By: _____
Christina Grogan
Deputy Clerk

Ref: 02/14/2012 - Agenda Item 24 A.M.

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A. Introduction

California Assembly Bill 636 (Chapter 678, The Child Welfare System Improvement and Accountability Act of 2001) established the Child Welfare Outcomes and Accountability System to (a) improve child welfare services for children and their families in California and (b) provide a system of accountability for outcome performance in each of the state's 58 counties. The process for achieving these two broad objectives is the California Child and Family Services Review (C-CFSR). The process includes both quantitative (Self-Assessment) and qualitative (Peer Quality Case Review[1]) assessment of a county's performance on measures of child safety, permanence and well-being. The results of the assessments support the development of a System Improvement Plan (SIP) that establishes measurable goals for system improvement and presents strategies for achieving those goals. The C-CFSR process also includes ongoing monitoring of system improvement efforts using quarterly reports of data extracted from the Child Welfare Services/Case Management System (CWS/CMS).

The C-CFSR specifies eight child and family outcomes for which counties are accountable and that are the central focus of the self-assessment process. In the assessment, the county reviews its performance in each area and identifies its strengths and the areas needing improvement. The outcomes are the following.

1. Children are, first and foremost, protected from abuse and neglect.

2. Children are safely maintained in their own homes whenever possible and appropriate.

3. Children have permanency and stability in their living situations without increasing re-entry to foster care.

4. The family relationships and connections of children are preserved as appropriate.

5. Children receive services adequate to meet their physical, emotional and mental health needs.

6. Children receive services appropriate to meet their educational needs.

7. Families have enhanced capacity to provide for their children's needs.

8. Youth emancipating from foster care are prepared to transition to adulthood.

B. Demographic Profile and Outcomes Data (Foster Care and General Population)

This section provides an introduction to the County Data Report and Children's Report Card, which serves as the basis for the county self-assessment review. In addition, the section contains a description of the demographics of Kern County, including families, children, and youth. The demographic information provides the reader with an understanding of the context in which Kern County's child welfare services are provided.

County Data Report

Quarterly Outcome and Accountability County Data Reports published by the California Department of Social Services (CDSS) in collaboration with the University of California Berkeley provide Federal and State program measures that serve as the basis for county self- assessment reviews. These measures are used to track performance in child welfare services over time. The intent of the system is for each county, through their self-assessment review, to determine the reasons for their current level of performance and to develop a plan for measurable improvement.

The measures within the report are grouped into five general categories of outcome measures. They are: Child Welfare Services Participation Rates; Outcome Indicators; Process Measures; and Caseload Demographics. An analysis of each of the measurements is contained in Section 1.2.

The data source for these reports is the Child Welfare Services/Case Management System (CWS/CMS). The accuracy of the information derived from CWS/CMS is continuously improving.

Kern County Children's Report Card

In addition to the County Data Report, the 2011 Kern County Children's Report card was also reviewed as a valuable resource for putting our county in context. It presents data on 40 different indicators of childhood health and well-being in the areas of demographics, education, family economics, health, safety, and social and emotional well-being.

B.1. General Population of Kern County

Table 1. General Population of Kern County (Source: State of California, Department of Finance, E-4 Population Estimates for Cities, Counties and the State, 2001-2010, with 2000 Benchmark. Sacramento, California, May 2010)

	Population 2000	Population 2007	Population 2010
Bakersfield	246,899	327,006	347,483
Balance Of County	414,754	468,976	492,148
County Total	661,653	795,982	839,631
California Total	33,873,086	36,399,676	37,253,956

- Kern County is the eleventh most populous of the 58 California counties.
- The United States Census Bureau estimates that the total population of Kern County in 2010 was 839,631.
- Females comprised 48.4 percent of the population and males comprised 51.6 percent of the population.
- The overall population for Kern County increased by 177,986 residents between 2001 and 2010, a 26.9% increase.
- The County's growth has been much greater than the State (14.1%) over the past decade.

B.2. Child Population by Age & Ethnicity Totals in Kern County

Table 2. Child Population by Ethnicity & Age Totals in Kern County (Source: Report Card 2011, Kern County Network for Children, April 2011)

Kern County Child Population by Ethnicity & Age (2010	African American	Caucasian	Latino	Asian/Pacific Islander	Native American	Other	Total
Total Children (0-17)	14,102	87,749	143,632	8221	1,367	5,404	260,475
Percentage of Total Children	5.4%	33.7%	55.1%	3.2%	0.5%	2.1%	100%
Under 1	860	5,433	9,756	504	70	205	16,837
1-2	1,693	10,609	18,860	992	139	384	32,677
3-5	2,368	14,470	26,374	1,375	162	961	45,710
6-10	3,497	21,617	37,720	1,935	203	2,434	67,406
11-15	3,873	24,750	36,061	2,346	536	1,008	68,573
16-17	1,802	10,870	14,861	1,069	258	412	29,272

Language – The United States Census Bureau Community Survey 2009 reports that in Kern County 40 percent of people at least five years of age spoke a language other than English at home. Of these people, 36.5 percent spoke Spanish and the remainder spoke another language.

Population 5 years and over	**733,199**	**733,199**
English only	434,205	59.2%
Language other than English	298,994	40.8%
Speak English less than "very well"	125,703	17.1%
Spanish	267,710	36.5%
Speak English less than "very well"	114,229	15.6%
Other Indo-European languages	9,972	1.4%
Speak English less than "very well"	3,209	0.4%
Asian and Pacific Islander languages	16,241	2.2%
Speak English less than "very well"	7,387	1.0%
Other languages	5,071	0.7%
Speak English less than "very well"	878	0.1%

Analysis for Demographics:

- There has been significant population growth in Kern County over the last ten years. This population growth has lead to an increase demand for services. At the same time the population has increased there are fewer resources because of the economic down turn. Kern County has strong prevention and collaboration efforts in place to leverage any dollars that are received to maximize services. Despite this there continues to be a challenge to serving a growing number of families.
- Over half of the child population is Latino (55.1%) and 40% of people over age five years speak a language other than English at home. This has significant impact on services that are provided. In particular, relative care providers interviewed in the CSA process viewed this as a barrier to receiving the help they need. Frequently children are used as translators between the care provider and social worker/service provider and this impacts the quality of the interaction. There are both insufficient bi-lingual workers and insufficient services available in the primary language of the families.
- Birth parents interviewed in the CSA process stated that they frequently feel judged by how they look and what was written about them by law enforcement or in previous child welfare services court reports. Due to this bias parents felt that some of the services they needed weren't offered to them and were given to other parents.
- The prevention and public agencies strive to provide services that are culturally competent for all ethnicities. Child Welfare, Probation and prevention programs, all have bi-lingual and bi-cultural workers and programs, unfortunately there is a lack of these workers and programs. The County workers have to pay $75 to take the bi-lingual test and there is a $25 application fee. They then receive $50 extra per month, which after taxes is approximately $19. This is not a requirement for prevention program staff. There is no realistic incentive to serve as a bi-lingual/bi-cultural social worker since the pay differential is so low. The services can be provided with a translator, but generally the services are not as culturally focused as they could be if a social worker is bi-lingual/bi-cultural. The use of a translator, although technically useful with monolingual families, there is a distance caused between the social worker and the family as the nuances of each language can be overlooked.
- Additional culturally appropriate, local resources throughout the county for the continuum of child abuse, prevention, intervention and treatment continues to be an unmet need.

B.3. Kern County Education Levels, person 25 years and older

Table 3. Kern County Education Levels, person 25 years and older. (Source: U.S. Census Bureau, 2005-2009 American Community Survey)

Educational Attainment	Estimate	Total Population
Less than 9th grade	66,636	14.7%
9th to 12th grade, no diploma	63,010	13.9%
High school graduate (includes GED)	124,659	27.5%

Some college, no degree	100,634	22.2%
Associate's degree	31,732	7.0%
Bachelor's degree	44,877	9.9%
Graduate or professional degree	21,305	4.7%
Total	453,307	99.9%

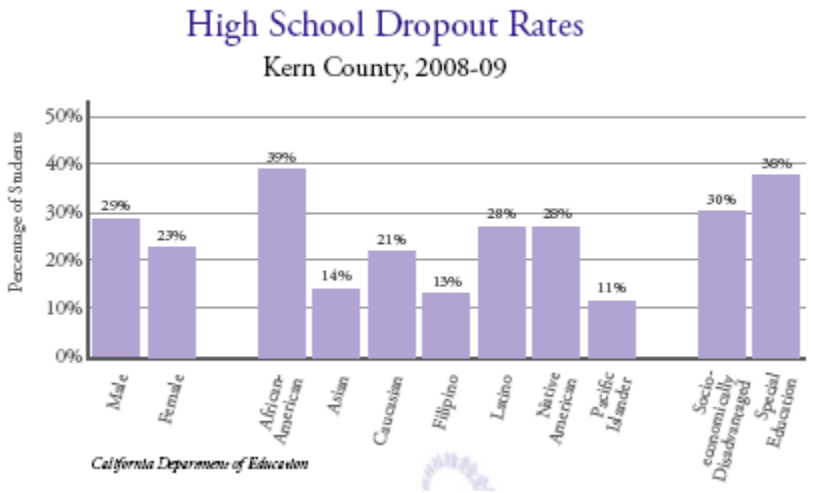
B.4. Kern County Education Enrollment Totals

Table 4. Kern County Educational Enrollment Totals (Source: California Department of Education Demographics Department for 2008 - 2011 School Years http://dq.cde.ca.gov/dataquest/ Rate Per 1000 for enrollment in K-12 and special education.)

	08-09	09-10	10-11
# of Children Enrolled in K-12	174,132	174,099	173,773
# of Children Enrolled in Special Education	16,629	16,812	16,413
	07-08	08-09	09-10
# of Children Leaving School Prior to Graduation – grades 9-12	3715	3211	2126

B.5. Kern County High School Dropout Rates

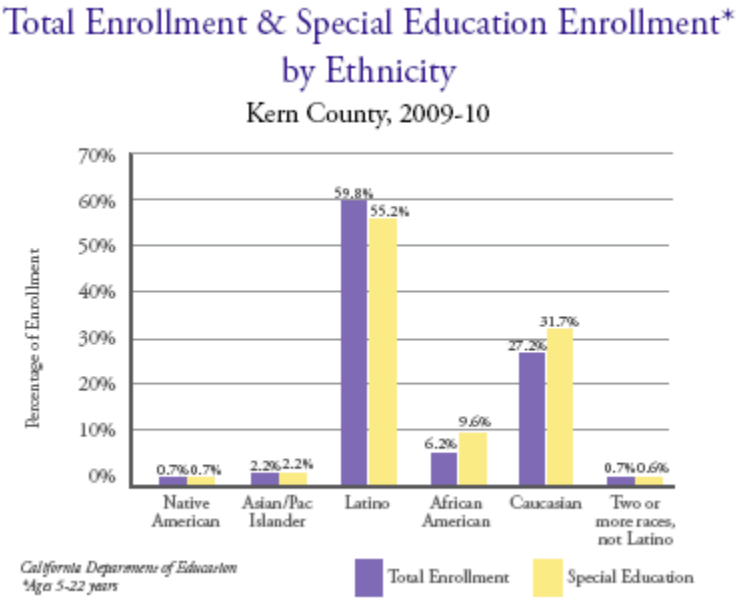
Table 5: Kern County High School Dropout Rates (Source: Report Card 2011, Kern County Network for Children, April 2011)



B.6. Kern County Total Enrollment & Special Education

Table 6: Kern County Total Enrollment & Special Education

(Source: Report Card 2011, Kern County Network for Children, April 2011)



Analysis for Education:

- There was much discussion in the CSA process regarding the high rate of high school drop outs in Kern County. It was noted that with an increase in unemployment, poverty, transportation difficulties, and such a diverse population that high school graduation is not seen by many families as a priority.
- There also appears to be a decrease in tolerance for certain behaviors in the school district and an increase rate of expulsions. Parents are not educated about resources or how to advocate for their child.
- Although language is a barrier, it was further noted that literacy was more of a difficulty for parents and monolingual children. Literacy in the primary language is essential when learning to become literate in a second language.
- There are a high number of migrant families in the county that sometimes do not prioritize completing high school.
- Class sizes are increasing and budget cuts are affecting the ability for teachers to engage youth in attending school. Teachers continue to be resourceful but it is very difficult to find the resources to help.
- There is an increase in autism and other learning disabilities in the school system.
- The high teen pregnancy rate impacts graduation and dropout rates.
- Many participants in the CSA process expressed the desire to bring vocational training back. Partnering between the schools and the private sector to find apprenticeships for youth that do not plan to go to college was seen as important.
- The Kern County High School day care shut down and it is hard for parenting youth to find child care.

- Some stakeholders stated that once the child is expelled from regular school and is referred to continuation school , there are lots of gang issues at the local continuation school and the youth don't have transportation to attend another continuation school.
- Arvin High School will not allow youth to come from Community School to Regular school. They have to go through the Opportunity Program first. This program is on the same campus as the "regular school" but the youth are segregated from the rest of the school population. Many youth decide they don't want to do that and drop out.
- Schools know the youth are on Probation because the group home brings them to the school. There appears to be a stigma for youth on Probation, they have a label and a lower threshold for behavioral consequences, contracts and expulsion. Many youth appear to be arrested for minor incidents such as mutual arguing/fighting are sent to Juvenile Hall and later expelled. Probation Officers see a discrepancy in the number of their youth expelled from Kern County schools, compared to other counties their youth are placed in. This impacts youth obtaining diplomas and/or GED's.
- The youth have a lack of supervision as the parents are working such long hours and many are commuting long distances .This contributes to truancy and property crimes.
- Foster Youth Services offers professional development to all Foster Youth Education Liaisons "district wide" at quarterly trainings to enhance knowledge of education legislation that effect foster youth education rights.
- Foster Youth Services provides technical assistance to all districts to develop better communication and processes for enhancing school stability for foster students.
- Foster Youth Services partners with Department of Human Services and Kern County SELPAS to create, and implement better systems of notification between school districts, to ensure proper notification, and enhance appropriate education placements & school stability. The intent of this collaboration is to help CWS and Probation Youth be successful in school.

B.7. Kern County Population in Poverty Information

Tables 7: Kern County Population in Poverty Information (Source: Report Card 2011, Kern County Network for Children, April 2011)

Children in Poverty (0-17)	2007	2008	2009
Kern County	24.7%	27.1%	30.3%
California	16.9%	18.1%	19.6%

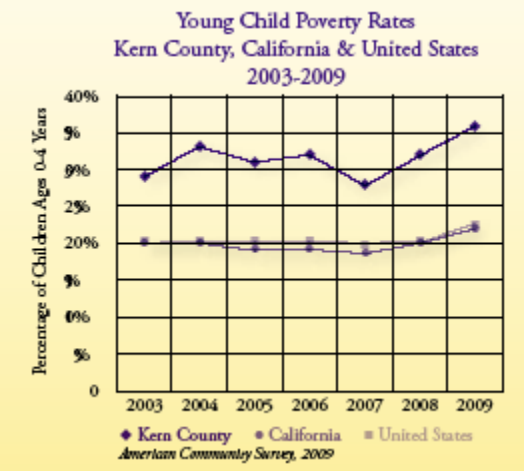
Children in Poverty (0-4)	2007	2008	2009
Kern County	28.8%	32.1%	36.1%
California	18.7%	20.1%	22.0%

All Families with Children Percent Living in Poverty	2007	2008	2009
Kern County	21.2%	24.5%	25.2%
California	13.7%	14.7%	15.8%

Children in Poverty (5-17)	2007	2008	2009
Kern County	23.0%	25.0%	27.8%
California	16.1%	17.3%	18.5%

Single Moms with Children Percent Living in Poverty	2007	2008	2009
Kern County	40.8%	46.3%	47.5%
California	31.8%	32.0%	33.5%

Students Enrolled in Free or Reduced Price Meal Program	2008-09	2009-10	2010-11
Kern County	63.8%	68.1%	69.8%
California	53.7%	55.9%	53.5%



Kern County, California
S1501. Educational Attainment
Data Set: 2005-2009 American Community Survey 5-Year Estimates
Survey: American Community Survey

Poverty Rate for the Population 25 years and over for whom Poverty Status is Determined by Education Attainment Level

Education Level	Total	Margin of Error	Male	Margin of Error	Female	Margin of Error
Less than high school graduate	28.7%	+/-1.4	24.6%	+/-1.4	32.9%	+/-1.8
High school graduate (includes equivalency)	15.3%	+/-0.9	13.3%	+/-1.1	17.2%	+/-1.3
Some college or associate's degree	10.0%	+/-0.8	8.4%	+/-1.0	11.5%	+/-1.1
Bachelor's degree or higher	3.7%	+/-0.5	3.4%	+/-0.6	4.0%	+/-0.7

In Kern County, the free/reduced meal enrollment reached its highest level in the 2010-11 school year with seven out of ten K-12 public school students participating in the program. Kern County students were more likely to receive free meals (89%) than reduced price meals (11%)
(Source: Report Card 2011, Kern County Network for Children, April 2011)

B.8. Kern County Unemployment Rate

Table 8: Kern County Unemployment Rate (Source: State of California Employment Development Department, http://www.labormarketinfo.edd.ca.gov/)

	July 2005	July 2006	July 2007	July 2008	July 2009	July 2010	July 2011
Kern County	14.5%	14.5%	14.5%	14.5%	14.5%	15.8%	15.5%
California	5.4%	4.9%	5.3%	7.2%	11.4%	12.4%	12.4%
National	5.1%	4.6%	4.6%	5.8%	9.3%	9.6%	9.1%

Analysis for Employment:

- There is long standing generational and systemic poverty in Kern County. Almost 70% of all children receive subsidized lunches. Unemployment rates are high and this puts more families in poverty. The percent of families with children living in poverty rate is higher than the state rate by 10%.

- The CSA process identified that there is an increase in substance abuse and domestic violence due to the stress on the families. There has been a 4.5% increase in referrals since 2008. However, there has been a 7.5% decrease in entries into foster care, which is a good sign that Differential Response services are working. Differential Response is assisting those families that can access the services, but there are not enough treatment programs available for domestic violence and substance abuse. Please refer to graphs below for further information.
- It is also anticipated that unemployment and poverty rates are underreported due to the number of migrant farm workers in Kern County.

Domestic Violence

The following chart provides the number of incidents of domestic violence reported by the Bakersfield Police Department. Arrests for aggravated assaults rose 87% from 2008 to 2010.

Year	Arrests for Aggravated Assault	Arrests for Simple Assault
2008	247	1066
2009	352	1057
2010	462	854

(Source: Bakersfield Police Department)

The following chart provides the number of calls for assistance to law enforcement for domestic violence situations. Calls for assistance increased 8.5 calls per 1,000 population in 2009. The California rate of calls for assistance in 2009 was 6.5 calls per 1,000.

	2007	2008	2009
Number of Calls	4,151	4,066	4,650
Rate per 1,000 pop.	8.0	7.6	8.5

(Source: Report Card 2011, Kern County Network for Children, April 2011)

Substance Abuse

Kern County District Attorney
Methamphetamine-related Offenses
Calendar Year Filing Statistics: Health & Safety Code Defendants

YEAR	NUMBER OF DEFENDENTS
2001	2200
2002	2992
2003	3326
2004	3562
2005	4146
2006	3713
2007	3480

(Source: The Impact of Methamphetamine in Kern County: A Preliminary Study May 2009, Transforming Local Community, Inc.)

Arrests for methamphetamine related offenses have continued to rise since 2001. Additionally, Kern County Mental Health reported that in Kern County substance abuse treatment admissions for all drugs increased by 6% between 2006-2007 and 2007-2008. Methamphetamine admissions are the highest admissions for substance abuse in Kern County.

B.9. Kern County Cal WORKS Case Totals

Table 9: Kern County Cal WORKS Case Totals

# of Cal WORKS cases – average active cases per month		
2010-2011	2011-2012	change
21,542	21,476	0.3%

Compiled from Kern County Department of Human Services Workload and Service Statistics FY 2011-12 (9/15/11)

B.10. Kern County Licensed Child Care Waitlist

Table 10. Kern County Licensed Child Care Waitlist (Source: Centralized Eligibility List, California Department of Education, 2010) http://www.cde.ca.gov/sp/cd/ci/celreports.asp

# of Children on Wait List for Child Care			
April 1- June 30, 2007	April 1- June 30, 2008	April 1- June 30, 2009	April 1- June 30, 2010
6,331	5,219	3,638	3,933

B.11. Kern County Child Care Supply March 2011

Table 11: Kern County Child Care Supply March 2011(Source: Report Card 2011, Kern County Network for Children, April 2011)

Kern County Child Care Supply By Provider/Setting & Spaces (March, 2011)	Number of Providers/ Settings	Percentage of Total Providers/ Settings	Number of Spaces	Percentage of Total Spaces	Average Number of Spaces Per Provider/ Setting
Family Child Care Homes	911	72%	9,238	26%	10.1
Licensed Child Care Centers/ Half-Day Enrichment Programs	199	16%	13,161	37%	66.1
License-Exempt Programs (School-Age: 6 years and up)	148	12%	13,283	37%	89.8
Total*	1,258	100%	35,682	100%	28.4

Community Connection for Child Care

B.12. Kern County Age-Appropriate Immunization Coverage

Table 12: Kern County Age-Appropriate Immunization Coverage (Source: State of California Department of Public Health, Center for Infectious Disease Division, Department of Communicable Diseases, Immunization Division, Childhood Immunization Coverage 2006-2008 Report.)

Vaccination Coverage in Kern County	Children 2-4 years old with vaccinations*	Total Enrollment	Children 4-6 years old with vaccinations*	Total Enrollment
2006-2007 School Year	9796	94.5%	12692	93.0%
2007-2008 School Year	9654	94.9%	12763	92.4%

*Definition: Estimated vaccination coverage with all required immunizations among children ages 2-4 over 11 months in county licensed child care and children ages 4-6 in kindergarten.

B.13. Kern County Prenatal Care Statistics

Table 13: Kern County Prenatal Care Statistics (Source: 2008 Children Now Data Book, http://www.childrennow.org/subsites/publications/invest/scorecard08/scorecard08_home.htm)

Prenatal and Newborn Health Status by Race/Ethnicity	African American	Asian	Latino	White	Other
Mothers receiving early prenatal care	96%	97%	96%	97%	98%

B.14. Kern County Health Insurance Coverage Information

Table 14: Kern County Health Insurance Coverage Information
(Source: 2008 Children Now Data Book
http://www.childrennow.org/subsites/publications/invest/scorecard08/scorecard08_home.htm)

Health Insurance Coverage	Kern County
Insured	89%
Not insured	11%

Health Insurance Coverage by Race/Ethnicity	African American	Asian	Latino	White	Other
Insured	100%	100%	84%	94%	70%
Not insured	0	0	16%	6%	30%

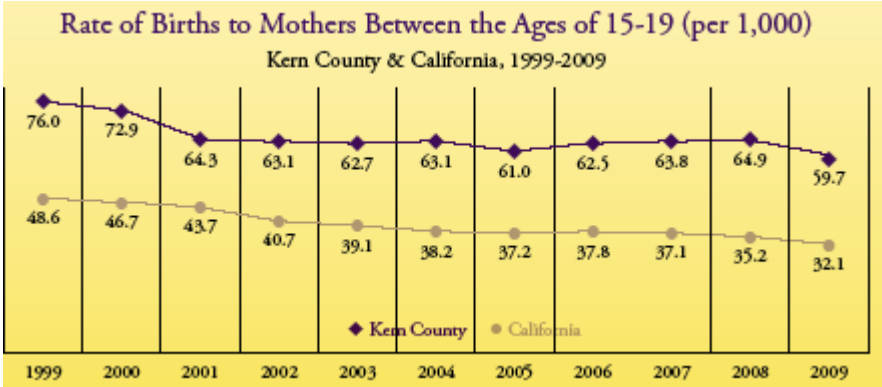
B.15. Kern County Low Birth weight and Teen Pregnancy Statistics

Table 15: Kern County Low Birth Weight and Teen Pregnancy Statistics (Source: http://www.cdph.ca.gov/data/statistics/Pages/CountyBirthStatisticalDataTables.aspx)

Measure	Time Period	Kern County	California
Births to Females Age 15 to 19	2009	14.3%	9.1
Low Birth Weight Live Births	2009	6.8%	7.4

B.16. Kern County: rates of Births to Mothers between Ages of 15-19

Table 16: Kern County: Rates of Births to Mother between Ages of 15-19 (per 1000)
(Source: Report Card 2011, Kern County Network for Children, April 2011)



- Researchers calculate that poor and low-income teens, who make up approximately 40% of the adolescent population, account for 83% of teens who give birth and 85% of those who become an unmarried parent.
- Adolescents who become mothers tend to exhibit poorer psychological functioning, lower levels of educational attainment and high school completion, more single parenthood and less stable employment than those with similar background who postpone childbirth.
- 70% of teen mothers drop out of high school, making pregnancy the primary reason young women drop out early.
- Research shows that children of teenage mothers experience poverty at nearly twice the rate for all children; suffer higher rates of abuse and neglect; experience higher rates of early sexual activity; and more commonly end up in foster care.

  Infants born to teen mothers are more likely to be low birth weight, which is associated with numerous health problems including blindness, deafness, chronic respiratory problems, mental retardation, dyslexia and mental illness.
- There has been a decrease in the rate of Births to Mothers Between the Ages of 15-19, from 76.0 per 1,000 in 1999 to 59.7 per 1,000 in 2009. The teen pregnancy rate has decreased from past years. There was much discussion in the CSA process as to why this has occurred. It was felt that there are more prevention resources available for teens.

There has been an increase in outreach by community providers. The Birth & Beyond program is identified as providing significant outreach. There has also been an increase in birth control methods available for teens. State office of family planning also made Certified Local Government investments.

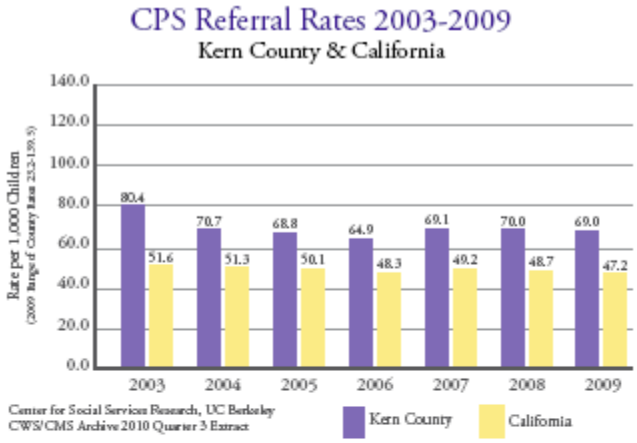
B.17. Federal Tribes

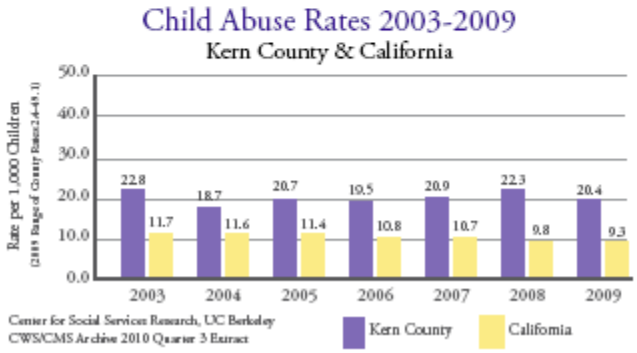
There are no federally recognized Tribes in Kern County. There are resources available in the community to serve Native American Indian families.

B.18. Child Welfare Service Participation Rates

Number of Children less than 18 years of age. Population projections from California Department of Finance.						
	2008		2010			
California	9,987,363		9,295,040			
Kern	248,118		254,081			
Participation Rates: Referral Rates (Incidence per 1,000) Referral Rates for a given year are computed by dividing the unduplicated state/county count of children with a child abuse/neglect referral allegation by the child population and then multiplying by 1,000.						
	Jan – Dec 08	Jan – Dec 09	Jan – Dec 10	National Standard/ Goal	Direction	Change
California	48.6	47.2	48	NA	Decrease	-1.2%
Kern	70.7	70.8	73.9	NA	Increase	4.5%
Participation Rates: Substantiation Rates (Incidence per 1,000) Substantiation Rates for a given year are computed by dividing the unduplicated state/ county count of children with a substantiated allegation by the child population and then multiplying by 1,000.						
	Jan – Dec 08	Jan – Dec 09	Jan – Dec 10	National Standard/ Goal	Direction	Change
California	9.7	9.3	8.9	NA	Decrease	-8.2%
Kern	22.5	20.9	18.5	NA	Decrease	-17.7%
Participation Rates: Entry Rates (Incidence per 1,000) Entry Rates for a given year are computed by dividing the unduplicated count of children entering foster care by the state/county child population and then multiplying by 1,000.						
	Jan – Dec 08	Jan – Dec 09	Jan – Dec 10	National Standard/ Goal	Direction	Change
California	3.3	3.2	3.1	NA	Decrease	-6.0%
Kern	5.3	5.4	4.9	NA	Decrease	-7.5%
Participation Rates: In Care Rates (Incidence per 1,000)						

In Care Rates for a given year are computed by dividing the Point In Time count of children in child welfare supervised foster care by the state/county child population and then multiplying by 1,000.						
	Jul 1, 2007	Jul 1, 2008	Jul 1, 2009	Jul 1, 2010	Direction	Change
California	7.2	6.5	6.0	5.5	Decrease	-23.6%
Kern	9.9	8.9	8.4	7.8	Decrease	-21.2%

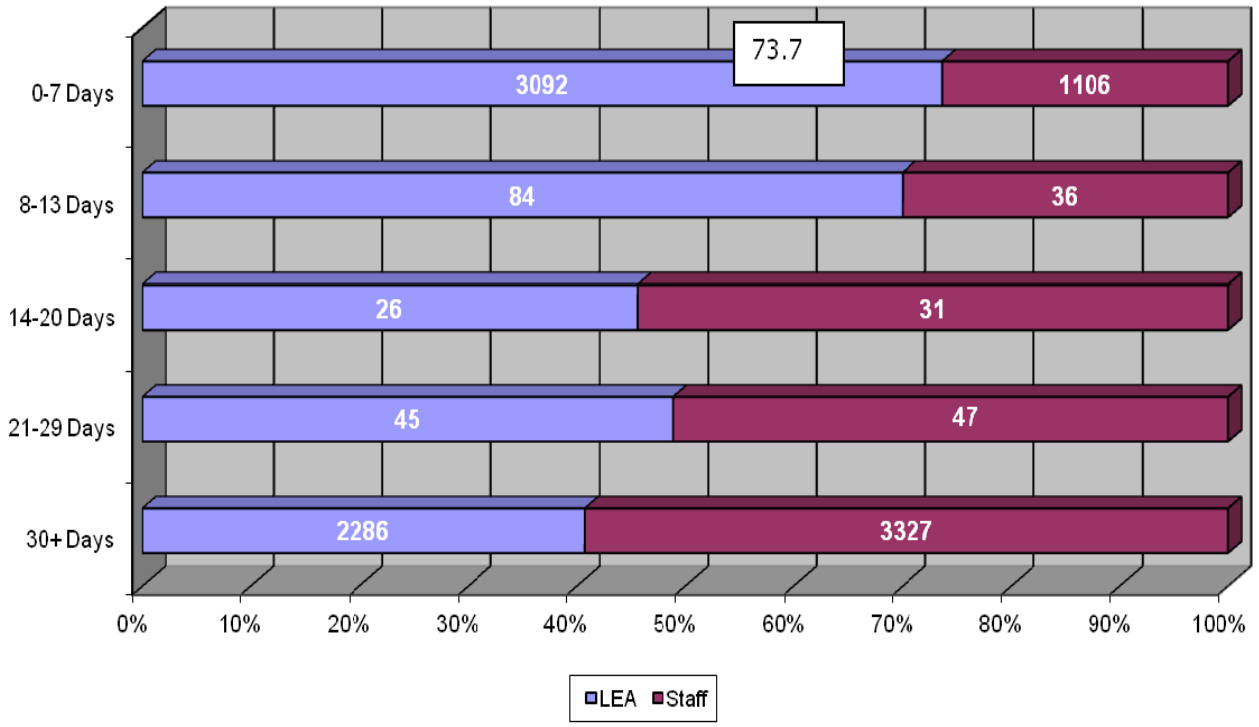




2006-2010 Removal Placement Episode (RPE)

Breakdown of RPE Episodes by Date

Removed by Code	**0-7 Days**	**8-13 Days**	**14-20 Days**	**21-29 Days**	**30+ Days**	**Totals**	**Percent**
LEA	3092	84	26	45	2286	5533	54.9%
Staff	1106	36	31	47	3327	4547	45.1%
Totals =	4198	120	57	92	5613	10080	



- There are 1.5 times the number of referrals per 1,000 for children under the age of 18 in Kern County compared to the rest of the State. The referral rate has increased by 4.5%
- The substantiation rate is almost twice the rate of California although it has decreased from 22.5 to 18.5 per 1,000. The substantiation rate has decreased by 17.7%.
- The entry rate to foster care in Kern County is over 1.5 times the rate of entry rate to foster care for the state. The entry rate has decreased by 7.5%.
- The rate of children in care is 7.8 as compared to 5.5 per 1000 for the State. The rate has decreased by 21.2%
- Law Enforcement Agency (LEA) partners are now placing 54.8% of the children into custody and ER staff 45.2%.
- The percentage of LEA releases within 0-7 days is 60% compared with 23% for ER staff.

Analysis for Child Welfare Participation Rates:

- The CSA process suggested that the increase in referral rate is due to an increased awareness in the community and perhaps also the decrease in substance abuse and domestic violence services, as mentioned earlier. Kern County has invested heavily in educating the community through providing increased mandated reporter training. Additionally, Kern Cares provides monthly education, public awareness campaigns, and trainings about child abuse and neglect.
- Social workers and stakeholders identified that the screening process in Kern County needs to be reassessed. There are frequently referrals that are assigned for investigation that may not meet the threshold for the penal code interpretation of child abuse or neglect. There are three main categories this occurs within. One is the zero tolerance for domestic violence in the

county. Almost every domestic violence incident where a child is present automatically becomes a child abuse and neglect referral to DHS and is subsequently entered as a referral, and is a good proportion of these referrals are investigated. The second instance is regarding babies born with positive toxicology reports, which are automatically reported to DHS. The third being the high number of custody cases that are reported to child welfare as there is no social worker assigned to family court to assess the appropriateness of the referral.

- It was also identified that there is a lack of training of SDM for screeners regarding follow up questions and frequently the practice is to check the "Yes" box when the information has not be obtained or requested. This practice increases the number of referrals that are assigned.
- It is particularly concerning that the substantiation rate is double than that of the rest of the state. The conversation that was generated during the CSA was this could be because of inconsistency across the ER program on what constituted a "substantiated" allegation.
- Entry rates to foster care has decreased from 5.3 to 4.9 per 1000, since 2008 and in care rates have decreased 21.2 % from 9.9 to 7.8% per 1000. Despite the decrease the rate is still substantially higher than the state. The decrease has been attributed mainly to Differential Response.
- LEA removes children at a higher rate than ER staff and those children are over two and a half times more likely to be returned within seven days. This is concerning because of the number of children that come in to care, the trauma to the child and family at the time of removal and subsequently, as well as the workload of the ER staff in following up on these removals.
- There is one after-hours worker and one back up worker for the whole county. Due to a shortage of workers, assessments are frequently not completed after hours. This increases work load and distracts from other assessments.
- If Juvenile Hall is unable to locate parents for youth who have been taken there, they are transported by law enforcement to Jamison Center until DHS can locate their parents. Sometimes parents can't be located, other times parents refuse to come and get the youth because they want to punish them. This increases the participation rate.
- The DHS Emergency Fund is also helpful for families that have basic needs that they can't meet, but aren't child abuse and neglect. This is a limited fund both fiscally and programatically.

B.19. Juvenile Probation Participation Rates-point in time April 1, 2010

1. *Juvenile Probation Participation Rates - point in time April 1, 2010*

Number of children age 0-18 in population	260,475
Total Youth in Placement for Probation	201
Age	1-15 - 58 16-17 - 104 18-20 - 39

Ethnicity	Black - 40 White - 59 Native American - 1 Hispanic – 94 Asian/PI – 3 Missing - 4

Analysis for Probation Participation Rates:

- The adult and youth probation departments collaborate effectively to assist parents and families, they share drug testing resources and help to motivate parents to participate.
- There has been a decrease in the number of wards in placement due to comprehensive assessments being conducted and wraparound services being provided.
- Family Resource Centers are helpful for families by providing support. Please see appendix 4 for a list of services offered by Family Resource Centers.
- There has been a loss of prevention services due to budget cuts. Although the loss of prevention has impacted our department, prevention services a difficult area to measure as many of the outcomes are subjective. The loss of Prevention services would not have had a direct impact on placement as we do not take care, custody and control of a minor based on this service. The youth that become care vested simply have no other place to live or are a threat to a family member in that home. They would most like be care vested with or without prevention services

- There is good collaboration between DHS and Probation to share information regarding dependents that become wards. Probation notes that it would be helpful to have the historical information as soon as possible.

- There is a large gang presence in Kern County especially in the Latino population. Although gang activity certainly effects our department, it has not directly impacted us in the placement unit as far as caseload size. Once again we do not take care, custody and control of a youth based on their gang behavior. Gang activity does require the placement staff to stay current on gang trends and activity in order to supervise appropriately.

- The youth have a lack of supervision as the parents are working such long hours has increased the ability of youth to commit crimes.

C. Public Agency Characteristics

C.1. Size and Structure of Agencies

C.1.a. County Operated Shelters

Kern County operates an emergency children's shelter, Jamison Children's Center, which is licensed as a group home by the State of California's Community Care Licensing Division. It has a licensed capacity of 56 ambulatory children; four beds are for children age birth through five years, with the remaining 52 beds for children age six through 17 years. The shelter is used when less restrictive placements, such as relatives and non-relative extended family members, cannot be used. Due to budget restrictions, there are no longer any Social Service Supervisor or Social Service Worker staff stationed at the center. One permanent Social Service Supervisor and two Social Service Workers, assigned to the Adoptions Unit, are responsible for placing children age five years and younger out of the shelter and into emergency foster homes as quickly as possible. The children remain in the shelter only until a less restrictive placement is found as current requirements state that children shall not remain at the shelter for longer than 30 days. Children who are placed at the center are required to be seen face-to-face each week by their primary social worker. After two weeks at the center, and every week thereafter, that a child remains in the shelter, shelter staff is directed to send e-mails to the assigned Social Worker, Supervisor, and Program Director as a reminder to place the children out of the shelter. The Kern County Superintendent of Schools operates a school on site for children in grades K-12. The Kern County Mental Health Department maintains an office at the shelter with counseling staff to assist children as appropriate. The county hospital provides a pediatrician, a family nurse practitioner, a registered nurse, and an administrative assistant to provide medical care for children on site.

Juvenile Hall

James G. Bowles Juvenile Hall is located at the Ridge Road complex in Bakersfield, CA. In addition to its detention function, Juvenile Hall's administration is responsible for two commitment programs: Pathways Academy and the Furlough Treatment and Rehabilitation Program, which are located at the Juvenile Treatment Center, adjacent to Juvenile Hall. Pathways Academy is an eight-month commitment program for female offenders. The Furlough Treatment and Rehabilitation Program is an Aftercare Program of up to 30 days. The maximum population of JH is 128 beds; however, the facility will actually house 178 youth. Budget restraints have reduced the Department's ability to operate Juvenile Hall at maximum occupancy.

C.1.b. County Foster Home Licensing

Kern County has a Memorandum of Understanding with California Department of Social Services (CDSS) to license foster family homes in Kern County. Additionally, families interested in

adoption are required to complete the licensing requirements of foster parents and may designate that they are only available for placement of an adoptive child. The adoptive parent may have a home study completed before having a child in their care to assist in facilitating a speedier adoption process.

Kern has one Relative Assessment Unit with nine assessment Social Service Workers and one Social Service Supervisor. There is a vacancy for one Social Service Worker and one Social Service Supervisor in this area. The licensing unit currently is staffed by one Social Service Supervisor and five Social Service Workers. These units were formed in an effort to speed up the licensing, or approval, process in order for children to be placed in permanent homes more quickly.

C.1.c. County Adoptions

At this time, there are about 443 children being assessed, or having their adoptions completed, by the Kern County Department of Human Services' Adoption Agency. In addition, there are approximately 3500 post-adoption services cases, all of whom receive Adoption Assistance Program funding (AAP) benefits and Medi-Cal for adopted children. The department has 16 adoption Social Workers some of which are on leave or assigned to special duties. There are two post-adoption services Social Workers, three court workers. Kern contracts out approximately 95% of home studies to local Foster Family Agencies who conduct adoption home studies on behalf of the agency.

C.2. County Government Structure

The Department of Human Services and Probation Departments report to the Kern County Board of Supervisors. The Director of the Department of Human Services and the Chief Probation Officer work together in strong partnership and are Kern County Network for Children (KCNC) Governing Board members. A KCNC organizational chart is included as appendix 4.

KCNC was created in 1992 by the Kern County Board of Supervisors in response to a growing recognition of the need for collaborative, interagency service delivery, and the power of community action in meeting critical needs of Kern County's children and families. The KCNC was incorporated as a non-profit corporation in 1993. Direction for the KCNC is provided by a 23-member Governing Board comprised of leaders from local government, law enforcement, schools, nonprofit agencies, private businesses and community agencies, all of whom are concerned about the improving the quality of life for children in the county.

KCNC serves as Kern County's Coordinating Council for child and family services, Planning Body for PSSF/CAPIT/CBCAP funds, County Children's Trust Fund Commission, and Child Abuse and Prevention Council and Coordinating Council (CAPC). As Kern's CAPC, KCNC fulfills the following roles and responsibilities:

- Provide a forum for interagency cooperation and coordination in the prevention, detection, treatment and legal processing of child abuse cases.
- Promote public awareness of the abuse and neglect of children and the resources available for intervention and treatment.

- Encourage and facilitate training of professionals in the detection, treatment, and prevention of child abuse and neglect.
- Recommend improvements in services to families and victims.
- Encourage and facilitate community support for child abuse and neglect programs.
- Improve communication between schools, public agencies, business and other groups.
- Provide a forum for collaborative policy development, planning processes, and the shared implementation of key initiatives, to maximize resources and outcomes.
- Serve as the external advisory board for DHS' in implementing recommendations from reviews such as those conducted by CWLA.
- Provide leadership, support, technical assistance, training, and evaluation services for Kern's countywide network of Family Resource Centers (FRC) and community collaboratives.
- Provide leadership, support, technical assistance, training, evaluation services, monitoring and oversight for Differential Response (DR) services.
- Serve as Kern's planning body, and administrative agent, for Child Abuse Prevention, Intervention and Treatment (CAPIT); Community-Based Child Abuse Prevention; Promoting Safe and Stable Families; and Children's trust funds.
- Provide education-related and supportive services to improve academic success of participating foster and group home youth.

Turnover

As of October 2011 there are a total of 455 allocated staff positions, 43 or 9.5% of which are currently vacant. The allocation represents a reduction of 38 positions from the June 2010 allocation of 493 staff positions, or a 15 % total reduction in Child Welfare Services staff.
The Department consists of Child Welfare Services Bureau, Program Support Services Bureau, Employment and Financial Services Bureau, and Administrative Services Bureau. Management includes the Director, Chief Deputy Director, four Assistant Directors, one Human Resource Manager, and Program Directors. One Assistant Director directly supervises staff in Child Welfare Services Bureau. Permanent positions allotted to the Child Welfare Services Bureau are the following:

- 1- Assistant Director
- 5 -Program Director *(Emergency Response, Court Services, Family Services, Adoptions & Jamison Children's Center)*
- 7- Human Services Program Specialist
- 2- Administrative Coordinator
- 47- Social Service Supervisor I/II
- 264- Social Service Worker I/V
- 47- Human Service Supervisor
- 14- Human Service Technician I/II/III (Provides participant services)
- 24- Human Services Aide
- 23- Group Counselor III
- 7- Group Counselor I/II
- 11-- Legal Processing Technician I/II
- 6- Sr. Paralegal

- 1- Sr. Office Services Specialist
- 7- Office Services Specialist
- 25- Office Services Technician
- 3- Office Services Assistant
- 1- Cook III
- 1- Cook I/II
- 1- Food Services Worker I/II
- 2 -Housekeeper

Child Welfare Services currently has 53 vacancies. There are 264 allocated Social Service Workers (SSWs) positions with 30 current SSW vacancies. These allocated positions are down from 288 SSWs allocated in June 2010. Other vacancies consist of 5 Social Services Supervisors, 1 Human Services Technician, 3 Legal Processing Technicians, 6 Human Service Aides, 1 Housekeeper, 1 Cook I/II, 4 Office Service Technicians and 2 Office Service Specialists. Due to the current budget constraints, many vacancies have been deleted.

The Department also employs temporary employees to be able to keep up with the work load. Currently there is 11 extra help staff working in Child Welfare Services Bureau in various positions at different stages of their nine-month term. Of these 11 extra help staff in Child Welfare Services, none are Social Service Workers.

Due to the current budget issues, the County Administrative Office (CAO) has placed restrictions on filling vacancies, promoting, and hiring temporary (extra help) employees. The Department must provide written justification and request approval for filling existing vacancies and hiring new extra help employees. The request must include the consequences for not filling the vacancy, where the funding comes from for the position, net cost for the fiscal year, and net cost to the county for filling the position. The CAO then determines whether or not that position can be filled.

Social Services Worker positions include assignment to Emergency Response, Court Intake, Court Review, Adoptions Court, Voluntary Family Maintenance, Family Services (*including Wraparound and Independent Living Program services*), Adoptions, Licensing, Relative Assessment, Staff Development, Family Finding, Domestic Violence, Heart Gallery and Team Decision Making.

A bachelor's degree is a requirement for becoming a Social Service Worker in Kern County. Among the 234 Social Service Workers in the Child Welfare Services Bureau, 74 Social Service Workers hold a Masters degree in Social Work or a related field. There are 23 Social Service Workers that are currently working toward obtaining their master's degree in Social Work. One Social Service Supervisor is a Licensed Clinical Social Worker. The Board of Supervisors have a freeze on flex class and merit promotions. As a result there are some SSSs that hold Master's degrees but are still SSS 1s and are not in ER because they have not been promoted.

Among the 234 Social Service Workers and Social Service Supervisors in Child Welfare Services Bureau, 60 of the workers in the Child Welfare Bureau are bilingual. They are collectively able to serve clients who speak Spanish, Arabic, German, Tagalog, Farsi, Vietnamese, Korean, Hindi and Punjabi.

Probation

The Probation Department has an allocation of 547 employees, with 85 vacancies. There are 433 sworn positions and 114 non-sworn positions. The Foster care and out -of-home placement services make up the Placement Division which is managed by a Probation Division Director and supervised by Probation Supervisor. The Placement unit has a total of two Deputy Probation Officer IIIs, 10 Deputy Probation Officer I/IIs, a Juvenile Corrections Officer, and one Clerical Support Staff.

The responsibilities of the Placement unit includes the identification of suitable placements, monthly supervision, case plan development and other mandated reporting requirements related to minors committed to the care, custody, and control of the Probation Officer by the Juvenile Court.

A. Private contractors

The Kern County Department of Human Services contracts out transitional housing programs and services that are associated with the THP plus funding. THP Plus is contracted with Covenant Community Services, Inc.., a local foster family agency. The contractor was selected through a competitive bid process. Covenant Community Services oversees our CHOICES THP_PLUS program and our single site housing program "Building Blocks."

CHOICES THP PLUS has two options HOST Home Housing or Scattered- Site Housing. HOST Home Housing refers to the housing option where a participant will live with a lifelong provider/mentor that has been screened and certified by the contractor. The participant shall rent a room in a family or single adult's home. Scattered-Site Housing refers to leasing apartments in various locations throughout the community, often in small clusters. This model allows participants to be integrated into the community and thus simulates independence more closely. As the contractor for CHOICES THP PLUS, Covenant Community Services is responsible for intake and eligibility, conducting initial assessment of eligible participants, completing the STEP TILP with each eligible participant, and providing monthly case management. Other mandated services are offered through departmental staff.

B. Worker caseload size by service program

Program Area	Average number of families/referrals in FY 2010-2011 per month	Average number of workers assigned to ER per month (staff who carry 8 referrals or more)
Emergency Response	*656*	*47*

The average total number of newly assigned suspected of child abuse or neglect referrals assigned to Emergency Response for investigation in FY 2010-2011 was calculated by dividing

the annual total number of families/referrals assigned for investigation for 12 months. This number only includes new referrals received per month and does not include cases that are ongoing and are opened for over 30 days that Emergency Response Social Workers carry as part of their caseload.

Program Area	Average number of children in FY 2010-2011 per month	Average number of workers assigned to FS per month	Average caseload size per worker per month in each program
Family Services	2484	83	30

The average total number of children in FY 2010-2011 in Family Services was calculated by dividing the annual total number of children in the program for 12 months. Family Service Social Workers carry a combination of Family Maintenance, Family Reunification and Permanent Placement cases.

Program Area	Average number of children in FY 2010-2011 per month	Average number of case carrying workers assigned to Adoptions per month	Average caseload size per worker per month in each program
Adoptions	459	15	31

The average total number of children in FY 2010-2011 in Adoptions was calculated by dividing the annual total number of children in the program for 12 months. Adoptions Social Workers are the primary social worker 10 days from the date that a 366.26 hearing is ordered and until the child is adopted, guardianship is established or the child is ordered to long term foster care. Adoption Social workers are responsible for providing placement services along with adoption duties.

C.2.a. Bargaining Unit Issues

On July 1, 2011, the current contract between the County of Kern and the Services Employee International Union (Kern County Chapter, SEIU-521), which represents most DHS line staff, expired. At this time contract negotiations are ongoing.

Kern County Probation Officers Association (KCPOA) represents the Probation Department line level officers. Probation supervisors are represented by the KCPOA and managers are represented by the Kern County Probation Management Association. The Probation Department maintains a Joint Labor-Management Team to facilitate proactive communication between staff and supervisors/managers and to address significant issues that may arise.

C.2.b. Financial/Material Resources

The Kern County Department of Human Services CWS allocation was $41,129,771 including $3,241,593 of Child Welfare Services Outcome Improvement Project (CWSOIP) funds for Child Welfare Services. Kern County was also allocated $42,765,074 for Adoption services. The 6Department also received a Child Abuse Prevention, Intervention and Treatment (CAPIT) allocation of $254,369, Community Based Child Abuse Prevention allocation of $44,553, and a Promoting Safe and Stable Families (PSSF) allocation of $951,150. The Public Health Department was allocated $255,823. Public Health Nurses offer a range of services adequate to ensure that children in crisis receive needed services to assist them in improving their health. Kern County Probation Department claimed $32,288 of their CWSOIP funds for fiscal year 10 - 11. Thus far we have used the funding for family finding. The first year, we were able to employ two Social Service Workers under an MOU with the Department of Human Services. These two employees had a history of family finding experience and were able to assist in creating a Departmental Manual on Family Finding. The second year, we employed an Extra-Help Juvenile Correctional Officer to serve in this capacity. We are now entering into a contract with Kern County Child Abuse Prevention Council to hire a Family Advocate. This new staff person will assist in Family Finding and also be used a Resource expert for youth who are reunifying into their family homes.

The Kern County Department of Human Services participates in the State Fiscal Training Academy. Identified fiscal challenges include limitations with local county funding and the continual budget cuts, which only exacerbate the problems the Department has with the hiring and retention of Social Workers as well as service provisions to families.

To ensure that funds are maximized and outcomes are measurably improved for children and families, the following strategies are among those used to augment Kern's CWS allocation:

- Kern's CAPIT, Community-Based Child Abuse Prevention (CBCAP), Children's Trust Funds, PSSF and CWS Outcome Improvement Project funds are blended together to provide DR services. DR services are measurably reducing the number of families that enter the CWS system and generating significant out-of-home placement cost savings.
- PSSF funds are contracted with community-based organizations to provide cost effective PSSF Time-Limited FR Services. The reunification rate for children and families who receive these services exceeds both the national and state rates. The overall rates for Kern are below the federal targets for each measure, except for these families.
- CAPIT, PSSF, and Trust funds are blended together to provide parenting services throughout Kern County for parents court-ordered to receive them, thus making it possible for families with this requirement to successfully reunify. Case management, guided visitation, and counseling services are also available for these families.
- Cost savings that are generated by SB 163 Wraparound services are utilized to: (1) offset the cost of those services for federally eligible youth, and (2) provide any financial assistance necessary for Wraparound families in CWS to complete their case plans (e.g. car repair so the caretaker can get to and from work and appointments, rent deposits, etc.). These dollars make it possible to maintain youth in least restrictive settings and assist with placement stability.
- The Dream Center and Coffee House (foster youth center and job incubator), is a result of the blending of CWSOIP, California Department of Education, United Way and private funds. This center assists foster youth who are preparing to transition out of the foster care

system. A range of supportive services are also available for young adults who were prior dependents and/or wards and are in need of supportive services to become self-sufficient.

The Kern County Department of Human Services has a long standing commitment to interagency collaboration so that financial resources can be maximized, effective child abuse and neglect prevention services are available countywide, and positive outcomes for children and families result. By partnering with the Kern County Network for Children (KCNC), Kern's PSSF, CAPIT, CBCAP, and County Children's Trust Fund (CCTF) Planning Body and Child Abuse Prevention Council, DHS Child Welfare Services Outcome Improvement Project (CWSOIP) funds are being braided together with Kern's PSSF, CAPIT, CBCAP, funds CCTF, as well as First 5 Kern funds and private donations that have been awarded to KCNC. This collaborative approach has made it possible to collectively focus funds of various origins toward improving the safety and well-being of children and families.

To ensure that child abuse and neglect abuse prevention services are available in even the remotest areas of Kern County, the collaborative partnership between DHS and KCNC includes a strong joint commitment to ensuring that services are efficient and cost effective. By using an innovative geographical approach to Differential Response (DR) service delivery, DHS and contract provider administrative and operating costs are minimized, joint service activities are easily coordinated, staff resources are maximized, and families are better able to access and fully utilize community-based services. The KCNC 2010/2011 Annual Report is very informative and substantiates the collaborative nature of the county and how services have impacted outcome improvement. This report can be accessed at www.kcnc.org

To ensure that DR services provided are achieving positive outcomes for children and families, DHS and KCNC also work collaboratively to measure service outcomes. Service delivery data is reported separately by each defined service area within the County. Data for each service area is analyzed separately, comparatively, and then aggregated by KCNC quarterly. Data related to engagement, short-term, and intermediate outcomes are used to better focus and continually improve service delivery approaches by both prevention provider and DHS staff. Data provided by DHS to KCNC makes it possible to measure the effects services are having on long-term outcomes such as County re-referral, foster care entry, and family reunification rates. For example, since 2004, the year prior to Differential Response (DR) services being piloted, Kern's foster care entry rate has decreased by 25%. Additional analysis of DR and DHS data from October, 2008 to June, 2011 shows that families referred to DR who did not receive case management services were 1.5 times more likely to be re-referred to CPS than families who received DR services.

To ensure that voluntary and court-ordered parent education services are available county-wide, and fulfill the California Welfare and Institutions Code requirements, DHS partners with First 5 Kern and KCNC to certify parent education providers and refer families. First 5 Kern funded classes focus on parents whose children ages 0 to 5 throughout Kern County although parents with older children are able to attend as well as the course is designed to meet the needs of all families experiencing varying levels of dysfunction and families with children of all ages who are at-risk of, or have experienced child abuse and neglect. KCNC funded classes utilize specially designed curriculums to best serve special needs families (e.g. developmentally disabled, mentally ill, special needs children, parents of teens, Spanish speaking, divorce, and deaf). During FY 2010-2011, 489 parents received PSSF/CAPIT funded court ordered parenting

instruction services. 83% of court ordered parents completed their classes and demonstrated a 28% average improvement in knowledge of parenting skills, as measured by pre and post tests. On average, 100% of clients completing client satisfaction surveys were satisfied with the parenting services they received.

First 5 Kern funded providers use the Nurturing Parenting Curriculum. Nurturing parenting instruction is based on the five patterns of parenting that have been proven to contribute to the maltreatment of children: inappropriate developmental expectations of children; parental lack of empathy of children's needs; strong belief in the use of corporal punishment as a means of discipline; reversing parent-child roles so parents can satisfy their needs and wants and oppressing children's power and independence by demanding strict obedience to parental demands.

KCNC's funded providers utilizes the New Beginning Parenting Program which is designed to meet the needs of families experiencing varying levels of dysfunction, address developmental expectations, positive discipline, communication skills, appropriate boundaries and issues related to chronic neglect. This curriculum also addresses the family as a whole and addresses all ages of children.

All parenting courses approved by the Kern County Department of Human Services are required to meet parenting course criteria as specified in Welfare and Institutions Code (W&IC) Sections 16507.7 and in addition components addressing chronic neglect.

KCNC's PSSF and CAPIT funded parent education services (voluntary and court-ordered), case management and counseling services are available for Bakersfield area parents of children who are at-risk of, or have experienced child abuse and neglect. KCNC funded classes utilize specially designed curriculums to best serve special needs families (e.g. developmentally disabled, mentally ill, special needs children, Spanish speaking, divorce, and deaf). During FY 2010-2011, 489 parents received PSSF/CAPIT funded court ordered parenting instruction services. 83% of court ordered parents completed their classes and demonstrated a 28% average improvement in knowledge of parenting skills, as measured by pre and post tests. On average, 100% of clients completing client satisfaction surveys were satisfied with the parenting services they received.

Interagency collaborations include intervention services as well. DHS partners with KCNC so that PSSF funded Time-Limited Family Reunification services are available for families whose children have been placed in out-of-home care. DHS Social Workers refer families who the Court has ordered to receive Child Welfare Services' (CWS) Family Reunification (FR) services to the "Time Flies!" program so that they can receive intensive case management, counseling, guided visitation, parent education, home visiting, advocacy, emergency fund access, support group and life skills training services. Many families in need of FR require intensive service levels that cannot be provided by DHS Social Workers with large caseloads. "Time Flies!" outcome data is reviewed quarterly to continually evaluate service delivery approaches and monitor client outcomes, and is compared annually with County and State reunification outcome data. During FY 2010-2011, 114 parents and 223 children, representing 90 families received "Time Flies!" services. Of these families, 98% of families were satisfied with services; family functioning improved by an average of 50%, as measured by the KCNC's Social Condition Matrix

tool; parenting behavior during visitations improved by an average of 23%; and,79% of children served were successfully reunified with their families vs. California's statewide reunification rate of 65%.

By braiding together DHS and KCNC financial resources, utilizing efficient and effective joint approaches to service delivery, and sharing program data, the DHS is able to achieve positive outcomes for children and families.

C.2.c. Political Jurisdictions

The Department of Human Services and Probation Department share in the Kern County Government's Mission to enhance the quality of the life in Kern County by protecting and serving our citizens. The departments work closely with the following political jurisdictions within Kern County to maximize resources and better improve outcomes for Kern County children and families,

I. Tribes

Kern County has no federally recognized Native American tribes, but approximately 8,000 American Indian or Alaskan Natives are in residence. The Kern county Department of Human Services has policies and procedures in place to address ICWA requirements and they are adhered to by department staff.

ii. School districts/Local education agencies

Kern County has a junior college and a California State University located in Bakersfield, plus the following school districts (SD):

Arvin SD
Bakersfield City SD
Beardsley SD
Belridge Elementary SD
Blake SD
Buttonwillow Union SD
Caliente Union SD
Delano Joint Union High SD
Delano Union SD
Di Giorgio SD

Edison SD
Elk Hills SD
El Tejon Unified SD
Fairfax SD
Fruitvale SD
General Shafter SD

Lost Hills Union SD
Maple SD
Maricopa SD
McFarland Unified SD
McKittrick SD
Midway SD
Mojave Unified SD
Muroc Joint Unified SD
Norris SD
Panama-Buena Vista Union SD
Pond Union SD
Richland SD
Rio Bravo-Greeley SD
Rosedale Union SD
Semitropic SD
Sierra Sands Unified SD

Greenfield Union SD
Kern County Superintendent of Schools
Kern High SD
Kernville Union SD
Lakeside Union SD
Lamont SD
Linns Valley SD
Poso Flat Union SD
Southern Kern Unified SD
South Fork Union SD
Standard SD
Taft City SD
Taft Union SD
Tehachapi Unified SD
Vineland SD
Wasco Union High SD
Wasco Union SD

iii. Law Enforcement Agencies

There is a metro Kern County Sheriff's Department and thirteen substations throughout Kern County. The City of Bakersfield has a police department, as do the following cities: Arvin, Bear Valley Springs, California City, Delano, McFarland, Maricopa, Ridgecrest, Shafter, Taft, and Tehachapi.

iv. Cities

Kern County has eleven cities and forty unincorporated communities. Kern County's cities are:

Arvin
Bakersfield
California City
Delano
Maricopa
McFarland
Ridgecrest
Shafter
Taft
Tehachapi
Wasco

D. PQCR Executive Summary

Placement stability is a critical component of the well-being of children in foster care. Kern's rate of children with two or more placements has been steadily climbing from a baseline low of 15% in 1998. As of December 2010, 34.9% of children in the foster care system experienced more than two placement changes in less than 12 months; more than double the state average of 16.4%. It is of utmost importance that we make substantial improvements in our ability to provide stable placements for the children in Kern County who cannot reside at home. Thus the 2011 Peer Quality Case Review (PQCR) addressed the focus area of Placement Stability for Child Welfare Services; 8 days to 12 months in care (Entry Cohort C4.1) because it is a priority for the County to ensure children maintain a stable placement. Kern County's performance is below state and national averages.

Transition from foster care is another important component of well-being. For Probation this is a critical concern. There are approximately 201 probation youth residing in out-of-home placement. Of those out-of-home placements, 144 reside in group homes. Because 87% of the group home placements are between the ages of 16 – 18 years old, and because the issues facing this population are numerous, including: financial resources, emotional instability, negative support system, degraded family relationships, and educational deficiencies, the ILP and other transitional programs are of utmost importance and it becomes imperative that CPS and Probation work collaboratively to provide the most effective and efficient ILP service for the youth in Kern County. Thus Probation has chosen to address the impact of ILP services for their youth transitioning from foster care.

Kern County's PQCR for 2011 included a combination of focus groups and social worker and deputy probation officer interviews to gather the information for the PQCR report. Child Welfare Services held a total of six focus groups comprised of Social Service Workers (SSW), Social Service Supervisors (SSS), biological parents, youth, caretakers and service providers from Kern County Mental Health. Kern County Probation held focus groups with youth and caregivers. Both departments chose individual cases to obtain case specific information for this report as well. A Case Summary was prepared by the SSW or the Probation Officer to provide case information to the interview panel prior to the interviews taking place. CPS was provided case ID numbers for sixty (60) cases that were identified by CDSS as meeting the criteria of the focus area. Those cases were narrowed down to eighteen (18) primary and ten (10) backup cases

The Kern County Probation Department chose to evaluate transitional aged youth and the Independent Living Program (ILP) as part of the PQCR process. In doing so, all active Probationers eligible for the ILP program were compiled. Once compiled, one youth from each of the 12 Probation Officer caseloads was randomly selected. Since every officer is responsible for supervising different categories of youth, the selection process led to a wide variety of ILP eligible youth including youth placed in Kern County and out of county, youth placed in group homes, foster homes, and NREFM, as well as youth who returned home upon complying with Court and Probation orders.

Many strengths and promising practices for child welfare in Kern were identified during the process including the passion of the social workers who care about the work they do with families. A positive theme emerged which showed them to be loyal and driven to help families and children. Many social workers have contact with the children on their case loads weekly to provide transportation, visitation supervision and emotional support. Additionally, the focus groups revealed that social workers value sibling visitation, and work hard to provide the caretakers with needed referrals to services to assist them in maintaining the children in their homes. CPS social workers also have a strong commitment to keeping siblings placed together and reunifying the children with their parents. When reunification was not possible, they were diligent in their efforts to reestablish and to maintain family connections and to engage everyone involved in the case. Child welfare staff also showed strength in their use of TDMs to preserve placement as well as engaging the caretakers to mitigate the circumstances which caused the caretaker to issue a seven-day notice. It was also noted that child welfare social workers often met with age- appropriate children to discuss placement options prior to making a placement decision for the child, and they made regular use of respite care homes to help alleviate the stress on the full- time caretaker. Initial mental health assessments which are conducted at the Jamison Children's Center when children are first placed into protective custody, along with the practice of the Emergency Response social worker identifying relatives early in the case were noted to be promising practices.

Many promising strengths for Kern County Probation were also discovered which should be capitalized upon to address the common problems. One of the major strengths included the passion of the probation officer and their constant communication with their assigned youth. This passion for the success of their respective youth has led to improved communication with CPS over the last several months. The officers have decided to correct the problem by attempting to learn about ILP services in their daily operations so youth can reap the rewards and be provided the same opportunities afforded to CPS youth.

Furthermore, the probation officer has also developed extremely positive relationships with out of county providers and ILP workers, thus resulting in becoming aware of the dichotomy between in county and out of county ILP service delivery. At the group home level, the PQCR revealed most group homes were already providing informal ILP services to prepare their youth for transition and many out of county group homes receive assistance from community partners, colleges, and other stakeholders to assist with transitional services.

In regard to barriers, challenges, training needs, systemic and policy changes, resource issues, and the need for state technical assistance and documentation trends within Kern County Child Protective Services, themes that emerged fall into approximately five general categories or areas of responsibility: Early placements, family finding and relative assessment, mental health services, policy and practices for case transfers and TDMs, and caregiver concerns.
Regarding barriers and challenges identified for Probation, the most common theme was the need for increased communication between CPS and Probation, as well as their need to communicate more effectively with providers, community partners, and transitional youth. This communication will lead to an overall understanding regarding the ILP program's operational services and parameters. These common themes include the need for increased Probation knowledge of ILP services, inequity in services and quality of services to Probation youth, as well as needs in the areas of training, technical assistance, resources, and documentation. As a

result of the PQCR, a number of recommendations emerged that will address the above challenges and build upon the strengths of both departments.

E. Outcomes

All of the data was extracted from the Center for Social Services Research: Citation:
Needell, B., Webster, D., Armijo, M., Lee, S., Dawson, W., Magruder, J., Exel, M., Cuccaro-Alamin, S., Putnam-Hornstein, E., Williams, D., Simon, V., Hamilton, D., Lou, C., Peng, C., Moore, M., Jacobs, L., & King, B. (2011). Child Welfare Services Reports for California. Retrieved 9/2011, from University of California at Berkeley Center for Social Services Research website. URL: http://cssr.berkeley.edu/ucb_childwelfare

SAFETY:

S 1.1: Safety Outcome Measure - No Recurrence of Maltreatment

This measure answers the question: Of all children who were victims of a substantiated maltreatment allegation during the 6-month period, what percent were not victims of another substantiated maltreatment allegation within the next 6 months?

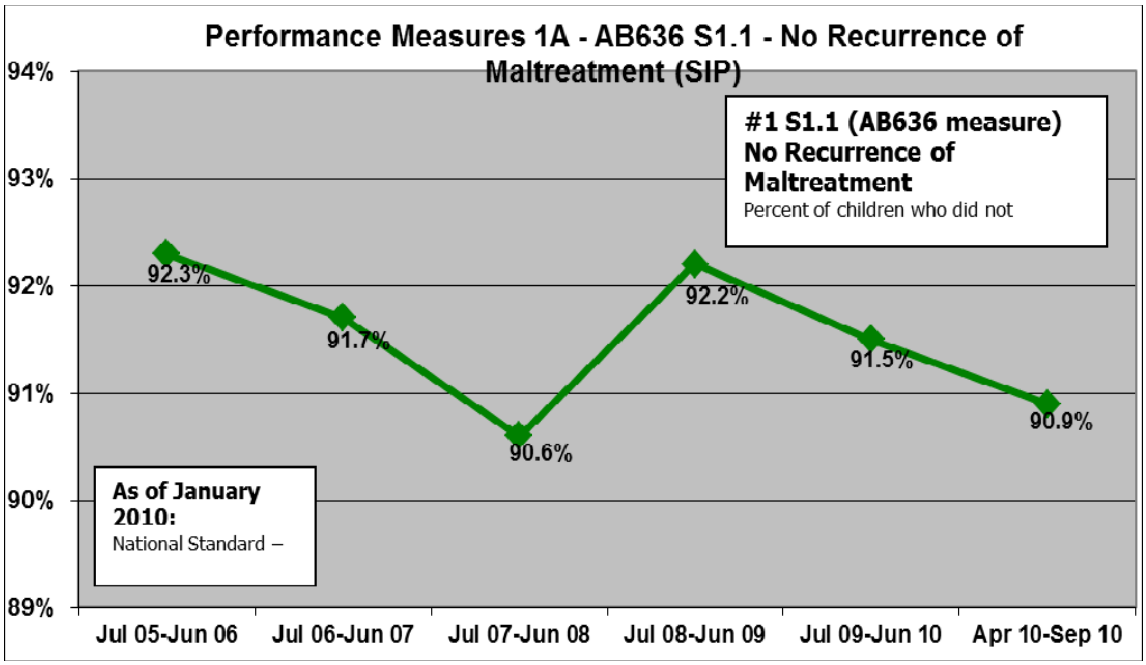
County's Current Performance:

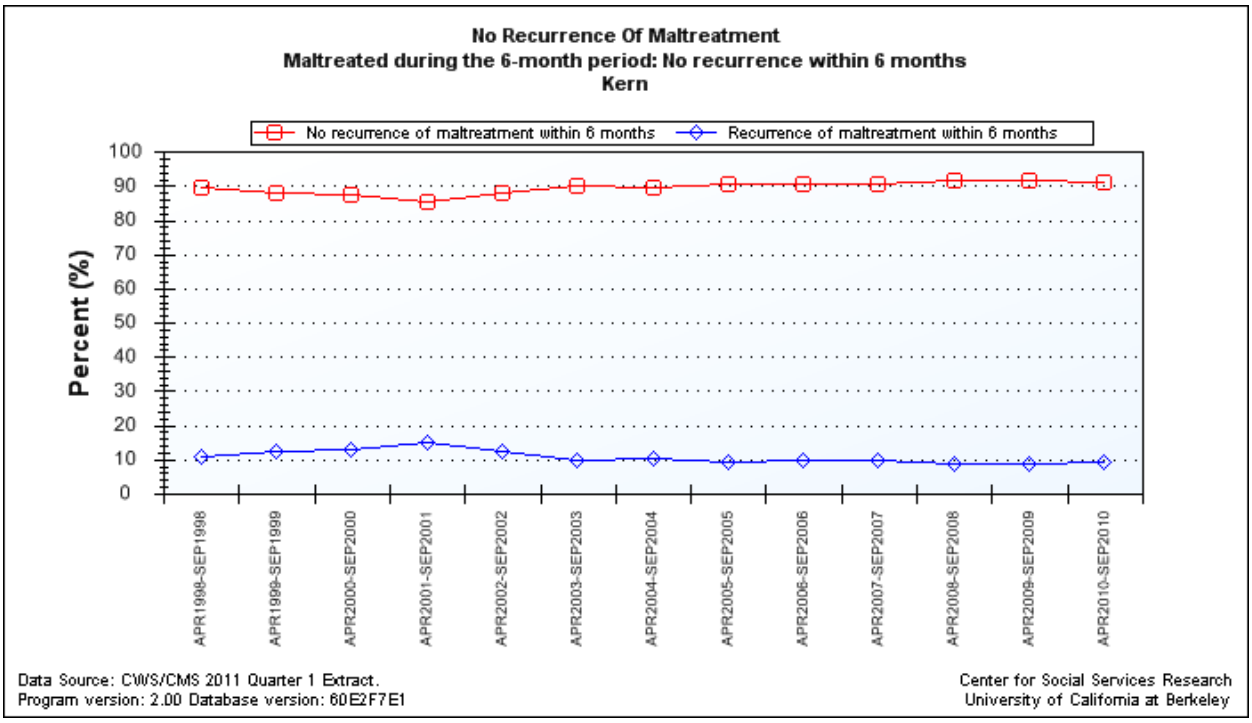
From April 1, 2010 to September 30, 2010, 90.9% of children with substantiated maltreatment within the 6-month period did not have another substantiated maltreatment allegation within the next 6 months.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	9/30/10	2145	2359	90.9%	Yes	0.3%

From the baseline of April 1, 2007 to September 30, 2007, the percentage of children with substantiated maltreatment within the 6-month period did not have another substantiated maltreatment allegation within the next 6 months increased from 90.6% to 90.9%.

Current performance does not meet the Federal Standard (94.6%) by 3.7%.





Analysis for S1.1:

- It was consistently stated throughout the CSA process that Differential Response (DR) has been instrumental in helping children to not have a reoccurrence of maltreatment. During Fiscal Year 2010 - 2011, 3,379 children and their families received DR case management services.
- An Analysis of DR & DHS records from October, 2008 to June, 2010 showed that families

referred to DR who did not receive case management services were 1.5 times more likely to be re-referred to CPS than families who received DR services.

- There was concern from many CSA stakeholders that DR path one was not available for families in the Bakersfield metro area due to budget constraints.
- There is an emergency fund that can assist CWS referred families with basic needs.
- There are numerous parenting programs in Kern County that can meet the needs of families. Many of these programs are individualized to the family's needs.
- Haven Counseling program was cited by parents to be very helpful, someone to stand up for them and help them through the process. Although Haven Center has a sliding fee scale many social workers stated that parents saw cost as a barrier to receive services.
- It was identified that a challenge for parents is accessing services. They identified the need for more supports including transportation, child care and assistance paying for services.
- The issue of domestic violence (DV) is being addressed by the department using a two pronged approach. Established in late 1990's. The Personal Responsibility Work Opportunity Reconciliation Act of 1996 provided states the option of addressing domestic abuse in crafting state welfare plans. Kern County chose to develop a specialized unit to assess and address domestic violence issues experienced by CalWorks clients/applicants. Initially staffed with one SSW IV under the CPS Bureau, in 2002, the program transferred to the Employment & Financial Services (E&FS) bureau and was referred to as the DV Services Unit. In 2005 and additional SSW IV was assigned to unit. MSW interns were utilized to supplement work of full time staff. In July 2008, the CPS DV Unit was established at the recommendation of the Domestic Violence Advisory Council. In Nov. 2008, the E&FS DV Services unit was transferred to CPS. Currently there are six SSW [five investigating SSWs and one non-investigating SSW) assigned to the unit/program. The unit is located in the main DHS building and is under the direction of the Emergency Response Program Director. Although all DV services are now under one supervisor and one bureau, the job duties of the previous programs remain intact and are detailed below.
    - All referrals for the CPS DV unit come through the phone room. The CPS DV unit staff only service clients who reside in the metro Bakersfield area and only for referrals where DV is the primary concern. SSWs providing CPS DV services are trained in the Danger Assessment/Lethality tool, the restraining order system, the cycle of violence, engagement, collaboration, safety planning, cultural awareness and special interviewing techniques. In addition to standard ER investigation practices, SSWs assigned to this unit will also assess and document the protective capacities of the non-abusing parent including substance abuse and mental health issues according to the Protective Capacities Guidelines; and assess and document the danger level within the family using the Danger Assessment tool. SSWs providing CPS DV services are capped at 10 referrals per month. This cap was instituted due to the complexities of the investigations and the additional responsibilities of those workers. Whenever the workers in this unit have reached their cap of 10 referrals assigned per month, the referrals alleging domestic violence are than assigned to regular ER workers to investigate. This happens on a regular basis due to the reduction in staff in the department overall. There has been a policy and agreement established about what questions law enforcement needs to ask when children are present at the scene of domestic violence. SSWs assigned to the DV unit are active participants in the Kern County Domestic Violence Advisory Council general meetings and subcommittees. Through this participation, DV SSWs are able to establish and nurture working relationships with professionals from other agencies and gain an understanding of the various services available to deal with domestic violence in

the community.

- The DV Services Unit job functions are currently being done by one full time SSW and MSW interns during the school year, but this worker and the interns are supervised by the CPS DV unit supervisor as stated above. This worker provides supervision for MSW interns. Referrals to the DV Services Unit come from a number of sources, including E&FS staff, CPS SSWs and clients themselves. In addition, all referrals that are received by the phone room alleging DV, but are subsequently evaluated out are referred to the DV Services SSW and interns for education and follow up. This is particularly important since DR does not accept referrals with allegations of DV. The DV Services SSW (and interns) is located in the front lobby of the main DHS building, which makes the SSW readily available to clients and staff. DV services unit staff make home calls to assess and educate clients about DV. They make referrals to community agencies, provide on-going services until linkages are made to those community partners, and also provide a monthly education class for interested clients.
- At this time the department has not been tracking actual recidivism data for families who receive services via the DV unit to compare to those families who receive services via ER. There was however, a Quality Assurance case read completed for this model that covered the time period of July 2008 through June of 2010. The QA read was completed in March of 2011. The purpose of the read was to compare recurrence of maltreatment and subsequent referral rates for families who were assigned to the DV unit to those assigned to ER. The results indicated the following:
  - 39.2% of families receiving services from the DV unit experienced a subsequent referral
  - 38.2% of families receiving services from ER experienced a subsequent referral
  - 14.4% of families who received services via the DV unit experienced a subsequent substantiated referral for DV
  - 14.4% of families who received services via ER experienced a subsequent substantiated referral for DV
- Although based upon this one time QA case read, it appears as though providing specialized services via the DV unit is not producing a significant positive result when compared to the provision of standard ER services for DV referrals, the department acknowledges that there are numerous factors that play into the outcomes for families that a one time QA read does not capture, such as previous referrals for DV, criminal history for DV, family culture, and other factors.

- The Alliance Against Family Violence and Sexual Assault program is very helpful for families, but it has a long list and some families can't get the services when they really need the help.
- Greater Bakersfield Legal assistance is a good resource for families, providing low income legal advice for restraining orders, custody, visitation, and guardianship assistance.
- Victim's Witness is a good resource for families, police reports initiate the contact.
- Utilizing MSW interns that are trained to handle lower risk DV cases utilizing tools such as the "First Impressions" video from the Attorney General's office.
- An unmet need in the community is affordable services for Domestic Violence batterer's. It costs $40 to enroll, $25 per class for 52 weeks and none of the providers offer a sliding scale.

S 2.1: Safety Outcome Measure - No Maltreatment in Foster Care Child Welfare Services

This measure answers the question: Of all children served in out-of-home care during the year, what percent were not victims of a substantiated maltreatment report by a foster parent or facility staff while in out-of-home care. The denominator is the total number of children served in foster care during the specified year; the numerator is the count of these children in care who were not victims of a substantiated maltreatment report by a foster parent or facility staff.

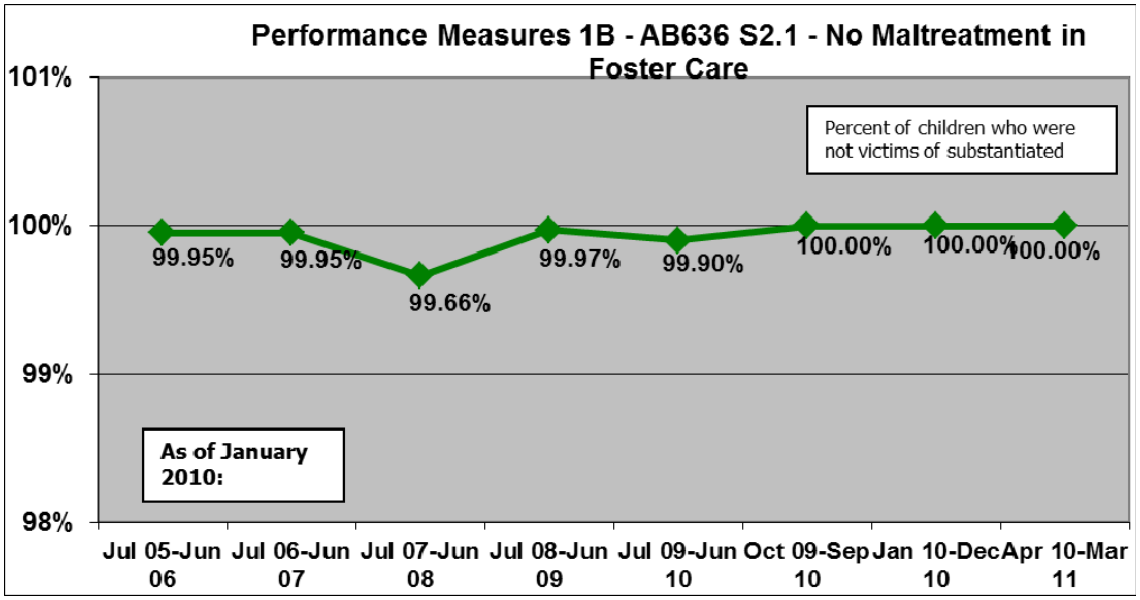
County's Current Performance: Child Welfare Services

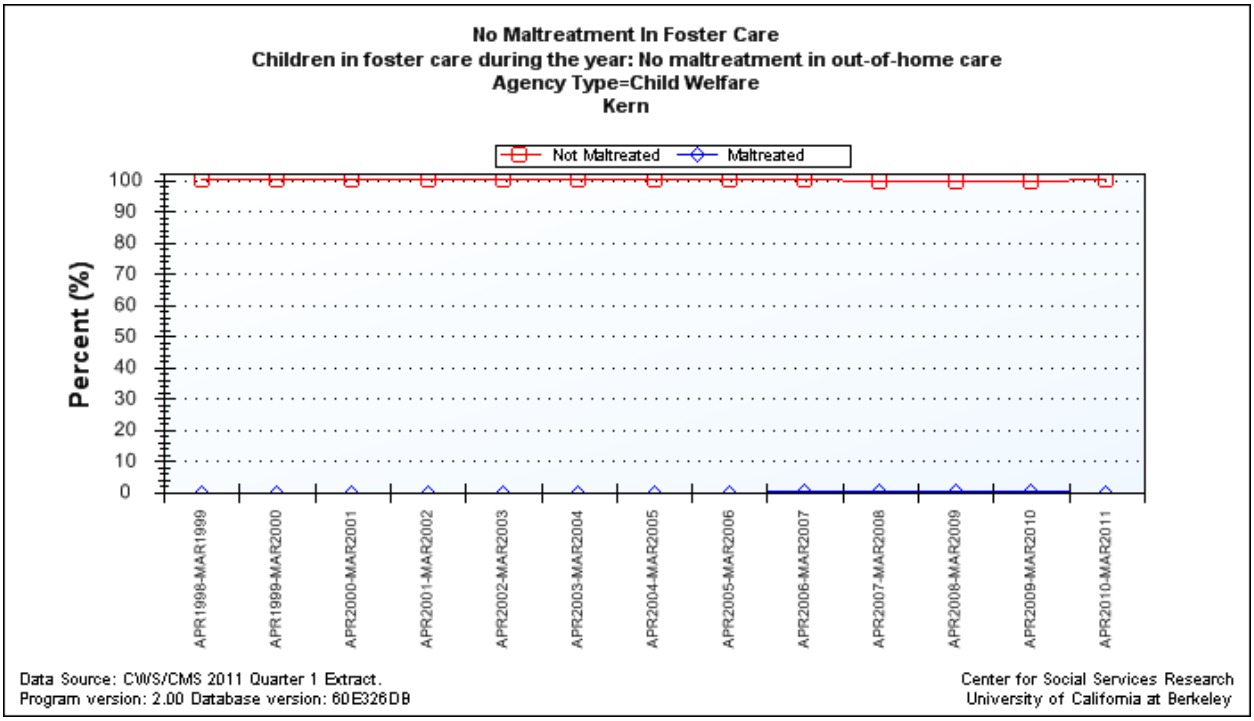
From April 1, 2010 to March 31, 2011, 100% of children who were in out-of-home care were not victims of a substantiated maltreatment report by a foster parent or facility staff.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	change
3/31/10	4/1/11	3015	3015	100.0%	yes	.34%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were in -out-of home care that were not victims of substantiated maltreatment increased from 99.66% to 100%.

Current performance is above the Federal Standard (99.68%).





County's Current Performance: **Probation**

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	226	226	100.0%	Yes	.03%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were in -out-of home care that were not victims of substantiated maltreatment increased from 99.97 to 100%.

Current performance is above the federal goal of 99.68%.

Analysis for S1.2:

- There is a lot of outreach done to foster homes to assist them with their placements.
- Most children in Kern are placed in Foster Family Agencies, they have weekly contact with the foster parents that may alleviate some of their stress and identify when issues are occurring.
- Several stakeholders in the CSA process, including parents and relative care providers questioned how this data was reported, as they felt that there is abuse in foster homes.
- The Kern County Department of Human Services –Child Protective Services policy is to have the Emergency Response Division investigate all referrals of suspected child abuse for all children placed in-out-of home care, dependents and wards. Policy requires that the assigned

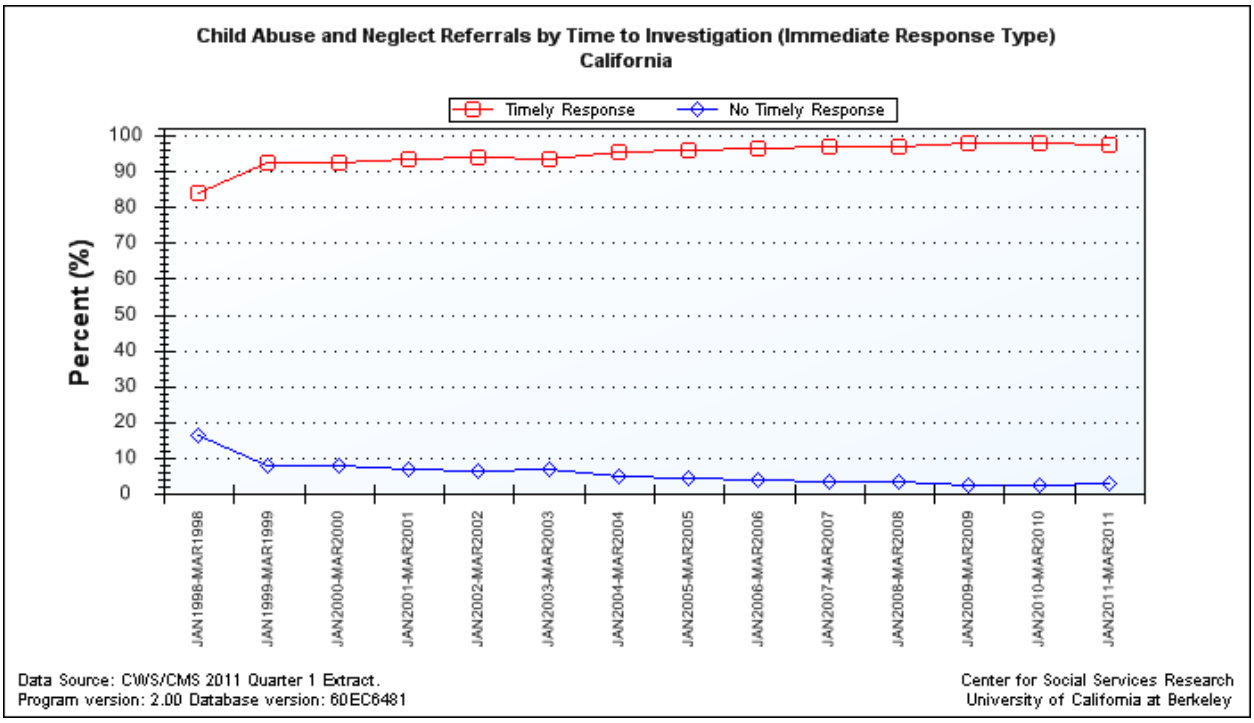
emergency response social worker contact the assigned probation officer to inform him/her of the allegations and to gather any pertinent information. Joint home calls are assessed on a case by case basis and conducted as needed.

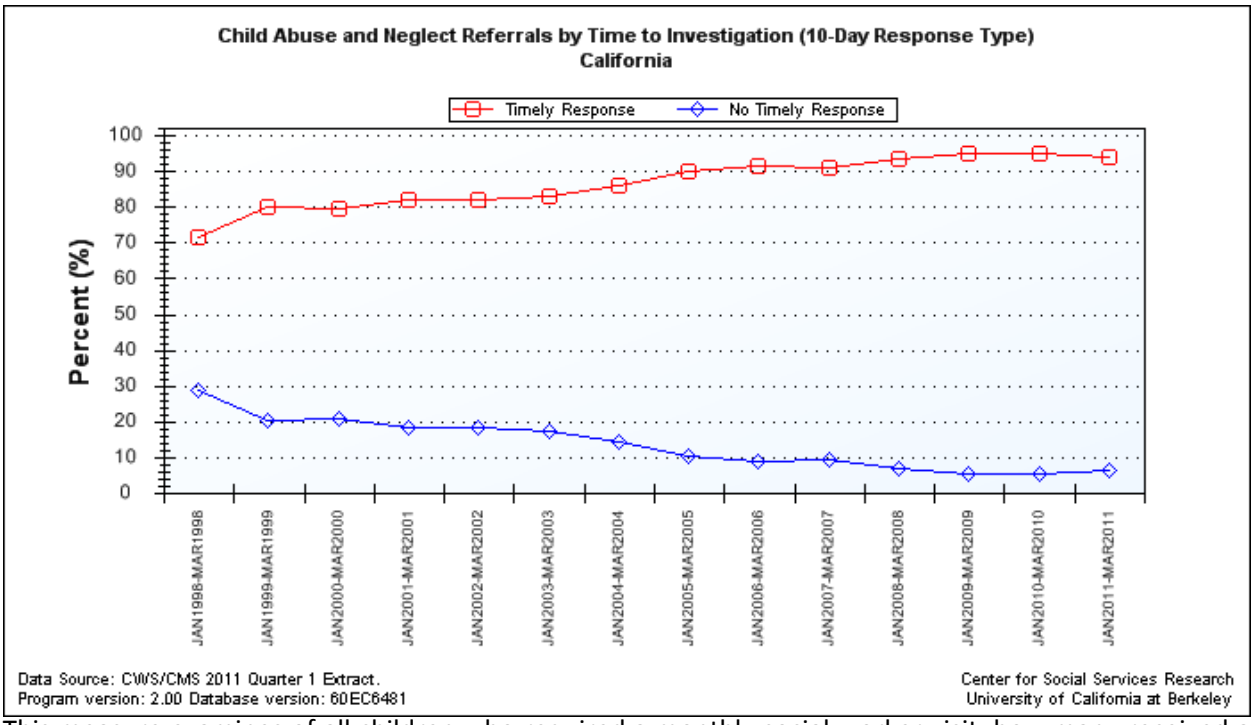
S 2B: Safety Outcome Measure -Timeliness of Investigations for 10-day and Immediate Referrals

This measure looks at the percent of investigated child abuse/neglect referrals in the study period that have resulted in an in-person response (either immediate or within 10 days depending upon the assessment of the situation) for both planned and actual visits.

County's Current Performance:

From January 1, 2011 to March 31, 2011, Kern had a 91.9% compliance on timeliness of immediate investigations. Current performance is below the Federal Standard (95%) and the state standard of 97.4%.

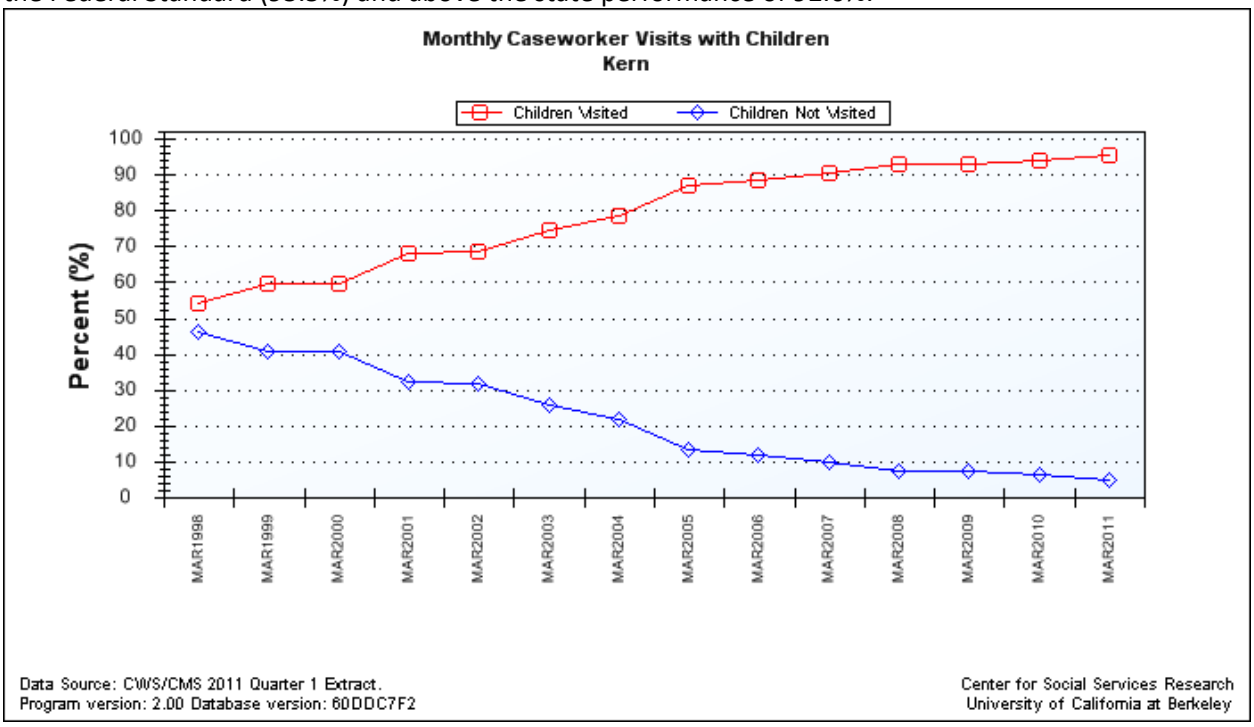




This measure examines of all children who required a monthly social worker visit, how many received a face to face visit.

County's Current Performance:

In January 2011, we had 92.9% compliance on timeliness of monthly social worker visits. This is below the Federal Standard (95.5%) and above the state performance of 92.6%.



Analysis for S2B and S2C:

- There has been a strong agency prioritization for social worker timely investigations and visits with children.
- The use of Safe Measures and supervisor and manager monitoring has also impacted this outcome. Social Workers are aware this is a priority for the agency and are attempting to improve compliance.

Recommendation for possible inclusion in the SIP

S 1.1: Safety Outcome Measure - No Recurrence of Maltreatment

2.B and 2.C: Timeliness of Response will also be considered for inclusion in the SIP.

PERMANENCY:

The most permanent and beneficial outcome for any child placed out of his/her home is to be successfully reunited with his/her parents. However, recognizing that this is not always possible and developing alternative permanent plans early in the "life" of a case is critical to good outcomes for children. Those alternatives are considered in the following order: adoption, legal guardianship and successful emancipation with permanent lifelong connections. This section of the report discusses our performance on providing permanency for children/youth in the child welfare and juvenile probation systems.

Reunification Outcomes

Permanency Measure C1.1: Reunification within 12 months (Exit Cohort)

This measure answers the question: Of all children discharged from foster care to reunification during the year that had been in foster care for 8 days or longer, what percent were reunified in less than 12 months from the date of the latest removal?

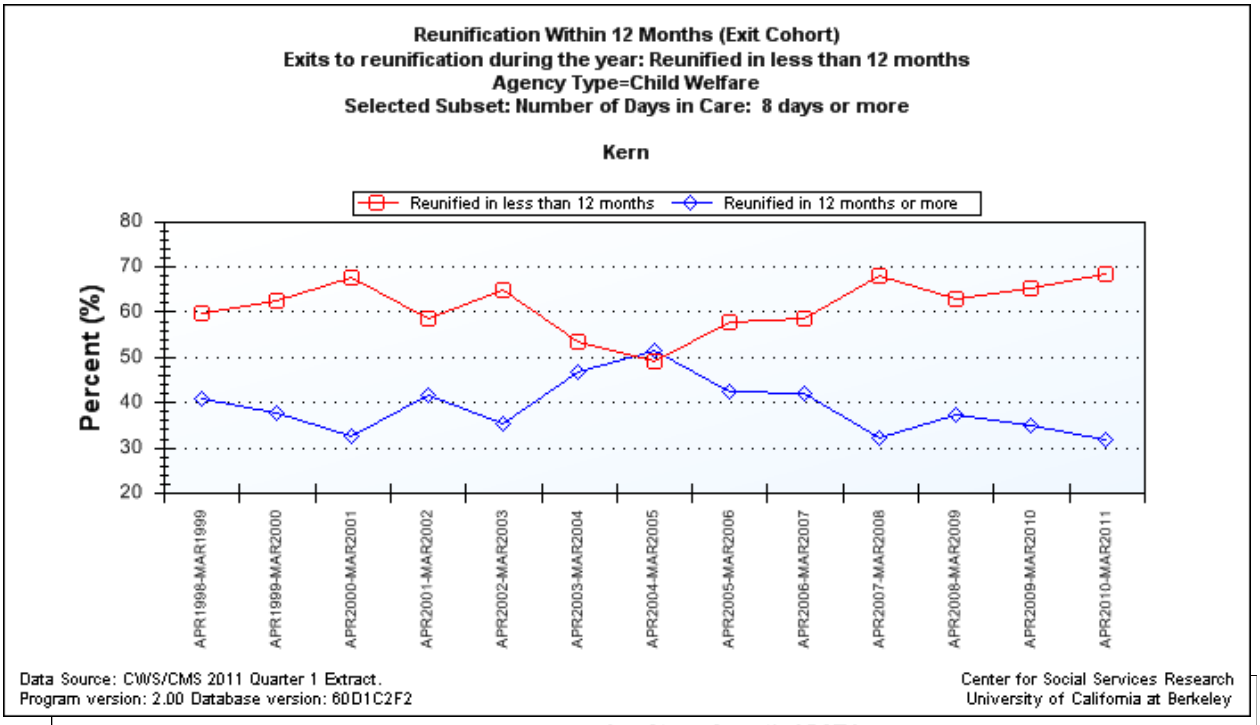
County's Current Performance: Child Welfare Services

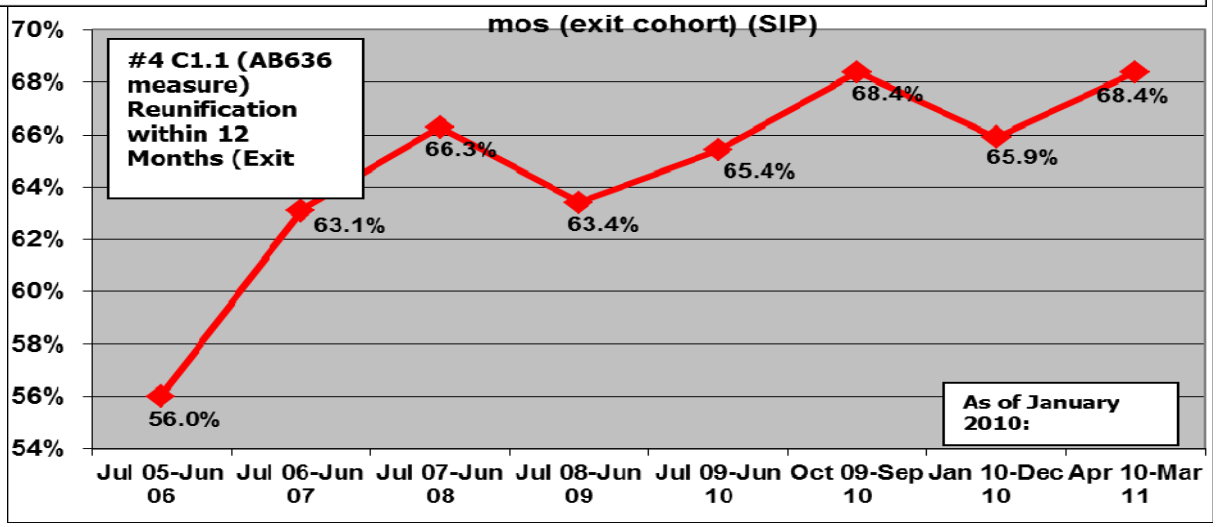
From April 1, 2010 to March 31, 2011, 68.3% of children discharged from foster care to reunification during the year were discharged within 12 months from the date of the latest removal from home.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
4/1/10	3/31/11	470	687	68.4%	Yes	0.6%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were discharged from foster care to reunification has increased from 67.8% to 68.4%.

Current performance does not meet the Federal Standard (75.2%).





C1.1 County's Current Performance: Juvenile Probation

From April 1, 2010 to March 31, 2011, 29.4% of children discharged from foster care to reunification during the year were discharged within 12 months from the date of the latest removal from home.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
04/1/10	3/31/11	5	16	31.3%	Yes	2.7%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were discharged from foster care to reunification has increased from 26.7% to 29.4%

Current performance is below the federal measure of 75.2%.

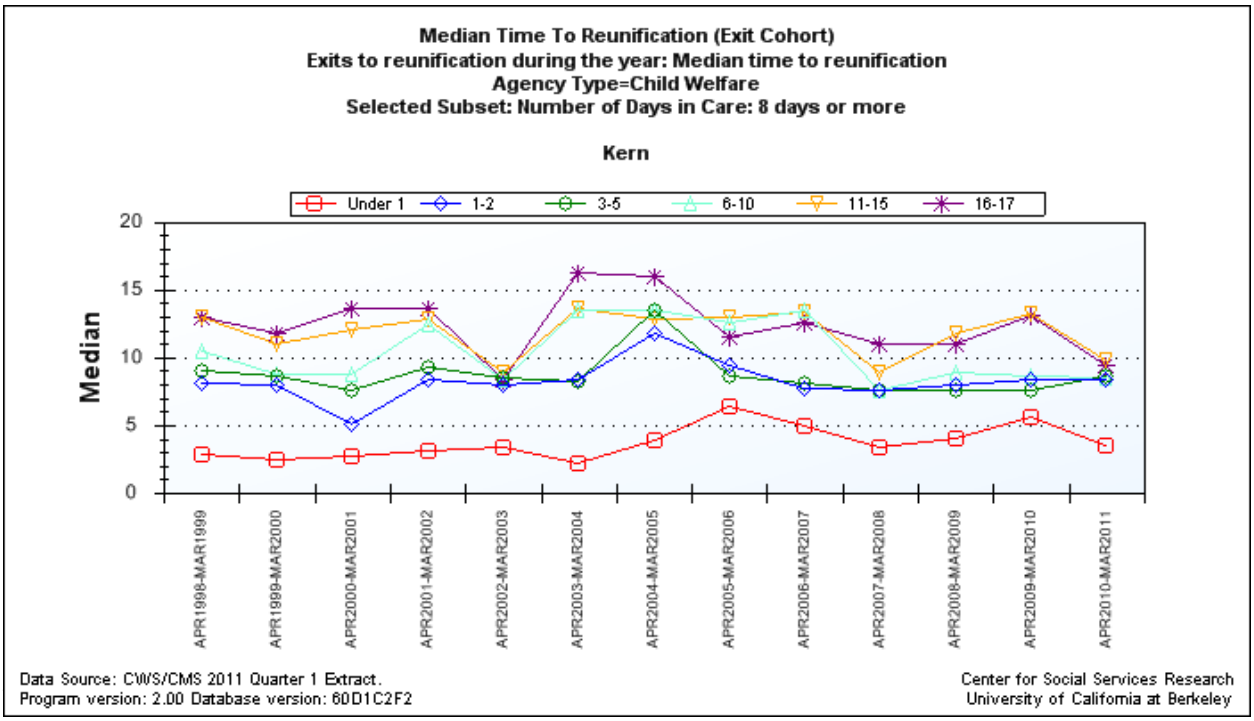
Permanency Measure C1.2: Median Time to Reunification (Exit Cohort)
This measure answers the question: Of all children discharged from foster care to reunification during the year who had been in foster care for 8 days or longer, what was the median length of stay (in months) from the date of latest removal from home until the date of discharge to reunification?

County's Current Performance: Child Welfare Services
From April 1, 2010 to March 31, 2011, 8.4 months was the median length of stay of children discharged from foster care to reunification during the year.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Amount change
4/1/10	3/31/11	N/A	687	8.4	No	0.8 months

From the baseline of April 1, 2007 to March 31, 2008, the median time to reunification of children who discharged from foster care to reunification has increased from 7.6 to 8.4 months.

Current performance does not meet the Federal Standard of 5.4 months.



C1.2 Current Performance: Juvenile Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Amount change
4/1/10	3/31/11	N/A	16	18.8 months	NO	- 0.2 months

From the baseline of April 1, 2007 to March 31, 2008, the median time to reunification of children who discharged from foster care to reunification has decreased from 19 months to 18.8 months.

Current performance does not meet the federal goal of 5.4 months.

Permanency Measure C1.3: Reunification within 12 Months (Entry Cohort)
This measure answers the question: Of all children entering foster care for the first time in the 6-month period who remained in foster care for 8 days or longer, what percent were discharged from foster care to reunification in less than 12 months from the date of latest removal from home?

County's Current Performance: Child Welfare Services
From October 1, 2009 to March 31, 2010, of all children who entered foster care for the first time in the 6-month period who remained for 8 days or longer, 44.6% exited to reunification within 12 months from the first date of removal.

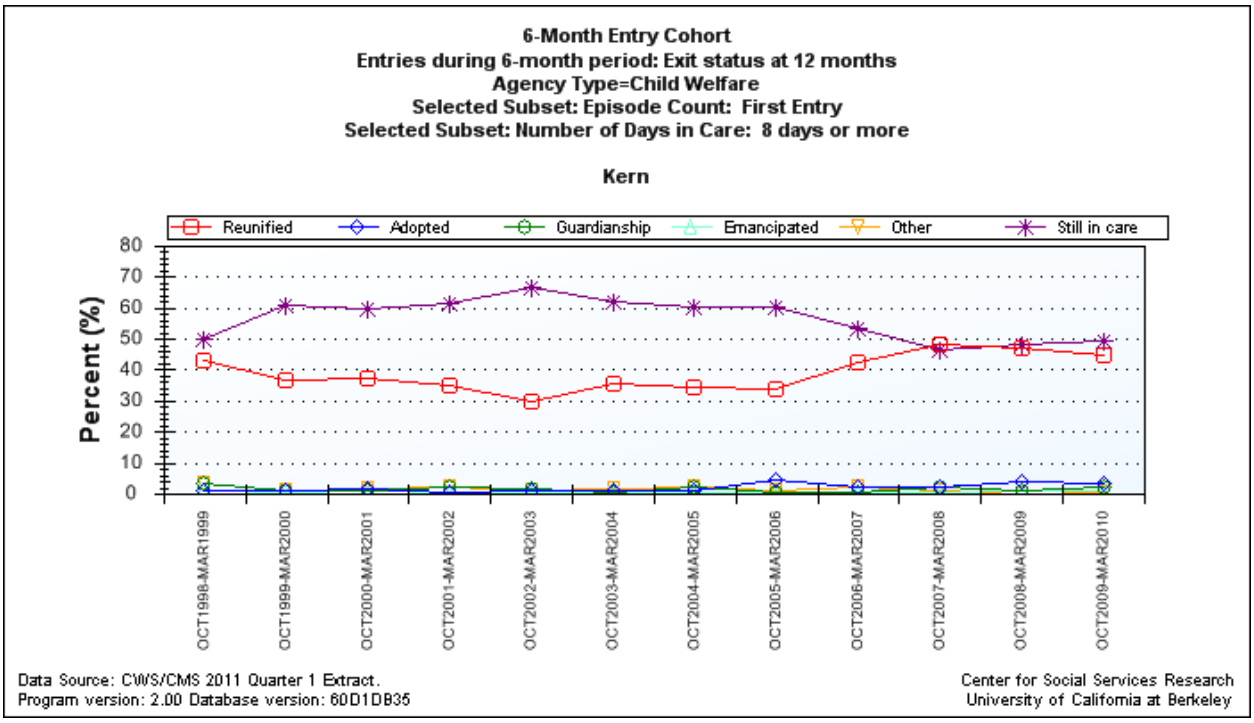
Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
10/1/09	3/31/10	176	395	44.6%	Yes	2.3%

From the baseline of October 1, 2006 to March 31, 2007, there has been an increase from 42.3% of children to 44.6% of children discharged from foster care to reunification in less than 12 months. Current performance does not meet the Federal Standard (48.4%).

Analysis for C1.1 – C1.3:

- The Haven Counseling Center "Time Flies!!" Intensive Family Reunification services and guided visitation program which is geared to providing services to parents whose children are in out of home care provides case management, counseling, and parent education services. 79% of Time Flies! children in out-of home care successfully reunified with their families compared to 68.4% of other families. Time to reunification was the same for both populations. We don't have the median reunification or re-entry data for Time Flies! We are exploring ways to modify the Social Solutions software to be able to track this for FY 12-13. Even if we can get the software to track median time and if we hand review cases for re-entry, it will be critical that DHS Social Workers make referrals at or shortly after the Disposition hearing, so that Time Flies! can have an effect on these two outcomes. Sometimes referrals come months after the Family Reunification clock has been ticking.
- The Child Welfare building family funds assists families that need help with meeting their basic needs.
- Differential Response and the Family Resource Centers offer assistance to families, before, during and after reunification.
- The wrap around program is very beneficial to supporting families. It was identified that wraparound helps with family reunification and placement stability.
- Screening for Mental Health Services is conducted for children who are placed at the Jamison Children Center. Mental Health screening assists to identify any special needs of children. By focusing on addressing mental health needs early on in out of home placement, this improves the family's ability to reunify. The child's mental health is not an impediment to reunification.
- Stakeholders identified that the court is ordering more case specific case plans.
- Parenting classes that are offered in Spanish, for hearing impaired parents and parents with disabilities are advantageous for families.
- In September 2010, the department moved to vertical case management. Vertical case management is helpful in reunification as one of the barriers parents cite is the high number of social workers that are assigned to cases make it difficult for them to establish a rapport and get their needs met. No data has been gathered specifically to address vertical case management as not enough time has elapsed, the transition to vertical case management was not completed until 2011. However, reunification within 12 months continues to increase indicating a positive trend.
- There continues to be a discrepancy between substance abuse treatment time frames and child welfare time frames. Relapse is part of treatment in the substance abuse treatment community but greatly impacts timely reunification. Timely reunification is considered to occur within 12 months of entry into foster care. Any relapse is frowned upon by the Court and the agency. It is difficult for these two systems to understand the role which relapse plays in long term recovery.

- There is a lack of substance abuse services specifically focused on reunifying fathers. Services are generally focused on men as single adults and ignores the fact that they may need residential services with their children or need parenting classes that a program might provide.
- There are no programs for dual diagnosis clients. AOD programs request that clients not take any medication for mental health diagnosis while they are in the first stage of treatment. This makes it inconsistent with much of the research and difficult for clients to engage in services.
- Many parents stated that case plans are difficult as all of the services that they need to do conflict with also being told they need to have a house and means of support prior to the children being reunified but this causes conflicts with all of the things they need to do on their case plan.
- Confidentiality due to the Health Insurance Portability and Accountability Act (HIPAA) can be a barrier to reunification as the systems frequently have difficulty exchanging pertinent information. This makes it difficult for case planning purposes and reunification.
- It is difficult to access mental health services for adults without Medicaid, making assessments and treatment difficult.



C1.3 Current Performance: Juvenile Performance

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
10/1/09	3/31/10	0	8	0	No	-5.3%

From the baseline of October 1, 2006 to March 31, 2007, there has been a decrease from 5.3% of children to 0% of children discharged from foster care to reunification in less than 12 months. Current performance is below the federal standard of 75.2%.

Analysis for C1.3: (Probation)

- The Probation Department has recently started a WRAP program to step youth down from group homes back to their homes. The WRAP providers are meeting with the families prior to the youth going home. It is anticipated that this will impact reunification rates in the future.
- There has been an increase in petty thefts and parents being incarcerated since the economy has declined. This impacts reunification as families are no longer available to reunify with their child.
- The Department has commenced a new policy to focus on youth returning home. The new procedure requires the minor and family to be provided with wrap around services when returning to the family home in order to assist with a seamless reunification.
- Most of the youth that come to probation (approximately 50%) were prior dependents. There are multiple issues and it is difficult to reunify within the time frames. Many minors who were dependents don't have a parent to reunify with. At times the parent is incarcerated, missing or deceased. These youth do remain placed in out of home care pending the location of a parent or guardian. When no such family can be located or when these person(s) are clearly not a resource, family reunification is terminated and the minor is placed in a permanent placement mode.
- Youth who are sex offenders cannot return home in the 12 month reunification period as their treatment programs need more time. Currently, 30 youth are impacted. It is sometimes difficult for Probation Officers to work so long with a youth and then return them home to a difficult environment. Sometimes visits on weekends are all that the family and youth can handle.
- Bilingual Probation Officers work with youth and families in their native language to encourage participation in services to facilitate reunification."

Permanency Measure C1.4: Re-Entry Following Reunification (Exit Cohort)

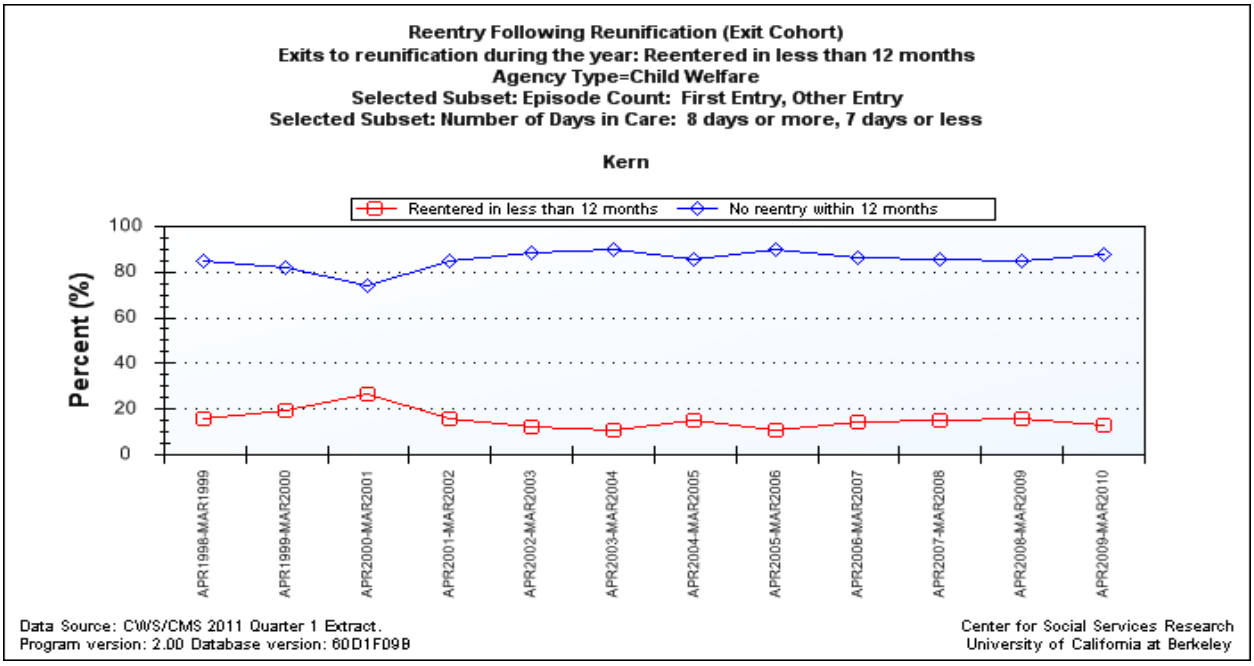
This measure answers the question: Of all children discharged from foster care to reunification during the year, what percent reentered foster care in less than 12 months from the date of the earliest discharge to reunification during the year?

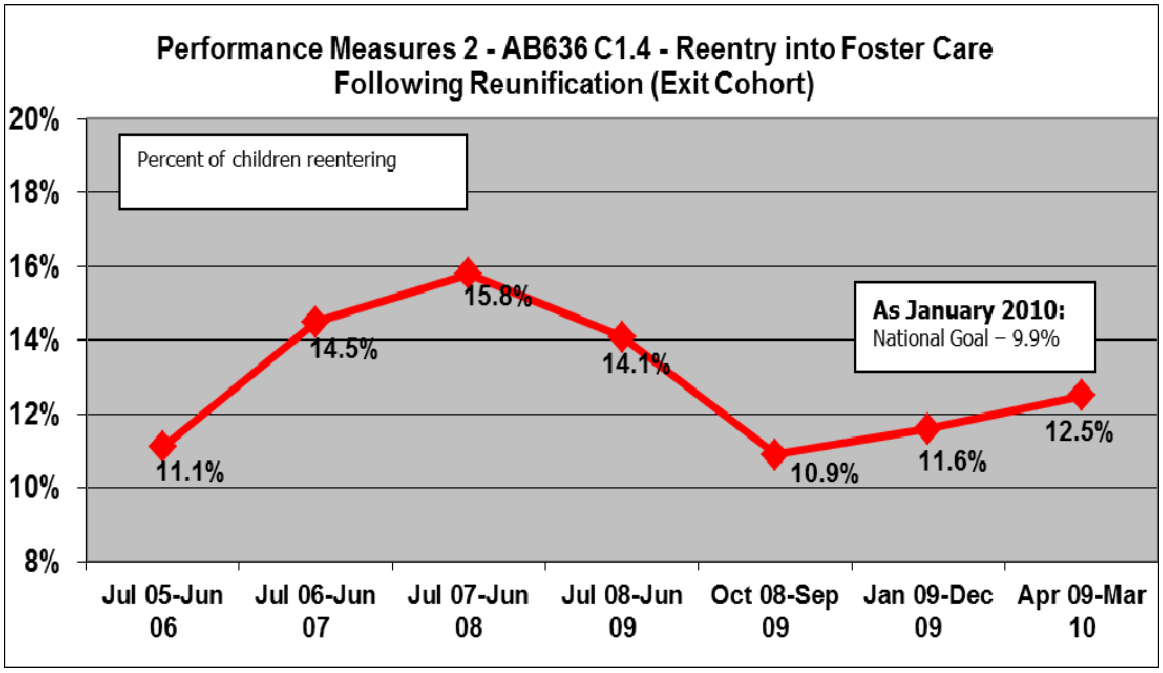
County's Current Performance: Child Welfare Services

From April 1, 2009 to March 31, 2010, 12.5% of all children who exited to reunification within the year re-entered foster care within the following 12 month period.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/09	3/31/10	101	810	12.5%	Yes	-1.5%

From the baseline of April 1, 2006 to March 31, 2007, there has been a decrease in the number of children who exited to reunification within the year and re-entered foster care from 14.0% to 12.5%. Current performance does not meet the Federal Standard (9.9%).





Analysis for C1.4:

- The current trend signifies that Kern in moving in the right direction as there has been a decrease in re-entry to foster care when comparing current data to baseline data of 2006-2007. However there continues to be a concern since there has been a more recent trend toward an increase of children re-entering foster care (12.5% of children reunified re-enter the child welfare system.) A contributing factor may be the changes made in substance abuse treatment. Budget reductions to Kern County Mental Health's Substance Abuse Programs over the last few years has reduced the number of beds available in residential programs and reduced the treatment period of out-patient programs.
- Stakeholders focused on the fact that sometimes children are returned home too quickly and the reasons for entry into placement in the first place have not been rectified, therefore leading to re-entry after reunification. .
- Parents stated that sometimes they are so focused on getting the child back that they don't think past that and integrate what they have learned.
- Relative care providers were concerned with the short time frames of visits prior to the children being reunified. It was noted that it is easier to parent for two to three hour visitation time frames than 24/7. This leads to parents not realizing and practices their skills and may lead to re-entry to foster care.
- Parents stated that they were frequently ill-equipped to handle their children who exhibited trauma, and grief and loss after going through the removal process and being in foster care. They are frequently unable to effectively manage these new behavior problems.
- The majority of families who successfully reunify are provided Family Maintenance Services at least six months post reunification. Information from focus groups indicates that there is a lack of mental health treatment for children in the system when they are returned home.
- Frequently families become dependent on the child welfare system, and when children are returned home and services terminated they flounder.
- Generational poverty and neglect are issues that cannot be overcome within eighteen months of services.
- The stress on families continues with high rates of unemployment and poverty.
- Parents site the stress of needing to pay for juvenile dependency court bills and even if it is $60 a month it puts them in more debt, and takes money away from being able to care for their children when they are returned.

C1.4 County's Current Performance: Juvenile Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
4/1/09	3/31/10	0	23	0%	Yes	-10.8%

From the baseline of April 1, 2006 to March 31, 2007, there has been a decrease in the number of children who exited to reunification within the year and re-entered foster care from 15% to 0% from April 1, 2009 to March 31, 2010. This is exceeds the federal goal of 9.9%

Analysis for C1.4:

- Probation ensures that the treatment plan is completed by wards before they are returned home and this has impacted the re-entry rates. The Wrap around program to assist youth and families as they transition from group homes to their homes in the community is anticipated to further strengthen this outcome.

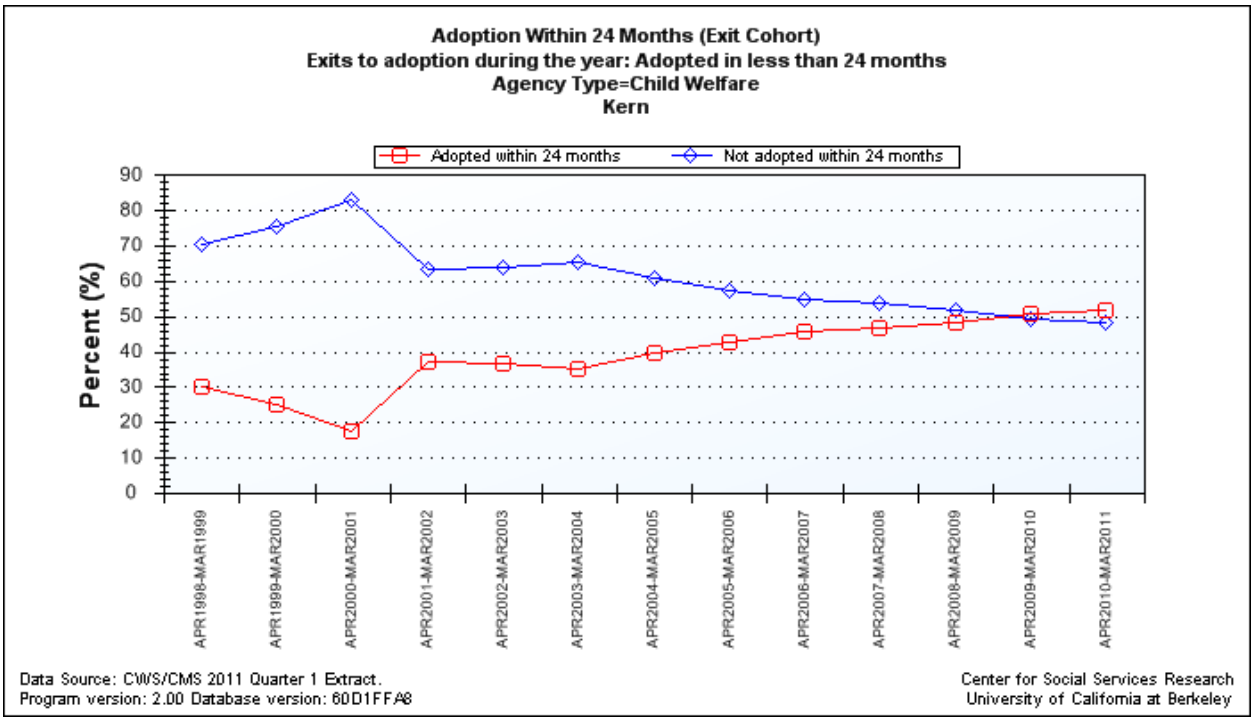
Permanency Measure C2.1: Adoption Within 24 months (Exit Cohort)
This measure answers the question: Of all children discharged from foster care to a finalized adoption during the year, what percent were discharged in less than 24 months from the date of the latest removal from home?

C2.1 County's Current Performance: Juvenile Probation
There were no probation youth from 4/1/2009 to 3/31/2010 that were placed in adoptive homes.

C2. 1 County's Current Performance: **Child Welfare Services**
From April 1, 2010 to March 31, 2011, 51.8% of children discharged from foster care to a finalized adoption during the year were discharged in less than 24 months from the date of the latest removal from home.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Amount change
4/1/10	3/31/11	141	272	51.8%	Yes	9.4%

From the baseline period January 1, 2006 to December 31, 2006 there was an increase in the percentage of children discharged from foster care to a finalized adoption from 42.6% to 51.8%. Current performance exceeds the Federal Standard (36.6%).



Permanency Measure C2.2: Median Time to Adoption (Exit Cohort)

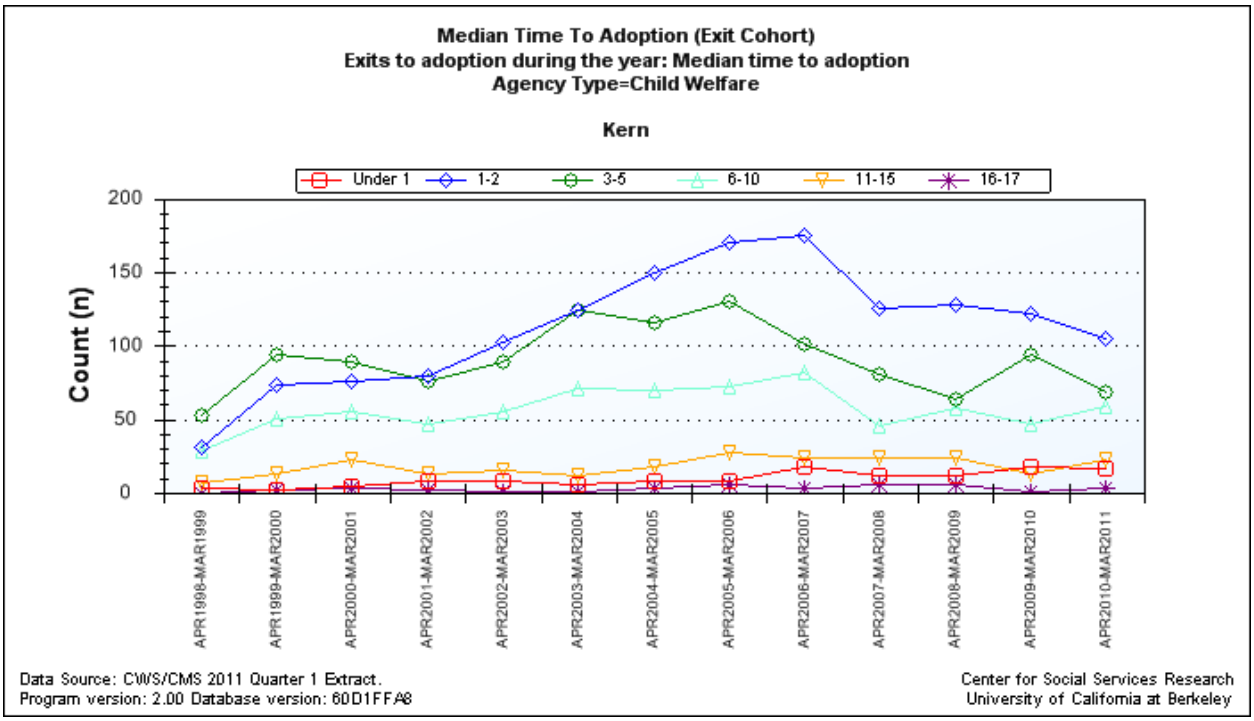
This measure answers the question: Of all children discharged from foster care to a finalized adoption during the year, what was the median length of stay (in months) from the date of latest removal from home until the date of discharge to adoption?

C2.2. County's Current Performance: Child Welfare Services

From April 1, 2010 to March 31, 2011, 23.8 months was the median length of an open case of those children discharged from foster care to a finalized adoption during the year.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Amount change
4/1/10	3/31/11	N/A	272	23.8 months	Yes	-1 month

From the baseline period April 1, 2007 to March 31, 2008, there has been a decrease (an improvement) from 24.8 to 23.8 months median length of an open case of those children discharged from foster care to a finalized adoption. Current performance measures below the Federal Standard (27.3 months).



Permanency Measure C2.3: Adoption within 12 Months (17 Months in Care)

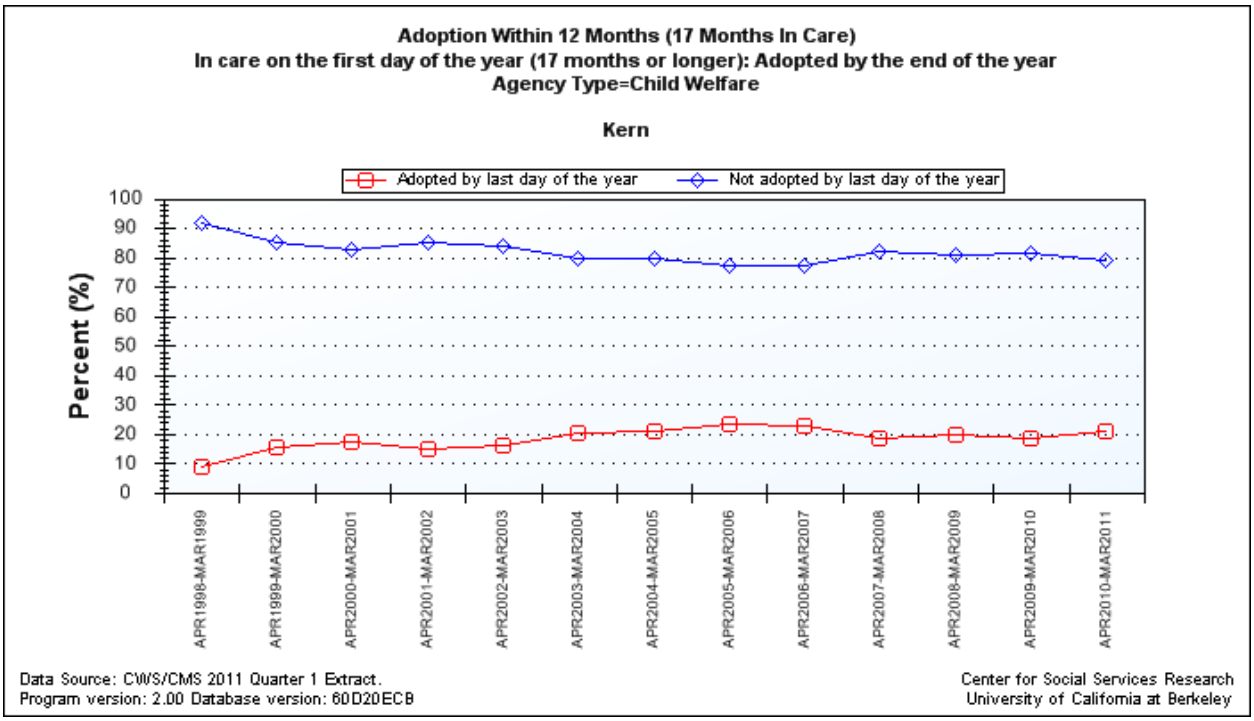
This measure answers the question: Of all children in foster care for 17 continuous months or longer on the first day of the year, what percent were discharged to a finalized adoption by the last day of the year?

C2.3 County's Current Performance: Child Welfare Services

From April 1, 2010 to March 31, 2011, 21.0% of all children in foster care for 17 continuous months or longer on the first day of the year in question were discharged to a finalized adoption by the last day of the year in question.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/10	145	691	21.0%	Yes	2.6%

From the baseline period April 1, 2007 to March 31, 2008, there has been an increase from 18.4% to 21.0 % of children in foster care for 17 continuous months being discharged to a finalized adoption. Current performance does not meet the Federal Standard (22.7%).



Permanency Measure C2.4: Legally Free Within 6 Months (17 Months in Care)

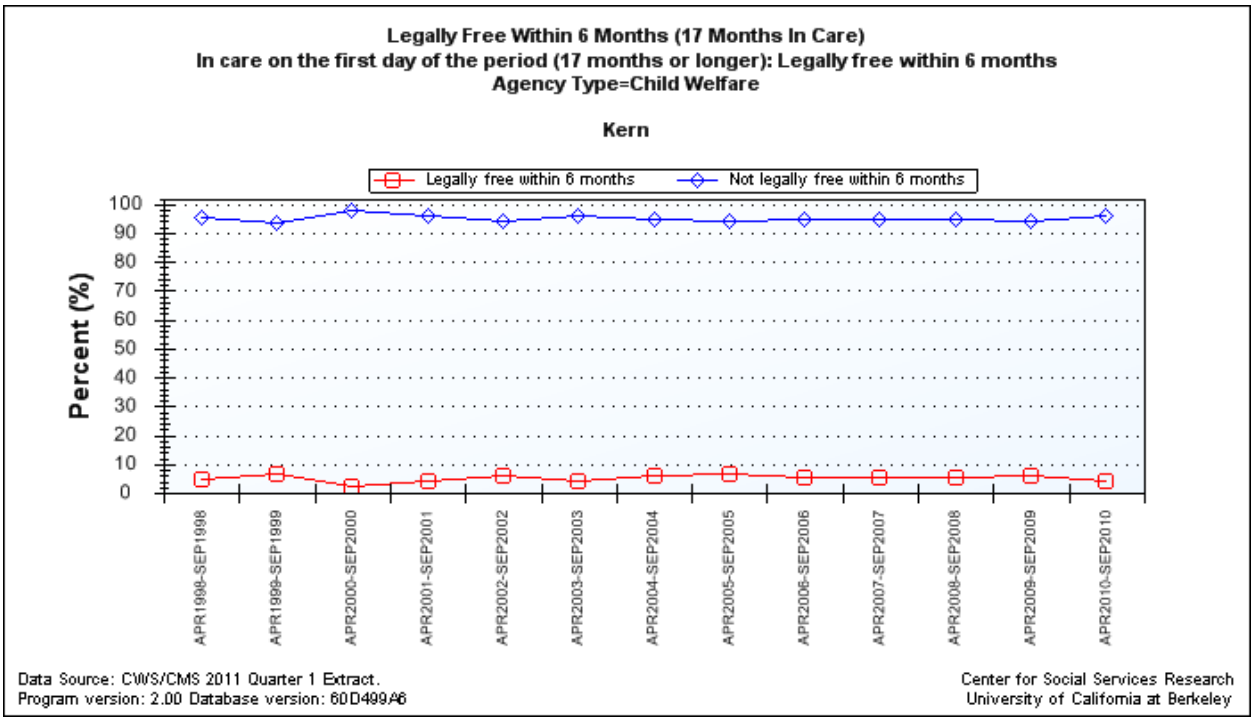
This measure answers the question: Of all children in foster care for 17 continuous months or longer and not legally free for adoption on the first day of the year, what percent became legally free within the next 6 months?

C2.4 County's Current Performance: Child Welfare Services

From April 1, 2010 to September 30, 2010, 4.0% of all children in foster care for 17 continuous months or longer and not legally free for adoption on the first day of the year became legally free within the next 6 months.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
4/1/10	9/30/10	20	503	4.0%	No	-1.3.%

From the baseline period April 1, 2007 to March 31, 2007, there has been a decrease from 5.3% to 4.0% of all children in foster care for 17 continuous months or longer become legally free. Current performance is below, and does not meet the Federal Standard (10.9%).



Permanency Measure C2.5: Adoption within 12 Months (Legally Free)

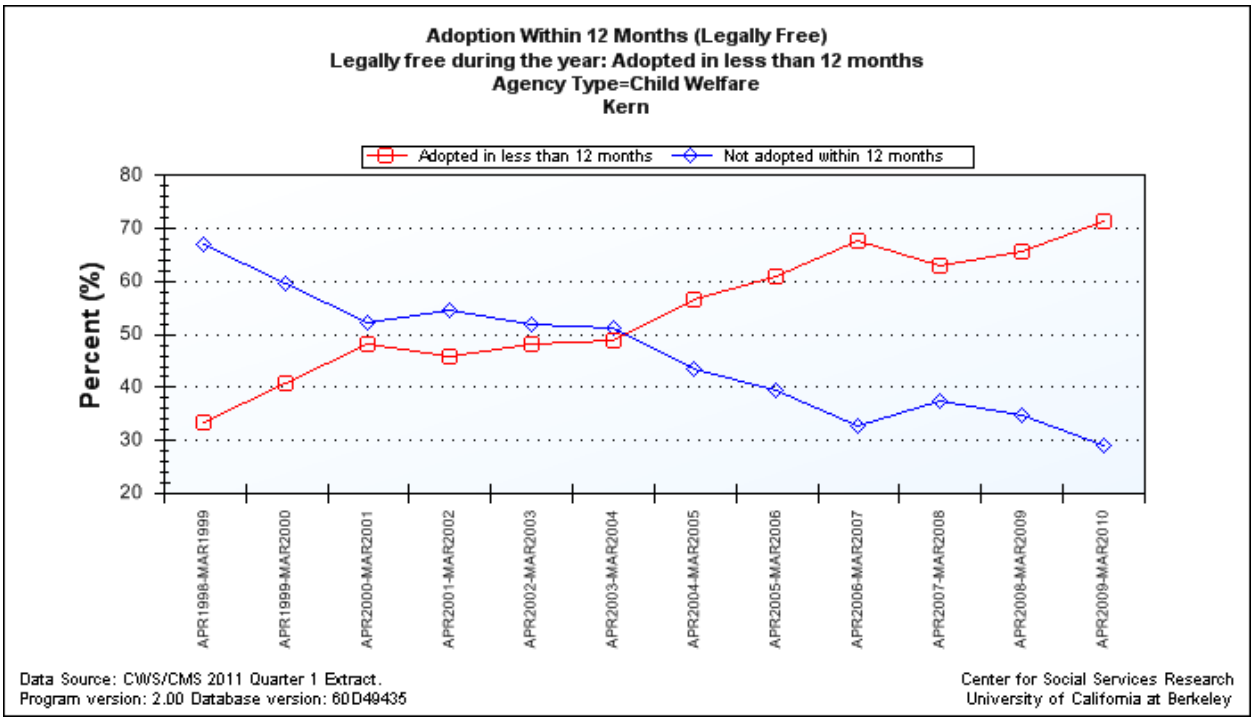
This measure answers the question: Of all children in foster care who became legally free for adoption during the year, what percent were then discharged to a finalized adoption in less than 12 months?

C2.5 County's Current Performance: Child Welfare Services

From April 1, 2009 to March 31, 2010, 71.1% of all children in foster care who became legally free for adoption during the year discharge to a finalized adoption in less than 12 months.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
4/1/2009	3/31/2010	194	273	71.1%	Yes	3.7%

From the baseline period April 1, 2006 to March 31, 2007, there has been an increase from 67.4% to 71.1 % of all children in foster care who have become legally free for adoption during the year to discharge to a finalized adoption in less than 12 months. Current performance exceeds the Federal Standard (53.7%).



Adoptions:
In all but two adoption measures (C2.3 and C2.4), DHS has seen improvement and exceeds the Federal Standard.
C2:1 Adoption within 24 months (exit cohort) saw an increase of 9.4%
C2:2: Median Time to Adoption (exit cohort) decreased by 1 month
C2.3: Adoption within 12 Months (17 Months in care) decreased by 1.7%
C2.4: Legally Free Within 6 Months (17 Months in Care not legally free for adoption) Decrease of 6.9%.
C2:5: Adoption within 12 Months (Legally Free) Increased 3.7%.

For Consideration in the SIP

C2.3: Adoption within 12 months (17 months in care)
C2.4: Legally free within 6 months (17 months in care not legally free for adoption)

Analysis for C2.1 – C2.4:

- As of approximately two years ago, adoption social workers were required to provide placement services along with their regular adoption duties. Prior to this time, placement services were provided by a separate placement services social worker.
- The adoption agency's preparatory class "PRIDE Pre-Adopt" is seen as preparing families for becoming ready for adoption.
- DHS contracts for adoptive home studies and this has helped get more families ready and approved for adoption.
- Because youth who are adopted after age 13 are eligible for financial aid and other benefits, the agency ensures that each youth who is near this age and approaching adoption will be assessed to ascertain if it is in the best interest of the child to move forward with the adoption before age 13 or to delay the adoption in order to take advantage of the financial benefits. Agency staff are

aware that children adopted over age 13 have financial benefits and will strategize when adoption should occur to best benefit the child.

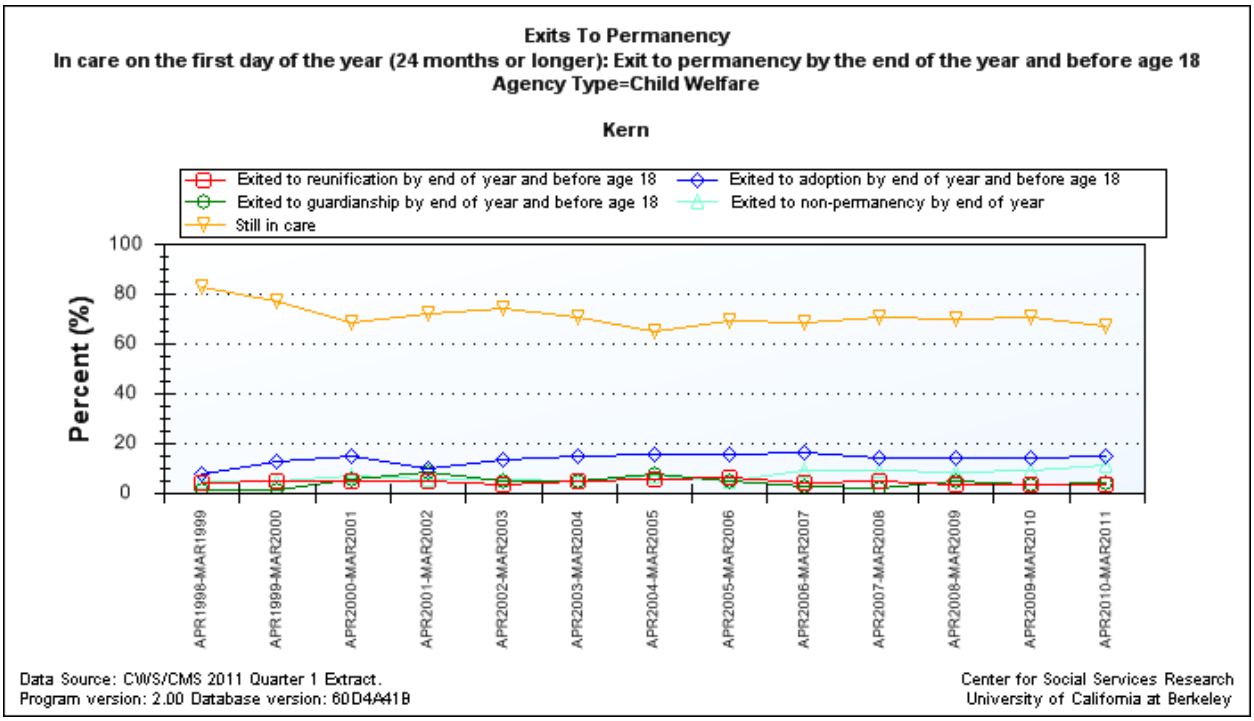
- Workers state that sometimes relatives may not want to adopt or take legal guardianship of the child. They don't want to supplant the parent and continue to hold hope that the child can be reunified. With the agency placing more children in relative homes, the number of adoptions could decrease.
- DHS has consistently made special efforts to find adoptive families for hard to place children. Typically, these children have been in care longer. Therefore, when they exit, it increases the time to adoption.
- Staff notes that permanency is negatively impacted by the child's special needs, lack of suitable families, and the child's age. In addition to the child's special needs and lack of suitable families, our community partners identified the lack of adequate resources to support families as a reason for low rates of permanency.
- Starting Family Finding earlier was identified to be a possible way to improve permanency rates.
- Through the PSSF funds, Smothers and Associates provide counseling and interventions services for adoptive families that is not covered by Medi-Cal or other insurance. The provider provides assessment, counseling and tutoring services pertaining to academic learning processes of the educational system. The provider provides support to families and assists in addressing negative behaviors that negatively affect the child in his or her academic and home environment.

Permanency Measure C3.1: Long Term Care Outcome: Exits to Permanency (24 Months in Care)
This measure answers the question: 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?

C3.1 County's Current Performance: Child Welfare Services
From April 1, 2010 to March 31, 2011, 21.9% of children in foster care for 24 months or longer on the first day of the year were discharged to a permanent home by the end of the year prior to turning 18.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Change
4/1/10	3/31/11	135	613	22%	Yes	1.7

From the baseline of April 1, 2007 to March 31, 2008, there was an increase from 20.3% to 22% of children in foster care for 24 months of longer discharged to a permanent home by the end of the year prior to turning 18. Current performance does not meet the Federal Standard (29.1%).



C3.1 County Current Performance: Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	5	89	5.6%	No	-4.7%

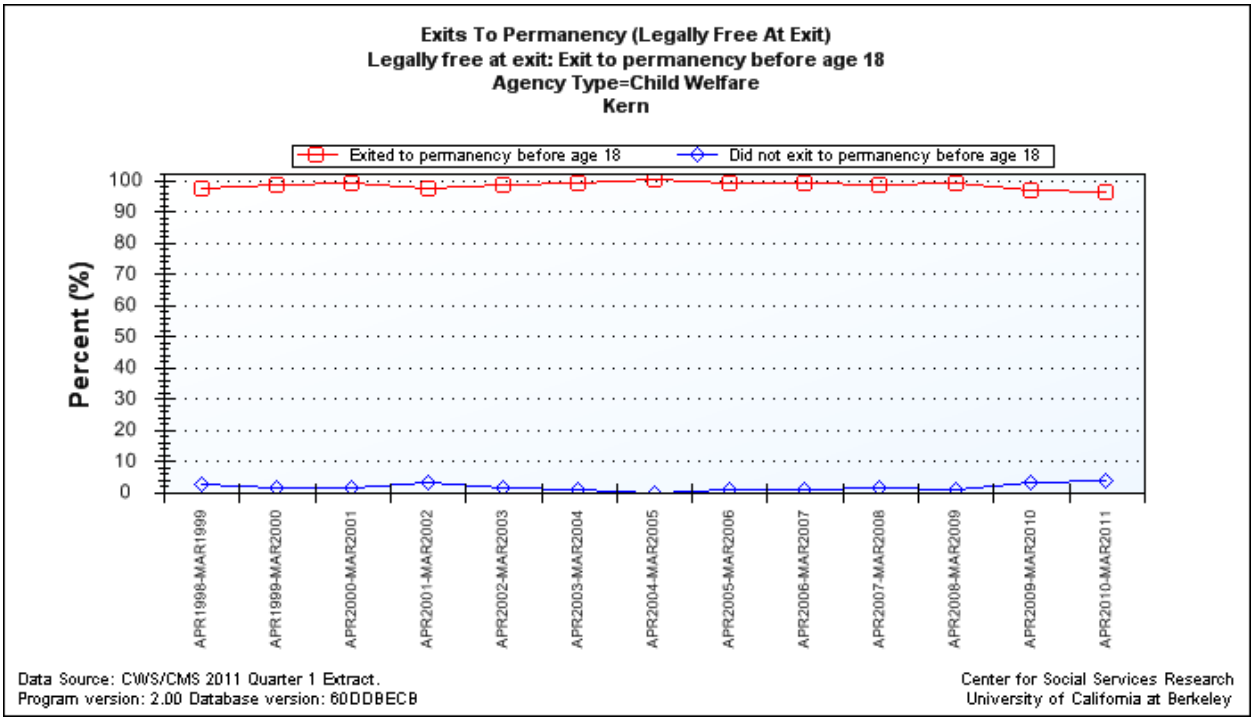
From the baseline of April 1, 2007 to March 31, 2008, there was a decrease from 10.4% to 5.7% of children in foster care for 24 months or longer discharged to a permanent home by the end of the year prior to turning 18. This does not meet the federal standard/goal of 29.1%.

Permanency Measure C3.2: Long Term Care Outcome: Exits to Permanency (Legally Free at Exit)
This measure answers the question: Of all children discharged from foster care during the year that were legally free for adoption, what percent were discharged to a permanent home prior to turning 18?

C3.2 County's Current Performance: Child Welfare Services
From April 1, 2010 to March 31, 2011, 96.4% of all children discharged from foster care during the year who were legally free for adoption discharged to a permanent home prior to turning 18.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	270	280	96.4%	No	-2.2%

From the baseline of April 1, 2007 to March 31, 2008, there was a slight decrease from 98.6% to 96.4% of all children discharged from foster care during the year who were legally free for adoption discharged to a permanent home prior to turning 18. Current performance does not meet the Federal Standard (98%).



C3.2 County Current Performance: Probation

From the baseline of April 1, 2007 to March 31, 2008 there has been no change in this measure. There were no exits to permanency for the two legally freed children in the baseline year or April 1, 2010 to March 31, 2011.

Permanency Measure C3.3: Long Term Care Outcome: In Care 3 Years or Longer (Emancipated/Age 18)

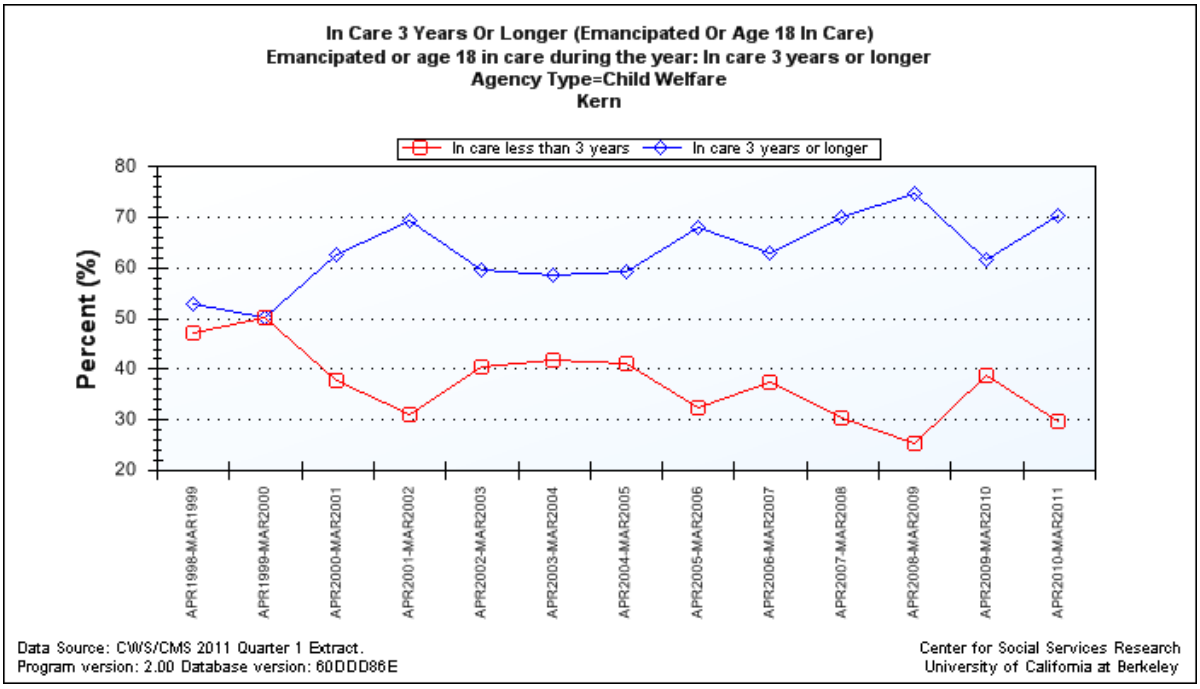
This measure answers the question: Of all children in foster care during the year who were either discharged to emancipation or turned 18 while still in care, what percent had been in foster care for 3 years or longer?

C3.3 County's Current Performance: Child Welfare Services

From April 1, 2010 to March 31, 2011, 70.3% of all children in foster care during the year who were either discharged to emancipation or turned 18 while still in care had been in foster care for 3 years or longer.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	83	118	70.3%	No	3.4%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were either discharged to emancipation or turned 18 while still in care and had been in foster care for three years or longer increased from 69.9% to 70.3%. Current performance does not meet the Federal Standard (35.7%).



C3.3 County's Current Performance: Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	27	60	45%	No	4.3%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were either discharged to emancipation or turned 18 while still in care and had been in foster care for three years or longer increased from 39.7% to 44%. This exceeds the federal standard of 37.5%.

Analysis for C3.1 – C3.3:

- Probation does not have access to Family Finding program or soft ware. It is difficult to assist youth in identifying lifelong permanent connections, if they are unable to reunify.
- Probation is currently entering a contract with Kern County Child Abuse Prevention Council to employ a full time family advocate to serve both as a Family Finder and a Resource Staff for the youth who are reunifying to their family homes. Prior to this, individual officers were making their best efforts to locate family members.

Permanency Measure C4.1: Placement Stability Outcome: Placement Stability (8 Days to 12 Months In Care)

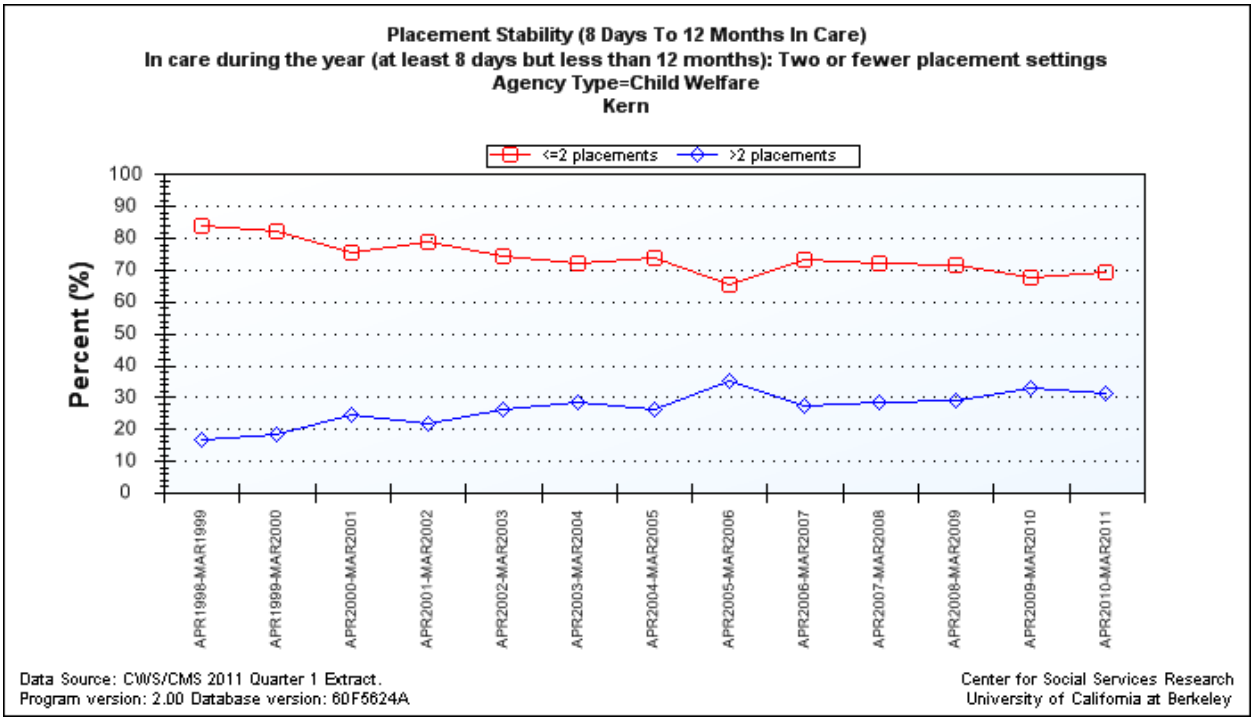
This measure answers the question: Of all children served in foster care during a year that were in foster care for at least 8 days but less than 12 months, what percent had two or fewer placement settings?

C4.1 County's Current Performance: Child Welfare Services

From April 1, 2010 to March 31, 2011, 69.4% of children in foster care during the year that had been in care for at least 8 days but less than 12 months had two or fewer placement settings.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	822	1188	69.2%	No	-2.6%

From the baseline of April 1, 2007 to March 31, 2008, the number of children who had two or fewer placement settings decreased from 71.8% to 69.2%. This is below the federal standard of 89.0%.



C4.1 Current County Performance: Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	41	43	95.3%	YES	13.9%

From the baseline of April 1, 2007 to March 31, 2008, the number of children who had two or fewer placement settings increased from 81.7% to 95.3%. This measure exceeds the federal standard of 89.0%.

Permanency Measure C4.2: Placement Stability Outcome: Placement Stability (12 to 24 Months in Care)

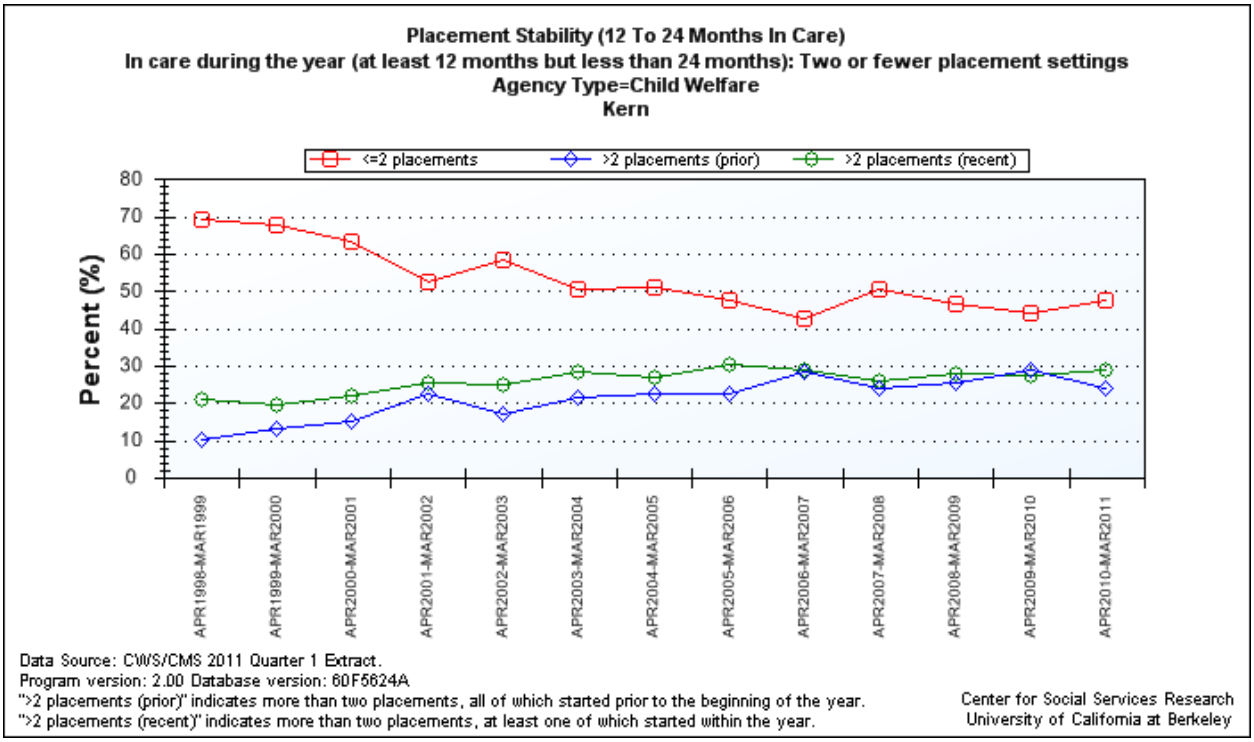
This measure answers the question: Of all children served in foster care during a year that were in foster care for at least 12 months but less than 24 months, what percent had two or fewer placement settings?

C4.2 County's Current Performance: Child Welfare Services

From April 2, 2010 to March 31, 11, 47.3% of all children who were in foster care for at least 12 months but less than 24 months, had two or fewer placements.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	343	733	47.3%	No	-2.1%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children in foster care during the year that had been in care for at least 12 months but less than 24 months that had two or fewer placement settings decreased from 50.2% to 47.3%. This outcome measures below the federal standard of 65.4%.



C4.2 Current County Performance: Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	41	58	70.7%	No	-2.4%

From the baseline of April 1, 2007 to March 31, 2008, the number of children who had two or fewer placement settings slightly decreased from 70.7% to 68.3%. This outcome exceeds the federal measure of 65.4%.

Permanency Measure C4.3: Placement Stability Outcome: Placement Stability (At Least 24 Months In Care)

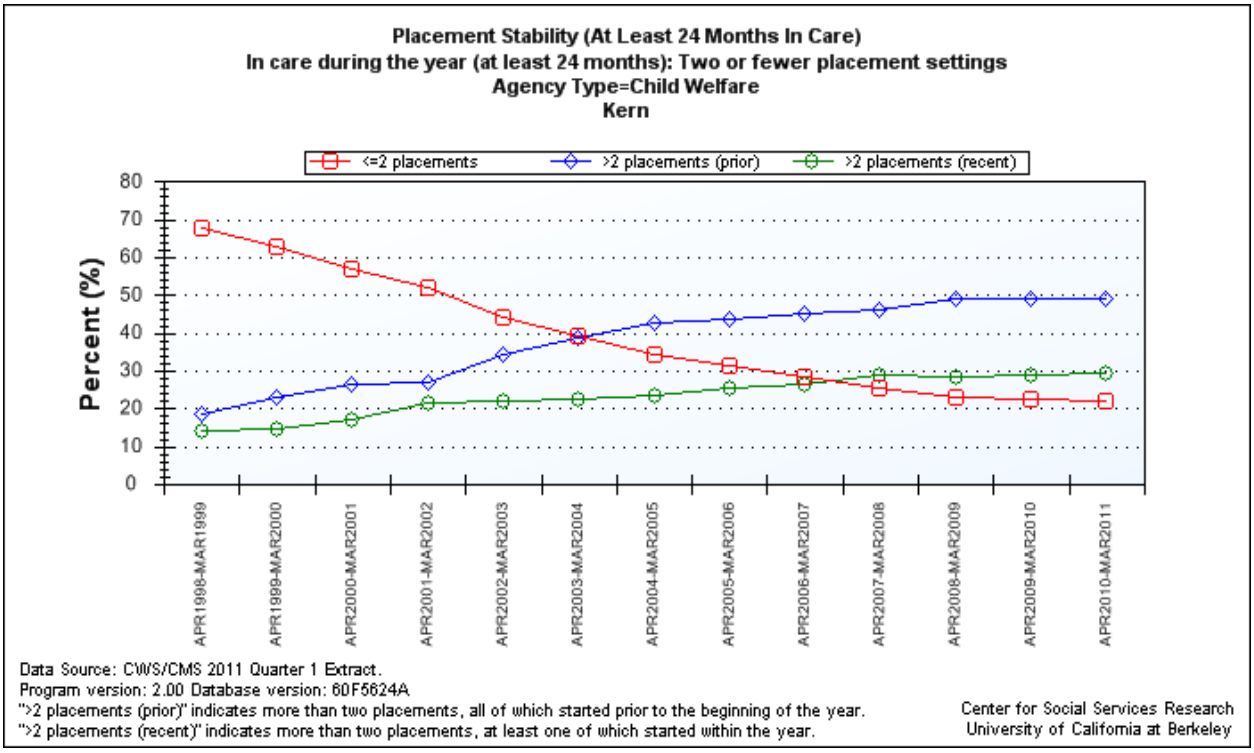
This measure answers the question: Of all children served in foster care during a year that were in foster care for at least 24 months, what percent had two or fewer placement settings?

C4.3 County's Current Performance: Child Welfare Services

From April 1, 2010 to March 31, 2011, 21.9% of children in foster care during the year that had been in care for at least 24 months had two or fewer placement settings.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	178	814	21.9%	No	-3.6%

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children in foster care during the year that had been in care for at least 12 months but less than 24 months that had two or fewer placement settings decreased from 25.5% to 21.9%. Current performance does not meet the federal standard of 41.8%.



C4.3 Current County Performance: Probation

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	3/31/11	40	137	29.2%	Yes	5.1%

From the baseline of April 1, 2007 to March 31, 2008, the number of children in foster care during the year that had been in care for at least 24 months and had two or fewer placement settings increased from 24.1% to 29.2%. This does not meet the federal standard of 41.8%.

Analysis for C4.3:

- Placement stability continues to be an area that Kern County struggles with. The outcome was included in the last System Improvement Plan and was the focus of the 2011 PQCR process. A substantial amount of information has been obtained and will be further analyzed when writing strategies for the SIP around this outcome.
- The way that the system is set up practically ensures that children will have more than two placements. Almost all of the children taken into protective custody are first taken to the Jamison Children's Center before being placed. When children remain in Jamison for more than 23 hours, the Federal government counts this as a placement. The department also routinely enters a Jamison placement into CWS/CMS even for children who never physically go there, such as babies who are actually in a hospital. Children under the age of six are immediately placed into an Emergency Foster Home (EFH) within six hours of coming to Jamison. The EFH placement is a temporary placement and is mandated by county policy to last no more than 14 days. Depending on how placements are counted, a child could potentially already have two placements showing in the system well within the first few days of being in protective custody. The next placement will generally be a regular foster home and then the third/fourth placement with a relative or NREFM.

  DHS is committed to placing children with relatives, but due to many issues, relative placements take a considerable amount of time to be approved. The Relative Approval workers, which consists of nine assessment Social Workers and one Social Service Supervisor are in a unit that is under a separate bureau from child welfare and there are long timeframes for the approval process to occur. Streamlining the relative assessment process is an area the department is currently analyzing to improve placement stability.
- The department houses its own Licensing Program. As result the county recruits, monitors, supports and approves licenses for county foster and adoptive parents, which provides direct, faster and higher quality of service to prospective foster parents and existing foster parents.
- Another issue that has been raised by the Juvenile court Judge is a request for more data regarding how many placements these youth are having and what they actually experience in the Kern County child welfare system regarding placement, which is being obtained by drilling down to how many actual placements, broken down by age groups, placement type and placement change reasons to ascertain whether there is a specific age group that is struggling, and/or a trend showing a common reason as to why children are being moved. Business Objects reports are being developed for these data pulls and will inform System Improvement Planning.
- Probation generally places in group homes, NREFMs and relatives. They rarely place in foster family homes. Group homes are used because they provide treatment and/or the structure that is needed while a Ward is completing his or her terms and conditions of Probation. Placement stability has increased because of better matching youth to group homes for treatment. Foster homes are reluctant to take Wards in placement along with other children due to their fears. The ideal placement is with NREFMs or relatives and all efforts are made towards this end.

Siblings Outcome: Siblings Placed Together (All) - Measure 4A
This measure answers the question: Of all siblings placed in out-of-home care, what percentage of them are placed together?

County's Current Performance: Child Welfare Services
On April 1, 2010, 44.0% of siblings placed in out-of-home care were placed together.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	4/1/10	692	1546	44.8%	Yes	5.3%

From the baseline of April 1, 2007 the percentage of siblings in out-of-home care that are placed together has increased from 39.5% to 44.8%.

There are no Federal Standards for this outcome at this time. The state performance is 54.4% and we are not yet performing at the statewide level but are moving in the right direction.

Siblings Outcome: Siblings Placed Together (Some or All)-Measure 4A
This measure answers the question: Of all siblings placed in out-of-home care, what percentage of them are placed together with some or all of their siblings?

County's Current Performance: Child Welfare Services
From April 1, 2010, 71.4% of all siblings placed in out-of-home care were placed together with some or all of their siblings.

Most recent start date	Most recent end date	Most recent numerator	Most recent denominator	Most recent performance	Direction?	Percent change
4/1/10	4/1/10	1104	1546	71.4%	Yes	6.2%

From the baseline of April 1, 2007 the percentage of siblings in out-of-home care that are placed with some or all of their siblings increased from 65.2% to 71.4%.

There are no Federal Standards for this outcome at this time. The state performance is 73.3% and we have not yet met the statewide level, but are moving in the right direction.

Placement Outcome: Type of Placement - Measure 4B Child Welfare Services July, 2011

County's Current Performance: Child Welfare Services

N= 1,843	Guardian ships		Kin Placements		Foster Placements		FFA Placements		Group Home Placements/ Shelter		AWOL	
Supervising County	n	%	n	%	n	%	n	34	n	%	n	%
Kern	303	16.5	504	27.3	148	8.0	724	39.3	89	4.8	21	1.1

County's Current Performance: Probation

N= 1,843	Guardian ships		Kin Placements		Foster Placements		FFA Placements		Group Home Placements/ Shelter		AWOL	
Supervising County	n	%	n	%	n	%	n	34	n	%	n	%
Kern	0	0	22	12.6	0	0	3	1.7	109	62.3	23	13.1

Placement Outcome: Type of Placement - Measure 4B Juvenile Probation

From April 1, 2010 there were four youth in placement in Juvenile Probation, two were placed with kin, and two were placed in group homes. This extremely low number is due to the probation cases not being migrated into CWS/CMS at the time of the data pull.

- Three measures are included in this section.
- 4A reports on siblings placed together.
- 4B examines placement in the least restrictive setting.

Analysis for Siblings Placed Together and Type of Placement:

- The number of children placed together and the placement setting is related very closely to the issues with placement stability. It is a clear policy expectation that relatives are the best placement for children. This is reinforced by other stakeholders such as relatives and birth parents. It is a common theme that if children do need to be removed from their parents the second best placement is with a relative. To that end DHS continues to re-examine their policies, practices and systemic issues to continue to improve in this area.

- As mentioned earlier for Probation, most effort is made to place with relatives or NREFMs. Reunification is most likely to occur if within the least restrictive placement. Probation utilizes wraparound as a support for youth who have stepped down from group home placement.

Recommendation for possible inclusion in the SIP:

Child Welfare:
Permanency Measure C1.1, C1.2, C1.3, C1.4
Adoption Composite C2.3 and C2.4
Long Term Composite C3.1, C3.2, C3.3
Placement Stability C4.1, C4.2, C4.3

Probation:
Permanency Measure C1.1, C1.2, C1.3, C1.4
Long Term Composite C3.1, C3.2, C3.3
Placement Stability C4.3

WELL BEING:

The well being outcomes measure how well the child welfare and probation system are caring for the children and youth that are in the system. At this time these measures do not have Federal standards and data collection on some measures has been problematic.

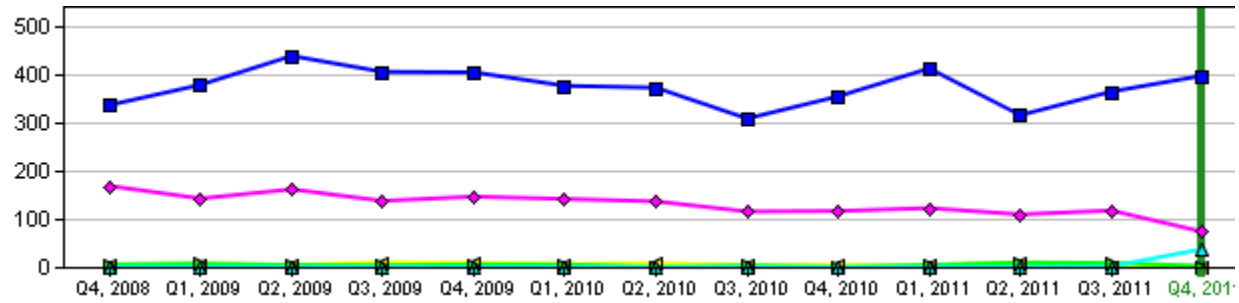
Well Being 1: Families have enhanced capacity to provide for their children's needs

Measure 5A: Health and Education Passport (From SafeMeasures)

Percent of children entering foster care that have an initiated health passport (health record).

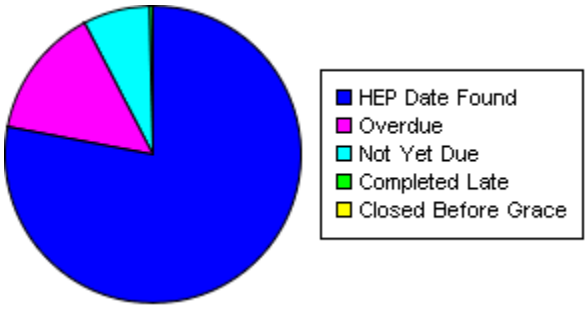
Cohort: Includes county welfare department supervised children entering foster care during the quarter with an initial open placement for at least 30 days
Cases Included: All cases with a placement that started during the selected quarter (10/01/2011 to 12/31/2011).

Filter: None
Subset: None

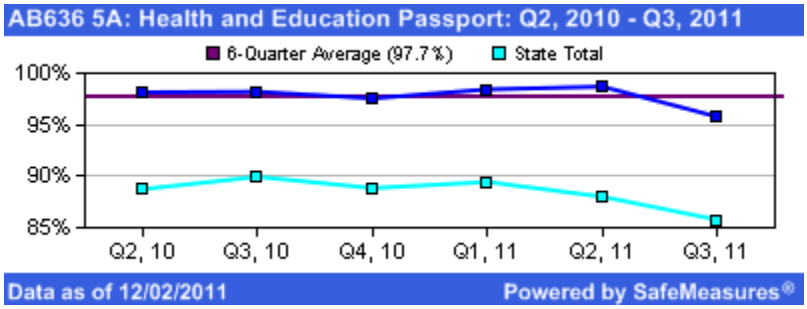


Health and Education Documentation

	Count	Percentage
HEP Date Found	397	78.0%
Overdue	73	14.3%
Not Yet Due	37	7.3%
Completed Late	2	0.4%
Closed Before Grace	0	0.0%
Total	**509**	**100.0%**



Dashboard Data from SAFE MEASURES



Well Being 3:

<u>Measure 5B</u>: Timely Dental Exams and Medical Exams 1/1/11 to 3/31/11

Percent of children who meet the periodicity schedule for medical and dental assessments. This is measuring, of all the children who were due a health exam and dental exam in the given period, how many received them.

Data: 5B (1) Health Exams – 1359/1460 (93.1%)

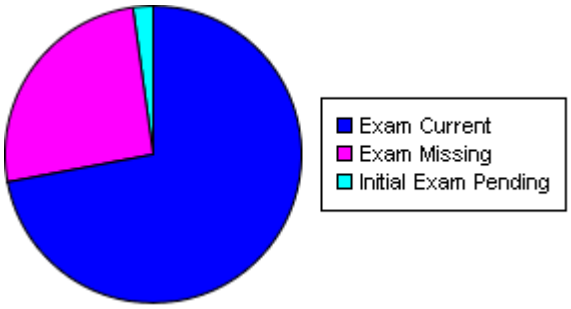
5B (2) Dental Exams – 941/1086 (86.6%)

Included: All children in an open placement for more than seven days on 01/02/2012

Filter: None
Subset: None

Current Physical Examination

	Count	Percentage
Exam Current	1179	72.0%
Exam Missing	422	25.8%
Initial Exam Pending	36	2.2%
Total	**1637**	**100.0%**

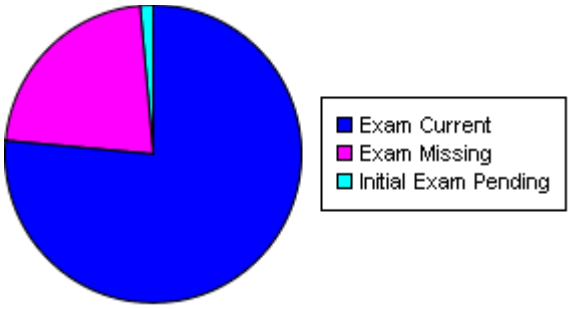


Cases Included: All children in an open placement for more than seven days on 01/02/2012

Filter: None
Subset: None

Current Dental Examination

	Count	Percentage
Exam Current	915	76.4%
Exam Missing	265	22.1%
Initial Exam Pending	17	1.4%
Total	**1197**	**100.0%**



Probation placement youth have the same requirement that the youth receive medical and dental exams. Currently, this data is not tracked through the CWS/CMS system for Probation youth. Placement Officers ensure that placement youth receive medical and dental exams according to the CHDP periodicity schedule and on an as needed basis. Health & Education Passport is completed by the PO and that completion of the Passport is reported to CDSS via the Probation Monthly Statistical Report (FC 23) at this time.

Measure 5F: Psychotropic Authorization 4/1/2011 - 6/30/2011

This report provides the percent of children in foster care with a court order or parental consent that authorizes the child to receive psychotropic medication.

Data: 193/1967 (9.8%)

Measure 8 A: Emancipation- Child Welfare

4/1/10-6/30/10

N=31

Youth aging out or legally emancipated during the quarter: 38
Completed High School or equivalency: 18
Obtained Employment: 8
Have Housing Arrangements: 30
Received ILP Services: 33
Permanency Connection with an Adult: 34

Measure 8 A: Emancipation- Probation

4/1/10-6/30/10

N=31

Youth aging out or legally emancipated during the quarter: 10
Completed High School or equivalency: 3
Obtained Employment: 0
Have Housing Arrangements: 5
Received ILP Services: 5
Permanency Connection with an Adult: 5

Education

4/1/10-6/30/10

	CWS	Probation	Total
Number of youth emancipated	38	10	49
High school graduation or equivalency	18	3	21
Percentage	47%	30%	

Analysis for Emancipating Youth:

The Probation department focused their PQCR on accessing ILP services and numerous recommendations were made, some of which have already been implemented, others will be reviewed when developing strategies for the System Improvement Plan.

- One area identified by both Probation and CWS is that communication between the agencies has improved. Supervisors and Managers are meeting regularly, probation officers participated in "Independent City", and there has been cross training regarding resources.
- It has also been helpful for Probation to notify CWS when their youth are moved. This was another barrier identified in the PQCR, CWS did not have access to Probation systems and did

not know if a youth had been moved and where they were moved to.

- CWS has tried to engage caregivers in an active caregiver's night, providing incentives, child care, credits for continuing education and the content was very valuable. This was not well attended by caregivers and other strategies for engagement will be worked on.
- The Adolescent Family Life Program has been cut which has resulted in a lack of services for pregnant and parenting teens.
- Another area identified as a challenge is the lack of transitional housing for the population. This is a further challenge for Probation youth as they may be excluded based on the crime they have committed.
- It is very difficult for youth to find employment in Kern County, especially youth of migrant workers. Youth are competing for the same job as adults. The ACT project is a successful resource for linking to job readiness, but there needs to be more work related resources for youth.
- Due to budget cuts the Adult Education program has seen a decrease in services they can offer. To get a Diploma or GED there is a wait list for months. There are lots of foster youth that don't finish high school and this is a real barrier.
- Another difficulty with well-being is the difficulty accessing psychotropic medications. When the youth are out of care they frequently don't take their medication and subsequently are unable to complete programs. Under HIPAA, frequently workers are unable to get the psychiatric diagnosis and don't know if the youth are getting the appropriate medication. There is a lack of psychiatric care.

- The Dream Center and Coffee House (foster youth center and job incubator), assists foster youth who are preparing to transition out of the foster care system as well as emancipated youth with job training, education support, and a range of supportive services.

- For probation youth placed out of county, frequently the group homes will drive back to Kern County to get medication for youth, as there are challenges to getting prescriptions filled with out of county Medi-Cal cards. It's easier to drive back to the County for the prescriptions.
- Emancipation conferences have been very helpful for transitional planning and are improving outcomes for youth.

F. Systemic Factors

This section of the report analyzes the systemic factors that impact county performance and practice. The systemic factors for the CSA are the same as those included in the federal CFSR.

F.1. Relevant Management Information Systems:

Child Welfare

The Kern County DHS is a dedicated county for the CWS/CMS. We have 484 desktop computers connected to the CWS/CMS network. We also have 75 laptop computers connecting by either direct network connection while in one of our CWS/CMS offices or by dial-up connection while in the field. Additionally, Staff Development monitors the use of "tokens" on which staff can access CWS/CMS from any computer with a secure internet connection.

The DHS has an Information and Communication Services (ICS) division which includes a technical help desk to provide support for staff. The ICS division provides troubleshooting, repair, and replacement for desktop and network hardware; support for network infrastructure; and information reporting for the department. ICS also provides computers connected to the County/DHS network for the CPS Bureau staff to allow access to our department and county applications and resources.

The Department uses the following information systems for management:

- Safe Measures derives data from CWS/CMS and provides supervisors and managers with a quality assurance tool.
- Structured Decision Making (SDM) – CPS Social Workers and supervisors use this research based and web enabled intake, safety, and risk assessment tools to assist with critical case decisions.
- Business Objects – This reporting tool greatly enhanced the capability of Kern County to gather CWS/CMS statistical information for the purposes of assessing the quality of services for CPS clients.
  - CWS/CMS Reports/Resource Management
  - Program Manager Monthly Reports
  - Bureau End of Month Statistics
  - UC Berkeley Website for Outcomes
  - Foster Care Overpayment Report
  - Foster Care Licensing Hand Counts
  - Adoption Hand Counts
  - ILP Information System
  - CJIS
  - CLETS
  - Live scan
  - DOJ
  - CACI

- LAARS
- Code Enforcement
- Employee Background Checks and Drug Screening
- DA Crime Lab

Probation

The Kern County Probation Department began usage of CWS/CMS as of 6-1-2011. The department enters necessary information into the system. A CWHSA Eligibility Worker is assigned to handle probation cases on probation's behalf.

CAPIT/CBCAP/PSSF

- Social Solutions' Efforts to Outcomes software is utilized to gather and store program information required by the CAPIT/CBCAP/PSSF programs. Demographic, integrated case management and program outcome data for countywide services are routinely inputted by program staff. Program Supervisors and Managers from contract agencies review and analyze data on a quarterly basis and report resulting data to the KCNC, Kern's CAPIT/CBCAP/PSSF Administrative Agent and Planning Body. Data for each service area/contract provider is analyzed separately, comparatively, and then aggregated by KCNC quarterly. Outcome data is reported quarterly to the Kern County Department of Human Services, and annually to the KCNC Governing Board, Kern County Board of Supervisors, and California Department of Social Services. All electronic data is stored using password protected software. Case files containing consent and confidentiality forms, signed case plans, other original documents, and program financial records are stored in locked file cabinets within secure office locations.

F.2. Case Review System

Child Welfare

Child Welfare Services has developed policy to guide supervisors during their review of the work their staff has completed. The mechanism by which this is accomplished is the Supervisor's Case Reading Tool. The purpose of the reading tools is to provide a foundation for consistently evaluating employee work performance standards and outcome measures in addition to creating a standardized method of ensuring that case work and documentation meet the expectations of the Kern County Department of Human Services (KCDHS).

Each program has developed a reading tool, also known as the Read Sheet, by which the supervisor, per policy, must review some of their workers' cases each month. For staff assigned to post dependency programs who provide direct case management services to families (excludes Court Review staff) and for staff assigned to the Voluntary Family Maintenance program (VFM), supervisors are required to review three (3) cases for each case-carrying SSW per month. This can include sibling cases, legal guardianship cases, and cases that are being transferred or closed. For staff assigned to Emergency Response (ER), the supervisor is required to thoroughly read (but not necessarily complete a reading tool) 100% of all referrals submitted for closure. A thorough read consists of reviewing the referral allegations, reading all contacts in CWS/CMS, reviewing the investigative summary, mandated reporter letters and any other letter formulated by the SSW; reviewing the disposition, Structure Decision Making (SDM) assessments and ensuring that all is consistent with appropriate dispositions, assessments, and

service recommendations. The ER supervisors are to use and complete the ER or Court Intake (CI) case or referral reading tool on 100% of referrals closed or cases transferred each month for every Social Service Worker (SSW) who is on probation, has transferred to ER/CI within the last 6 months or who is on a corrective action plan and to use the ER or CI reading tool on 25% of the referrals per month for SSWs who are NOT on probation; who are not new to ER/CI or on a corrective action plan. Although policy does not explicitly state, the Assistant Director has made it an expectation that Program Specialists and Program Directors will also complete random case reads every month as an over site to the reviews the Supervisors are completing. These reading sheets are used for an overview of the work, as well as information for performance evaluations and to assist the supervisors and managers to gain knowledge of the strengths and areas of assistance the staff may require.

An additional data review tool that is provided to all staff, from the line worker to the Assistant Director, is the data report compiling program Safe Measures. It is intended to assist staff in incorporating data reviews into their regular work routine as a method to monitor timely completion of mandated tasks, safety, needs and risk assessments in order to improve processes and outcomes. Safe Measures improves outcomes by giving managers, supervisors, and workers the most up-to-date compliance indicators at agency, regional, unit and caseload levels. Safe Measures is a tool to assess whether federal, state, and local requirements are being met; track agency, unit and worker performance over time; monitor workload; observe and note outcome compliance trends over time; identify out of compliance cases; and a tool that staff can use to plan ahead and better manage their caseloads. Although there is a current policy for Safe Measures in Child Welfare Services, the policy does not require the review of any information provided by this database system. Instead the policy makes recommendations for the use of the system for each program. Other quality assurance measures are listed under the QA section.

Probation

Cases committed to placement originally begin as an intake into the Juvenile Hall Intake. Officers in this unit are responsible for the Initial Assessment of juvenile offenders booked into the Hall and/or cited by law enforcement. Intake Officers review the arrest report, ensure there is probable cause and conduct a preliminary investigation, which includes a risk assessment of each juvenile booked into custody. Based on the officer's evaluation and the results of a Risk Assessment Instrument, the Intake Officer determines whether the minor should be detained pending further review by a Judge or Referee. If detention is not mandatory or appropriate, the Intake Officer may release the minor to a parent/guardian on home supervision, electronic monitoring, or without conditions pending the next hearing.

The next step into the case review (due process) of a potential placement case involves the investigation and submission of recommendations to the Juvenile Court. Probation Officers in this unit conduct case investigations and prepare pre-disposition social study reports with unbiased recommendations for the Juvenile Court. These reports require investigations into the offense and the background of the juvenile and are used by the Courts, District Attorney, and Public Defender for negotiations when determining disposition.

Court Structure/Relationship

The Juvenile Justice Center is a separate courthouse from the County's Superior and Municipal Courts. The Juvenile Justice Center hears Welfare and Institutions Code Section 300 and 600 hearings. There are two judges and one referee assigned to the Juvenile Justice Center. County Clerk, County Counsel, the District Attorney and the Public Defender's offices are in this same building. Indigent Defense Panel attorneys are present during court hours. In addition, DHS has out-stationed two Court Review Units along with a paralegal and legal processing technician at the Juvenile Justice Center. These two units process reports for post-dependency cases wherein the adult clients are still receiving services and represent the department in those hearings. These units also file initial Welfare and Institutions Code section 300 petitions on children who are born who have siblings who have already been declared dependent children of the court, along with processing cases that are transferring in to Kern County jurisdiction.

In addition to the aforementioned individuals, DHS staff shares office space with staff from Kern County Mental Health Substance Abuse Treatment – Gate Team (Dependency Court). The Gate Team provides assessments and treatment placement for individual's participation in services through CPS (voluntary and/or court-ordered). Monthly collaborative meetings (Court Dependency Monitoring) are held to discuss process improvement, funding streams for in patient services, and program effectiveness.

Relationships with the court are strengthened through various meetings. Once a month, a Juvenile Agency Meeting (JAM) is held which includes a representative for the judges, the Department, County Counsel, CASA, Kern County Mental Health, Alliance Against Family Violence and Sexual Assault, California State University Bakersfield, Bakersfield City School District, Kern High School District, Buena Vista School District, County Clerk of Juvenile Court, Indigent Defense Panel Attorneys, Public Health Nurses, Kern Bridges Group Home, Foster Parents, Foster Family Agencies, Owens Valley Career Center, and Juvenile Probation along with other vested community agencies. JAM meets to discuss barriers to court processes and resolve barriers in the juvenile process.

Besides the JAM meeting, County Counsel meets with the DHS Management Team once a month to discuss problems or new procedures. County Counsel is available for information and advice for Social Workers during court hours. Further, County Counsel meets every other month with Court Service supervisors, Program Specialist and the Program Director to discuss any unusual trends that have come to light or unusual case situations that have occurred. County Counsel also provides ongoing training to Social Workers when requested.

The Kern County Department of Human Services (KCDHS) has one Court Review Unit to review court reports and hearing notices for Permanent Placement Programs. This unit is located at the main building (OC Sills building) where the four Court Intake units and the Voluntary Family Maintenance unit are housed. KCDHS currently has a unit of Paralegals. This unit provides services to all programs within Child Welfare Services. Their duties include but are not limited to:

- Background Checks for Parole and Probation
- Processing out-of-state Law Enforcement and CPS records production
- Minor's course reviews

- Client records reviews for Probate and Family Court legal guardianship/custody hearings.
- Miscellaneous Court appearances
- Diligent Searches
- Serving Subpoenas
- CACI productions
- Psychotropic Medication, Medical, Dental, and Mental Health orders
- ICWA
- Work closely with County Counsel.

The KCDHS currently has two units of Legal Processing Technicians. Their duties include, but are not limited to, processing various court documents such as case plans, translation/transcription, court reports, hearing notices, relative notification letter service per AB 938, and ICWA notices.

The KCDHS still utilizes Mediation meetings, which are held in private rooms at the Juvenile Justice Center building. During a Mediation meeting, County Counsel, the Social Worker, and the client's attorneys meet to discuss whether to submit or contest the report and recommendations. A court mediator meets with the clients, the client's attorneys, the Department, and County Counsel. Issues on jurisdiction or disposition are discussed. This helps in scheduling court appearances and court time. It should be noted that although the mediation rooms are large enough to hold several people, visitations between parents and children are not allowed anywhere in the court building. In the last several years changes at the court house has elimated the children's waiting area and visitation areas. There remains a small outside patio area that is completely walled in that children can be secured when the weather permits. Social workers who have children with them for hearings generally wait in the lobby with the children, which can be problematic for cases where contact with the parent is not advised.

Hearings are continued at the discretion of the court. Most continuation requests originate with the counsel representing one of the parents in the case, and the court almost always allows the continuance, Child Welfare Services social workers only request for continuances when information is needed that can affect the disposition, such as awaiting the results of DNA paternity testing, or information regarding membership in a recognized Indian tribe. The counsel for parents for whom the department is recommending the termination of parental rights almost always request for a continuance and the request is usually granted. Unfortunately there has been a lack of accountability for the timely filing of 388 petitions by the counsel representing parents, which cause hearings pursuant to 366.26 of the Welfare and Institutions Code to routinely be continued. This problem has recently drawn the attention of the court and it appears as though the court may begin to require the timely filing of 388 petitions so as not to cause continuances.

In June of 2011, the Judicial Council of California, Administrative Office of the Courts completed a site visit to review juvenile court files in Kern County for compliance with Title IV-E. The recommendations are listed below:

- Review and update the templates and processes used to generate the recommendations as well as the minute orders to accurately reflect all the findings and orders required by state and federal law.

- Recommend and include on the findings and orders documentation the modified D2 finding at post permanency hearings, which should read, "The department has complied with the case plan by making reasonable efforts, including whatever steps are necessary to finalize the permanent placement of the child." The department was 40% in compliance on this item.
- At the Dispositional hearing held for a child under the age of three at time of removal use the date selected for the six month pre permanency hearing held under Welfare and Institutions Code section 366.21(e) as the "likely date". The department was 40% in compliance with this item.
- At the pre-permanency hearing held under Welfare and Institutions Code section 366.21(e) when reunification services are continued to the 12-month permanency hearing, the correct "likely date" is the date of the 12-month permanency hearing. The department was 40% in compliance with this item.
- Identify the child's placement when the permanent plan is an identified placement with a specific goal. The department was 80% in compliance with this item for permanency hearings and 40% for post-permanency hearings.
- Select a realistic, achievable goal for a child with a permanent plan of an identified placement with a specific goal and select a realistic "likely date" to achieve that goal.
- Complete and submit to the court a Transitional Independent Living Plan at each review hearing for a child 16 years of age or older.

The report noted improvement was made in court reports, which now include more information regarding the health, education and general welfare of the child than was included in the reports reviewed during the June 2010 site visit.

Probation officers assigned to the Placement Unit serve in dual roles. They are responsible for both supervising wards of the court in out-of-home care, and for reporting back to the court through mandated six-month review hearings. At the time of the review hearings, officers must present information covering the following areas: a report of the minor's progress (or lack thereof) in out-of-home care, justification for continued placement, an assessment of the parent/guardian's progress in meeting case plan goals, and an updated case plan.

Process for Timely Notification of Hearings

It should be noted that during the Title IV-E review discussed above, the department was found to be 100% in compliance with timeliness of hearings for the 20 hearings reviewed; an improvement from 69.2% in June of 2010. Each Social Worker who writes petitions and court reports is responsible for timely hearing notices. The workers can choose to do their own notices using the hearing notice templates within CWS/CMS, but in almost all circumstances, court review workers choose to have the Legal Processing Unit staff send out the notices for them. The Legal Processing staff are trained to properly prepare and send notices and reports. The court review social worker, who is designated as the secondary social worker in the CWS/CMS system, is responsible for keeping a control log of all court hearings on their case load. Each court review social worker also has electronic access to Safe Measures, which provides dates for upcoming hearings. The court review social worker fills out the hearing notice work sheet and sends the worksheet to legal processing. Legal processing then sends out the hearing notices. ICWA notices were a particular challenge when individual court intake workers were doing their own tribal and Bureau of Indian Affairs (BIA) notices. A system was

put into place more than three years ago, whereby legal processing also sends theses notices along with hearing notices to other parties. Legal processing also keeps a special file for each case for ICWA notices. The hearing notice worksheet that court intake uses has fields included for the intake worker to indicate to legal processing which tribes (or the BIA) are in need of notification. Since the implementation of this process, Kern County has not had any appeals for court cases due to improper notification pursuant to ICWA. The supervisor who manages the paralegal and legal processing staff (referred to as Court Support Services) attends a monthly meeting with County Counsel. The supervisor is apprised of any trending issues with the court processes as it pertains to the Court Support Services units. There has not been a significant problem with late hearing notices using this system for several years now.

Probation Officers are responsible for notifying interested parties of the six-month review hearings through use of the JV-280 form.

Process for Parent-Child-Youth Participation in Case Planning

At this time, there is no formal procedure for family and child/youth participation in case planning. A pilot project in 2005-2006 initiated a coordinated case plan with the CalWORKS Social Worker (AB429). This was marginally successful; a good majority of clients who would be eligible for AB429 services were sanctioned. In regard to the general involvement of parents and children in case planning, there have been efforts made to improve since 2000 with the inception of several workgroups and committees, the most recent being in 2009. An engagement tool was created by this latest workgroup. A pilot was implemented in June of 2010 for the use of the engagement tool. One Masters level social worker was trained in the use of the engagement tool and was stationed at court a few days per week in the morning. She met with as many parents and age appropriate children as possible when they arrived for the detention hearing and used the engagement tool to assist the parents and children in developing their initial case plan. Unfortunately, the pilot showed that using this tool with clients upon their appearance at the detention hearing was not conducive to engagement since the clients usually still considered staff from CWS as adversaries and were reluctant to cooperate and were unwilling to engage. As part of this same pilot , the same social worker attempted to engage clients who did not come to the detention hearing or clients that she was not able to meet with at the detention hearing, by making unannounced home calls a week or so after the detention hearing. This method had mixed results. More often than not, the client had moved, was not home, or was uncooperative at best. The results of the pilot indicated that attempting to engage clients too early in the court process does not produce positive results. The clients are too angry and or in denial, and have not had any counseling to improve their insight into the issues that brought their children to the attention of child protective services. Therefore no formal use of any engagement tool has been mandated.

In regard to other engagement and case planning services, the department does provide Family Decision Meetings (FDM), primarily for Voluntary Family Maintenance cases and families who are receiving services via Emergency Response. Team Decision Making Meetings (TDMs) are held for each placement change for children who are dependents of the court, placed in out-of-home care. TDMs are not held prior to dependency in Kern County as of yet. The department provides WRAP services via SB163 allowances as well. The department has not as yet trained its social workers in the correct way to document the provision of the aforementioned services in CWS/CMS for credit and has not made it a requirement to do so. Staff Development has been tasked to provide this training in the near future.

The department recently decided to narrow its focus for linkages to only those clients who are eligible for services pursuant to AB429 (CalWORKS eligible clients who's children have been removed and for whom the parents are receiving FR services). Previously, linkages were required to be made to any and all staff assigned to a client in the Employment and Financial Services bureau, even when the child(ren) had not been removed. So Emergency Response social workers were making linkages for almost every referral they investigated. This did not prove to provide any benefit to the family. Therefore the department recently made the decision to only provide linkages for AB429 clients. It is hoped that by narrowing the focus, there will be a more intense connection between the CWS worker and the CalWorks worker, and a more coordinated case plan will result, which will make it more probable that the parents will reunify with their children.

Probation officers assigned to the Placement Unit serve in dual roles. They are responsible for both supervising wards of the court in out-of-home care, and for reporting back to the court through mandated six-month review hearings. At the time of the review hearings, officers must present information covering the following areas: a report of the minor's progress (or lack thereof) in out-of-home care, justification for continued placement, an assessment of the parent/guardian's progress in meeting case plan goals, and an updated case plan.

General Case Planning and Review

In Emergency Response, a Safety Plan is initiated and signed by the parent who is left with a copy to act as a follow through reminder. If the child is detained, a case plan is developed immediately and remains in effect until the Dispositional Hearing takes place. Subsequently a formal plan is presented to the court and ordered into effect. Case plans are reviewed every six months. Timely case plans are monitored with Safe Measures.

Probation Officers are responsible for notifying interested parties and attorneys of the six-month review hearings through use of the JV-280 form.

Probation

Probation Officers make face to face contacts with every Ward on Probation at least once per month with no exceptions. This includes minors placed great distances from Kern County and out of state. Visits are also conducted in person at least once a month with the care provider and parents when at all possible, thus ensuring case plans are jointly generated with all pertinent parties.

F.3. Foster Parent Licensing, Recruitment and Retention

There is a Memorandum of Understanding with Community Care Licensing (CCL), and the DHS Foster home Licensing Program County recruits, monitors, supports and approves licenses for county foster and adoptive parents.

DHS strives to place youth, whenever possible, in the least restrictive placement, which includes working with non-related extended family members and maintaining siblings together. DHS utilizes standardized procedures for the assessment, approval, and licensure of

resource family homes. In addition to case management and investigation of complaints, homes are monitored on a scheduled basis and reviewed for continued standards of approval.

The DHS Licensing and Relative Assessment Units are active in the Recruitment, Development and Support of (RDS) Resource Families Committee of the California Family to Family Initiative in Kern County. Other committee members represent and may include resource families, Kinship Supportive Services Program, the local Foster Parent Association (Caregivers of Kern County), the Foster Family Agency/Group Home/Kern Regional Center Liaison, Foster Care - Public Health Nurse, Foster and Kinship Care Education Program, Foster Family Ombudsman, Department Outreach, Building Community Partnerships Program, and Team Decision Making Meetings. Designated staff have been assigned to Emergency Response Units to expedite the approval of identified relatives and non-related extended family members.

The RDS Committee collaborates to develop and implement coordinated recruitment efforts, including but not limited to: multimedia and community promotions, regular biweekly English and monthly Spanish orientation sessions, specialized orientation sessions to compliment Heart Gallery exhibits, and other special recruitment efforts.

Currently, a focus of licensing recruitment efforts is to increase the availability of caregivers for medically fragile children.

In addition we have made an effort to reach the Spanish speaking population in Kern County. Spanish Foster Parent Orientation is offered once a month to prospective foster parents. In addition the Foster Parent Recruitment Line is answered by two bilingual staff members and the Licensing Unit has two Licensing Analysts to assist them in processing their licensing applications. In addition, our Outreach and Marketing Division has a Spanish speaking staff member who recruits at resource fairs, and other events. We also use Spanish speaking radio and printed media to recruit to the local Spanish speaking population.

Kern County has been involved the Quality Parenting Initiative (QPI) since of August 2010. The key goal of the project responded directly to concerns raised by caregivers, foster youth and social workers to recruit and retain high quality foster parents who can provide excellent care to children in foster care.

Kern's QPI team created a strategic plan to increase team work and communication between caregivers and DHS Staff. One of the first steps of the plan was to hold a Meet and Greet between caregivers and social workers. The Meet and Greet occurred on May 12, 2011 and included a dinner, ice breakers, and training. The QPI team has been on hiatus for several months due to staff re-assignments, but the QPI team will resume meeting quarterly as an advisory board beginning in January 2012.

The foster parent recruitment staff has experienced a loss of personnel in the last two years. Since June 2010, KCDHS no longer has Foster Parent Coordinators, experienced foster parents who provided caregivers with training and support. Due to budget constraints these extra-help positions were not re-filled.

Therefore retention events for current caregivers have decreased. In years past we held two large annual recruitment and retention events each year. A training and dinner event was

offered in coordination with National Foster Care Month. A "whole family" event was scheduled during the holiday months. Since June 2010, Kern only has been able to hold the Training Dinner in May, during National Foster Care Month.

The department has an identified Foster Parent Ombudsman who serves as liaison to the local foster parent association, The Caregivers of Kern County (CKC). This ombudsman provides support to child welfare by tracking licensing trends and complaints; working to resolve complaint issues from resources families; responding to requests for investigation from the State Office of Foster Parent Ombudsman; providing trend and activity reports to management; and making recommendations for process improvement.

Bakersfield College Foster and Kinship Care Education Program offers training to the public at no charge and is available in Spanish. In addition, KCDHS promotes training through a quarterly mailing of the CKC newsletter to licensed foster homes and approved relative caregivers and non-relative extended family member caregivers. The newsletter features numerous topics of interest to licensees and caregivers, information from the Licensing program, CKC information, and contact information for other training opportunities.

Pre-service PRIDE training is required for prospective resource families. PRIDE is a 27-hour curriculum developed by CWLA and is taught by Bakersfield College instructors. The program is offered 14 times a year and is offered at various times for the convenience of the caretaker. Education is continually offered through the mailing of monthly training articles on pertinent topics and is available in English and Spanish. Training reimbursement is available for caretakers who want to attend professional training conferences approved by this Department.

Caregiver Resources

The Caregivers of Kern County is a local, independent support and advocacy group for foster parents. Members and interested foster parents are invited to attend the monthly association meeting. After the business meeting, training is provided on various topics relating to foster care, recent trainings have included improving communication skills; Dealing with issues related to bullying and self-esteem; Grief and Loss, and AB 12 training. Attendees are able to share their experiences and knowledge with other licensees.

The Kinship Support Services Program (KSSP) opened a center in Bakersfield, the 93304 zip code, as a resource for relative and non-relative extended family member caregivers not generally served by child welfare programs. The center offers an information and referral hotline and onsite services, such as support groups, family activities, case management, family and group counseling, and tutoring. The program relies on relative caregiver and community volunteerism to provide support to caregivers who are otherwise largely invisible to agency programs.

Kern County contracts with one licensed psychologist to provide educational counseling. Services include educational evaluation and assessment, conduct training and counseling sessions to adoptive and foster parents, educational tutoring counseling to support child education performance and decrease negative targeted behaviors that adversely affect the child's educational experience, individual testing and evaluation of educational achievement, intelligence and social adjustment to identify educational needs.

Placement Resources

Kern County has assigned two Social Service Workers to focus on finding emergency, out-of-home placements for children that are too young or too medically fragile to stay at our emergency shelter, Jamison Children's Center. These Social Service Workers are aware of children's special needs and have become familiar with homes most likely to meet a child's special needs. When RCL 13-14 group home placements are necessary, the Special Multi-Agency Resource Team (SMART) assists in selecting the best group home placement for a child.

The Recruitment, Development, and Support (RDS) subcommittee is one of four "core" strategies of the California Family to Family Initiative currently being implemented in Kern County. RDS, which includes PHNs, works to recruit current and new foster homes to care for medically fragile children. The PHNs join recruitment efforts to encourage and educate health care workers on the need for licensed homes to provide specialized medical care. Hands-on, full day Medically Fragile Training is offered in conjunction with Bakersfield College on a yearly basis.

Currently, there are no licensed group homes in Kern County that are specifically licensed to treat adjudicated sexual offenders. Both sexual offenders served by the Probation System and victims of sexual abuse served by the Child Welfare system are treated through Kern County Mental Health's System of Care.

F.4. Quality Assurance System

Child Welfare

The QA has experienced a loss of personnel this year. For most of 2011 there were two supervisors in the QA/Policy unit. At present there is one Supervisor who reviews specific cases and referrals for policy and practice. Case selection is conducted randomly. This supervisor also writes policy for Child Welfare Services in Kern County.

Cases and Referrals are monitored through random supervisor case reads, random QA case reads, monthly statistical data collection through Safe Measures, completion of biannual Structured Decision Making Child Strengths and Needs Assessments, biannual Review Hearings and/or Administrative Review Hearings pursuant to Welfare and Institutions Code section 366.3, case staffing, individual case conferences, unit staff meetings, all-staff meetings, induction training, Social Worker Academy through the Central Training Academy, ongoing training, and ensures referrals to the Urgent Action Team and SMART Sub-committee as made as needed.

Existing Quality Assurance System

In 2011, the QA Unit completed the following quality assurance readings of our agency's child welfare cases:

- Monthly reads of SDM Risk Assessment completion by ER/CIU/VFM
- Wraparound Services (2005-2010)-Wraparound Unit
- Relative Assessment Unit (cases with a disposition date 1-1-10 or after)
- Provision of Services in Client's Primary Language (9/10-2/11)-Family Services
- Comparison of outcomes: Domestic Violence Unit versus Other Emergency Response Units (7/08-6/10)
- Comparison of outcomes: EASE versus Control Group

The "Provision of Services in Client's Primary Language" resulted in policy and practice changes. Findings indicated that

- 100% of the clients had their primary language entered on the ID page of the client notebook in CWS/CMS.
- 87% of the cases did not have sufficient documentation to show that at least one client in the case who did not speak English received services in their primary languages.

As result, Supervisor reading sheets include screening for whether services were provided in the client's primary language. When a Spanish speaking social worker is assigned documentation must now indicate a statement that a bilingual social worker is assigned to a case with a client whose primary language is Spanish.

Results of these readings were issued to the Director, Assistant Director of the Children Protective Service's Bureau, Assistant Director of the Program Support Services Bureau, and to the Program Directors who were responsible for the child welfare program that was the subject of the reading.

Self Evaluation

The KCDHS has several data reports that are issued monthly, such as

- TDM compliance report,
- Children existing foster care
- Method Emergency Response Referrals Received Breakdown
- Number of Emergency Referrals Assigned and number Emergency Response Referrals Opened.
- Placement Changes and Educational Notebook Information

Various other data reports are requested as needed by the child welfare managers to assess practice and policy changes and for implementation of special projects.

The department provides on a quarterly basis an Overview of Current and Proposed Performance Measures to the Board of Supervisors. The report includes six child welfare performance measures that have been identified to be focus areas. The report includes current data and whether we are meeting federal and state standards as well as a narrative explaining performance in each measure.

Mental Health Monitoring

In 2009 a Mental Health Single Point of Contact Program (SPOC) was created in which all mental health referrals were facilitated and tracked by a social worker. In late 2010, in collaboration with Kern County Mental Health (KCMH) the program was expanded and KCMH funded three mental health social workers to be SPOCs. Currently two mental health social workers have been out- stationed in our Family Services Program. The Mental Health SPOC program is part of the KCMH Fostercare Team. The mental health social workers duties include receiving mental health screening tools provided to them by Family Reunification social workers, coordinating mental health services, facilitating signatures for consents and financial paperwork. In addition, they keep a tracking log that includes, date case opened, date client was screened by a mental

health provider, date mental health services began and when the case was closed. The information is reviewed by the Fostercare Team supervisor daily and is provided on monthly basis to KCDHS and KCDHS managers. In addition, all children entering our shelter receive a universal screening including children 0-5 needing services.

Assessing the needs of children with Special Needs

Kern County has in-house Public Health Nurses (PHN) Unit to screen families and do follow-up services to foster children. A public health nurse is stationed at the Juvenile Justice Center and meets with families at detention hearings to gather children's medical information. The information is entered in the CWS/CMS system. Referrals by social workers are also made to the PHN unit involving children who are born pos-tox, medically fragile infants, cases involving an assessment of failure to thrive, medical neglect cases, child's failure to meet developmental milestones, and children identified as having special needs or chronic medical problems. A policy is developed which identifies the duties and referral process of PHNs and the policy further provides guidance to social workers for appropriately accessing whether a child should be referred to the PHN unit.

The PHN unit has also actively assisted in recruitment of current and new foster homes to care for medically fragile children. The PHNs joined recruitment efforts to encourage and educate health care workers on the need for licensed homes to provide specialized medical care.

Probation

Kern County Probation Department visits group homes on a monthly basis to conduct face to face contacts with respective youth as mandated to ensure the group home setting is meeting operational standards. Furthermore, the Department recently approved the assignment of one officer to be trained to properly audit and evaluate group homes and the services they provide. This will be a full time position dedicated to holding group homes accountable to their program statements and ensuring they are providing the services they claim to provide. It will also involve evaluation of physical standards. Hopefully, this will encourage group homes to provide the relevant services and supervision required to assist in rehabilitation, redirection, and transitional living.

Probation staff meets quarterly with the CDSS to review Quarterly Outcomes Performance Reports. Since October 1, 2011 Probation utilizes CWS/CMS reports that provide performance progress and information on outcome measures. Probation staff routinely utilizes Assessment Tools to make assessments and document decision making. These are reviewed by supervisors and the management team.

CAPIT/CBCAP/PSSF

The KCNC ensures effective fiscal and program accountability for the CAPIT, CBCAP, and PSSF contract activities by utilizing a multi-faceted approach. The following is a description of the processes that are utilized:

- Fiscal Claims are reviewed monthly. Contract agencies must submit fiscal claims monthly. KCNC staff reviews each claim to ensure that funds are being expended as budgeted and that all expenses are appropriate and necessary. Monthly fiscal data is aggregated quarterly

and expenditure patterns are carefully reviewed. Independent audits of CAPIT/CBCAP/PSSF/CCTF funds are conducted annually for contact agencies as well as KCNC, Kern's PSSF/CBCAP/CAPIT/CCTF Administrative agent.

- Program data is reviewed quarterly. The following is among the data that is reviewed quarterly by Program Supervisors, Managers and KCNC staff to ensure that project goals, objectives and targeted outcomes are being met: enrollment numbers; service acceptance rates; case plan completion rates; Social Condition Matrix scores that measure family functioning levels at intake, quarterly, and case closure; parent education class pre and post test scores; parent education enrollment and graduation rates; and, client satisfaction data that is collected via parent/client surveys collected every six months and/or at time of case closure. DR Service providers are each assigned a unique region or "Service Area" of Kern County. DR program data is reported by each Service Area, and then summarized quarterly so that each Service Area can see how their Service Area's program outcomes compare to data from other Service Areas, as well as data that is averaged countywide. These outcome reports are also a focus of Peer Review meetings that are held throughout each Fiscal Year.

- On-site reviews are conducted annually by KCNC. During these reviews, program policies, procedures, and established best practices are discussed to ensure contractor compliance. Additionally, a sampling of client case records are reviewed to ensure that client consent, assessment, case planning, thorough case documentation, and evaluation tools are being completed timely; and, that community based resources are being effectively coordinated for families who have multiple needs.

- Peer Review meetings are held triennially. KCNC staff meet with all DR Supervisors to ensure that DR services are coordinated, DR policies and procedures are being complied with fully, DR program outcomes are being monitored and utilized to shape implementation strategies, training needs are being identified and then subsequently met, barriers to services are being discussed and addressed, and successful implementation strategies and tools are being shared. Peer Review meetings also provide KCNC staff with unique opportunities to identify program/provider strengths and needs.

- Long-Term outcomes are reviewed annually. Since CAPIT/CBCAP/PSSF services are tied to Kern's Child Welfare Outcomes, the following CWS outcomes are reviewed annually: Kern's child maltreatment, foster care entry, abuse recurrence, and family reunification rates. This data is then analyzed in comparison with state and national standards (when applicable) as well as data from comparison counties.

- If contractors fail to meet their goals, objectives, and targeted outcomes, and/or fully comply with funding requirements, KCNC will provide the contractor(s) with a written description of the corrective action steps that must be taken, they date they must be completed by, and provide notice of the date that a written description of the steps/actions taken to fully address concerns must be received by the KCNC. KCNC's Governing Board will then determine if issues of non-compliance have been satisfactorily addressed. If issues were not satisfactorily addressed, the contractor(s) will receive a notice that their contract for services is being terminated. Annual contract renewals are dependent upon contractor's compliance with established policies and procedures; ability to meet or exceed project

goals, objectives and targeted outcomes; and, satisfactory completion of any corrective action steps that were required.

- CAPIT/CBCAP/PSSF DR services focus on children who are most at-risk of abuse and neglect. DR expands the ability of Child Protective Services to respond differently to suspected reports of child abuse/neglect, by assisting families at the first signs of trouble. Once suspected abuse referrals are received and screened, those determined to be appropriate for DR services are forwarded by the CPS Social Worker to DR providers. Once a CPS referral is received, DR providers must respond within ten days, and must make at least three attempts to contact the family.

  Kern's DR services utilize research based best practices, but are not currently evidence based. Evidence based evaluation tools for Kern's DR and PSSF Time Limited Family Reunification Services are currently being researched and are expected to be utilized beginning July 1, 2012.

  To assist families whose children are at risk of abuse and neglect, or have experienced abuse and neglect - DHS has approved CAPIT/PSSF funded parent education services, and includes information on them in their Department's resource directory. Case management, guided visitation and counseling services are also available for families who receive PSSF/CAPIT funded parent education services. Additionally, outreach staff participates in community resource fairs. Family Resource Centers, community-based organizations, DR and PSSF Time Limited Reunification program staff refer families to these services as well.

  In an effort to provide effective child abuse and neglect prevention awareness and education information to community members and parents of at-risk children throughout Kern County, KCNC's Kern Cares utilizes child severe injury, Child Death Review Team, and community needs assessment data to identify key prevention themes that are the focus of monthly prevention campaigns and free trainings for community members and service providers. Thanks to the support of firmly rooted partnerships with local print, television and radio media, hundreds of thousands of parents and community members receive prevention education and resource information each month. To ensure that Spanish-speaking parents and community members receive prevention messages, Spanish print, television and radio outlets are key partners. Outreach efforts to effectively reach special needs populations are discussed in the paragraph below. During FY 2010-2011, child abuse prevention education outreach efforts reached an estimated 3,129,000 English and Spanish newspaper readers, 331,000 English and Spanish television viewers, 526,800 English and Spanish radio listeners, 2,130 KCNC website visitors, 3,784 newsletter readers, 950 public presentation attendees, 1,285 educations session/training participants, and 600 community members and service providers attending community events . Beginning January of 2012, prevention education messages will begin reaching typically underserved and underrepresented groups via a 2012 Kern Cares Family Calendar. All PSSF/CAPIT/CBCAP funded DR, parent education and PSSF family reunification staff will be distributing 2012 calendars to families they come in contact with. The calendars will serve as a valuable organizational tool for families who need to keep track of parenting classes, doctor and social service agency appointments, work/school schedules, etc.; and, include an important, family-friendly child abuse prevention education message each month designed to increase child safety and well-being. The calendars also include community resource information

and an area for families to record important phone numbers for doctors, schools, and social service agencies.

- The number of children with special needs, and their families, is routinely captured by the CAPIT/CBCAP/PSSF MIS system and reported annually. To ensure that parent education services uniquely meet the needs of these families, Haven Counseling Center provides specially designed classes for parents who are mentally ill and/or dual diagnosed, divorced, deaf, Spanish speaking, developmentally disabled, kin caretakers, or parents of special needs children. The "Special Kids, Special Challenges" class is for parents of children with special needs. It uses a twelve-week format and follows the guidelines set forth by the Department of Human Services for court-ordered parenting. It also incorporates topics of particular interest to these parents that include: dealing with shock and grief, the impact of special needs children on siblings, community resources for special needs children, and daring to set rules and discipline for your special needs child. To ensure that children with special needs and their families receive effective DR services, DR Case Managers partner with the following agencies: Hearts Connection (Family Resource Center for families with special needs children), Kern Regional Center, Special Education Teachers and Coordinators from the Kern County Superintendent of Schools Office and School Districts throughout Kern County. To ensure that families with special needs children receive child abuse and neglect prevention awareness and education materials and resource information, a parent of a special needs child is a member of KCNC's Child Advocacy Committee. For each monthly prevention theme, she considers and suggests any ways that a topic should be addressed differently for special needs populations, and acts as a hub for the distribution of educational and/or promotional materials to these families, as well as the agencies and organizations that serve them.

PSSF Adoption Promotion and Support Funds

- Through the PSSF funds, Smothers and Associates provide counseling and interventions services for adoptive families that is not covered by Medi-Cal or other insurance. The provider provides assessment, counseling and tutoring services pertaining to academic learning processes of the educational system. The provider provides support to families and assists in addressing negative behaviors that negatively affects the child in his or her academic and home environment. Treatment plans are submitted within 30 days of the child's referral in order for the county to track service delivery. Participant satisfaction surveys are mailed to program participants for completion bi-annually by the county to evaluation the service provider's service effectiveness.

F.5. Service Array

The "Kern County Department of Human Services Resource Directory of Community Service Providers" is updated on a regular basis. This directory outlines the Guidelines for Court-Ordered Services, Reference Index to Providers of Court-Ordered Services, Community Service Providers, and a Guide for Mental Health Substance Abuse Treatment Services. The Resource Directory is posted on our internet, so that it may be available to all Kern County Department of Human Services staff, also hard copies are available in our storeroom. The Resource Directory is updated regularly and posted on our external website and is available to the public. Several FRCs and other community agencies offering court ordered parenting courses provide the

resource directory to clients. In addition, the local police department has the resource directory posted on their website.

For the purposes of this CSA a comprehensive matrix was developed of the service providers and based on input from the CSA stakeholder process it was identified what categories those providers served. Please see Appendix 3 for the matrix.

F.6. Staff/Provider Training

Child Welfare

The Department of Social Services has a Staff Development Division whose goal is to develop trainings on services and skills encompassing Best Practices (researched based, family-centered, strength-based, needs-driven, solution-oriented and community-based), to better equip staff to facilitate safety, permanency and well-being for the county's children and families.

Staff Development continuously focuses on improving and strengthening Induction Training for newly hired, transferred or promoted Social Workers. New Social Workers currently receive six weeks of training on Department, child welfare, and community practices and procedures. New Social Workers and newly promoted Supervisors also participate in the Central California Training Academy and acquire the standardized core training required within two years of their hire date for line workers and within the first year of promotion for line supervisors.

New Social Workers are assigned to program-specific training units following the conclusion of classroom instruction. Employees remain in the training units until the time of their six-month probationary performance review. Program-specific core competencies have been identified to promote consistent training and evaluation. New employees benefit from structured, hands-on supervision from Supervisors and lead workers in each of the training units.

The Department also provides ongoing trainings, including but not limited to Child Car Seat Safety, CWS/CMS, Civil Rights and Cultural Awareness, Domestic Violence, Sexual Harassment, Multi-Disciplinary Teams, Structured Decision Making, First Aid/CPR, and Worker Safety. Additional trainings are frequently available through UC Davis and guest presenters including, but not limited to such topics as Self-Care and Burn Out, Supervisory Training, Client Engagement, Sexual Abuse, and Performance Evaluation. Short informational trainings are frequently provided at monthly CWS staff meetings on such topics as gangs, cell phone usage, PHNs, DR, child mental health services, community resources, department policy, and organizational changes.

The Department has developed a database to track training hours in order to comply with the new state mandates for Social Workers, and is developing alternative E-Learning type courses as another opportunity for Social Workers to acquire information and training in a way that is convenient and effective.

Probation

Probation Officers complete a 160-hour core training course and a 40-hour PC 832 peace officer training course within one year of employment. In addition, officers receive a minimum of 40 hours of STC approved training annually. Probation Officers assigned to the Placement Unit also receive a 72-hour course through UC Davis Extension entitled, "Probation Placement Officer

Course." Upon receiving their job assignment, officers receive an administrative orientation, covering the general functions of the unit as well as an overview of the department's Administrative Manual. Additionally, officers attend numerous other training throughout the year as available. These trainings are offered by UC Davis and usually pertain to pertinent information regarding new laws, regulations, and policies.

CBCAP/CAPIT/PSSF

To promote skill building and professional development among public and private service Providers throughout Kern County, including PSSF/CAPIT/CBCAP/Trust contractors, the KCNC provides free monthly training opportunities. Training topics range from "Mandated Reporter Training" to "Facilitating Change through Motivational Interviewing" to "KCNC Social Condition Matrix: A Tool For Focusing Home Visits and Measuring Family Progress." During FY 2010-2011, 89 agencies, schools and community groups were represented at free Kern Cares prevention/awareness trainings. An average of 65 attendees attended each training. As indicated on training evaluation forms, 98% of training attendees found Kern Cares trainings beneficial, and 97% would recommend them to colleagues.

To foster leadership among community members, sub-contractors, and service providers, the KCNC provides an annual Leadership Development Program. Participants learn how to advocate for those who cannot advocate for themselves and how to pass these skills onto others. Participants also develop a network of allies among fellow team members and trainers who can be called upon for advice, assistance and guidance. Each participant is expected to take what they have learned back into their own neighborhood, community and organization - helping make positive systems change for children and families in Kern County. During FY 2010-2011, 23 individuals from 15 agencies graduated from KCNC's 2011 Leadership class. 100% of 2011 graduates exited the program with an average leadership survey score above 2.0, demonstrating maturing leadership skills, equating to a 38% overall improvement in leadership skills from 1.89 before the program to 2.60 at the time of graduation.

To assist sub-contractors with implementing effective service delivery strategies and practices, evaluating services provided, and improving outcomes for children and families, KCNC staff routinely provide technical assistance via telephone calls, email exchanges, and site visits. Technical assistance is provided at the request of sub-contractors or at any time KCNC staff determines that it may be beneficial.

CAPIT/CBCAP/PSSF funds are available annually for county liaisons and parent consumers to attend required meetings, conferences, and training events.

In compliance with Division 21 of the California Department of Social Services' Manual of Policy and Procedures, all staff having public contact as part of their employment, including the CAPIT/CBCAP/PSSF county liaison, contractors, and parent liaisons/consumers, are required to participate in civil rights and cultural awareness training annually.

F.7. Agency Collaboration

Child Welfare

As discussed throughout this report, the DHS is involved with community partners at all stages of a child welfare case, from Differential Response through Permanency Planning. The DHS

utilizes the KCNC as an external advisory body for evaluating and reporting progress on the County's goals. The KCNC facilitated monthly meetings with public and private partner agencies and community collaboratives are utilized as opportunities to coordinate child welfare planning efforts and service provision, hear and respond to concerns of partners, and elicit continuing support for positive outcomes for children, youth and families.

Stakeholder groups throughout Kern County (e.g. the ILP Advisory Board, Group Home Coalition, Children's Treatment and Recovery Services Committee, and Child Advocacy Network, KCNC Governing Board, and Community Collaboratives) participated in the County Self Assessment process. They were selected based on the expertise that they could lend to the process, and provided information regarding both current efforts and needs to better improve outcomes. It should be noted that due to the DHS and Probation Departments' commitment to collaboration, DHS Supervisors and/or Managers are long standing members of these groups.

In addition, both Probation and the DHS participate in the Central California Placement Committee. This is a collaborative effort involving various placing agencies throughout the central valley and Community Care Licensing.

The Kern County Department of Human Services and Probation routinely consult and coordinate efforts with the following community partners:

- Kern County Network for Children (KCNC), Designated by the Kern County Board of Supervisors, KCNC is Kern's Child Abuse Prevention Council, Child and Family Services Coordinating Council, and PSSF/CAPIT/CBCAP/Children's Trust Fund's Planning Body and Administrative Agent. KCNC Governing Board members include policy-makers and key representatives of the following stakeholder groups: Kern County Board of Supervisors; County Departments of Public Health, Mental Health, Human Services, and Probation; County Administrative Office; Kern County Superintendent of Schools; Kern High School District; community-based social service and health organizations; Family Resource Centers and Community Collaboratives; Community Members; Law Enforcement; the Housing Authority of the County of Kern; Early Child Care Council; First 5 Kern; local business; Bakersfield Veterans' Center; and, the Presiding Juvenile Court Judge. The DHS provides the KCNC with updates regarding County goals, planning efforts, and service provision strategies. The KCNC in turn ensures that PSSF/CAPIT/CBCAP/Children's Trust Fund services are aligned with County goals, designed to meet local needs and improve County outcomes, and are integrated within the continuum of services available to children and families so that services are not duplicated and resources are maximized. The KCNC Governing Board reviews PSSF/CAPIT/CBCAP/Children's Trust Fund service outcomes annually to ensure that they are helping to improve County outcomes and achieve County goals.

- 22 Community Collaboratives throughout Kern County. These neighborhood-based coalitions identify and address local issues ranging from joblessness to child safety to graffiti removal. DHS and Probation staff routinely attends these regularly scheduled meetings. The Collaboratives provide invaluable community input to public agencies regarding community needs and priority concerns; and, serve as a means for agencies to effectively dialogue with community members regarding new initiatives, plans and

goals; available services and resources; and, the shared desire to improve the lives of children and families.

- 14 Family Resources Centers located throughout Kern County. These neighborhood-based one-stop provide a range of direct services for children and families that include: emergency basic need items (e.g. clothing, food, hygiene kits, cleaning supplies), health services, parenting and life skills education classes, case management services, information and referral services, linkages with community services (e.g. public assistance, legal assistance, housing, etc.), as well as advocacy and support. DHS Social Workers are active members of FRC multi-disciplinary teams.

- Differential Response (DR) is an effective county-wide, research-based strategy to improve Child Welfare Service outcomes that is being used throughout Kern County and nationally. DR expands the ability of Child Protective Services to respond differently to suspected reports of child abuse/neglect, by assisting families at the first signs of trouble. These community-based, integrated case management services engage the broader community in sharing responsibility for strengthening families and improving child safety outcomes.

- Boards and Commissions. County goals, planning efforts and service provision strategies are regularly shared with Boards and Commissions throughout Kern County. Additionally, a report regarding County goals is presented to the Kern County Board of Supervisors annually. This report is a public document and public comment is welcome.

- Administrative Technical Advisory Committee (ATAC) - Members: Second tier managers from County Departments and the Kern County Superintendent of Schools, and the Director of the KCNC. Purpose: Share information, discuss success and barriers related to service integration, coordinate service planning efforts and develop policy recommendations for KCNC consideration

- CHDP Meeting - Members: Probation, Public Heath. Purpose: meet to ensure that wards' CHDP medical needs are being met.

- Child Death Review Team – Members: County Coroner, District Attorney, Sheriff, Bakersfield Police Dept, DHS, Public Health, Mental Health, Kern Medical Center, KCNC, Kern Regional Center, Child Abuse Prevention Counsel, and Juvenile Justice Court Attorneys. Purpose: The Child Death Review Team reviews all county child deaths that were not determined to be of natural causes. The Team also looks at trends in child deaths and makes recommendations for prevention strategies.

- Children's Treatment and Recovery Services Committee - Members: KCMH, Foster Family Agencies, DHS, KCNC, Probation, schools, Kern's Behavioral Health Board, KCPH, and KCMH providers Purpose: Improve upon the Children's System of Care through collaborative efforts and by providing an open forum for discussions and presentations that address the needs of children and their families.

- Domestic Violence Death Review Team Members: Sherriff, Bakersfield Police Department, Community Action Partnership, Women's Center High Desert, Probation (Victim's Witness), DHS, Greater Bakersfield Legal Association, Alliance against Family Violence and Sexual Assault, and KCMH Purpose: The DV Death Review Team reviews all deaths related to domestic violence.

- Dependency Court Monitoring Committee - Members: MH and DHS Purpose:
  A monthly meeting between KCMH Substance Abuse and KCDHS CPS to discuss KCMH substance programs in regards to CPS clients court ordered to attend substance abuse treatment. Discuss any issues we might have with providers, stats of number of clients being served, changes in treatment services that may or may not affect our clients.

- FFA Consortium - Members: Local FFAs, representatives from DHS and Probation Purpose: The FFAs invite community organizations to present their programs that might be utilized for the foster children in their care. The group also discusses current laws, trends in foster care and such.

- Foster Youth Services (FYS) Local Advisory Group - Members: KCMH, Kern High School and Bakersfield City School District Education Liaisons, Probation, DHS, CASA, Bakersfield College, Kern High School District's Career Plus Center, Apiranet-Wraparound, Kern County Consortium SELPA, FYS, Foster Family Agencies (FFA), California Youth Connection Youth Member (CYC), CSUB, Housing Authority of Kern and KCPH. Purpose: Discuss, develop and implement coordinated approaches designed to assist foster youth with accessing educational resources to enhance rates of education completion. Linking foster youth to supportive services that prepare them for transition out of the system, and/or accessing job training programs, and becoming self-sufficient adults.

- Gang Task Force (Joint City and County Standing Committee to Combat Gang Violence) Members: Representative from City of Bakersfield and County of Kern Departments as well as KCNC, community members, faith based and community organizations. Purpose: To develop a plan of attack against the root cause of gang violence; to develop a comprehensive, countywide prevention, intervention and suppression approach to reduce criminal gang activity and violence in Kern County, and to collect and disseminate information. (Retrieved on 10/21/11 from http://wwwstatic.kern.org/gems/project180/gangStrategicPlan.pdf)

- Group Home Coalition - Members: Foster Youth Services, local Group Homes, Probation, DHS, KCMH, and Community Care Licensing. Purpose: Discuss, develop, and implement coordinated approaches to best meet the needs of Kern's highest need youth and improve educational outcomes and placement stability. Provides a forum for caregivers to receive training and education, as well as best practices among their peers. The group is facilitated by Foster Youth Services.

- Institutional Administration Meeting - Members: Probation, KCMH, Public Health nurses. Purpose: to resolve issues with providing medical services in the institutions for wards.

- Jess Diamond Assessment Center Forensic Team – Members: the county's multi-disciplinary sexual abuse interviewing team comprised of members from Child Protective Services (DHS), the District Attorney's Office, Victim/Witness Program, Kern County Sheriff's Department, and Bakersfield Police Department. Purpose: Typically a CPS social worker will conduct the forensic sexual abuse interview that is recorded and witnessed by other team members through a two-way mirror to reduce the number of interviews the potential victim must endure.

- Jess Diamond Assessment Center MDT - Members: forensic interviewers from KCDHS CPS; Kern Medical Center personnel who conduct forensic examinations; law enforcement agencies; the District Attorney's office; County Counsel's office; Kern County Mental Health; and the Victim/Witness Program (Kern County Probation Department). Purpose: a forum for all partners to ensure that the multidisciplinary team is doing all they can to provide the best service possible to the children and families they serve, in the areas of forensic interviews and forensic exams and their results.

- Juvenile Agency Meeting (JAM) - Members: Juvenile Judges, Public Defender, County Counsel, Mental Health, Probation, DHS, CASA, IDP Attorneys, Foster Family Agencies, Foster Youth Services, and Group Home Directors to address joint issues that effect all systems that are part of Juvenile Court.

- Kern County Network for Children (KCNC) Governing Board – Members: Directors of County Departments, Kern County Board of Supervisors, Community-based organizations, community leaders, Kern Child Abuse Prevention Council Director, Juvenile Court Judge, Director of First 5 Kern, and local business leaders. Purpose: Kern's Child Abuse Prevention Council and Child and Family Services Coordinating Council, policy board for children's services and Planning Body and administrative agent for Child Abuse Prevention, Intervention and Treatment (CAPIT), Community Based Child Abuse Prevention (CBCAP), County Children's Trust Fund, and Promoting Safe and Stable Families (PSSF) funding.

- Child Advocacy Committee, a KCNC Sub-Committee- Members: Key representatives from: DHS, Chevron, Kaiser Permanente, Kern County Superintendent of Schools Office, Kern High School District, Community Connection for Child Care, H.E.A.R.T.S. Connection/parents of special needs children, and The Bridge Bible Church. Purpose: Development and implementation of Kern Cares' annual calendar of child abuse and neglect prevention themes, education campaigns, awareness activities, and trainings.

- Kern Leadership Alliance - Members: community of churches, ministries, non-profits, businesses and civil leaders Purpose: Kern Leadership Alliance envisions, connects, and empowers leaders for community transformation that will improve the lives of all citizens by addressing Kern County's most Pressing needs. (retrieved on 10/20/11 from http://kernleadershipalliance.org/)

- Kern Narcotic Enforcement Team (KNET) – Members: Officers from KC Sheriff, KC District Attorney, KC Probation, Bakersfield Police Dept, Taft Police Dept, Tehachapi

Police Dept and Child Protective Services (DHS) Purpose: Special Units work together to investigate, enforces, and prosecutes narcotic violations.

- Medically Vulnerable Infant Workgroup - Members: First 5 Kern, KC DHS, KCMH, KCPH, CA Children Services, Kern Regional Services, local hospitals, clinics and other agencies. Purpose: To use coordinated services to measurable improve outcomes for Ker County infants and children 0 – 5 at risk of costly, lifelong medical and developmental issues by working with case mangers and providers to coordinate and streamline care.

- Methamphetamine Reduction Task Force - Members: county agencies, businesses, community-based organizations, the faith-based community, criminal justice agencies, and the community-at-large Purpose: To identify factors … that contribute to promoting or sustaining methamphetamine and other substance use, developed goals and objectives to reduce risk and promote protective factors, and identified strategies for achieving these goals and objectives. (Retrieved on 10/21/11 from http://www.co.kern.ca.us/artman2/kcmh/uploads/1/Kern_County_Methamphetamine_Strategic_Plan_2.pdf)

- Multi-Dimensional Treatment Foster Care (MTFC) - Members: Probation, KCMH Purpose: The program provides foster family placements for wards that have a family member to reunify with, but need an out-of-home placement in order to assist in the reunification process. While in MTFC, the ward, family, and foster family participate in counseling geared towards making reunification happen within six months of the placement.

- Multiagency Integrated Services Team (MIST) – Members: KCMH, Public Health, DHS, Juvenile Probation and Parent Advocate. Purpose: This team targets youth who are at risk for out of home placement or have been repeated user of multiple county agencies without positive results. The team's goal is to stabilize and strength the family so they can return to a less intensive level of services.

- Project 180 Gang Prevention Partnership - Members: Ebony, Garden Pathways, Kern County Superintendent of Schools, New Life Recovery & Training, Stay Focused Ministries, Stop the Violence, DHS and Board of Supervisors Purpose : Project 180 is a gang prevention partnership dedicated to working with at-risk youth by helping them make better decisions through caring adult relationships, after-school programs, youth development, diversion programs, service learning, job skills training, tattoo removal, parenting skill building, crisis response, and teaching life skills. (Retrieved on 10/21/11 from http://www.kernproject180.org/)

- School Attendance Review Board (SARB) – Members: School Districts as well as DHS and Juvenile Probation, other community services members. Purpose: Is to review files of children who are habitually truant, absent or incorrigible. (currently 15 different school district SARBs)

- SB 163 Wraparound Services (WRAP) - Members: DHS, KCMH, Probation, Aspiranet, Family Preservation Community Services Purpose: A creative alternative to placing a

child in a group home. The goal is to put natural supports in place and to move away from solely using services that are professionally driven.

- Sexual Assault Response Team (SART) - Members: Alliance Against Family Violence and Sexual Assault, all LEA in Kern County, Women's Center High Desert, Probation (Victim's Witness), local Correctional Institutions, Kern Medical Center, Memorial Hospital, Alpha House, Jess Diamond Assessment Center (DHS) Purpose: To help the victims of rape and sexual assault to receive medical services, counseling, and advocacy with the legal system.

- Special Multidisciplinary Assessment and Review Team (SMART) - Members: Clinica Sierra Vista, Child Guidance Clinic, KCMH, College Community Services, KCPH, DHS, Probation, KC Superintendent of Schools (Foster youth Services), and local school districts. Purpose: SMART is a multiagency committee, which reviews youth, who may have multiple needs, and benefit from more coordinated care resulting in authorizing: therapy, TBS, Wraparound, group home placement, support service, ICPC or other treatment.

- Urgent Action Team - Members: DHS, Probation, KCNC, CASA, KRC, Garden Pathways, CA Department of Rehab, Housing Authority, Covenant, Clinica Sierra Vista, Kern High School District. Purpose - to review cases of youth that are getting ready to emancipate and attempt to find remedies to meet their unfulfilled needs prior to emancipation. The 90-day Transition Plans are discussed and developed at this meeting.

As discussed throughout this report, the DHS is involved with community partners at all stages of a child welfare case, from Differential Response through Permanency Planning. The DHS utilizes the KCNC as an external advisory body for evaluating and reporting progress on the County's goals. KCNC's bi-monthly Child Abuse Prevention Council meetings and monthly General Collaborative meetings provide DHS with opportunities to coordinate child welfare planning efforts and service provision, hear and respond to concerns of partners, and elicit continuing support for positive outcomes for children, youth and families. An average of 72 stakeholders representing the following attend General Collaborative meetings each month: community based organizations; community members; faith-based organizations (i.e. churches and service focused agencies); advocacy groups including Court Appointed Special Advocates of Kern County; community-based service providers including Family Resource Centers; members of Community Collaboratives throughout Kern County; the Alliance Against Family Violence; child abuse prevention service providers including those that receive PSSF/CBCAP/CAPIT/CCTF funds; Bakersfield Police Department; Kern County Probation, Mental Health, Human Services, Public Defender, Child Support, Sheriff, Employers Training Resource, and Public Health Departments; Housing Authority of the County of Kern; housing services for transitional foster youth; foster family agencies and group homes for Wards and Dependent Children of the Court; community based mental health service providers; Kern Community Foundation; Congressman Costa , Congressman McCarthy, and Senator Rubio's Offices; District Representatives from Kern County Board of Supervisors' offices; Food Bank; Health education and direct service providers; Community Action Against Drug and Alcohol Abuse;

Boys and Girls Clubs; Kern Assistive Technology Center of Kern; Greater Bakersfield Legal Assistance; Junior League of Bakersfield; Mexican American Opportunity Foundation; local hospitals; Community Action Partnership of Kern; Child Care service providers; Kern County Superintendent of Schools Office and local school districts; Bakersfield Veterans' Center; and First 5 Kern.

The DHS has established firmly rooted community partnerships to produce a comprehensive response to the prevention of child maltreatment. The following are the key strategies that are being utilized, the organizations involved, and braided resources that make them possible:

- Differential Response services expand the ability of DHS to respond differently to suspected reports of child abuse and neglect. Once DHS assesses child safety risks and determines that a family could benefit from in-home, supportive services, PSSF /CBCAP/CAPIT/CCTF service providers, with the assistance and support of the KCNC, are available to assist families at the first signs of trouble.

- To maximize resources, DR services are provided utilizing a county-wide service area approach. Each contract provider is assigned a distinct geographic region of the county. Since Kern County encompasses 8,171 square miles, each DR Service area provider serves multiple communities. For example, in northern Kern County, the DR provider is physically housed at the Shafter community's Family Resource Center, but they assist families that they serve who live in McFarland (19 miles away) with accessing services at the McFarland community's Family Resource Center. Since DR services are provided in-home, traveling to the DR provider's office is not an issue for families. Each DR provider works closely with all Family Resource Centers, social service agencies, and community-based organizations within their service area to ensure that families benefit from all available supports and become familiar with community resources closest to their home should they need assistance once DR services conclude.

- So that services can be available countywide to serve more than 3,300 children and their families annually, PSSF, CCTF, CBCAP, CAPIT, PSSF, Child Welfare Services Improvement Project, First 5 Kern, and private funds are braided. In addition, the DHS provides extensive in-kind support to DR Service Providers to ensure that provider training needs are fully met, DHS Social Workers are available for joint home visits and case consultation when necessary, and DHS data is accessible so that the impact of DR services on CWS outcomes can be fully measured. Since implementation in 2005, DR services have reduced Kern's recurrence rate of child abuse and neglect - child maltreatment rate, and foster care entry rate;- helped increase the timeliness of Social Worker visits by allowing Social Workers to close cases sooner since DR services are available to assist families; - and has reduced state, federal and local foster care annual payment costs.

- PSSF/CAPIT funded research and best-practice based parent education services that utilize practical as opposed to theoretical approaches to providing at-risk parents with the skills necessary to appropriately parent and nurture their children. Case management and counseling services are also available for these families. To ensure

that education services are appropriate and effective for all families, a number of classes are available for families with special needs (e.g. deaf, mentally ill, developmentally disabled, Spanish speaking, divorce, special needs children, etc.). Parents may access these services on a voluntary or court-ordered basis via a self, prevention partner, or DHS referral. The DHS approves community-based parent education providers whose curriculum(s) meet California Welfare and Institution Code requirements for court-ordered parent education services. Approved parent education providers, and information about their services, are included in the DHS Resource/Referral Directory that is utilized by all DHS Social Workers. So that education services are available countywide, CAPIT, PSSF, CCTF, and First 5 Kern funds are awarded to providers via competitive request for proposal processes. By improving parent knowledge, these services are improving child safety and assisting parents with successfully reunifying with children who have been placed in an out-of-home placement.

- Family Resource Centers (FRC) throughout Kern County assist at-risk families with meeting the basic needs of their children. The following list includes the types of prevention services available at most FRC's: emergency food and clothing, basic hygiene and household cleaning items; bus passes; information and referrals for community supports available outside of the FRC; parenting education; assistance with locating housing and obtaining employment; advocacy; and support. DHS Social Workers refer families to the FRC's, and are active members of FRC multi-disciplinary teams. KCNC provides FRC's with training, technical assistance and support. FRC costs are typically funded by braiding together the following fund types: First 5 Kern, PSSF, Child Welfare Outcome Improvement Project, school district Title 1 and/or Migrant Education funds, MediCal Targeted Case Management/MAA, Adolescent Family Life Project, as well as public and private grants. FRC services assist families with meeting the basic needs of their children to prevent the occurrence of child abuse and neglect.

Kern Cares public awareness and abuse prevention education services are provided monthly to hundreds of thousands of community members, parents, and services providers throughout Kern County. Established annually, a monthly calendar of prevention themes focuses education and outreach strategies uniquely toward each child safety topic. Themes are chosen based on local child death and safety data as well as community needs, and are communicated in the following ways:

- Community members and service providers regularly visit www.kerncares.org, an interactive website that connects each month's themes with education information, local data, community resource information, and volunteer opportunities.

- Television, radio, and media outlets utilize monthly press releases as subjects for feature stories and interviews.

- Free monthly trainings are advertised and provided for service providers, businesses, and community members.

- KCNC's quarterly newsletter features Kern Cares updates and themes, and is distributed to 900 policy makers, community members, service providers and stakeholders throughout Kern County.

- Child Abuse Prevention month activities throughout April of each year are specially designed to raise awareness and promote advocacy and support for children who are at-risk or have experienced abuse or neglect.

The Child Advocacy Committee (CAC), and sub-committee of the KCNC, is responsible for the development and implementation of Kern Cares' annual calendar or prevention themes and activities. CAC members include key representatives from: DHS, Chevron, Kaiser Permanente, and Kern County Superintendent of Schools Office, Kern High School District, and Community Connection for Child Care, H.E.A.R.T.S. Connection/parents of special needs children, and The Bridge Bible Church. Kern Cares' activities and educational messages are funded by braiding together CBCAP, CCTF, and private funds. Local partnerships with print, radio and television media outlets have made it possible for prevention education messages and materials to reach hundreds of thousands of community members and parents throughout Kern County monthly. Additionally, in-kind support from partner agencies that include: Bakersfield Police Department; the Kern County Departments of Probation, DHS, Mental Health, Public Health, Coroner's Office, and Sheriff; Kaiser Permanente; and community-based organizations such as Haven Counseling Center, have made it possible to provide free, monthly, high quality training opportunities for community members and services providers.

These community-based, collaborative approaches toward the prevention of child maltreatment are removing barriers, maximizing financial resources, and improving child welfare outcomes and child and family well- being.

F.8. Educational Support

In September 2011, Kern County conducted a survey with the County's AB490 providers. Educational providers use a variety of methods to identify foster youth in their schools. They include utilizing the enrollment card, getting a caregiver report, getting report from social worker or using a questionnaire on residency. The great majority believe their identification methods are effective. The educational providers provide counseling, case management, tutoring, support at IEP meetings and credit help for foster youth. Placement moves was identified as the main reason for school instability. Caregiver support, social worker support, the youth's mental or physical health were also mentioned as barriers to good education. The survey revealed that educators believe a lot is working in their schools, including:

- Continued education of school site staff to identify foster youth, and then inform the ed. liaison
- "We are trying to identify, link, track, and transition back to comprehensive sites"
- Counselor/foster parent involvement in the student's life
- Individual attention, small class size, caring teachers
- "We extend services when we are aware a student is in the foster care system."
- Good communication w/ care giver
- Knowing the Foster Youth's rights and implementing them
- "We have a great Foster Youth Liaison"

- Strong communication with social worker and care giver

Seventy three (73%) of educators believe that foster youth are more likely to drop out of school than other students. They believe the youth can be supported by:

- More qualified/professional staff
- More collaboration among the involved agencies
- Continued monitoring plus follow-ups
- Awareness that foster children need extra help and services
- Developing a more simple system for prioritizing the education needs of a child.
- Liaisons and districts work together to assure information is updated and accurate, and child is receiving appropriate services.
- Immediate referral to student assistance teams to identify a child's specific needs
- The administrators caring
- Communication between foster parents, social services, and the school district
- Specialized counselors/interns from DHS

In 2010, The Kern County Department of Human Services appointed an Educational Liaison to work with local school districts to resolve various issues related to a child's educational outcomes. The Educational Liaison sits on various community workgroups including the SELPA AdHoc Committee and Foster Youth Services Committee and works with departmental staff improve the educational outcomes of foster youth.

G. Summary Assessment (Executive Summary)

G.1. SIP Executive Summary

The Department of Human Services and Probation Department continue to implement systemic changes in accordance with California's Child and Family Service Review (C-CFSR) guidelines. The C-CFSR implemented an outcome-based accountability system to measure each County's performance in providing child welfare services.

The previous reporting cycle began with the submission of an updated Self-Assessment to the California Department of Social Services (CDSS) in February 2009. The Self-Assessment provided an analysis of the County's performance as reported in the October 2008 Quarterly Report, and served as the foundation for the new three-year System Improvement Plan (SIP).

Upon completion of the previous Peer Quality Case Review (PQCR) and the Self Assessment in December 2009, Kern County embarked upon a three year System Improvement plan (SIP).

The lead agency for completing the SIP is the Department of Human Services. The Probation Department is a contributing agency to the SIP and is responsible for assessing outcomes for children under its direct supervision who also receive child welfare services. The data source for these reports is the Child Welfare Services/Case Management System (CWS/CMS), reports from which are published by the California Department of Social Services in collaboration with University of California Berkley at http://cssr.berkeley.edu/ucb_childwelfare/RefRates.aspx. New to this SIP cycle is the integration of the Office of Child Abuse Prevention Needs Assessment. The integration of child abuse prevention, intervention, and treatment allows for the county to look holistically at its service delivery model across the continuum of care. The CDSS continues to provide valuable consultation on an ongoing basis.

Kern County is the eleventh most populous of the 58 California counties. The population has grown by 26.1% since 2001. Over half of the population is Latino (55.1%) and 40% of people over the age of five years speak a language other than English at home. The child poverty level is significantly higher (30.3% compared to 19.6%) in Kern County than the rest of California. These demographics start to tell the story of a diverse and geographically large county. The recent economic down town has necessitated a reduction in staff and services. This County Self Assessment was conducted to take a look at how children, youth and families are faring in Kern County, and how services are designed to meet their needs. To that end a multitude of information gathering activities occurred:

- The Peer Quality Case Review (PQCR)
- Community Stakeholder meeting
- Focus groups with Social Workers and Supervisors (Independent Living Skills, Domestic Violence Unity, Emergency Response, Court and Wrap around)
- Focus group with Management
- Focus group with Probation team
- Focus Group with Birth Parents

- Focus Group with Relative Providers
- Focus Group with local Group Home providers
- And numerous individual interviews with numerous stakeholders for e.g. Judge, Director of services etc

Kern County has many committed and passionate staff and community members that are dedicated to providing services to children and families in the county, and looks forward to combining the information found in the PQCR with the information in this report to develop a five year System Improvement Plan (SIP).

The Outcomes are broken down in to three major categories, Safety, Permanency and Well-being.
A complete review of all of the Federal outcomes and Well-being measures are included in the body of the report. What is reported in this summary are those outcomes that Kern is considering including in the SIP.

G.2. Participation Rates:

The SIP will develop strategies aimed at addressing issues identified in this process regarding participation rates. At this time recommendations include exploring opportunities to improve relationships with local law enforcement agencies and developing a plan for social workers to assist LEA in all removals, to possibly prevent children entering the system and being released shortly thereafter. Another strategy to be explored is to re-train social workers who take the calls and screen the referrals to ensure consistency and comprehensive assessments.

G.3. Safety Outcomes:

S 1.1: Safety Outcome Measure - No Recurrence of Maltreatment

From the baseline period from the previous CSA of 90.6% to the most recent period from 4/1/10 to 9/30/10 of 90.9% there was an increase of .3% Current performance is below the Federal Standard of 94.6%. This outcome will be included in the 2010 SIP:

This outcome was included in the previous SIP. The County implemented six strategies to address this outcome.

1. Search Counties north and south of Kern for services.
2. Collaborate with community resources to ensure family stability and children's safety.
3. Provide Differential Response (DR) Services to children and families who are at risk for experiencing child abuse or neglect.
4. Provide parent education, case management and counseling services for parents whose children are at risk or have experienced maltreatment.
5. Expand Team Decision Making Meetings (TDM) and Family Decision Meetings (FDM) to Emergency Response.
6. Develop Chronic Neglect Unit.

The department implemented all but one of the six strategies. The fifth strategy, Expanding Team Decision Meetings and Family Decision Meetings to Emergency Response, was removed from our SIP

due to budgetary factors. Although, it should be noted that Team Decision Making Meetings and Family Decision Meetings are conducted in Emergency Response on a voluntarily basis.

The OCAP money is used to provide prevention services to meet the unmet needs of the community to reduce maltreatment in the community. The unmet needs consist of prevention services to families across the county including isolated areas and to monolingual families. Differential Response has been proven to be effective in providing those services.

S 2B: Safety Outcome Measure -Timeliness of Investigations for 10-day and Immediate Referrals

From January 1, 2011 to March 31, 2011, we had a 91.9% compliance on timeliness of immediate investigations. Current performance is below the Federal Standard (95%).

S 2C: Safety Outcome Measures- Timely Social Worker Visits with Child

In January 2011, we had 92.9% compliance on timeliness of monthly social worker visits. This is below the Federal Standard (95.5%).

Even with the additional funding provided by our local Board of Supervisors resources are limited and due to fiscal constraints and reorganization of the agency, it has impacted Kern's ability to meet the Federal Standards of timeliness of visits. These outcomes will be considered for inclusion in the SIP.

G.4 Permanency Outcomes

Permanency Measure C1.1: and C1.3 Reunification Probation

From the baseline of April 1, 2007 to March 31, 2008, the percentage of children who were discharged from foster care to reunification has increased from 26.7% to 29.4% Current performance is below the federal standard of 75.2%. This was an outcome identified for Probation in the previous SIP and will be considered for inclusion in the 2012 SIP.

Permanency Measure C1.4: Re-Entry Following Reunification (Exit Cohort)

From the baseline of April 1, 2006 to March 31, 2007, there has been a decrease in the number of children who exited to reunification within the year and re-entered foster care from 14.0% to 12.5%. Current performance is above the Federal Standard (9.9%).
This outcome will be considered for inclusion in the 2012 SIP.

Permanency Measure C4.1 - 4.3: Placement Stability Outcome: Placement Stability

From the baseline of April 1, 2007 to March 31, 2008, the number of children who had two or fewer placement settings decreased from 71.8% to 69.4%. Current performance is below the Federal Standard (86.0%).

Placement stability is an area that Kern is consistently analyzing and the plan around this outcome will be a major part of the SIP. Many systemic and practice issues were identified as part of the PQCR (which was conducted on placement stability) and the CSA process.

G.5 Well Being Outcomes

Well Being Independent Living Skills Services for Probation youth

The well being outcomes measure how well the child welfare and probation system are caring for the children and youth that are in the system. At this time these measures do not have Federal standards and data collection on some measures has been problematic.

Probation conducted their PQCR on examining the level of ILP services provided to Probation youth. This is an area that will be included in the 2012 SIP.

G.6. Strategies for the Future

Through the PQCR and CSA process Kern County has identified outcomes that will be considered for the 2012 SIP. Much information has been gathered in this process and will be carefully analyzed and strategies developed in going forward.

The following are the services that we believe CSA data and stakeholder input point to as important strategies to continue to provide and will be the focus of the FY 2012-2015 CAPIT/CBCAP/PSSF/CCTF RFP process:

1. Differential Response services county-wide
2. Voluntary and Court-Ordered parent education services that utilize uniquely designed curriculums for special needs populations (deaf, mentally ill, developmentally disabled, Spanish speaking), in addition to curriculums designed for general populations. Case management and counseling services will also be available to these families.

Subject to approval by the Kern County Board of Supervisors, but not subject to RFP (via sole source justifications), we think the following services should continue to be funded:

1. Kern Cares/Kern Child Abuse Prevention Council activities. CCTF and CBCAP funds will be utilized so that KCNC can continue to conduct Child Abuse Prevention Council activities and provide Kern Cares' public awareness and prevention education services.
2. Time Flies! PSSF funded Time-Limited Family Reunification Services.

I. APPENDIX

Appendix 1
Kern County AB490 CSA Survey
September 2011

1. **How well do you believe AB490 is working in Kern County schools?**

   Excellent Very Good Good Neutral Poor Very Poor

2. **How does your school identify foster youth?**

   _____

   _____

3. **How would you describe the success of your identification method?**

   Excellent Very Good Good Neutral Poor Very Poor

4. **What types of services do you offer foster youth in your school?**

Counseling _____ **Support at IEP meetings** _____

Case Management _____ **Credit Help** _____

Tutoring _____

Please list other:

_____

_____
_____

5. **How would you describe your relationship with Kern Department of Human Services?**

   Excellent Very Good Good Neutral Poor Very Poor

6. **How would you generally describe your relationship with the caregivers of foster youth?**

   Excellent Very Good Good Neutral Poor Very Poor

7. **What do you believe are the barriers to foster youth attaining a good education in your school?**

_____

_____

_____

8. **What do you believe is working in your school that helps foster youth attain a good education?**

_____

_____

_____

9. **Please review the data below.**

Kern County Education Levels, person 25 years and older. (Source: U.S. Census Bureau, 2005-2009 American Community Survey)

Educational Attainment	Estimate	% Total Population
Less than 9th grade	66,636	14.7%
9th to 12th grade, no diploma	63,010	13.9%
High school graduate (includes GED)	124,659	27.5%
Some college, no degree	100,634	22.2%
Associate's degree	31,732	7.0%
Bachelor's degree	44,877	9.9%
Graduate or professional degree	21,305	4.7%
Total	**453,307**	**99.9%**

10. **Please review the data below. What percentage of foster youth do you believe are served by Special Education? _____**

    What reasons do you think foster youth tend to be in foster care more often than non-foster youth?

    _____

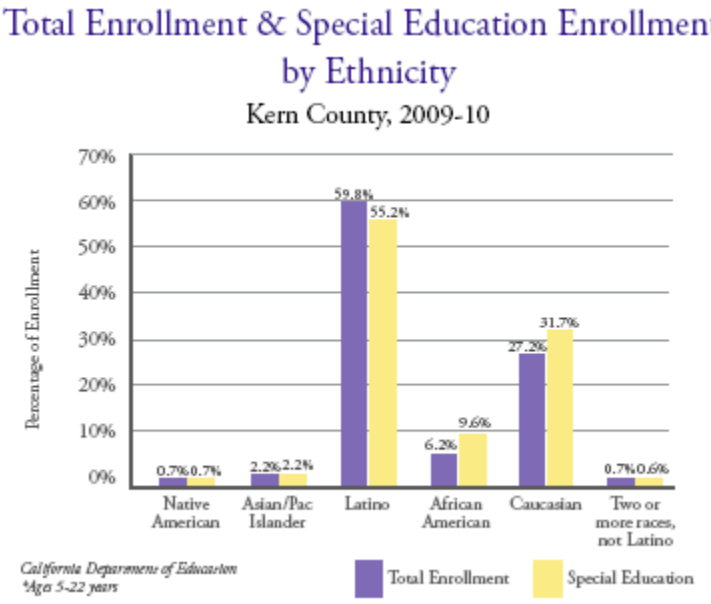
    _____

    _____

Kern County Educational Enrollment Totals (Source: California Department of Education Demographics Department for 2008 - 2011 School Years http://dq.cde.ca.gov/dataquest/ Rate Per 1000 for enrollment in K-12 and special education.

	09-10	10-11	Change
# of Children Enrolled in K-12	174,099	173,740	-0.002%
# of Children Enrolled in Special Education	16,812	16,413	-0.002%
	08-09	**09-10**	
# of Children Leaving School Prior to Graduation – grades 9-12	2,118	2,124	0.003%

Kern County Total Enrollment & Special Education
(Source: Report Card 2011, Kern County Network for Children, April 2011)

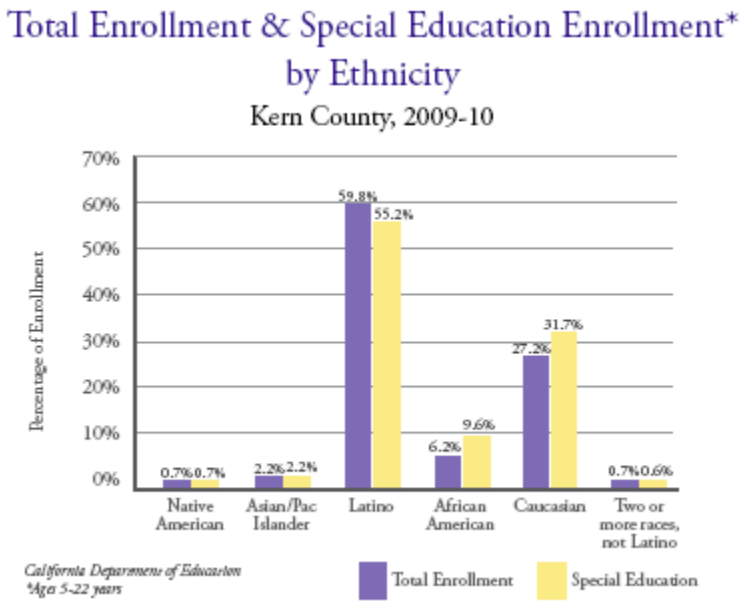


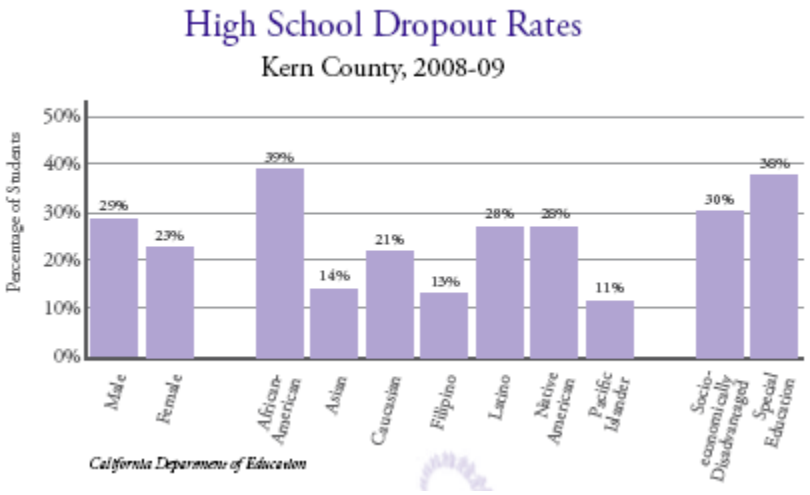
11. Please review the data below. Do you believe that foster youth drop out more than other youth? Yes No

If yes, why: _____

_____

Kern County High School Dropout Rates (Source: Report Card 2011, Kern County Network for Children, April 2011)





12. What else do you believe who help support foster youth in schools?

_____

_____

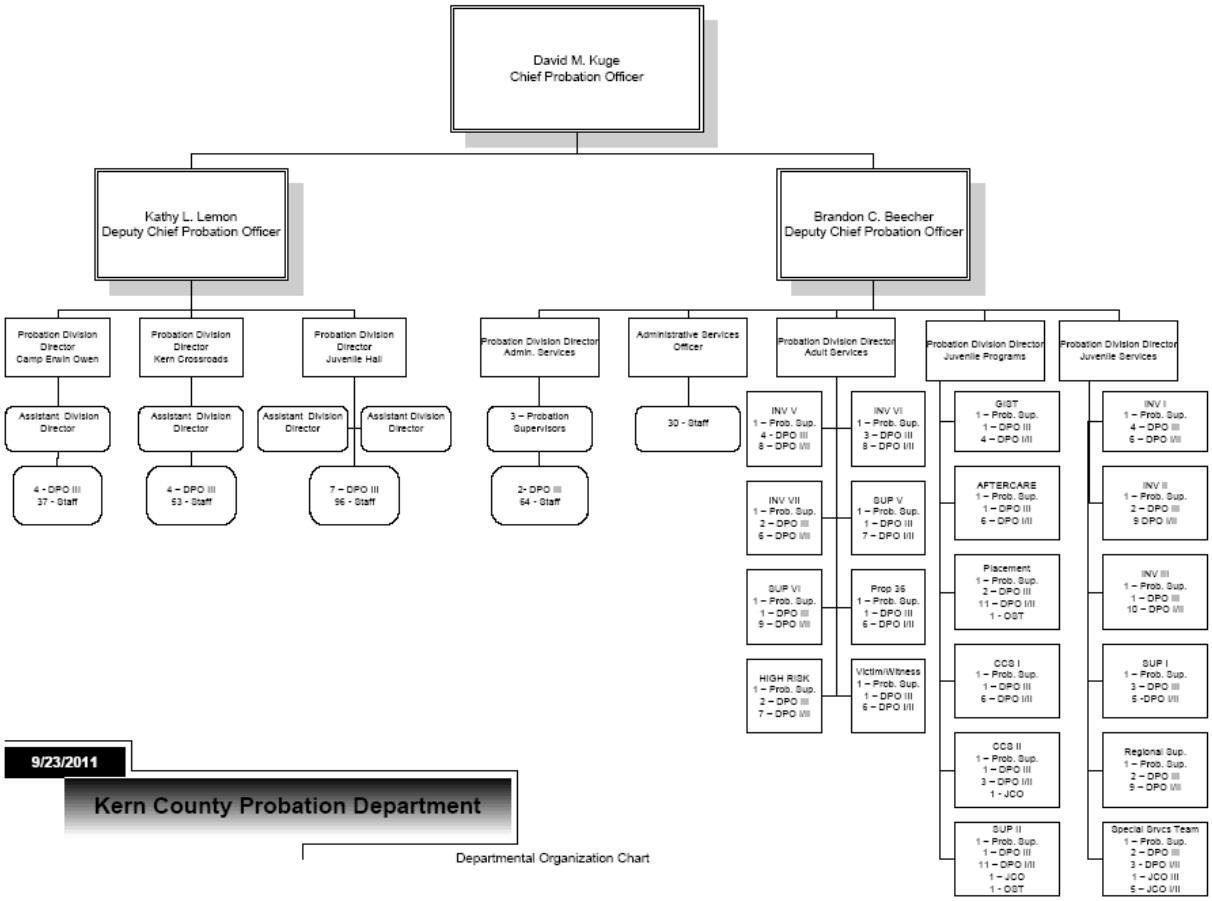
_____

13. Your Name:_____Position: _____

14. School: _____ Type of School: _____

15. District: _____ _____

Appendix 2: Probation Organizational Chart


David M. Kuge
Chief Probation Officer
Kathy L. Lemon
Deputy Chief Probation Officer
Brandon C. Beecher
Deputy Chief Probation Officer
Probation Division Director Camp Erwin Owen
Probation Division Director Kern Crossroads
Probation Division Director Juvenile Hall
Probation Division Director Admin. Services
Administrative Services Officer
Probation Division Director Adult Services
Probation Division Director Juvenile Programs
Probation Division Director Juvenile Services
Assistant Division Director
Assistant Division Director
Assistant Division Director
Assistant Division Director
3 – Probation Supervisors
30 - Staff
4 - DPO III
37 - Staff
4 – DPO III
53 - Staff
7 – DPO III
96 - Staff
2- DPO III
64 - Staff
INV V
1 – Prob. Sup.
4 - DPO III
8 – DPO I/II
INV VII
1 – Prob. Sup.
2 – DPO III
6 – DPO I/II
SUP VI
1 – Prob. Sup.
1 – DPO III
9 – DPO I/II
HIGH RISK
1 – Prob. Sup.
2 – DPO III
7 – DPO I/II
INV VI
1 – Prob. Sup.
3 – DPO III
8 – DPO I/II
SUP V
1 – Prob. Sup.
1 – DPO III
7 – DPO I/II
Prop 36
1 – Prob. Sup.
1 – DPO III
6 – DPO I/II
Victim/Witness
1 – Prob. Sup.
1 – DPO III
6 – DPO I/II
GIST
1 – Prob. Sup.
1 – DPO III
4 – DPO I/II
AFTERCARE
1 – Prob. Sup.
1 – DPO III
6 – DPO I/II
Placement
1 – Prob. Sup.
2 – DPO III
11 – DPO I/II
1 - OST
CCS I
1 – Prob. Sup.
1 – DPO III
6 – DPO I/II
CCS II
1 – Prob. Sup.
1 – DPO III
3 – DPO I/II
1 - JOO
SUP II
1 – Prob. Sup.
1 – DPO III
11 – DPO I/II
1 – JOO
1 - OST
INV I
1 – Prob. Sup.
4 – DPO III
6 – DPO I/II
INV II
1 – Prob. Sup.
2 – DPO III
9 DPO I/II
INV III
1 – Prob. Sup.
1 – DPO III
10 – DPO I/II
SUP I
1 – Prob. Sup.
3 – DPO III
5 -DPO I/II
Regional Sup.
1 – Prob. Sup.
2 – DPO III
9 – DPO I/II
Special Srvcs Team
1 – Prob. Sup.
2 – DPO III
3 - DPO I/II
1 – JOO III
5 – JOO I/II
9/23/2011
Kern County Probation Department
Departmental Organization Chart

Appendix 3.

Kern County Service Array

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Family PACT http://www.kernpublichealth.com/departments/MCAH/pdfs/20100602FAMILYPLANNING.pdf	Family planning and birth control		x	X						
Structure Decision Making Meetings http://www.childwelfare.gov/systemwide/assessment/approaches/decision.cfm	Approach to child protective services that use clearly defined and consistently applied decision making criteria for screening for investigation, determining response priority, identifying immediate threatened harm, and estimating the risk of future abuse and neglect. Child and family needs and strengths are identified and considered in developing and monitoring progress toward a case plan.		x							
Ansell Casey Life Skills Assessment http://www.caseylifeskills.org/	online suite of easy-to-use tools allows youth to assess their strengths in life skills such as money management, work and study habits		x				X			
Ages and Stages Assessment http://agesandstages.com/	Developmental and social-emotional screening for children from one month to 5 ½ years.		X							

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Family Resource Centers: • South Chester • Arvin • Buttonwillow • East Kern • Taft • Greenfield • Ridgecrest • Kernville • Lamont • Southeast Bakersfield • Lost Hills • McFarland • Frazier Park • Shafter • Richardson Special Needs	Local one stop centers offering a variety of services to families and children, including information and referrals. See appendix ___ for a list of the services offered by each FRC.		X	X	X			X	X	
Haven Counseling http://www.havencounselingcenter.org/	Offers individual, family and group counseling services to families experiencing abusive or potentially abusive situations. Guided visitations are available for families in reunification. Court-ordered & voluntary parent education services, including classes for special needs populations and support groups for parents recently reunified with their children.	PSSF CAPIT	X	X	X	X			X	X
Kern County Mental Health Gatekeeper	Substance Abuse and Counseling		X							X

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
http://www.wellness.com/dir/3839803/psychologist/ca/bakersfield/kern-county---mental-health-services-substance-abuse-treatment-gatekeepers										
Adoption Bio, Psych, Social	Adoption Home Study Assessment Tool			X						
Henrietta Weill Memorial Child Guidance Comprehensive Assessments http://www.hwmcgc.org/	Provides mental health and substance abuse services and the resources necessary to promote wellness and recovery for Kern County children, adults and families.			X		X	X	X	X	X
Foster Youth Services http://www.kcnc.org/FYS	Provide advocacy, linkages, and support services to foster youth, to help increase academic achievement, attendance, positive school behaviors and educational and placement stability.		X				X			
Kern Regional Center http://www.kernrc.org/	Serves developmentally disabled: cerebral palsy, epilepsy and autism. Case management and parenting programs			X		X				
Kern County Network for Children http://www.kcnc.org/	Harnesses the power of community action in meeting the critical needs of Kern County's children and families. KCNC takes pride in assisting local community collaborative and family service agencies in developing integrated service delivery models to help identify and address the most critical children's issues in Kern	CCTF CBCAP	X	X	X	X		X	X	

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
	County. • Child abuse prevention council activities include monthly child abuse prevention education/awareness themes to Kern County residents. Educational materials, training dates, and resource information is available at www.kerncares.org • Serves as Kern's PSSF/CAPIT/CBCAP/CCTF Planning body and administrative agent.									
Haven Counseling Center	Time limited reunification services that include case management, advocacy, parent education, counseling, and guided visitation services for families whose children are in out of home care.	PSSF	X	X			X		X	X
Alliance Against Family Violence http://www.kernalliance.org/	Individual counseling available for women and children of domestic assault/sexual assault, emergency shelter for victims of domestic violence and sexual assault, self-defense classes, assistance with restraining orders. DV certification also available. Alliance offers Domestic Violence (awareness) classes for victims of DV and Learning to Protect classes for parents who failed to protect their children against abuse.			X						

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Boys & Girls Club http://www.bgclubsofkerncounty.org/main#!__main	Afterschool programs for girls and boys			x						
Bakersfield Police Activity League http://www.bakersfieldpal.org/Welcome.html	BPAL provides positive self-esteem, mutual trust, and respect. BPAL targets at risk youth in high crime neighborhoods.			X						
Wraparound http://www.kcnc.org/Wraparound	Wraparound services are a family-centered, community-oriented, culturally sensitive, strength-based, individualized alternative to sending children to, or keeping them in, high level group home placements.			X						
Richardson Center, Kern County Superintendent of School Office.	Preschool, advocacy, support, and education services for special needs children.		X	X		X			X	X
Community Action Partnership Kern County Food Bank	To help alleviate hunger in Kern County through the distribution of emergency food provided by public, private and government donations, to households who are in need of emergency food assistance.			X						
Angel Food Ministries – Kern County https://www.facebook.com/pages/Angel-Food-Ministries-Kern-County/114799275207796	Food assistance			X						
Building Blocks Transitional Housing Program Plus (THP+) http://www.kernha.org/affordable-housing/find-housing/building-blocks/	transitional living community for emancipated foster youth. Emancipated foster youth are children in the foster care system who reached age 18 and are no longer supported by the county		X	X						

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Women's Center in High Desert http://www.womenscenterhighdesertinc.org/	providing services to victims of domestic violence, sexual assault and child abuse			X				X		
Salvation Army http://www.imsalvationarmy.org/usw/www_usw_goldenstate20.nsf/vw-sublinks/3931FAD116EAF61E882577FC006E3684?openDocument	Food baskets, utilities and rent assistance Substance abuse treatment services/Aftercare Payment assistance			X						
CARE-NET http://covenantcs.net/wordpress/projects/carenet/	collaborative community effort developed to meet the needs of these families by providing the necessary items and volunteer or paid help to install or delivery and set-up resources needed for successful transition.			X						
Smothers & Associates	Counseling and Intervention services and educational assessment, training and counseling services, tutoring and support for adoptive and foster families.	PSSF	X	X		X	X			X
Project 180 http://www.kernproject180.org/stories/storyReader$10	Gang Prevention		X	X						
American Indian Health Project http://www.ihs.gov/california/universal/PageMain.cfm?p=231&ProgramNbr=15	Culturally sensitive health access and advocacy				x					
Trevor Project	Providing crisis intervention and				X					

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
http://www.thetrevorproject.org/	suicide prevention for Gay, Lesbian and Questioning Youth									
Black Infant Health http://www.healthykern.org/modules.php?op=modload&name=PromisePractice&file=promisePractice&pid=574	The Black Infant Health Program aims to reduce African-American infant mortality through the Social Support and Empowerment model			X	X					
Fatherhood Program Community Action Program http://www.community-action.org/	12 week Parenting/Neglect Course.		X	X	X				X	X
National Alliance on Mental Health (NAMI) Groups http://www.nami.org/	grassroots mental health education, advocacy and support organization				X					
Youth Employment Opportunity Program (YEOP) http://www.edd.ca.gov/jobs_and_training/Services_for_Youth.htm	provides special services to youth, ages 15 to 21, to assist them in achieving their educational and vocational goals. Services include peer advising, referrals to supportive services, workshops, job referrals and placement assistance, and referrals to training and community outreach efforts.				X					
Multi-Dimensional Treatment Foster Care	Provides counseling and in home supportive services for foster youth as alternative to sending them to or keeping them in high level group home placements and a goal of reunifying them with their birth family.		X	X			X		X	X
Future Focus 18-25 Emergency housing	Improves the quality of life for low-income residents in Kern County.				X					
MAOF (Mexican American	The nation's largest Latino-serving				X					

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Opportunities Foundation)	social service organization, helping children and families since 1963.									
Tribal TANF – Owen's Valley http://www.ovcdc.com/	Career Development				X					
B-Best Black Student Union	High School Club				X					
LGBTQ – Hot Lines					X					
Transition to Independent Living at Taft College http://www.taftcollege.edu/tcwp/til/	An educational experience for developmentally disabled adults emphasizing learning independent living skills.				X	X				
New Life Construction http://newlifetrainingcenter.org/program.php	Youth training in construction 18-25				X					
Grizzly Youth Academy http://www.kernproject180.org/stories/storyReader$30	designed to redirect and mentor high school dropouts and those students who are at risk from dropping out by giving them educational and career opportunities.				X					
Dream Center http://kcsos.kern.org/dreamcenter/	The Dream Center assists current and former foster youth transition to independence and self-sufficiency.		X		X					
Bakersfield ARC http://barc-inc.org/	BARC's mission is to build a stronger community by helping people with developmental disabilities achieve individual goals for a better life.					X				
Jazmine Nyree Day Center	Day care for special needs children		X	X		X				X
Gleaner Community Action	Food Bank			X						

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Park -Golden Empire Gleaners										
Sherriff's Activity League	Offers activities for the youth of Kern County in the areas of academic tutoring, sports, crafts, games, computer training and leadership training. Its mission is to develop "local youth into responsible, productive, and ethical citizens and reducing juvenile victimization, crime, and delinquency."			X						
California Search and Serve http://kcsos.kern.org/specialed/searchandserve	Special education for ages 0 – 21. Contact outlying area school districts for referrals		X	X		X				
Juvenile Diabetic Foundation http://www.jdrf.org/	Searches ways to prevent juvenile diabetes					X				
Angels in Waiting						X				
Department of Rehabilitation http://www.rehab.cahwnet.gov/dor-locations/code/county.asp?county=Kern	assists Californians with disabilities obtain and retain employment and maximize their ability to live independently in their communities					X				
Heart's Connection Resource Center http://www.heartsfrc.org/	Family Resource Center and a Family Empowerment Center staffed by parents and family members of Kern County children with disabilities and/or special health care needs.		X	X		X			X	X
M.A.R.E. Program (Mastering Abilities Riding Equines) http://www.mareridingcenter.com/ez.php?Page=2276	*provides therapeutic equine assisted activities for the benefit of people living with special needs and disabilities*					X				
Desert Area Resources and	provides services and					X				

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Training (DART) http://www.dartontarget.org/	opportunities to people who have developmental disabilities or other special needs									
Caring Corner http://www.caringcorner.org/	Daycare, nursing and educational programs for medically fragile children ages 0-21 years old		X	X		X				X
Valley Achievement Center	VAC is a non-profit organization that specializes in *lifelong* learning and growth for children and adults affected by Autism Spectrum Disorder and other developmental disabilities. Consists of a non-public school, afternoon socialization programs, and Valley Adult Services					X				
Central Type1.org	Serving children and families with type 1 Diabetes					X				
Angel Flight http://www.angelflightwest.org/index.php?/how_it_works/	Free air transportation for medical appointments					X				
211 http://www.capk.org/	Provides comprehensive Information and Referral services linking Kern County residents to community health and human services and support.			X						
Geographically stationed Social Workers	Kern County Department of Human Services has satellite offices in different parts of Kern							X		

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
	County.									
Kern Regional Transit	Provides intercity and rural bus services in Kern County.							X		
Victorville Medical transport http://victorvillemedtrans.com/default.aspx	Non-emergency medical transportation							X		
Free lunches	Delano SD							X		
KC Children's Dental Health Services http://www.kccdhn.org/	Free dental checkups in school 0-5			X				X		
Immunization mobile clinic http://www.sjch.us/services-and-programs/childrens-immunizations	Immunizations provided in the community free of charge			X				X		
First 5 Preschool http://www.ccfc.ca.gov/Help/preschool.asp	Provides quality preschool for children up to age 4			X				X		X
Summer ILP Class http://www.co.kern.ca.us/dhs/ILP/	Classes and workshops to support current and former foster youth in developing independence skills							X		
Children's Hospital of Madera	Children's hospital for central valley families.							X		
Door to door bus service	For children with IEP							X		
Bright Smiles http://www.kernvilleusd.org/education/components/scrapbook/default.php?sectiondetailid=985	Free dental care and education							X		
California Children's Services http://www.kernpublichealth.com/departments/ccs/summary.html	Some funding assistance for children with catastrophic illness/severe handicap		X	X		X				

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
California Youth Connection Resource Card Hungers Youth	California Youth Connection						X			
Parent to Parent Support groups http://www.havencounselingcenter.org/classes.html	Free support group supporting parents who are going through the court system through Child Abuse Prevention Council	CAPIT PSSF		X			X		X	X
Department of Human Services Call Center	Obtain eligibility worker information, office hours and locations, benefit amounts, assistance with basic eligibility questions in customer's eligibility case.						X			
Play Groups – Kern River Valley http://www.kernvilleusd.org/education/components/scrapbook/default.php?sectiondetailid=234&	Me & My Friends is a Learn and Grow playgroup for children 0 to 5 years of age.			X			X			X
"Nurturing Parenting"	Kern First 5 Parenting Neglect Curriculum									X
Garden Pathways http://www.gardenpathways.org/	Offers mentoring, training, and education in the arts and the art of living			X						X
Mothers of Preschoolers (MOP) http://www.mops.org/	Faith based support group for mothers of preschoolers			X						X
River lakes Community Church http://www.riverlakeschurch.org/	Marriage and parenting classes			X						X
Differential Response http://www.americanhumane.org/children/programs/differential-response/	Differential response, also referred to as "dual track," "multiple track," or "alternative response," is an approach that allows child	PSSF, CCTF, CWSO	X	X	X	X		X	X	X

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
	protective services to respond differently to accepted reports of child abuse and neglect, based on such factors as the type and severity of the alleged maltreatment, number and sources of previous reports, and willingness of the family to participate in services.	IP								
Bakersfield College Foster & Kinship Care Education Program http://www.cwla.org/programs/trieschman/pride.htm http://www.childwelfare.gov/adoption/foster/rpr/preservice.cfm	Pre-service and continuation training for foster parents			X			X		X	X
Nurse Family Partnership http://www.kernpublichealth.com/departments/publichealthnursingservices/nursefamily.html	Program is to help new mothers develop skills to take better care of themselves and their babies.									X
Increíble Years http://www.incredibleyears.com/	Proven effective programs for reducing children's aggression and behavior problems and increasing social competence at home and at school									X
Valley Bible Fellowship http://www.vbf.org/	Compassionate Hearts SA victims									X
Family Decision Meeting and Team Decision Making Meetings	Family focused and strength based group decision meeting.									X

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
Aggression Reduction Therapy http://www.promoteprevent.org/publications/ebi-factsheets/aggression-replacement-training%C2%AE-art%C2%AE	Aggression Replacement Training® (ART®) is a cognitive behavioral intervention program to help children and adolescents improve social skill competence and moral reasoning, better manage anger, and reduce aggressive behavior. The program specifically targets chronically aggressive children and adolescents.									X
Warm Live	24 hotline for parents/caregivers to call for support			X						X
Kernville School District http://www.kernvilleusd.org/education/components/scrapbook/default.php?sectionid=1&url_redirect=1	Local public school district									X
Parent Project http://kernparentproject.org/	A 10 to 16-week parent training program designed specifically for parents of strong-willed or out-of-control adolescent children.									X
MIST (Multi-Agency Integrated Services Team) http://www.kernpublichealth.com/departments/publichealthnursingservices/MIST.html	The Multi-Agency Integrated Services Team (M.I.S.T.) consists of representatives from the following county departments: Mental Health, Public Health, Human Services, Juvenile Probation, and a Parent Partner. M.I.S.T. targets high risk youths up to 19 years of age and their families, who have been repeat utilizers of multiple county agencies without positive results and are at risk			X			X			X

Service/Resource	Description	Funding Source	Assesses Strengths and Needs	Serve Families	Culturally Based Services	Serve families with disabilities	Support Permanency	Serve rural families	Provides education re: child abuse and neglect	Maximizes Parental Involvement
	for losing placement with their biological family, foster family, or group home.									
First 5 Web http://www.first5kern.org/	General tips to help build self-confidence in young children and foster healthy social and emotional development								X	
Department of Human Services Web http://www.co.kern.ca.us/dhs	Provides safety net programs, children's services, adoption services and program support services.								X	
Kern Medical Center	County Hospital								X	
KGOV	Kern County's government channel								X	
The Lisa Project	The Lisa Project is a unique multi-sensory exhibit experience allowing the visitor to hear, see, and experience the reality of the world of child abuse.								X	
CPS hotline http://www.co.kern.ca.us/dhs/Administrative/Hotlines.htm	Kern County's Child abuse reporting hotline								X	
Brochures									X	
Resource Fairs									X	
Kern Cares Public Awareness http://kerncares.org/		PSSF/ CAPIT							X	

APPENDIX 4:

Kern County
Services Offered by Family Resource Centers

Services Offered	Family Resource Center Name														
	Arvin	Buttonwillow	East Kern	Frazier Park	Greenfield	Kern River Valley	Lamont/Weedpatch	Lost Hills (LM)	McFarland	Richardson Center	Ridgecrest	Shafter	South East Bakersfield	South Chester	Taft
Community Collaborative Meetings	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Information & Referral	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Dental Screenings		X		X	X	X	X	X	X			X			
Health Screenings	X	X		X	X	X	X	X	X			X			
Parent Education	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
School Readiness	X	X	X	X	X		X	X	X		X	X		X	X
Case Management	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Education Advocacy		X	X	X	X	X	X	X		X	X	X	X	X	X
Differential Response			X			X	X				X	X			X
Emergency clothing, food, etc.	X	X	X	X	X	X	X	X	X	X	X	X	X		X
Adolescent Family Life Program			X	X			X		X		X	X			
Public Transportation Vouchers		X	X	X		X	X				X		X		X
Nutrition Classes	X			X	X	X	X	X				X		X	X
Money Management	X		X	X		X				X	X	X	X	X	X

Health Care Services		X		X	X		X					X	X	X	
Prescription Drug Cost Assistance															X
Health Insurance Outreach/Healthy Families	X	X		X	X	X	X	X	X	X		X	X	X	X
Application Assistance (MediCal, Housing, CalFresh)	X		X	X	X		X	X	X	X	X	X		X	X
Dental Clinics		X	X	X	X		X	X				X		X	
Legal Assistance (GBLA)				X	X	X	X		X	X					
Parent Support Groups		X		X	X		X	X		X		X	X		
Preschool Scholarships				X											X
Recreational Activities						X	X	X						X	X
Assistance with Tax Returns							X								
English as a Second Language Classes	X						X	X						X	
Community Resource Fairs	X	X	X	X	X	X	X	X			X	X	X	X	X
Immunization Clinics				X	X		X	X	X					X	X
Parent Resource Center		X	X	X	X	X	X	X	X	X	X	X	X	X	X
Parent Workshops		X	X	X		X	X	X	X	X	X	X		X	X
Child Care Funds & Referrals	X		X	X		X	X			X	X	X	X		X
Senior Citizen Nutrition & General Health Programs			X			X	X					X	X		

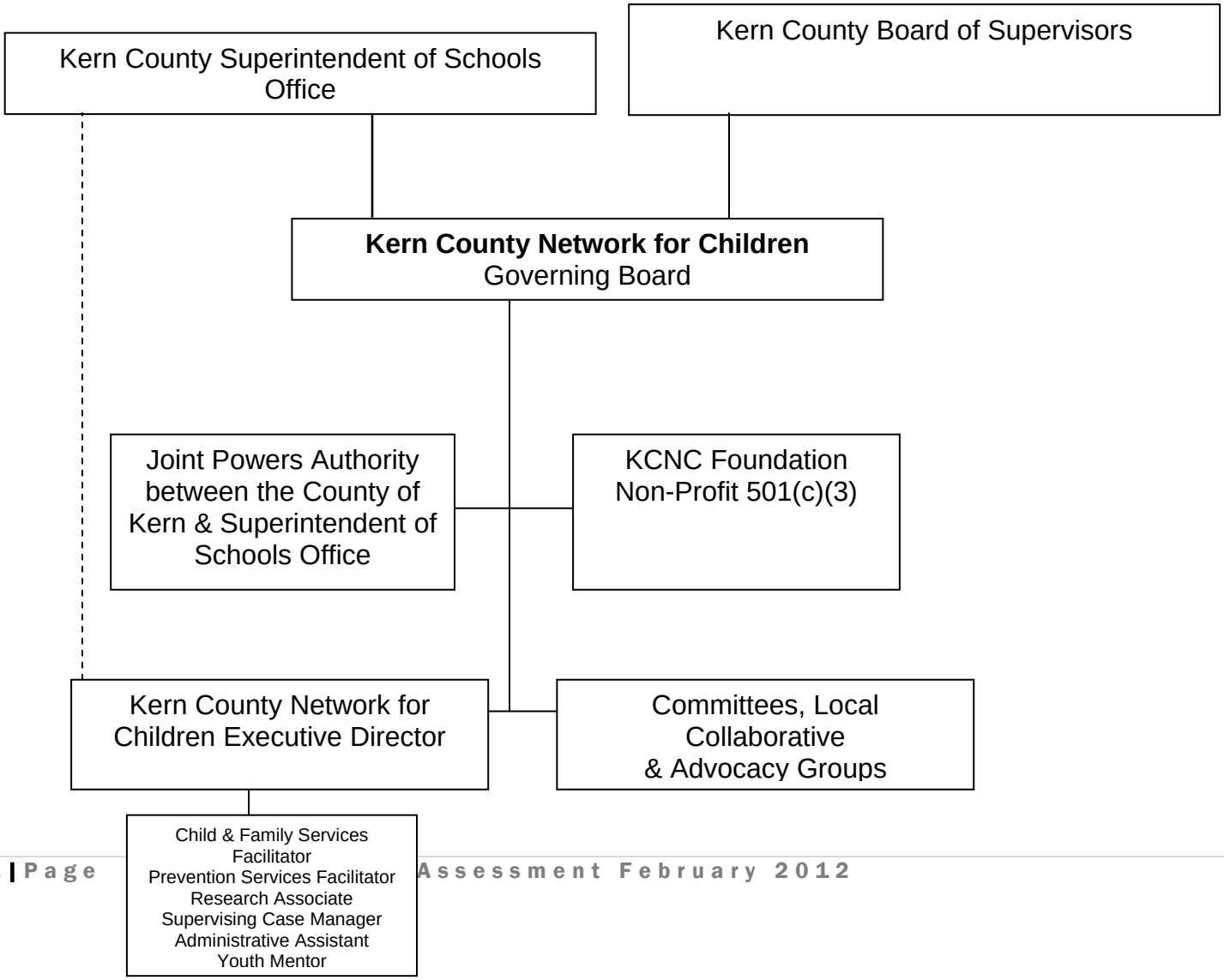
APPENDIX 5:

Acronyms

AAP	Adoption Assistance Program
AOC	Administrative Office of the Courts
AOD	Alcohol and Other Drugs
ATAC	Administrative Technical Advisory Committee
BIA	Bureau of Indian Affairs
CAC	Child Advocacy Committee
CACI	Child Abuse Client Index
CAO	County Administrators Office
CAPC	Child Abuse Prevention Council
CAPIT	Child Abuse Prevention, Intervention and Treatment
CBCAP	Community-Based Child Abuse Prevention
C-CFSR	California Child and Family Services Review
CCL	Community Care Licensing
CCTF	County Children's Trust Fund
CDSS	California Department of Social Services
CHDP	Child Health and Disability Program
CI	Court Intake
CJIS	Criminal Justice Information Services
CKC	Caregivers of Kern County
CPS	Child Protection Services
CSA	County Self Assessment
CWS	Child Welfare Services
CWS/CMS	Child Welfare Services/Case Management Systems
CWSOIP	Child Welfare Services Outcome Improvement Project
CYC	California Youth Connection
DHS	The Department of Human Services

DOJ	Department of Justice
DR	Differential Response
DV	Domestic Violence
EFH	Emergency Foster Home
ER	Emergency Response
FDM	Family Decision Meetings
FF	Family Finding
FFA	Foster Family Agency
FH	Foster Homes
FM	Family Maintenance
FR	Family Reunification
FRC	Family Resource Center
FYS	Foster Youth Services
GED Test	General Education Development Test
GH	Group Home
HIPAA	Health Insurance Portability and Accountability Act
ICPC	Interagency Placement Compact
ICS	Information and Communication Systems
ICWA	Indian Child Welfare Act
ILP	Independent Living Program
JAM	Juvenile Agency Meeting
JH	Juvenile Hall
KCDHS	Kern County Department of Human Services
KCMH	Kern County Mental Health
KCNC	Kern County Network for Children
KCPOA	Kern County Probation Officers Association
KNET	Kern Narcotics Enforcement Team

LEA	Law Enforcement Agency
LTFC	Long Term Foster Care
MIST	Multiagency Integrated Services Team
MOU	Memorandum of Understanding
MSW	Masters in Social Work
MTFC	Multi-dimensional Treatment Foster Care
NREFM	Non-related extended family member
PHN	Public Health Nurse
PP	Permanent Placement
PQCR	Peer Quality Case Review
PSSF	Promoting Safe and Stable Families
QA	Quality Assurance
QPI	Quality Parenting Initiative
RDS	Recruitment , Development and Support
RPE	Removal Placement Episode
SA	Substance Abuse
SART	School Attendance Review Board
SART	Sexual Assault Response Team
SD	School District
SDM	Structured Decision Making
SIP	System Improvement Plan
SMART	Special Multi-Agency Resource Team
SPOC	Single Point of Contact Program
SSS	Social Services Supervisor
SSW	Social Services Worker
STEP TILP	Supportive Transitional Emancipation Program
	Transitional Independent Living Plan
TDM	Team Decision Making Meeting
THP Plus	Transitional Housing Program Plus
TILP	Transitional Independent Living Plan
VFM	Voluntary Family Maintenance
WRAP	Wraparound services

APPENDIX 6

Kern County Network for Children
Organizational Chart