

January 26, 2004 Reunification and Timely Permanency PIP Workgroup Worksheet

Issues	Related Item, Systemic Factor or Data Indicator	Possible Action Steps	Method of Measuring	Responsible Party
Lack of engagement of foster parents in goal setting and permanency planning	Items 7 and 18 (primarily)	Create/utilize Family Development Specialists to equip, motivate and train foster parents to be involved in case planning	# of FPs served # of Development Specialists	Training Operations
		Develop an unified home study tool	Development of tool Implementation of tool	Operations Licensing FP Recruitment
		Train caseworkers to treat foster parents respectfully and establish the FPs role in: * Child and family team meetings * ACRS and court hearings * Decision making about services to children * Ongoing communication about case direction	Foster parent survey Curriculum development FP signature on service plans FP attendance at ACR/court	Training FP Recruitment Operations
		Provide more resources/supports for foster parents upon placement, and on an ongoing basis, as well as reimbursing them for mentoring and respite.	Enhanced service definition Service utilization Increased payments to FPs	FP Recruitment Operations
		Create a training on team building for all stakeholders Create a training for foster parents on casework process and philosophy – as a refresher for long term FPs and as an addition to PRIDE	Curriculum development Regional rollout # of trainees	Training FP groups
		License resource/professional families that have more training/expertise; pay them more and have an expectation of their involvement in case planning (possibly target those beds for good prognosis reunification cases)	Foster parent survey Curriculum development License upgrade/specialty	FP Recruitment Operations Training Licensing

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Lack of efforts to establish visitation , and to re-establish visitation when the initial plan is not being followed	Item 13 Data indicator: Reunification with in 12 months	Institutional change to focus on visitation as a method to preserve connections, support reunifications, and make accurate assessments. Policy on 1 hour a week clarified as the minimum policy requirement; visitation schedule developed based on child's needs and family's permanency goal. Parents to be automatically invited to DR. and school events.	Increased visits Increased reunifications Fewer sanctions	Director CEOs Regional Administrators POS Managers Policy
		SACWIS to include mechanism to track all visitation and notify supervisors when visits are not occurring – sanctions/disciplinary action invoked for <u>lack of efforts</u> to establish visits	More visits More sanctions/discipline Documented efforts in case	SACWIS FSM/RA Labor Relations
		Clarify and enforce current policy on both: - Timeframes from TC for the development of the visitation plan and commencement of visits - Caseworker actually being present and supervising visits	More visits and visitation schedules that meet children's needs	Policy Program managers CW/SUP
		Examine barriers to visitation more closely and plan resource allocation to address at least the most common such as times and locations. Possibly look at cultivating visitation resources or a visitation center in each LAN, developing and using resource FPs, or community activity centers like the Y for parent child activities. Flex time for staff so after hours and weekends hours can be used. Initially pilot in a couple of LANS.	More visits and visitation schedules that meet children's needs	Policy Program managers CW/SUP LAN Contracts Strategic Partnerships
		Increase workers ability to use visitation as a strategy to assess parental capacity and make accurate risk assessments through training. Develop reduced caseloads and more specialized workers/supervisors/ teams for reunification cases.	More visits Clearer recommendations More timely reunifications More timely TPR filings	Program managers CW/SUP Contracts Training
		Establish guidelines in neglect only AODA cases for the progression of visitation for parents making satisfactory progress.	More timely reunifications More timely TPR filings	Clinical/Research Policy/OADA Providers Training Juvenile Court

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