

FIVE YEAR REPORT, FFY 2000 - 2004

GOAL 1: CHILDREN WILL BE SAFE

Objective 1.1 Children are, first and foremost, protected from abuse and neglect.

(IDHW Strategic Plan Goal 1: Improve health status.)

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA*
A. Reduce recurrence of maltreatment	Percent of CAN victims who had another valid (substantiated) referral within 12 months. Our reporting reflects the last 6 month period.	6.1% or less	2000 7% last 6 months 2001 5.5% last 6 months 2002 3% last 6 months 2003 5.43% last 6 months

**STRATEGIES:
FFY 2000 – 2001**

FFY 2000

- 1. Conduct outcome evaluation for safety and risk assessment protocol.**

Funding Source: CAPTA

Accomplishments:

Following the implementation of new standardized statewide risk assessment instruments and protocol in March 1999, the Department contracted with American Humane Association to evaluate the implementation. The evaluation resulted in some minor modifications to the instruments and protocols. Revisions were effective March 20, 2000.

FFY 2001

- 2. Complete validity and reliability study of the comprehensive risk and safety assessment.**

Funding Source: CAPTA

Accomplishments:

Because of fiscal constraints, the Department was unable to contract for a validity/reliability evaluation. These instruments are, however, similar to safety/risk assessment tools used to assess referrals of child abuse and/or neglect in 43 other states. American Humane Association material supported the factors found on Idaho’s assessment tools and sources of empirical and consensus-based information support these factors.

FFY 2001

- 3. Decrease the number of multiple referrals among families that are the subject of child abuse referrals.**

Funding Source: CAPTA

Accomplishments:

The information from the safety/risk assessment implemented in 1999 was 7% which does not meet substantial conformity with the CFSR national standard (5% or less). The Department continues to strive to meet substantial conformity regarding this performance indicator.

FFY 2002 - 2004

- 4. Revise practice manual to include safety plan practice standards for children who are the subject of a valid report of child abuse or neglect.**

Funding Source: CAPTA

Target Date for Completion: FFY 2002 revised to FFY 2004

Status: Ongoing

Accomplishments:

2001-2003: The updating of the practice manual, originally scheduled for FFY2001-02, was delayed because of budget constraints. In May 2003, Learning Systems Group of Washington D.C. was awarded a contract to revise the Idaho Child Welfare Practice Manual. Learning Systems Group gathered information regarding IDHW practice and came to Idaho in early summer 2003 to hold their first stakeholder focus group to formulate the structure and content of the practice manual.

2004: In August 2003, after a contract was signed, Learning Systems Group submitted an outline of the manual. It contains detailed sections on intake and risk assessment procedures, case management methods, foster care licensing, and adoption practices. It will also incorporate the Department's rules, policies, and contains completed examples of frequently used forms.

Additionally, a risk assessment standard is currently being developed in conjunction with Idaho's Program Improvement Plan. The risk assessment standard will be included in a section of the revised Idaho Child Welfare Practice Manual. The risk assessment standard states:

“Based on the assessment of the immediate risk factors and any other key information known about the case, the social worker will determine whether the child is safe, conditionally safe, or unsafe. If the risk level is found to be moderate or high, a safety plan should be developed and a comprehensive risk assessment should be completed. A safety plan is not expected to provide rehabilitation or to permanently change behaviors or conditions. Those issues are to be addressed in the case plan. The purpose of the safety plan is to control and manage the situation until a more complete assessment can take place and more permanent change can occur.

Regarding reducing the recurrence of child maltreatment through safety planning, in August 2004, the National Resource Center on Child Maltreatment will train risk assessors and law enforcement staff to ensure the safety of children by developing adequate safety plans.

5. Develop automated reports to enable staff to access and analyze recurrence data on a statewide and regional basis.

Funding Source: CAPTA
Target Date for Completion: FFY 2002 revised to FFY 2004
Status: Ongoing

Accomplishments:

2002: Since September 2001, the Family Oriented Community User System (FOCUS) information system has produced the Child Welfare Outcome Report. This report allows child welfare staff, supervisors, and administrators to run reports regarding the recurrence of maltreatment by field office, by region, and statewide. The report furnishes the following information: "Of all children who were victims of substantiated or indicated child abuse and/or neglect during the designated period, what percentage had another substantiated or indicated report within a six month period?" This report has assisted in monitoring CFS's progress in preventing remaltreatment.

2003: Although FOCUS can produce a report that lists the number of children who have experienced a reoccurrence of maltreatment, the report does not provide specific information to allow CFS to analyze the underlying causes of re-maltreatment. To gather information for Idaho's Statewide Self-Assessment, FOCUS designed a report to replicate the 2001 Child Find Data extract. This report identified children who were the subject of a substantiated child protection referral between January 1, and June 30, 2001 and for whom a second substantiated report was received within six months. FOCUS identified 262 children for whom a second substantiated report was received and also found that:

- 82% of the children were abused or neglected by the same perpetrator in both reports;
- 73% of the families were provided services in response to each report;
- No services were provided to the children or their families in response to 27% of the reports. However, in half of those reports, services were offered, but refused. In the other half, services were never offered.

The fact that 82% of the children were abused or neglected a second time by the same perpetrator suggests that risks were not sufficiently reduced in response to the initial report. However, it should be noted that few cases of child re-maltreatment were found during the onsite portion of the CFSR conducted during the week of May 12, 2003. The concerns reported in the area of child remaltreatment on Idaho's Self Assessment and the state data indicator will be addressed in new strategies for 2005 and in Idaho's Program Improvement Plan.

The Department has also begun work on a Data Warehouse which will hold aggregate information from all the Department's divisions. FOCUS data will go into the Warehouse where it can be queried on an ad hoc basis. The data warehouse will provide timely access to reports at

significant savings. The timeline for inclusion of FOCUS information is currently under design. The Data Warehouse will be implemented in November 2004.

2004: A report request was submitted on February 9, 2004, to assist in analyzing re-maltreatment of children. It will list all children within a given time period who have had more than two substantiated dispositions and will furnish specifics about the child, the parent/caregiver, and the referral reason and perpetrators. The report should contain specifics about prior referrals, referral reasons in the substantiated reports, underlying factors of the substantiated reports, if services were provided to the family, including what type of services were provided. The report is currently being processed and will be available on or before March 2005.

6. Develop FOCUS alert that a reassessment of child abuse and neglect must be done prior to changing the case status from protective custody to protective supervision or prior to closing a case for services.

Funding Source: CAPTA
Target Date for Completion: FFY 2004
Status: Ongoing

Accomplishments:

2003: A request for this report was submitted to FOCUS during 2003 and was assigned a high priority. Due to the volume of information system changes and available resources, this alert will not be put in place until 2004.

2004: A work authorization was submitted (WA#31340) and was assigned a high priority for completion. This is an action step on Idaho's PIP. Currently the business requirements for the FOCUS alert and integrity rule are being developed according to the assigned PIP time lines.

Prior to the availability of this FOCUS enhancement, we will monitor the administration of the re-assessment tool through our continuing quality improvement (CQI) process. Question 5(f) on our CQI Case Summary Instrument asks "During the period under review was the re-assessment tool used prior to reunification or case closure?" Beginning May 2004, the regional Program Manger, Chief of Social Work, and field office supervisor will develop and submit regional improvement plans when the field offices reassess cases less than 90% of the time

7. Establish criteria identifying how multiple reports of substantiated abuse or neglect should be handled. A detailed description of this item will be included in the IDHW's upcoming Program Improvement Plan.

Funding Source: CAPTA
Target Date for Completion: FFY 2004
Status: New

Accomplishments:

2004: Currently Idaho is developing standards identified as part of our PIP. The criteria of how multiple reports of substantiated abuse or neglect should be handled is addressed in CFS's "Intake Screening Standard," the "Risk Assessment Standard," and the "Family Preservation In-Home Standard."

A definition of "cumulative risk" was developed for the Intake Standard. It states:

"Cumulative risk is a measurement of potential risk to a child based on a series or pattern of child protection referrals. It is critical to assess the potential risk indicated by more than one referral even when previous referrals have been screened out or dispositioned as unsubstantiated. The assessment of each referral must consider previous referrals to determine whether the referral is assigned for risk assessment and the response priority given to the referral. A referral should be assigned for risk assessment when the history of referrals indicates potential risk to the child even when that referral would not, in and of itself, meet the standard for assignment.

Therefore, if there are multiple reports of substantiated abuse or neglect and the referral did not meet the criteria for risk assessment, the referral would still be assigned a priority response and an immediate safety assessment would be conducted.

In developing the Risk Assessment and Family Preservation In-Home Standards, it was decided to address the safety of a child by making a determination of the level of risk rather than looking solely at the disposition of the report. For example, a report could be substantiated but the risk level could be low. Conversely, a report may be unsubstantiated but the risk level may be moderate to high. Both standards state,

"If the risk level is determined to be "moderate" to "high," and the child(ren) is found to be "conditionally safe" if supports are put in place, the assigned social worker will make every effort to engage the family and offer services. In situations where a family refuses to work with IDHW on a voluntary basis in spite of the worker's diligent efforts to engage the family, and the level of risk is "moderate" to "high" but does not meet the standard of imminent danger, CFS will contact the local county prosecutor about a judicial order for Protective Supervision.

These standards set forth new practice expectations regarding when to open a case for services and will assist in addressing the safety of children.

8. Establish criteria or screening tool for assigning a referral of abuse or neglect for safety/risk assessment or entering it as information and referral. A detailed description of this item will be included in the IDHW upcoming Program Improvement Plan.

Funding Source: CAPTA
Target Date for Completion: FFY 2004
Status: New

Accomplishments:

2004: In April 2004, an Intake/Screening Standard was drafted. The standard determined priorities and provided clarification regarding when to assign a case for assessment, consideration of cumulative risk in assigning a priority response, and criteria for differentiating a case for "information and referral" or assessment. The standard includes considerations for analysis and decision-making as well as examples. Additionally, it requires supervisors to review all intake information to determine the following:

- The intake information has been accurately and fully documented;
- The documented information is pertinent and sufficient to make the required intake decisions;
- The supervisor concurs with any decisions made by the intake worker; and
- The intake document contains all pertinent supporting documentation, i.e. prior referrals, police reports, and medical reports.

The Intake/Screening tool is provided as Attachment 1.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In reviewing the five year strategies in reducing the recurrence of child maltreatment, the new strategies developed in 2003 and 2004 are more measurable and achievable. CFS is currently developing a foundation of best practice by establishing standards and revising the CFS practice manual to assist social workers in doing a more thorough job in examining referrals at intake, considering multiple referrals in assigning a case, and ensuring risk is reduced prior to reunification or case closure through a comprehensive reassessment. In formulating the next five year plan, CFS will develop strategies to move practice from incident -focused work to comprehensively reducing safety and risk issues in families.

Idaho's data shows CFS has made significant progress in reducing the recurrence of child maltreatment. In the Child Welfare Outcomes 2002: Annual Report, regarding recurrence of child abuse and neglect, Idaho went from 9.3% of children with one or more recurrences to 4.2% of children with one or more recurrence. During the next five years we will continue to follow the rate of recurrence to see if the trend is stable so we can discontinue reporting this area on our PIP.

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA
B. Increase safety for children placed in out-of-home care.	Percent of children in licensed care who were abused or neglected by a foster parent or facility staff	.57% or less	2000 - .4% 2001 - .2% 2002 - .3% 2003 - .1%

STRATEGIES:

FFY 2002

1. Develop new practice standards and policies regarding communication and staff visits to foster homes.

Funding Source: IV-E/CWS
Target Date for Completion: FFY 2002

Status: Completed

Although Family and Children Services Rules require face-to-face contact with children in the alternate care setting at least monthly, the focus of this rule is on contact with children. In an effort to clarify the importance of staff visits to foster homes and to ensure safety for children placed in out-of-home care, a policy memorandum requiring frequent contact between staff and foster parents was issued on January 2, 2002. The policy specifies that contact is for the purposes of continuing to assess the safety of the foster home, provide guidance for foster parents, clarify roles and responsibilities of foster parents and social workers, address the needs of foster children in out-of-home care, support foster parents in their role of caring for foster children, enhance placement stability, and strengthen the Department's working relationship with foster parents.

FFY 2000 – 2004

2. License all foster families who provide out-of-home care to children in the custody of the state with emphasis on assessing and documenting how child safety will be assured.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 - 2002: In 2000 the Department proposed changes to the foster care licensing rules using the expertise of the National Association for Regulatory Administration, Child Welfare League of America and Council on Accreditation and substantial input from the citizens of Idaho. Child Mortality Review Team safety recommendations were also incorporated into the rules.

New rules for child care licensing (which include those governing the licensure of foster families) became effective March 30, 2001. The new rules include significant changes which impact the safety, permanency and well-being of children in foster care placement- including older youth eligible for independent living services. Some of the noteworthy foster care changes are additional foster parent qualifications, mandatory annual foster parent training, and additional safety requirements for foster families. The Child Care Licensing Reform Act was also amended in 2001 to redefine "child" for purposes of placement in child care, as "an individual less than twenty-one years of age." This change allows placement services for many older youth who participate in the independent living program.

2002-2003: Child Care Licensing Rules require a criminal history check for anyone providing direct care or working on-site in any foster home, residential care facility and children's agency. As Idaho state standards are stricter than those required by ASFA and do require a criminal history check, Idaho "opted out" of the ASFA criminal history check requirements. Department staff must also document in foster care licensing files. The Rules provide for addressing common issues of concern such as complaints against foster parent(s)/homes, suspension or revocation (of license) for infractions, criminal history checks, and behavior management and discipline. The Department also requires foster parents to sign a standard Discipline Policy that prohibits corporal punishment, the use of physical force, spanking, restraint, isolation, denial of food and other necessities, verbal abuse, and ridicule of foster children or their families.

In the past, individual regions have had protocols for allegations made against foster parents. The CFS Program is currently developing a standard statewide protocol for handling allegations of abuse and neglect when the foster parent is named as the alleged offender. (See strategy #7 below.)

In December of 2002, PRIDE was selected as Idaho's model of practice that includes a 27 hour pre-service training and mutual assessment for foster families prior to approval for licensure. In May of 2003, PRIDE was piloted in Region 5; with lessons learned from the pilot the statewide roll-out of PRIDE began and was completed in February of 2004. With the full statewide implementation of PRIDE pre-service training, foster families are selected through a standardized, structured framework of pre-service training and a mutual assessment. Foster families are evaluated on their ability to meet the PRIDE five (5) core competencies which ensures the family's ability to:

- ◆ Protect and nurture children placed in their home.
- ◆ Meet the child's developmental needs and address developmental delays.
- ◆ Support relationships between children and their families.
- ◆ Connect children to safe, nurturing relationships intended to last a lifetime.
- ◆ Work as a member of a professional team.

Along with the training and assessment, all adults over age 18 in the family are required to undergo a criminal history and background check. The family home is also evaluated for any health and safety concerns. An Alternate Care Committee was convened in January of 2004 to develop standards for training, mutual assessment and home environment checks.

Documentation of safety in the foster home is required to be completed by the social worker responsible for ensuring the family is in compliance with Child Care Licensing Standards.

3. Increase the skills and knowledge of foster families to safely meet the needs of children in foster care placement via implementation of the training requirements set out by Child Care Licensing Rules (effective March 30, 2001).

Funding Source: IVE/PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2001 – 2002: Child Care licensing standards require that each new foster family home applicant receive orientation and training about the children's agency foster care program and services. Licensure standards also require new applicants to follow up with at least 10 hours of training during the year of licensure and all licensed foster parents to complete at least 10 hours of training a year. The standards also authorize the Department to identify individualized training to meet the individual foster parent(s) needs. Before December 2002, each region provided training and had different training plans.

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2003: In December 2002, the CFS Program selected PRIDE as the standard training curriculum for foster parents. The curriculum was piloted in Region 5 and implemented statewide during FFY 2004. With the implementation of the PRIDE Model foster parent training curriculum, all prospective foster parents are required to participate in 27 hours of pre-service training.

The Department also provided statewide training through its contract with the Idaho Child Welfare Training Institute and in partnership with the Casey Family Program.

2004: Pride implementation in 2003-2004. Statewide implementation of the PRIDE pre-service model began in September of 2003 and was completed in February of 2004. PRIDE, through pre-service training and a mutual assessment conducted during the training, evaluates resource families for their ability to provide a safe home and environment for children placed. During the implementation phase a two-day condensed version of PRIDE was offered to already licensed resource families throughout the state. Attendance and participation in the training could be applied to the requirement for 10 hours of annual training for licensed resource families. PRIDE training for experienced resource families will be completed in May 2004. A draft rule revision is currently being considered to clarify mandatory pre-service and on-going resource family training and consequences for non-compliance. Action step 34.4 and benchmark/task 34.4.1 is progressing to add an enhancement to FOCUS to track resource family training and provide a report which identifies whether training requirements have been met by the resource family.

See Training Matrix, Objective 4.4.

4. Assure that each foster family receives an assessment at least twice a year as required by the Child Care Licensing Rules.

Funding Source: IV-E/CWS

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2001 – 2002: Upon initial application, a foster care licensure applicant has an evaluation and a home study. A license is issued for one year and must be renewed annually. Idaho Law requires the licensing authority to visit each foster home every six months to insure the home continues to meet licensing standards and has complied with terms of the license. Annual relicensing studies document how the foster home continues to meet licensing standards. Foster parents are required to report any household changes that would require reevaluation of compliance with Child Care Licensing standards.

2003: With the implementation of the PRIDE Model resource family training curriculum, all prospective foster parents are required to participate in 27 hours of pre-service training. PRIDE also contains a component for assessing prospective resource families. The family assessment component was piloted and evaluated in Region 5. Based on that evaluation, the Department will decide upon adoption of this optional component.

2004: Families continue to receive an assessment twice a year, which happens at the required six-month re-visit and annual license renewal. With the PRIDE Model of practice the assessments conducted by the Resource Family Specialists will focus on the family continuing to meet the five (5) competency categories. A family development plan will be done at the time of licensure to identify the family's need for continued training or support and will be re-visited at the six-month visit and annual renewal.

5. Provide technical assistance to and license all children’s residential care facilities, private foster care and adoption agencies, and therapeutic outdoor programs as required by Idaho's Child Care Licensing rules. Note: Children’s residential care facilities and private foster care and adoption agencies serve both children in the custody of the state and children who are privately placed.

Funding Source: CWS/IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2004: Law and rule authorize the Department to license foster homes, group homes, children’s agencies and children’s treatment facilities. Child care licensing staff, who develop and monitor the standards, also provide technical assistance. This ensures foster homes, group homes, children’s agencies and children’s treatment facilities are aware of and adhere to Child Care Licensing Act requirements, other related laws, and Standards for Child Care Licensing. Technical assistance is ongoing, occurring with the submission of annual license applications and annual and six-month on-site licensing surveys and continuing through the development of corrective action plans and day-to-day operational challenges. See Standard for Responding to Allegations of Abuse or Neglect involving Children’s Residential Care Facilities, Children’s Agencies and Therapeutic Outdoor Programs, Attachment 10.

6. Continue to provide assistance in the development of licensure standards for therapeutic outdoor programs.

Funding Source: CWS/IV-E
Target Date for Completion: FFY 2003
Status: Accomplished

Accomplishments:

2001 – 2002: In 2002 the Legislature approved an amendment to the Child Care Licensing Reform Act (Idaho Code 39-1213) giving the Department authority to license children’s therapeutic outdoor programs, both stationary and mobile. As a result, the Department, in partnership with consumers, providers and consultants, developed proposed rules to establish health, safety and well-being standards for children residing in therapeutic outdoor programs. The rules were approved by the Board of Health and Welfare on May 14, 2002, and implemented as temporary rules on August 1, 2002 then made permanent by the 2002-2003 Legislature. With the temporary adoption of the rules, the Department’s state licensing specialists began visiting and monitoring children’s therapeutic outdoor programs on a regular basis. They also began to offer technical assistance to providers on an ongoing basis and provide information on a program’s licensure status to consumers. It is estimated there are four to eight children’s therapeutic outdoor programs operating in the state at varying times each year.

7. Develop a protocol for handling allegations of abuse and neglect when the foster parent is named as the alleged offender.

Funding Source: CAPTA/IV-E
Target Date for Completion: FFY2003
Status: Ongoing

Accomplishments:

2002 – 2003: This item was identified as a need during the onsite portion of the Child and Family Services Review. By October 2003, the Child Welfare Subcommittee will develop a protocol for handling these allegations. It will be implemented by December 1, 2003, and compliance will be monitored through Idaho's Program Improvement Plan.

2004: A standard regarding to Responding to Allegations of Abuse or Neglect Involving member(s) of a Resource Family was developed and approved by Program Managers in April 2004. The standard states: "Any worker, including a child's case manager, who has reason to believe that abuse or neglect has occurred in a resource home has an ethical and legal responsibility to report such abuse or neglect to IDHW. Referrals will be prioritized and an immediate safety/risk assessment will be conducted. The risk assessment is completed by someone other than the case manager of any children in that home or the resource family's specialist. When there are allegations of abuse or neglect in a resource home, the regional Chief of Social Work, the Program Manager, or designee is consulted at each decision point. The standard also provides procedures to follow, a flow chart, and process for documentation. See standard, Attachment 2.

The implementation of this standard will be monitored through examination of the monthly critical incidents reports that are forwarded from the Regional Program Manager to the Division Deputy Administrator. The strategy for developing and implementing a protocol for handling allegations of abuse and neglect when the foster parent is named as the alleged offender is included as Action Step 4.1.

8. Develop standardized format for home studies.

Funding Source: CWS
Target Date for Completion: FFY 2003-2004
Status: Ongoing

Accomplishments:

2002 - 2003: Adoption home studies have been standardized in Idaho for many years. However, the adoption home study is separate from the foster home licensing study and the CFS program would like both studies to be more closely aligned. With the implementation of the PRIDE foster parent training curriculum, the foster home study will become the foundational basis for the adoption home study. The adoption home study will build a second level of family information onto the existing foster home study, thus eliminating the need for families moving from foster parenting into adoption to have two separate home studies. Families interested in adoption only will not be required to become foster families, but will have access to the same training and home study process as those being licensed for foster care.

2004: In 2002 a forms committee was convened to develop a standard format for home studies that would incorporate all the components needed for assessing foster and adoptive parent resource families. Input was received from contracted agencies and a review of other state formats was done. Completion of the format was delayed during the implementation of PRIDE to ensure that the format reflected the new PRIDE Model of practice. A draft format has been piloted in the regions with input received from staff as the format is used. The home study format is now ready for review and approval by CFS Managers and supervisors

9. Evaluate current practice to ensure safety of children who have an Interstate Compact agreement.

Funding Source: CAPTA
Target Date for Completion: FFY 2003 – 2004
Status: Ongoing

Accomplishments:

2002 – 2003: To ensure continuity and better service, in September 2002, Children and Family Services combined two part-time Interstate Compact central office positions into one full-time position. In November 2002, the new Interstate Compact Program Specialist began training staff on interstate compact safeguards at the New Worker Academy. The Interstate Compact Program Specialist monitors placement compliance. In cases involving the interstate compact, social workers must request monthly face-to-face visits with child(ren) placed in other states as part of the receiving state’s supervision.

The CFS alternate care plan was also updated to include provisions to assure documentation that a placement out-of-state or a substantial distance from the child’s home is in the best interests of the child and to require and document annual face-to-face worker visits with the child in that placement.

The IDHW central office Adoption Specialist, Region X staff, and other state Adoption Specialists resolved misunderstandings and out-of-state placement delays caused by the requirement that interstate adoptive parents be licensed foster parents. As a result, families who have had positive adoption home studies and criminal history clearances completed in another state are fully recognized as safe interstate placements. When a child is placed in an adoptive home in another state, the child is placed with an adoptive placement agreement, and the family's negotiated adoption subsidy starts immediately. A foster care license or payment is no longer needed.

2004: The Interstate Compact Program Specialist continues to train staff on interstate compact safeguards at the New Worker Academy and consults with social workers and attorneys regarding individual cases. Additionally, the Compact Specialist monitors compliance with interstate placements.

In cases involving interstate compact, social workers are instructed to specifically request services to ensure the same safe guards for children placed out-of-State as those children who remain in-state. Some of these safeguards include: monthly face-to-face worker contact with child(ren), case supervision, and financial and medical services.

Ensuring safety of children who have an Interstate Compact agreement will continue to be a strategy included in the IV-B plan for the next year.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Reviewing the last five years, Idaho has made a great effort to increase the safety for children

placed in out-of-home care by developing new practice standards and increasing the skills and knowledge of foster families through ongoing training requirements. As a result of CFS's efforts, we expect to have an even higher caliber of foster homes in the future. During the last five years Idaho has met the federal standard of keeping children safe in out-of-home care.

OUTCOME	MEASURED BY	IDAHO DATA
C. Initiate timely investigations	CQI process Percent of referrals of child abuse and neglect which are initiated according to priority guidelines	Report to monitor Idaho's progress in meeting national standards has been developed, tested and is being used. It is being revised to calculate percentage of cases that meet priority response timelines.

STRATEGIES:

1. Provide training to new workers on priority guidelines.

Funding Source: CAPTA
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2001-2003: All new social workers and clinicians receive training regarding Department priority response guidelines prior to independently conducting safety/risk assessments or case management. This training is included in the New Worker Academy. If a social worker is hired immediately after a scheduled Academy, a separate training, including the priority response guideline, is conducted as an interim measure until the new worker can complete Academy.

2004: All new social workers were trained on Priority Response Guidelines in the Child Welfare Academy. From June 30, 2003 to the present, Child Welfare Academy was held in July, 2003, November 2003, and March 2004. During this time period, an interim mini academy was also held.

2. Develop FOCUS report to monitor compliance with Department priority response guidelines.

Funding Source: CAPTA
Target Date for Completion: FFY 2004
Status: Ongoing
Accomplishments:

2002-2003: In January 2003, a report was developed which allows a supervisor or manager to see the number of risk assessments assigned a priority response by field office, by region, or statewide, and how many of those risk assessments were completed in compliance with IDHW's priority response guidelines. The report also allows the supervisor to identify the social worker assigned to each risk assessment and the family who is the subject of the referral. This promises to be an excellent supervisory tool. However, testing has not yet proven the data reliable. Therefore, the status of this strategy will remain "ongoing" rather than "accomplished" until the report can be used with confidence.

2004: The above mentioned report has been revised, tested, and proven to be reliable. It is an excellent supervisory tool that is being used to monitor compliance with the Department's priority response guidelines and progress on Idaho's PIP. However, currently, the FOCUS report does not calculate the percentage of cases that meet the timeframes of IDHW's Priority Response Guidelines. Action Step 1.1 of our PIP states we will revise the FOCUS report to include the percentage. Therefore, the status of this strategy will remain as "ongoing" rather than "accomplished" until revisions to the Priority Response Guideline is released and implemented. The target date for the implementation is March 2005.

3. Train supervisors to monitor the timeliness of investigations, making face-to-face contact with the child(ren) in all cases, including those alleging neglect.

Funding Source: CAPTA
Target Date for Completion: FFY 2004
Status: New

Accomplishments:

2004: Action step 1.2 of Idaho's PIP states that risk assessment supervisors will calculate the percentage of cases in compliance with the time frames outlined in Idaho's Priority Response Guidelines by using the existing Priority Response Guidelines Report one time per month. Each case which fails to meet the timelines, including those which are delayed by a documented variance, will be reviewed by the supervisor to identify any trends or patterns which will be communicated to the regional Chief of Social Work. March 1, 2004, detailed instructions were sent to each Chief of Social Work who in turn trained supervisors in monitoring and gathering the data around timeliness of investigations.

Based on the figures of the monthly monitoring, when compliance rates fall below 82% (during 2004) and 90% (during 2005) the risk assessment supervisor will develop and monitor regional improvement plans. The regional plan is submitted to and reviewed by Central Office. Following are the results of the monthly monitoring for the first quarter of Idaho's PIP:

Goal: 82% and higher for 2004

Region 1	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	94	94	100	96								
Plan*	n/a	n/a	n/a	N/a								

Region 2	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	95.7	84	88	90								
Plan*	Moscow	Moscow	Moscow	50%								

Region 3	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	90.3	97	97	100								
Plan*	Emmett	Emmett	Emmett	100%								

Region 4	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	94.6	97	95	97								
Plan*	n/a	n/a	n/a	N/a								

Region 5	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	91.1	90.6	96.7	96								
Plan*	n/a	Bellevue	Bellevue	100%								

Region 6	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	100	100	97	100								
Plan*	n/a	n/a	n/a	N/a								

Region 7	Feb 04	Mar 04	Apr 04	May 04	June 04	July 04	Aug 04	Sept 04	Oct 04	Nov 04	Dec 04	Jan 05
% met	97.2	89	98	98								
Plan*	n/a	n/a	n/a	N/a								

***improvement plan: "N" needed "M" maintain "C" close**

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Prior to the CFSR in May 2003, Idaho did not monitor compliance with the Department's priority response guidelines by using data. The Child Family Services Review pointed out this was an area needing improvement. Since that time, each field office began monitoring its performance in this area and Idaho has improved the outcomes to the point CFS does not expect to have to report this area on our PIP monitoring report after October 2004.

Objective 1.2 Children are safely maintained in their homes whenever possible and appropriate.

(IDHW Strategic Plan Goal 2: Strengthen individuals, families and communities; Obj. 2 – Families: Implement flexible systems where resources and assets are directed toward a family's choice, focusing on physical and behavioral health, parenting, crisis prevention and natural supports.)

OUTCOME	MEASURED BY	IDAHO DATA
A. Protect children and prevent removal whenever possible	<ul style="list-style-type: none"> • CQI Process • Services provided to families to protect children in home and prevent removal. • Of all cases where a risk assessment was conducted, % in which reasonable efforts were made to prevent removal. 	<ul style="list-style-type: none"> ▪Data collected from 11/02 to 5/03 indicates that, out of 81 cases sampled, 61% made reasonable efforts to prevent removal. ▪A quarterly case review in April 2004 showed that reasonable efforts to prevent removal occurred in 98% of the cases reviewed.

Child Abuse and Neglect Awareness, Prevention and Education Activities include services to prevent the occurrence of child abuse and neglect and training for individuals required to report families suspected of abusing or neglecting their children:

By collaborating and contracting with public and private entities, the Department seeks to prevent or break the cycle of abuse through increased public awareness and community involvement in providing services that prevent child abuse and neglect. With a better informed public, those individuals who are mandated to report child abuse and neglect can identify and more accurately report appropriate referrals to the Department and can personally take appropriate steps to prevent the problem from occurring within their own families and communities. Parents and communities can be more actively involved in planning and providing services for vulnerable children and families. Regional field offices, as well as agencies with whom the Department has contracted, provide training sessions on the reporting of child abuse and neglect to school personnel, community action agencies, medical professionals, counselors, and other mandated reporters in their communities. CAPTA monies provide support for informational brochures that are used in these training sessions.

The following strategies are designed to prevent child abuse and neglect, as well as prevent the removal of children from their home.

Prevention/education: Media Efforts

2000: In 2000, in response to a Keeping Children Safe Panel recommendation, the Department contracted for the production of two radio public service announcements (PSAs) demonstrating the link between substance abuse and child abuse and neglect. These two PSAs aired on twenty-four radio stations, including 8 Spanish stations, for a total of 2,380 spots (400 on Spanish stations). Media consultants estimated that 80% of the state’s population heard the public

service announcements. Two companion brochures, one addressing child abuse and the other neglect, were produced in both English and Spanish.

From July 1, 1999 through December 30, 1999, the Department also contracted for 3 child abuse PSA's featuring football player, Kimo Van Olenhoffen warning to "never hurt or shake a baby" or to "never leave children alone." The media spots coincided with the beginning of the football season and aired on 15 television stations for a total of 2,550 spots. Consultants estimate that 74% of the state's population saw these PSA's.

From July 19, 1999 through August 1999, because of an extremely hot summer and reports of children being left in cars, a radio (PSA) warning of the dangers of leaving children in vehicles was sent to radio stations throughout the state with accompanying press releases.

A Child Mortality Review Team recommendation to promote "education of health care workers, child care providers, and educators regarding recognition of, and reporting of, suspected child abuse." resulted in the Department and Governor's Children at Risk Task Force asking the Bureau of Occupational Licensing to remind physicians, medical personnel, counselors, social workers, psychologists, and other individuals required to be licensed in the State of Idaho of their mandate to report incidents of child abuse or neglect to the Department of Health and Welfare or law enforcement. In May 2000, a copy of Idaho Code mandating reporting statute accompanied each licensure renewal. Another Child Mortality Review Team recommendation resulted in a contract for immunization awareness and child abuse prevention.

2001: In June, July, and August 2000, the Department distributed to merchants for display in stores 4,000 vinyl cling posters warning parents of the dangers of leaving children unattended in vehicles. The prevention campaign was well received by the community and was repeated again in the summer of 2002.

In the fall of 2000, another public service announcement entitled "On the Other Side" which showed the correlation between substance abuse and child neglect was created. It aired January 8, 2001 through February 25, 2001.

Training

2000: As the new safety and risk assessments were implemented throughout the state, additional training needs were identified. Social workers said they needed more training in interviewing families around the risk factors that appear on the instruments. Therefore, the Department of Health and Welfare contracted with American Humane Association to develop a risk assessment interviewing curriculum. The training curriculum included: the importance of observation in the interviewing process, identifying barriers in interviewing families, engagement techniques and strategies to use with resistant families, using the funneling approach, differences in interviewing adults and children, developmental risk stages in children, interviewing for substance abuse, and alternate phrasing regarding risk factors. A day and a half training session was conducted two different times in each region to allow all child protection social workers to attend. The training sessions were held from March 8, 2000 through June 15, 2000. Three hundred Family and Children's Services social workers will have participated in this training.

CAPTA - Additional continuous training includes the second statewide multidisciplinary team training that was held May 8, 9, 10, and 11, 2000. Approximately 60 medical personnel and 150 child protection social workers, law enforcement officers, and prosecutors were in attendance. David Finkelhor, Ph.D. discussed "The Impact of Maltreatment on Child Development." There were also breakout sessions regarding, "Methamphetamine Labs: Identification, Safety and Protocols," "Multi-disciplinary Team Child Fatality Reviews and Standardized Death Investigations," "Being an Effective Witness," "Defense Proofing Your Child Witness," "Sex Crimes on the Internet," "Why Aren't Cases Being Prosecuted?" and "Preserving Evidence in the Emergency Room." Susan Schector also presented the curriculum she developed for child protective services regarding "Domestic Violence: Assessing Child Safety."

STRATEGIES:

1. Increase community partnerships to increase prevention resources.

Funding Source: TANF/CWS/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2000 – 2003: The Community Resources for Families (CRFF or "school") Program, begun in 1994, formed partnerships between the Department and school districts and used TANF funds (federal money that Idaho saved through Welfare Reform) to contract with schools to provide social workers to assist families in need or at risk. By 2000, the Program included 93 school districts, and an evaluation of the Program by Eastern Washington University showed it to be very effective in prevention of child abuse and neglect. Through June 2001, the Program continued to be funded with TANF dollars. However, in 2001-2002 the federal savings were no longer available to fund this program. The Legislature allocated an amount to public education in discretionary funds which school districts could choose to spend to continue to participate in the program or use for other needs. The Department of Health and Welfare was allocated funds to provide a 1:2 match to districts who continued in the Program. The school year 2002/2003 saw the return of 22 participating districts and 30 Community Resource Workers (CRWs). The Idaho Child Welfare Research and Training Center in collaboration with the Department completed and released a program evaluation report for the 2001/2002 school year that highlighted the program in the region which continues to have the largest participation of districts in the state. The data showed that the program effectively met its goals by delivering services that were closely aligned with: 1) the needs of families; 2) the learning readiness and safety needs of referred children; and 3) the needs of schools to leave no child behind in school success because of unmet basic needs. In the 2003/2004 school year, 19 districts committed to participating with a total of 27 CRW's placed in schools statewide. The 2001/2002 evaluation report was presented to the 2003 Senate Education Committee with a request to restore the program to full funding once Idaho's economic outlook improves.

2004: During the 2003-2004 school year 19 districts participated in the school program with 27 CRW's placed in schools. In the summer of 2003 FACS Administrator met with the Senate Health and Welfare Committee and presented the CRFF as one of the most promising programs that he had seen. He also presented the CRFF Executive Summary and outcomes along with a proposal to have the budget re-established for the school program. The Senate Health and

Welfare Committee agreed with the program benefits and were unanimous in their commitment to the school program. The Committee requested an additional \$2,000,000 in funds for the program. The recommendation was presented to JFAC and JFAC determined that due to limited budgets those dollars needed to be reserved for state services. The CRFF program funding will continue for the 2004/2005 school year with the same funding as for the 2003/2004 school year where \$2,000,000 in TANF funds will be set aside for partnering with Idaho school districts.

2000 – 2004: Idaho Children’s Trust Fund - Community resources assist child protection with prevention activities. Most of these statewide prevention activities are initiated by our partner, The Idaho Children’s Trust Fund. Through the Child Abuse Prevention Treatment Act, states can apply for a “Community Based Prevention Grant.” Idaho Children’s Trust Fund receives approximately \$175,000.00 per year from this source. Additional funding comes from the voluntary check-off donation line on the Idaho individual income tax form, individual and business contributions, and the state Millennium Fund. Each year the Trust Fund awards grants to community-based programs in an effort to prevent child abuse and neglect.

Promoting Safe and Stable Families (PSSF)

2000: Over 132 Promoting Safe and Stable Families community development grants were awarded in 33 of the state's 44 counties during FFY 1999 and 2000. Approximately 1,100 families at risk of child abuse and neglect were served through the PSSF supported projects. Projects included parenting classes and parent support groups, after school and summer programs for children and youth , mentoring programs, community assets surveys. Many project were located in very rural, isolated areas where there are few community resources.

2001: During FFY 2001, over 32 projects in 27 counties of the state were awarded community development grants. Five of these grants were to Idaho Tribes. Promoting Safe and Stable Families funded more than 14 service contracts covering 18 counties.

2002: During FFY 2002, Promoting Safe and Stable Families (PSSF) Projects provided services to approximately 587 children and 344 families throughout the state.

2003: Using Promoting Safe and Stable Families (PSSF) funds, regional programs contracted with community partners for the provision of Family Support, Family Preservation and Time-limited Family Reunification Services for families at risk of child abuse and neglect. Contracts and services included legal services, substance abuse evaluation and treatment, family counseling, parenting classes, respite/crisis care, in-home services, and family group decision making.

2004: During FY 2004, the CFS program provided the following service primarily through contracts with community partners and also through temporary employees and other.

FAMILY PRESERVATION

Region 1

Family Group Therapy Contract (Powder Basin)

Family Group Decision-making Contract

Temporary Employee – transportation and visitation

Stabilizing the Family Environment?

Region 2

In-home support contract (Health District)

Respite to in-home cases contract (Foster Care Providers)
Parenting Classes contract (YWCA)

Region 3

In-home support contract (Idaho Youth Ranch)
In-home support contract (Family Connections)
Psychosocial Rehabilitation Contract (W. Valley Counseling)
Advertising/legal fees
Counseling
Stabilizing the Family Environment

Region 4

Family Preservation Services Contract (Idaho Youth Ranch)
Family Preservation Services Contract (Family Connections)
Stabilizing the Family Environment
Lodging
Legal fees
Respite

Region 5

Parenting time contract (Alliance)
Parenting time contract (Pro Active)
Family Group Decision-making contract(Linda Arossa)
Family Group Decision-making contract(Eric Jones)
Family Group Decision-making contract(Pro Active)
In-home support contract (Challenge Inc.)
In-home support contract (Northstar)
Counseling contract (Core Paulsen)

Region 6

Intensive Family Services contract (Melissa Vogel)
Intensive Family Services contract (BYF Family Resource)
Intensive Family Services contract (Awareness Center)
Parenting contract (Melissa Vogel)
Parenting contract(BYF Family Resource)
Parenting education contract (School District #25)

Parenting contract (Teen Parenting)
Respite
Crisis intervention
Psychological evaluations
Parenting
Drug testing

Region 7

Family decision-making, parenting classes, budgeting, sanitation, hygiene, child development, respite, crisis placement contract (CSS (ARFIP))
Training materials
Parent education

FAMILY SUPPORT

Region 1

Intensive Family Intervention contract (Idaho Youth Ranch)
Day Care Investigation Contract (Panhandle Health District)
High Risk Infant contract (Panhandle Health District)
Health Education contract (Panhandle Health District)
Legal - Kootenai County
Legal – Bonner/Boundary Counties
Legal – Shoshone/Benewah Counties
Temporary Employee – transportation and visitation

Region 2

In-home support contract (Health District)
Mental Health Services contract (Weeks and Vietri)
Mental Health Services contract (Sequoia)
Foster Family Respite

Region 3

Youth Companion contract (WICAP)
Family Group Decision-making Contract
Foster Parent training
Foster Parent recognition
Mental Health and Counseling services
Transportation
(Stabilizing the Family Environment)
Child travel
Transportation

Parent Education
Advertising/Legal Fees
Foster Family Respite
Staff travel

FAMILY SUPPORT cont'd

Region 4

Foster Parent Support contract (Family Connections)

Region 5

Respite/Foster Parent Liaison contract (Boys and Girls Club)

Parent Education contract (College of Southern Idaho South Central Head Starg)

Foster Care Licensure contract (Becky Eldridge)

Transportation – IL contract (Magic Valley Youth Services)

In-home support contract (Northstar)

Foster Care Conference travel & lodging

Region 6

Intensive Family Services contract (Melissa Vogel)

Intensive Family Services contract (BYF Family Resource)

Intensive Family Services contract (Bright Tomorrows)

Intensive Family Services contract (Awareness Center)

Parenting contract (BYF Family Resource)

Parenting education contract (School District #25)

Parenting contract (Melissa Vogel)

Parenting contract (Teen Parenting)

Crisis intervention

Psychological evaluations

Parenting

Drug testing

Transportation

Conference expenses

Region 7

Foster Family Respite

Training

Counseling

Parenting

FAMILY REUNIFICATION

Region 1

Supervision – Family Visits

Stabilizing the Family Environment?

Temporary Employee – Transportation and visitation

Region 2

Mental Health Services contract (Phillips, Smith, Wright)

Mental Health Services contract (Frontier Journeys)

Temporary Employee – Family visitation

Transportation – Family visitation

Region 3

Legal Fees

Region 4

Evaluation contract (David DeLawyer)

Evaluation contract (Denisi Woody)

Supervised visitation contract (Family Connections)

Supervised visitation contract (Kids Services)

Anger Management Evaluation/Treatment contract (Tom Wilson)

Individual/family counseling contract (Warm Springs Counseling)

Translation Services

Transportation

Legal Services

Stabilizing the Family Environment

Respite

Region 5

Parenting time contract (Alliance)

Parenting time contract (Pro Active)

Region 6

Intensive Family Services contract (Melissa Vogel)

Intensive Family Services contract (BYF Family Resource)

Intensive Family Services contract (Bright Tomorrows)

Parenting contract (BYF Family Resource)

Parenting contract (Melissa Vogel)

Respite

Crisis Intervention

Psychological exams

Transportation

Drug Testing
Conference expenses

FAMILY REUNIFICATION cont'd

Region 7

Temporary client services technicians
Transportation
Counseling

2002

2. Assist the Supreme Court Improvement Committee in writing a bench book including information on "reasonable efforts" and child removal.

Funding Source: IV-E/CWS/Supreme Ct.

Target Date for Completion: FFY 2002

Status: Completed

Accomplishments:

During 2002, Department representatives worked with the Supreme Court Committee to Reduce Delays for Children in Foster Care to write a Bench Book.. The Department assisted in drafting the Bench Book and consulted with Region X, Administration for Children and Families regarding inclusion of best practice language. The Bench Book outlines amendments to Idaho's Child Protective Act, and addresses "reasonable efforts" and best court practices in cases involving child abuse and neglect. They also developed a Forms Manual. The Committee distributed the Bench Book and Forms Manual on CDs to all individuals involved in child welfare cases throughout the state in June 2002.

3. Provide training to new and existing staff on risk assessment and "reasonable efforts" to prevent removal of children from their home.

Funding Source: CAPTA

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003: All new social workers are required to attend the New Worker Academy where "reasonable efforts" are included as part of the curriculum. This discussion is reinforced the second and third day of Academy in training to Idaho's standardized risk assessment. Research regarding the potentially harmful effects of removing children from their homes is also discussed.

In January 2003, the Department purchased and distributed to all staff working in Children and Family Services, the booklet, *Making Reasonable Efforts, A Permanent Home for Every Child*, published by the Edna McConnell Clark Foundation. The booklet outlines procedures and considerations that should be made by child protection social workers, prosecuting attorneys, defense attorneys, and judges at each phase of a case. It serves as an excellent resource on "how to" in making "reasonable efforts."

2004: All new social workers continue to be trained on "reasonable efforts" in the New Worker Academy. The concept of "reasonable efforts" to prevent removal is introduced the first day as

Academy staff presents the importance of laws, statutes, and rules. PL-96-272, ICWA, and ASFA are discussed. The discussion of "reasonable efforts" continues the next two days during training to Idaho's standardized risk assessment. The immediate safety risk assessment instrument asks social workers if "the family is willing to participate in a voluntary service plan." The "immediate safety decision" asks each worker to consider if a plan can be implemented to resolve the safety issues identified at the present time to keep the child safe without placement.

During January and February 2004, the Child Welfare Program Manager and Children's Mental Health Program Manager traveled to each field office in the state to introduce Idaho's Program Improvement Plan. In this context, all Children and Family Services' staff were trained on making "reasonable efforts" to prevent removal of children from their home. The practice expectation of developing safety plans so children can remain in their home was re-enforced by including nine action steps on Idaho's PIP that address services to the family to protect children in their home and prevent removal.

Additional training on making "reasonable efforts" to prevent removal of children was conducted on May 17, 2004 through a conference call involving all Chiefs of Social Work and supervisors. After the call, all CFS staff were trained around the newly developed Family Preservation In-Home Case Standard at their weekly staff meetings. The standard states a social worker will conduct a risk assessment on each priority I, II, or III referral which is received. When the risk level is determined to be moderate to high and the child can be kept safe at home, a case will be opened and the family will receive services which allow the child to remain at home without removal. Services are to address the identified risk issues. In situations where a family refuses to work with IDHW on a voluntary basis in spite of the worker's diligent efforts to engage the family and the level of risk is "moderate" to "high" but does not meet the standard of imminent danger, CFS will contact the local county prosecutor about a judicial order for Protective Supervision. This action will demonstrate continued attempts by the agency to make reasonable efforts to prevent removal while reducing the level of risk.

Future training has also been scheduled. In August 2004, CFS risk assessors and law enforcement will be trained by the National Resource Center on Child Maltreatment to make reasonable efforts through the use of safety plans associated with the CFS immediate risk and safety tool. The training will be offered in Pocatello on August 24th, in Coeur d'Alene on August 25th, and in Boise on August 26th, to allow broad participation of law enforcement and staff.

4. Provide training regarding the Indian Child Welfare Act requirement for the state to make "active efforts" to provide remedial services and rehabilitative programs designed to prevent the breakup of the Indian family.

Funding Source: CWS/CAPTA
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: New caseworkers have continued to receive training on "active efforts" during the Department's New Worker Academy. The central office Indian Child Welfare specialist also provided caseworkers technical assistance on standards for "active efforts." Training on "active

efforts" with Indian families was provided to CFS staff in Region 3 in September 2002, Region 6 in February 2003 and Region 7 in March 2003. Starting May 1, 2003, this function was assumed by the IDHW Tribal Relations Program Manager.

2004: The training for new workers about "active efforts" has been continued in 2004. The Tribal Relations Program Manager is available by telephone and e-mail to both new and tenured staff for consultation as to appropriate and most effective active effort strategies for individual unique tribal family situations. An active efforts instructional document was developed in 2004 and added to the New Worker Academy material in March 2004. The active efforts material will be added to the on-line research site and the written policy and procedural manual that is being developed for staff access in the coming year.

5. Identify, train, and maintain a statewide list of "qualified expert witnesses" to testify in state court proceedings before an Indian child is placed in foster care or termination of parental rights is ordered.

Funding Source: CWS
Target Date for Completion: FFY2003 continued to FFY2004
Status: Ongoing
Accomplishments:

2003: The Department's Indian Child Welfare Program Specialist (ICWPS) met with each Idaho tribal council during the year to discuss the state's requirement under ICWA for qualified expert witness testimony. Limited progress has been made on this goal and the challenge will be ongoing. Future meetings of the Idaho Indian Child Welfare Committee will be a source of ideas on an approach to use to meet the requirement for "qualified expert witnesses." The Supreme Court Committee to Reduce Delays in Foster Care has contracted with the National Indian Child Welfare Association to provide training to the Idaho judiciary on the role of the courts in complying with the Indian Child Welfare Act. This training will include the court's determination of "active efforts," use of qualified expert witnesses, tribal intervention and tribal notice.

2004: This strategy continues to be a challenge; however, there have been several tribe-specific increases in the number of expert witness for a particular tribe and for court proceeding that are held in a particular location. The Indian Child Welfare Committee and the Supreme Court Committee for Reduced Delays in Foster Care have been involved in assessing strategies to meet this need. The two committees are addressing witness recruitment and compensation issues in hopes of developing a reimbursement policy and payment process for expert witnesses by the end of the coming year. The Tribal Relations Program Manager is available to DHW staff to assist in locating appropriate expert witnesses when difficulties arise.

6. Address "reasonable efforts" in the revised Continuous Quality Improvement process and practice manual.

Funding Source: CAPTA
Target Date for Completion: FFY2003
Status: Ongoing
Accomplishments:

2002- 2003: Using Idaho's new Continuing Quality Improvement process, the Department began to track the number of cases in which reasonable efforts were made to prevent removal. Although the CQI process was implemented in January 2002, collection of regional CQI instruments was sporadic until November 2002, as Idaho tested and implemented its new CQI process. When the Department of Health and Human Services modified the CFSR instrument in 2002, Idaho adapted the revised instrument. The change in format made it difficult to combine the previously recorded data with the data gathered from the revised instruments. A separate database was developed for the revised instrument. Due to the recent implementation process and a change in the format of the instruments, there are fewer numbers of cases recorded in the database than will be gathered in the future. Information regarding the number of cases in which reasonable efforts were made to prevent removal will be reported in the following strategy.

2003: As part of Idaho's new Continuing Quality Improvement (CQI) process, regional CQI teams prepare a quarterly case review summary report. These reports are then compiled into a quarterly statewide summary.

From November 1, 2002 through April 30, 2003, Central Office received 81 CQI instruments. They showed that reasonable efforts to prevent removal were made in 61% of those cases reviewed. We will use this information to evaluate and improve practice and to guide future training. Additional inquiry will be made to understand why reasonable efforts are not being made in all cases or if efforts are being made but not accurately documented.

We have contracted with Learning Systems Group to revise/update the Children and Family Services Practice Manual. "Reasonable efforts" will be addressed in the content of the revised practice manual.

2004: Idaho's CQI process was revised in January 2004 to more accurately gather and report data for our PIP. Regarding services to families to protect children in their home and to prevent removal, the following questions are answered during the CQI process:

Item 3(a) During the period under review, if there was a "report of abuse or neglect" did the worker provide or arrange for services to the family to protect the child in his/her own home?

Yes ___ No ___ Not Applicable ___ (no report of abuse or neglect during the period of review).

If no, please describe why not.

The revised CQI process also asks reviewers to rate each item as a "strength," an "area needing improvement" or "not applicable." Reviewers should rate the item as a strength if appropriate services were offered to prevent removal or if the decision to remove the child from the home without providing services was based on the immediate safety needs of the child (imminent danger), Reviewers should rate the item as an area needing improvement in the following situations: (1) When the case was opened for in-home services, no services were provided, and the child was later removed on an emergency basis; (2) If the agency should have provided

services to prevent removal of the child from the home. The results of Idaho's first quarterly CQI process under the revised system are included in strategy nine.

Reasonable efforts will also be addressed in the revision of our practice manual that is scheduled to be completed in September 2004.

2004: Beginning in March 2004 the New Worker Academy included the discussion and reference material to make the distinction between reasonable efforts and active efforts to prevent the breakup of an Indian family, as required in the ICWA law. See Objective 1.2, Outcome A, Strategy 4, p.33.

7. In conjunction with the Supreme Court Improvement Committee to Reduce Delays for Children in Foster Care, provide training on “reasonable efforts” and child removal to all individuals involved in the child welfare, judicial and law enforcement systems.

Funding Source: IV-E/Supreme Court

Target Date for Completion: FFY2003 - 2004

Status: Ongoing

Accomplishments:

2002-2003: Children and Family Services partnered with the Supreme Court Committee to Reduce Delays in Foster Care (court improvement project committee) to provide training in 6 of the 7 judicial districts in Idaho. The training was primarily conducted by judges, but law enforcement, child welfare program specialists, and attorneys each presented a topic to share a broad range of perspectives and to model multidisciplinary team cooperation. Also, the central office Resource Development Unit developed a monthly eligibility report which lists the child’s name and missing IV-E requirements. The reports are sent to program managers and the Supreme Court Committee to Reduce Delays in Foster Care and help train the judicial system to make findings and hold hearings within the required time frames.

2004: In September 2003, CFS partnered with the Supreme Court Committee to Reduce Delays in Foster Care to complete the judicial training in Judicial District One. The curriculum included:

- The importance of making reasonable efforts to prevent a child from being removed from his/her home;
- Language that must be included in the first court order, ("contrary to the child's best interest") in order for a child to be IV-E eligible;
- Conducting planning hearings, six-month review hearings, and permanency hearings. Revisions to Idaho's Child Protective Act in July 2001, mandated these hearings be held by the court;
- Noticing foster parents and their right to be heard;
- The importance of permanency in a child's life; and
- Working together, using a multidisciplinary team approach.

Child protection social workers, law enforcement officers, prosecuting attorneys, deputy attorneys general, defense attorneys, juvenile probation staff, guardians ad litem, tribal representatives, and magistrates participated in the training.

Participants requested judicial trainings be held again, so the training curriculum is being revised for another round of trainings that will begin September 2004. IV-E requirements will be included in the subsequent trainings.

8. Gather information through the Continuous Quality Improvement efforts regarding the percent of cases in which reasonable efforts were made to prevent removal of the child from his/her home.

Funding Source: IV-E
Target Date for Completion: FFY2004
Status: New

2004: From April 30, 2003 to January 1, 2004, case reviews were conducted by regional CQI teams and the results were incorporated in a quarterly case review summary. During that time period 124 cases were completed. It was found that reasonable efforts to prevent removal were made in 59 % of those cases reviewed.

The CQI process was revised in January 2004 to more accurately gather information for Idaho’s PIP. Quarterly, cases will be reviewed from three regions of the state. The first quarterly review was held in April 2004 in Lewiston, Orofino, Moscow, Caldwell, Payette, Boise, McCall, Blackfoot, American Falls, Soda Springs, and Preston. Of the 48 cases reviewed, it was found that reasonable efforts were made to prevent removal in 98 % of those cases reviewed.

The Regional Program Manager and Chief of Social Work will develop a regional improvement plan if the regional CQI case review shows that in-home services falls below 82% during 2004 and 87% during 2005.

Additionally, to increase the number of in-home cases and make reasonable efforts to prevent placement, from January 2004 to March 31, 2004, the regional Chief of Social Work is reviewing the “in-home case report” to create a base line of in-home cases. Quarterly, the Regional Program Management Team will monitor the FOCUS report for an increase of in-home cases. Statewide, the baseline of in-home cases is as follows:

Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7
9 cases	6 cases	waiting for data	9 cases	23 cases	64 cases	3 cases

9. Develop a protocol to establish service planning for in-home cases. A detailed description of this item will be included in the IDHW's upcoming Program Improvement Plan.

Funding Source: IV-E
Target Date for Completion: FFY2004
Status: New
Accomplishments:

2004: In April 2004, the Family Preservation In-Home Case Standard and the Service Planning Standard were developed. Both standards addressed establishing a service plan for in-home and out-of-home cases. More specifically, the Service Plan Standard states: “A case/service plan will be developed with the family within 30 days of the date the case was opened in all family preservation in-home cases and out-of-home cases.” (See Family Preservation In-Home Case Standard, Attachment 3.)

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In analyzing what has been done over the past 5 years to protect children and prevent removal of children whenever possible, Idaho has shifted its focus during the last two years to more closely monitor this outcome through training and reviewing data and cases through the CQI review. Previously most of our strategies regarding prevention were developed around the Community Resource for Families program and public service campaigns. Since 2003, however, serving families in their homes has been a priority. The baseline of this measure was 78% during the CFSR. In a recent quarterly CQI review, children were safety maintained in their homes whenever possible in 98% of the forty eight cases reviewed. During the next five years, in-home services to prevent the removal of children will continue to be one of CFS’s top priorities.

(IDHW Strategic Plan Goal 1: Improve health status.)

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA*
B. Reduce time from foster care to reunification without increasing re-entry	Of all children who entered foster care during the reporting period, what percentage re-entered care within 12 months of a prior foster care episode.	8.6%	1998 - 6.8% 1999 - 5.4% 2000 – 12% 2001 – 13% 2002 - 15% 2003 – 11%

2000:

The average length of stay in foster care, for all foster youth, decreased substantially --- from 24 to 14.2 months --- during the report period. For older youth between the ages of 16 and 18 years old, the average length of stay in foster care placements was reduced from 23.1 to 11.8 months.

STRATEGIES:

2002

1. Provide technical assistance and training to regional staff trainers on new legislation requiring courts to conduct case planning hearings involving the family, child and foster family. (HB 185, effective July 1, 2001)

Funding Source: CJA/IV-E/Supreme Ct.
Target Date for Completion: FFY2002
Status: Completed

Accomplishments:

In May of 2001, the Department co-sponsored the Children and Families in the Courts Institute which featured workshops addressing legislation passed in 2001 and effective 7/1/01 requiring courts to conduct pretrial hearings, planning hearings, review hearings, and permanency hearings. Magistrate judges from the Supreme Court Committee to Reduce Delays for Children in Foster Care conducted the workshops, explaining what was expected at each hearing and subsequent court orders. Approximately 250 individuals attended.

2003

2. Use case reviews from CQI process as part of state self-assessment, gather case-specific information regarding reasons for re-entry.

Funding Source: CAPTA
Target Date for Completion: FFY2003
Status: Accomplished

Accomplishments:

2002-2003: During Idaho's CFSR Self-Assessment, 220 cases where a child had multiple removals from home were analyzed.

From a detailed examination of the data, it is clear that many of the re-entries into care occurred during the six-month period following reunification. Unlike other states, Idaho has few court-ordered extended home visits where the child returns home for a trial visit while the state retains custody. In Idaho, the child's legal status is changed from protective custody to protective supervision. Under protective supervision, the child must again be determined to be in imminent danger before he/she can be removed from parental custody and returned to foster care. Not using extended home visits and the requirement for a new declaration of imminent danger may be adversely impacting Idaho's re-entry rates, at least in comparison to a national rate.

Children's mental health cases also provide additional complexity to these data. In reviewing cases, a pattern was detected in cases where a child was voluntarily placed in out-of-home-care for mental health services. When the child reaches maximum benefit from clinical services, attempts to return the child to their parent's home were, at times, met with refusals from parents afraid to have their child placed back in their home. Examples included parents refusing to pick up their children from a hospital or residential facility. These parents were then found to be neglectful under the Child Protective Act. These cases can result in re-entry into foster care through the Child Protection door that may contribute to Idaho's high foster care re-entry rate.

After submitting Idaho's Self Assessment, Idaho's Child Welfare Subcommittee further assessed the issue of re-entry. The committee formulated questions to explore re-entry during case reviews. By July 31, 2003, regions will review, in depth, a total of 35 cases using both the CFSR form as well as the additional questionnaire.

New strategies regarding re-entry into foster care will be developed as a part of Idaho's Program Improvement Plan (PIP).

3. Complete a reassessment of risk before a child is sent home under a protective supervision order or before a case is closed.

Funding Source: CAPTA
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: Idaho uses a standardized reassessment tool and has a standard protocol requiring a re-assessment before a decision is made about case closure, and before a decision is made about other significant events. A report run in 2001 revealed that only 35% of the children returned to families had been re-assessed using the standardized re-assessment tool. Social workers state they consistently re-assess risk informally and include information in their court reports but do not formally document their findings using the re-assessment tool. Re-assessment of risk will be an issue that will be further addressed in Idaho's Program Improvement Plan.

2004: Idaho's protocol regarding when a re-assessment should be conducted states:

- A case must be reassessed before a decision is made about reunification or before recommendations can be made in changing the case status from protective custody to protective supervision.
- A reassessment should be completed before a decision is made about case closure, and before a decision is made about other significant events.

Idaho's Program Improvement Plan, Action Step 5.4, has supervisors monitoring the administration of re-assessments through the CQI process when making reunification, case closure or other case decisions in which risk/safety is a critical factor. Question 5(f) on the CQI Case Summary asks: "During the period under review was the re-assessment tool used prior to reunification or case closure?" In April 2004, of the 50 cases reviewed, re-assessments were completed in only 29% of the cases when a reassessment was required by standard.

In May 2004, the Program Manager and Chief of Social Work developed a regional improvement plan when a field office exceeded the projected level of 11.2% of the children re-entering foster care within 12 months of another removal episode.

4. Develop an Enterprise Data Warehouse system report to track child re-entry data.

Funding Source: IV-E
Target Date for Completion: FFY2002 continued to FFY2003 – 2004
Status: Ongoing

Accomplishments:

2002-2003: In May 2002, Children and Family Services requested a report to track child re-entry data from FOCUS, the child welfare information management system. Report production was delayed because of the number of requests for enhancements and limited resources. However, IDHW is developing a data warehouse which will contain Department (including FOCUS) data. Through the warehouse, data will be accessible through ad hoc queries. This data warehouse project is more fully described in Goal 1, Objective 1.1, Outcome A, Strategy 2.

2004: Idaho's Enterprise Data Warehouse is currently in the testing phase. However, on January 26, 2004, a data report request was submitted to identify and assist in analyzing the re-entry of children into foster care. By field office, it will list all children within a given 12 month period

who have exited protective custody with another removal episode. It will also furnish specifics about the type of cases that are re-entering. In addition to the client identification number, the age of the child and gender, the report should answer the following questions:

- 1) What was the referral reason that caused the child to go into foster care during the first removal? Physical abuse? Sexual abuse? Neglect? Other?
- 2) 2) What was the referral reason that caused the child to enter foster care during the 2nd removal? Physical abuse? Sexual Abuse? Neglect? Other?
- 3) What were the major risk factors that caused the first removal? Example: Domestic Violence? Substance Abuse?
- 4) What were the major risk factors that caused the subsequent removal? Example: Domestic Violence? Substance Abuse?
- 5) Was a re-assessment of risk completed?
- 6) What was the length of time between reunification and case closure? Was the case closed immediately upon reunification?
- 7) After the first removal episode, how long was the child in care?
- 8) What services were provided to the child and family while the child was in care prior to the last removal episode?
- 9) How many referrals of child abuse or neglect were received by IDHW between the first reunification and subsequent re-entry?

This report request is an IDHW priority because it is identified as Action step 5.8 on Idaho's Program Improvement Plan. The business requirements for the report are currently in development.

5. Seek technical assistance and training from one of the national resource centers to reduce re-entry.

Funding Source: CWS
Target Date for Completion: FFY2003-2004
Status: Ongoing

Accomplishments:

2002-2003: The target date for this strategy has been revised. Technical assistance and training from one of the national resource centers to reduce re-entry will be an important part in developing and implementing Idaho's Program Improvement Plan (**PIP**). However, Children and Family Services waited to receive the final report from the onsite portion of the CFSR and conduct some additional assessments in order to optimize the resource center's assistance.

2004: Children and Family Services began working with the National Resource Center on Child Maltreatment to address safety and reduce re-entry in February 2004. In April 2004, we sent a copy of the Rules Governing Family and Children's Services, the competencies and learning objectives from our Child Welfare Academy, a draft of our risk assessment standards, and copies of our three risk assessment instruments to assist the national resource center in providing technical assistance and training to Idaho.

The first week of August 2004, the National Resource Center on Child Maltreatment will conduct a one-day training for all supervisors on how to monitor appropriate use of the

safety/risk assessment tools and teach their staff to do a thorough assessment. The resource center will assist in training supervisors to ask “critical questions” at important times during the case to monitor appropriate use of the safety/risk assessment tools and enhance decision-making regarding readiness for reunification or case closure. This training will be repeated to allow some supervisors to provide supervision while other supervisors attend. In this manner, all supervisors will have the opportunity to participate. Supervisors, in turn, will train their staff.

6. Develop a FOCUS alert that a reassessment of child abuse and neglect must be done prior to changing the case status from protective custody to protective supervision or closing a case for services.

Funding Source: CAPTA
Target Date for Completion: FFY2004
Status: Ongoing

Accomplishments:

2002-2003: In an effort to reduce the time from foster care entry to reunification without increasing re-entry, Children and Family Services has requested that FOCUS develop an alert for reassessment of child abuse and/or neglect be completed prior to changing the case status from protective supervision or closing a case for services. This goal will be accomplished in FFY 2004 because of capacity and resource issues that are impacting FOCUS enhancements.

2004: Work authorization 31340 was assigned to the request to develop an alert for reassessment of child abuse and/or neglect prior to changing the case status from protective supervision or closing a case for services. It has become a priority item because it is identified as Action Step 5.7 in Idaho’s Program Improvement Plan. The business requirements for the alert and integrity rule are currently being developed.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho is still assessing why children are re-entering foster care. Future Data Warehouse reports will assist the State in analyzing the issue. The results of those reports will be incorporated in new strategies during the next five years. Although strategies during this period focus on increasing the practice of reassessment prior to reunification or case closure, CFS is not certain re-assessment will impact this outcome.

We do, however, appear to be making progress in this area. During the CFSR, the cases reviewed were in substantial conformity with federal outcomes but this item was an area needing improvement due to failure of the data indicator. The national standard is 8.6%. Idaho's data on the state data profile was 11.9. From the Child Welfare Outcomes report generated from FOCUS from October 1, 2003 through March 31, 2004, only 10.75 children had a re-entry. Idaho's PIP goal for 2005 is 10.5%. We will continue to work on this outcome until we have reached our goal.

GOAL 2: CHILD AND FAMILY WELL-BEING

Objective 2.1: Families will have enhanced capacity to provide for their children's needs.

2000

Increase the ability of communities to respond to the needs of parents who abuse substances and subsequently place their children at risk.

Partnerships were developed among CFS, community agencies, and substance abuse treatment providers in Regions 1, 2, 3, and 5. For example, through a partnership with Eastern Washington University, the Department of Health and Welfare, Regions 1 and 2, were the sites for two 40-hour seminars that meet for 4 hours a month for 10 months. The intention of these seminars was to bring together participants from Children and Family Services and their partner agencies in a structure that fosters cooperation and collaboration. The training provided an opportunity to develop new models of practice with options for assessing alcohol/drug problems in greater depth and for using local resources from the substance abuse treatment system to match the needs of parents.

CFS programs in Regions 3 and 5, were the sites for two pilot projects to increase professional collaboration between addiction treatment and child welfare staff and to expedite reunification or permanency planning. Each region contracted with a Substance Abuse Specialist to help remove barriers to assessment and treatment for parents who abuse or are addicted to substances and are involved in child protection issues.

The Child Welfare Research and Training Center conducted an outcome study of the pilot projects which was completed June 30, 2000.

2003 – 2004

In 2003, the Substance Abuse Specialists were expanded to each region. In addition, In February of 2003, CFS received a 3 ½ year (2/03 – 6/06) grant from the Rocky Mountain Quality Improvement Center (part of American Humane Association based in Colorado) The grant funds a Child and Family Services /Substance Abuse Pretreatment Education and Support Program and is being conducted in Regions 1, 3 and 4.

The goals of the Pretreatment Education and Support Program are (1) to engage parents while they are waiting for a treatment slot and assure that they enter treatment and (2) to improve their readiness for treatment. Child safety, child wellbeing and family wellbeing will be improved by the parent's successful substance abuse treatment. (3) A fundamental goal is to maintain the child safely in the home (avoid out-of-home placement) or, if out of home placement occurs, to return the child successfully to the home.

Program evaluation is a major component of the grant and will be conducted by contract with the Idaho Child Welfare Research and Training Center at Eastern Washington University School of Social Work.

(IDHW Strategic Plan Goal 2: Strengthen individuals, families and communities; Obj. 2 – Families, see Obj. 1.2.)

OUTCOME	MEASURED BY	IDAHO DATA
A. Increase meaningful worker visits with child.	<ul style="list-style-type: none"> • CQI process • Percent of cases which have one visit per month 	Data collected from 11/02 to 5/03 indicates that, out of 81 cases sampled, 87% had monthly worker visits with the child April 2004 CQI review data shows of 50 cases sampled, 80% had at least monthly worker visits with the child

STRATEGIES:

1. Meet the standard of the worker seeing the child once a month.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: Idaho’s Rules Governing Family and Children’s Services, IDAPA 16.06.01.405.05(a) sets forth the following standard for contact with a child, “Face to face contact in the alternate care setting with the child by the family services worker must occur at least monthly or more frequently depending on the needs of the child and/or the provider and the stability of the placement.”

Using the CFSR instrument as part of Idaho’s new Continuing Quality Improvement process, the Department is beginning to gather information regarding the frequency of social worker/child visits. A total of 59 CQI instruments completed between January 1 and October 2002, were reviewed as part of the CFSR self-assessment. Risk assessment-only cases were deleted and only out-of-home placement reviews were included in this analysis. The following information shows contract between caseworkers and children in alternate care was made monthly in 84% of the cases reviewed.

Weekly	Bi-Weekly	Monthly	<Monthly *
39%	18%	27%	16%

*When visits occurred less frequently than monthly, the frequency was reported to be consistent with the needs of the child(ren) in 44% of the cases reviewed. In this sample 44% may be as few as 1 or 2 cases. These may be out-of-state cases that require only annual visits by the Idaho worker.

Eighty-one CQI instruments were also gathered from November 2002 through April 31, 2003. From this group of CQI instruments, sixty-eight out-of home cases were reviewed. In this group, 87% percent of the caseworkers have been seeing the children on their caseload at least monthly.

2004: In January 2004, the CQI process was revised to more accurately gather information to monitor Idaho’s PIP. Currently, the questions regarding worker face-to-face visits in Item 19 include:

- (a) Did the caseworker or other responsible party have monthly contact with the child in the home where the child is living?
- (b) What has been the most typical pattern of visitation between the case worker (or other responsible party) and the child during the period under review?
- (c) Did visits between the caseworker or other responsible party and the child(ren) focus on issues pertinent to safety, case planning, services delivery, and goal attainment?

Of the 50 cases that were reviewed in April, using the revised instrument, the following information was gathered regarding worker/child contact.

Contact between the caseworker and children on their caseload occurred at the following frequency:

Weekly	Bi-Weekly	Monthly	<Monthly*
8	10	22	10

Approximately 87% of the time, contact focused on issues pertinent to case planning, service delivery, and goal attainment.

The fifty cases that were reviewed were rated as a strength if worker visits with the child met the child's need for contact and the requirements set forth in the CFS worker/child contact standard. The cases were rated as an area needing improvement if the child's needs or the standard were not met. A summary of the ratings include:

Family Preservation In-home Cases

Strength	17
Area Needing Improvement	7
Not Applicable	0

Out-of Home-Cases

Strength	16
Area Needing Improvement	10
Not Applicable	0

A number of factors affect a worker's ability to maintain regular contact with children in foster care. Factors reported by social workers and their supervisors included: Not enough time, visits are not convenient for the foster family, and the children are in school all day. Additionally, some foster families live a long distance from "town" making travel challenging, especially in winter months. As part of Idaho's PIP, the Regional Program Manager and Chief of Social Work will develop and implement an improvement plan if monthly "meaningful" worker/child contact falls below 70% in 2004.

2. Develop and implement a FOCUS screen where all contacts between a worker and child can be documented and easily accessed in document/report format.

Funding Source: CWS
Target Date for Completion: FFY2003 — FFY2004
Status: Ongoing

Accomplishments:

2003: In 2002, Children and Family Services requested FOCUS develop new visitation/contact screens to allow social workers to document monthly contact between the worker and a child. This information should be easily accessible in the form of a document or report and assist supervisors in monitoring compliance with this standard. Due to decreased resources in FOCUS, development of the new screens has been delayed until 2004.

2004: This strategy is also found on Action Step 19.2 of Idaho's PIP. The business requirements for the FOCUS screens have been completed and the design specifications have been approved. Specifications for the worker contact fields include the date of contact, type of worker contact, person(s) contacted, the responsible staff, and a place for narrative that describes the details of the contact. A summary screen will also capture the contact history. The worker/child contact screens are scheduled to be implemented in FOCUS in November 2004.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

The data gathered prior to April 2004's CQI review was not gathered in a standard way and therefore, is not as reliable as data gathered after that date. During the CFSR, the baseline for worker/child contact was 68%. The April CQI review found worker/child contact occurred in 66% of the cases reviewed. Our goal for 2005 is 70% so worker/child contact is still an area needing improvement in Idaho. It will be a major priority during the next five year plan.

OUTCOME	MEASURED BY	IDAHO DATA
B. Increase worker visits with parents	<ul style="list-style-type: none"> • CQI process • Percent of cases which meet state standard 	<p>2003 - Data system modification has been delayed until, 2004. Data collected from 11/02 to 5/03 indicates that, out of 81 cases sampled, 89% had monthly worker visits with the parents.</p> <p>2004 – Data from 6/03 – 1/04 review of 103 cases shows monthly worker visits with parents 77% of the time</p>

STRATEGIES:

2002

1. Develop a policy to require a minimum standard for worker-parent contact.

Funding Source: CWS
Target Date for Completion: FFY2002
Status: Completed

Accomplishments

On January 2, 2002, a new policy memorandum regarding the frequency of contact with legal and foster families was issued. The purpose of the policy is to engage families and encourage family involvement throughout the case so that parents will continue to retain as much parental responsibility for their children as possible and work towards successful reunification. In general, the frequency of contacts should be monthly. Documentation is required for failure to meet monthly with parents.

2003

2. Train new and existing staff on minimum standards for worker-parent contact.

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Completed

Accomplishments:

Subcommittee members who developed the new standards trained existing staff in their respective regions. The minimal standards for worker-parent contact were incorporated into the New Worker Academy.

2. Develop a method to document and access data regarding the percentage of cases that meet the minimum standard for worker-parent contact.

Funding Source: CWS
Target Date for Completion: FFY2003 -2004
Status: Ongoing

Accomplishments:

2003: Children and Family Services requested FOCUS to develop a visitation/contact screen and accompanying documents and reports to monitor compliance of the worker/parent standard. Because of decreased FOCUS resources, development of the new screens were delayed until 2004.

2004: Idaho's minimum standard for social worker-parent contact is the following:

“To monitor and encourage progress toward working the family’s service (case) plan, Department staff should, whenever practical and feasible, meet with a child’s parent(s) in-person at least monthly. Contact may be more frequent or less frequent as dictated by the service plan, court findings, or permanency goal. If parents are unable to meet due to special circumstances such as distance, hospitalization or incarceration, contact may be made by telephone calls or letters. Reasons for not meeting face-to-face with the parents at least monthly should be documented.”

In winter 2004, new FOCUS screens will be developed to document and report, by social worker and family, the date, type, and purpose of worker/parent contact. Until the report is implemented, CFS is using their CQI process to monitor compliance with this standard.

Information from 103 CQI instruments completed between June 1, 2003 and January 1, 2004 was reviewed. Monthly contact between the caseworker and parents of children on their caseload occurred 77% of the time.

Additionally, in January 2004, fifty cases were reviewed using a revised CQI process. From this group, the following determinations were made regarding face-to-face contacts with the mother and father. The contact criteria also focused on case planning, service delivery and goal attainment.

Strength: Worker visits with the mother and father met the parents' needs for contact and met CFS worker/parent contact standard.

Area Needing Improvement: Reviewers rated this item as an area needing improvement if there is/was less frequent visiting than was needed by the mother and/or father or contacts did not meet the CFS worker/parent contact standard.

Not Applicable: There has been termination of parental rights, the social worker is unable to locate the parent(s) after a diligent search, or the parent is refusing any contact.

Family Preservation In-home Cases

Strength	17
Area Needing Improvement	7
Not Applicable	0

Out-of-Home-Cases

Strength	14
Area Needing Improvement	11
Not Applicable	0

Results of the reviews found more frequency of contact with mothers. Therefore, during this next year CFS will identify contact with fathers as a high priority training issue. In analyzing the worker/parent contact from the CQI review, this is an area needing improvement because Idaho has many parents who are incarcerated and social workers did not maintain monthly contact with them while they were in jail. The practice of engaging, locating, and maintaining frequent contact with all parents will be incorporated into the concurrent planning standard that is being developed.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho cannot evaluate trends of worker/parent contact since data has been available for only the past year. However, during the CFSR, the baseline of worker/parent contact was 58%. During the CQI review in April 2004, social workers had contact with parents 63% of the time which meets our PIP goal of 63% for 2004. We will continue to train and monitor the importance of social worker/parent contact, especially in those cases where parents are incarcerated.

OUTCOME	MEASURED BY	IDAHO DATA
C. Involve family, child and foster family in case planning. In the case of an Indian child, involve the tribe in case planning	<ul style="list-style-type: none"> • CQI process: • Percent of all cases reviewed with all participants. 	Number of families now involved in case planning will be assessed. 2004 –in April 2004, of 50 cases reviewed, 37 % involved families in planning

STRATEGIES:

2002

1. Provide technical assistance and training to regional staff trainers on new legislation requiring courts to conduct case planning hearings involving the family, child and foster family. (HB 185, effective July 1, 2001)

Funding Source: IV-E/CJA/Supreme Ct.
Target Date for Completion: FFY2002
Status: Complete
Accomplishments:

In May of 2001, the Department co-sponsored the Children and Families in the Courts Institute which featured workshops addressing the new legislation requiring courts to conduct pretrial hearings, planning hearings, review hearings, and permanency hearings. Magistrate judges from the Supreme Court Committee to Reduce delays for Children in Foster Care conducted the

workshops, explaining what was expected at each hearing and subsequent court orders. Approximately 250 individuals attended.

During summer and fall of 2002, the Supreme Court Committee to Reduce Delays for Children in Foster Care provided training on the new legislation (HB 185) in each judicial district.

2003.

2. Provide training on revised alternate care plan in New Worker Academy.

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Accomplished
Accomplishments:

Revised alternate care plan training was included in the 2002-2003 New Worker Academy curriculum. See Objective 4.4.1, 2002-2003 New Worker Academy Curriculum, p. 128.

3. In New Worker Academy, emphasize the importance of the partnership among staff, family, foster family, and tribes in developing service plans for youth in placement.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Changes: For 2005, a new Objective and Outcome will be created to incorporate all service planning related strategies currently scattered throughout this plan.

Accomplishments:

2002- 2004: The New Worker Academy curriculum includes a presentation on the importance of including relatives, foster families, the tribes, treatment providers, and other people who are actively involved with the family in the service planning process. The concept of social workers developing service plans in isolation, excluding the family, is addressed and highly discouraged.

4. Provide training to new social service staff at CFS New Worker Academy on case planning strategies including family, child, and foster family involvement in this process.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2002: The concept of conducting a family unity meeting or family group conferencing to assist in the development of service plans is presented in the New Worker CFS Academy. Rules Governing Family and Children Service requires families to be given an opportunity for involvement in plan development. These rules are covered in the service-planning portion of the New Worker Academy.

2003: Family involvement in service planning was one of the areas identified as needing improvement in Idaho's CFSR. Of the cases reviewed during the week of May 12th, 2003, children and families were involved in service planning only 60% of the time. This figure will

serve as the baseline for Idaho's PIP. Training around family involvement continues to be included in the Child Welfare Academy.

2004: Involving families in service planning continues to be an area needing improvement. From June 2003 to January 2004, data regarding family involvement was gathered from approximately 80 case reviews. However, it is difficult to determine family involvement strictly from case narratives. Therefore, the data was considered to be less than reliable. The CQI process was revised in January 2004 to include interviews with parents and case managers. Data regarding child and family involvement in case planning was gathered in April 2004, from 50 cases that were reviewed. Following are the results:

	Yes	No	N/A
Involvement of Mother	37 cases or 80.4%	9 cases or 19.6%	4 cases
Involvement of Father	20 cases or 58.8%	14 cases or 41.2%	16 cases
Child Involvement	13 cases or 76.5%	4 cases or 23.5%	33 cases

The CQI results clearly indicate the need to train and monitor compliance regarding involvement of fathers in the service planning process. Involving fathers will be one of the strategies included in the next 5 year plan.

4. Work with the courts to assure foster families are given notice of, and the opportunity to be heard in hearings and reviews involving children residing in the foster parent’s home.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: Idaho Code does not specifically require the court to notice foster parents except for the initial planning hearing. The recently published Idaho Benchguide, dated 2001, indicates the six-month review and permanency hearings are extensions of the planning hearings and, therefore, notice should be provided to foster and pre-adoptive parents. In some cases, the courts notice foster parents. In other cases, it is the IDHW who notices them. In preparing for Idaho’s Self-Assessment, foster parents were surveyed and asked if they received notice and were given the opportunity to be heard. Two-thirds of survey respondents indicated that they routinely receive notice. Written notice is primarily sent by certified mail and, in some regions, is followed up by a telephone call. In some regions, input from care providers is included in the CFS report to the court. Some judges will allow verbal input from foster parents during the six-month review or permanency hearing and others allow the foster parent to attend, but not to comment.

Currently the Supreme Court Committee to Reduce Delays in Foster Care is making efforts to amend the Juvenile Court Rules to clarify the court’s role in the notice requirements. All parties involved could benefit from more information and clarity regarding noticing foster parents. This strategy will be further explored in the Program Improvement Plan.

2004: Recently the Supreme Court Committee to Reduce Delays in Foster Care submitted amendments to the Juvenile Court Rules to clarify the court's role in the notice requirements. Effective February 1, 2004, the court will send all foster parent notices to IDHW who will forward them to foster parents.

A standard was developed in March 2004, clarifying the process and procedure for timely notification of caregivers of court reviews and hearings (See attached Notification Standard). Additionally, in March 2004, all foster parents received a letter from their regional program manager, explaining the change in notification and encouraging them to attend court hearings. Finally, an article from the Chairman of Idaho's Court Improvement Project, will appear in the judicial newsletter, encouraging the judiciary to call on alternate caregivers to participate in reviews.

As part of Idaho's PIP, a question will be added to the CQI instrument asking caregivers if they were notified in a timely manner of reviews and court hearings. Beginning October 2004, the Regional Program Manager and the Chief of Social Work will develop a regional improvement plan when caregivers are not notified in a timely manner and given an opportunity to be heard less than 65% of the time in 2004 and 75% of the time in 2005.

5. Involve foster children in the planning and implementation of their independent living (IL) plans.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2002: From June 2001 through May 2002, a total of 643 youth became eligible for independent living (IL) services. Of that number 478 were served. The percentage of youth involved in developing their plan varied by region from 100% in 2 regions, to 95%, 80%, 78%, 75%, and 68% in the other 5.

The Department acknowledges that 100% of foster children should be participating in the planning and implementation of their independent living (IL) plans. This will be addressed during six-month reviews as well as by the new alternate care plan that asks social workers to report progress in this area. Any variance will be documented. The goal for 2003 is at 95% compliance with participation of foster children in their plan for transitioning into adulthood. This will be accomplished through staff training and supervisory review.

The New Worker Academy includes training provided by the State's Independent Living Specialist and a Casey Family Transitional Living Specialist on the Ansell-Casey assessment tool and development of the youth's IL plan. The requirement for having the youth participation is emphasized.

2003: From July 1, 2002, through May 31, 2003, a statewide total of 778 youth were eligible for independent living (IL) services. Of that number a total of 534 were served.

2004: During the July 1, 2003 through the May 31, 2004 reporting period, a total of 903 youth were eligible for IL services. Of those youth, 621 were served. The numbers of eligible youth and those served has continued to grow from 2000 to 2004. More youth are being served.

The State Independent Living Specialist traveled to all of the regions providing comprehensive training to a total of 187 Department staff on the Independent Living Program as well as the new ETV Program. Other trainers included Kris Richards a Transition Living specialist from Casey Family Programs and Judy Boothe, FOCUS specialist. Throughout the training there was a strong emphasis placed on the importance of involving youth in the development and implementation of their IL plan. Kris Richards provided training on the Ansell-Casey and plan development. New Workers also received this training at the July 2003, November 2003 and April 2004 Academy. A total of 89 individuals received this training. The participants included Department staff from Child Protection, Children's Mental Health and Tribal members. Foster parents and staff will receive training on youth participation at the September 17 – 18, 2004 Foster Care Conference.

6. Train staff and foster parents on working together with child's parents in planning for the child's wellbeing.

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Ongoing

Accomplishments:

2003: Idaho has selected the PRIDE model as the standard practice curriculum for training foster parents. PRIDE training includes a strong component that emphasizes the importance of staff and foster parents work with the child's parents. All new and experienced Department staff will be required to participate in the PRIDE training. In October 2003, the Idaho Foster Care Conference will include a session for foster parents on working with the child's family. Working with the child's parents is also discussed in the New Worker Academy.

2004: PIP action item 6.14 addresses the plan to train staff and resource families on working together as a professional team and working with the bio-family to ensure children have permanency and stability. At the October 2003 Foster Care Conference, the Keynote speaker Lorrie Lutz, M.P.P. from the National Resource Center for Foster Care Permanency and Planning spoke to staff and foster parents on the importance of working with the child's family as a team. Lorrie Lutz will continue this training June 22 through June 25, 2004, with staff and foster parents being trained together. The training will be held in three (3) sites around the state. The September 2004 Foster Care Conference will again focus on the importance of the team approach for working with children and families.

7. Develop standards for the role of foster parents.

Funding Source: IV-E
Target Date for Completion: FFY2003
Status: Accomplished
Accomplishments:

2003: IDHW recently purchased the PRIDE Foster Parent Training Curriculum that addresses 5 categories of competencies which need to be met to determine the competency level of foster parents before issuing a license.

2004: In January 2004 an alternate care standards committee was convened. PIP action item 6.11 was to develop standards for supporting resource parents and including them as members of the professional team. Draft standards have been completed that define and address the role of the resource family as a member of the professional team. Feedback has been gathered from field staff and the next step will be approval for release from CFS Program Managers. Standards will be incorporated into the new CFS Practice Manual.

8. Provide all families served in the Children’s Mental Health program the opportunity to have input on the services their children receive from the Department through the use of a family satisfaction survey.

Funding Source: CMHBG
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2004: All families of children receiving children’s mental health services from the Department are encouraged to complete a family satisfaction survey. The survey that is used was developed internally and collects data in the following areas:

- Access
- Appropriateness
- Effectiveness
- Family Involvement

Families are provided the opportunity to complete the survey every 120 days and upon termination of services. The response to the surveys varied from 93% to 97% approval rate in each of four categories.

9. New strategies will be developed as a part of Idaho’s Program Improvement Plan (PIP) including development of a protocol regarding when to offer services to a family.

Funding Source: CAPTA
Target Date for Completion: FFY2004
Status: New

Accomplishments:

2004: In April 2004, standards were drafted in compliance with Idaho’s PIP, regarding when to offer services to a family. A case will be opened for services depending on the level of risk rather than a substantiated disposition of child abuse or neglect. When the risk level is determined to be moderate to high and the child can be kept safe at home, a case will be opened and the family will receive services. Services are to address the identified risk issues.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

During the last five years, strategies regarding family involvement have been widely varied. Since this is an area needing improvement, IDHW will focus more intensely in this area in the next five year plan by adding a full day training regarding family centered practice and a day’s training regarding family group decision making to the Child Welfare Academy. Statewide contracts will also be established to provide family group conferencing in each region. This is an area that has been identified in Idaho’s PIP so it will be closely monitored. The goal for 2004 is to have child and family involvement in case planning in 65% of the cases. In the first quarterly CQI review, Idaho involved families only 55% of the time.

Objective 2.2: Children in placement will have adequate services to meet their needs.
(IDHW Strategic Plan Goal 1: Improve health status)

OUTCOME	MEASURED BY	IDAHO DATA
A. Children in placement will have adequate physical health services	<ul style="list-style-type: none"> • CQI process. • Percent of plans with physical needs documentation 	<p>2003 - Data collected from 11/02 to 5/03 indicates that, out of 81 cases sampled, 71% had medical exams, 86% had EPSDT screenings, and 56% had dental exams within the required time frames.</p> <p>2004 – Data collected from 6/03 to 1/04 indicates out of 100 cases sampled, 67% had medical exams, 42% had EPSDT screenings, and 53% had dental exams within the required time frames.</p>

STRATEGIES:

2002 – 2003

1. Provide worker training on the importance of physical needs documentation.

Funding Source: CWS/IV-E
Target Date for Completion: Ongoing
Status: Accomplished

Accomplishments:

2002 – 2003: In preparation for Idaho’s CFSR, central office staff conducted training in all regions covering the necessity of documenting physical/health needs in FOCUS the child welfare information system. During the onsite review portion of the CFSR, documentation of

physical/health needs was available in the case files if services were provided. Effective documentation regarding child well-being does not appear to be an issue. However, there is still a need to train to the importance of providing services and monitoring compliance in the area of child well-being.

2. Follow current rules and standards requirements on physical health services.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: Rules Governing Family and Children Services require:

- That children in alternate care receive the Early Periodic Screening, Diagnosis and Treatment services allowable under Medicaid. They also require those children already receiving Medicaid at the time of placement be screened within thirty days after placement, and children not receiving Medicaid at the time of placement receive a screening within thirty days from the date Medicaid eligibility is established.
- Every child age two who is placed in alternate care to receive a dental examination as soon as possible but not later than 90 days after placement and thereafter according to a schedule prescribed by the dentist.
- And medical examination within thirty days of entering alternate care to assess the child's health status, and thereafter according to a schedule prescribed by the child's physician or other health care provider.

Immunizations are not currently addressed in Department rules except to ensure the alternate care provider has a copy of the child's immunization record. During the fall of 2003, the Department's standard for immunizations will be established in FACS rule, by protocol, or policy.

Well-Being Outcome 3, "Children receive adequate services to meet their physical and mental health needs," is now being specifically monitored by the Child Welfare Subcommittee as part of the Continuing Quality Improvement process started in January 2002.

We will continue to monitor Idaho's compliance with initial health screenings, preventive dental care, immunizations, and follow through with services for identified health service needs.

2004: In April 2004, a Child Well-Being Committee was convened to examine and revise requirements for meeting the physical health needs of children who remain in their homes as well as those children who are placed out of their homes. The Committee is in the process of drafting a Child Well-Being Standard that will incorporate current rules and address areas that have not yet been included in rule or policy. New areas that will be addressed include immunizations and administration of medications to children in alternate care. The standard

will be fully implemented in June 2004. When finalized and approved, the new Child Well Being Standard will provide clear practice expectations regarding physical health services for children.

3. Document physical needs of child on the alternate care plan.

Funding Source: CWS/IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: Documenting physical needs of children on the alternate care plan is not a new practice. However, a revised alternate care plan was implemented June 1, 2002. Training on the use of the new alternate care plan took place in every region from May through September 2002. The training included a discussion of compliance with the current rules and standards regarding health services for children.

2004: Training to the use of the alternate care plan was added to the service planning portion of the Child Welfare Academy in June 1, 2003. The alternate care planning training includes a discussion of a routine medical exam, the child's immunization record, history of hospitalizations, health concerns, diagnoses, known allergies, and the date the parents signed a consent for medical and surgical treatment.

4. Monitor compliance with state rules on documenting the physical needs of children.

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Ongoing

Accomplishments:

2002 - 2003: During 2003 data collection was inconsistent. Fewer instruments were submitted because of a change in CFSR instruments and CQI database and regional preparation for the CFSR. However, self-assessment information regarding the physical needs of children was provided by reviewing 59 CQI instruments between January 1st and October 2002. These results are considered indicators, not true measures. Many of the CFSR Self-Assessment Advisory Committee members believe the percentage of children receiving health screenings, preventative health care, dental care, and immunizations from the CQI data was higher than the data revealed.

2004: By collecting data using the Continuing Quality Improvement process, CFS will determine the percentage of children whose physical needs have been identified, assessed, met, and documented. From June 1, 2003 to January 1, 2004, one hundred cases were reviewed. The following information regarding the physical health of the child was gathered:

Did the child have a medical examination within 30 days of entering care?
67% had medical examinations within the required time frame

Did the child have an EPSDT Screening?
42% had EDSPT Screening according to IDHW required time frames.

Were there periodic dental exams?
 53% had periodic dental exams within required time frames.

When the CQI process was revised in January 2004, fifty additional cases were reviewed. Questions regarding the physical health of the child were changed and the CQI team was asked to rate each case to determine if the item was a strength, an area needing improvement, or not applicable. Results of the physical health of the children during the first quarter of 2004 include:

Physical Health of the Child in Family Preservation In-home Cases

Strength	16cases	79 %
Area Needing Improvement	3cases	21 %

Physical Health of the Child in Out-of Home-Cases

Strength	22cases	84 %
Area Needing Improvement	4 cases	16 %

The physical well-being of children is an area Idaho will continue to pursue in its Program Improvement Plan (PIP) by developing a regional improvement plan when the physical health needs of children are assessed and met in fewer than 82% in 2004. The regional plans for improvement will be developed in July 2004.

5. Develop a standard requiring developmental screening for every child under 5

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Ongoing

Accomplishments:

2003: Children and Family Services began partnering with the Infant Toddler Program to develop this standard and address implementation and training. The goal is to have it in place in FFY 2004 and according to Idaho's Program Improvement Plan.

2004: In March 2004, a workgroup from the infant Toddler Program and Children and Family Services was convened to develop a standard for mandatory developmental assessment of children birth to age three when there is a substantiated disposition of child abuse or neglect. The standard is currently in draft form and will be approved and finalized for release in June 2004. This strategy will meet the new requirements of the Child Abuse Prevention Treatment Act. It is incorporated in Idaho's Program Improvement Plan (See Action Step 22.7).

6. Provide staff training on regional resources available for developmental and health assessments.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Ongoing training on community resources is held during weekly staff meetings throughout the state. Developmental assessments is one of the areas emphasized in 2003. In conjunction with staff training on regional resources for both developmental and health assessments, the Idaho Child Welfare Research and Training Center provided training entitled “Child Well-Being, Developmental Assessment, Child Development and Pre-Screening for School” in six locations of the state. Child welfare staff and foster/adoptive parents attended.

2004: Ongoing training regarding available community resources is held during weekly staff meetings throughout the state. Additionally, Idaho has a well established information/referral system, the Idaho CareLine. By dialing “211” anyone can access the Idaho CareLine and get information regarding developmental and health assessments in every community of our state. During 2004, CFS staff have been encouraged to use the Idaho CareLine to link families to services. The Idaho CareLine has also established an on-line information data base. In February 2004, all Region 2 staff received training regarding accessing and using the data base to locate available resources. The other six regions are scheduled to receive the data base training within the next reporting period.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho has made great strides in attending to the physical well being of children, in both in-home and out-of-home cases. During the CFSR in May 2003, the baseline for children receiving adequate services to meet their physical needs was 77%. During the first quarterly CQI review in April 2004, 87% of the children had their physical needs meet within required timelines. The goal for 2004 is 82%. This year, for the first time, supervisors are managing this item through the CQI process, using data to improve outcomes.

OUTCOME	MEASURED BY	IDAHO DATA
B. Children will have adequate mental health services	<ul style="list-style-type: none"> • CQI process. • Number of children in foster care who have received a mental health screening 	Protocol has been established that 100% of children in DHW custody for whom a need is established through initial screening will receive a mental health assessment.

STRATEGIES:

2002 - 2003

1. Develop or adopt a screening instrument to evaluate children’s mental health needs with the comprehensive assessment.

Funding Source:

CMHBG

Target Date for Completion: FFY2002
Status: Accomplished

Accomplishments

The Department adopted two instruments for screening and evaluation of children to identify the need for mental health services. First instrument is the Pre-referral Checklist created internally to assist in the identification of potential mental health needs in children and families (Attachment 9). The second is the Child and Adolescent Functional Assessment Scale (CAFAS). The CAFAS is designed to measure functional impairment and must be administered by an individual that has established inter-rater reliability. In addition, a comprehensive assessment is completed for every child that applies for children's mental health services through the Department.

2. Provide specially trained staff for mental health assessments for children's mental health services.

Funding Source: CMHBG
Target Date for Completion: FFY2002
Status: accomplished

Accomplishments:

The Department employs 68 staff statewide with specific children's mental health duties. Each of these staff called Children's Mental Health Clinicians, is specifically trained in mental health assessment and evaluation. The Department's clinicians are available to accept referrals and complete assessments for children in the custody of the Department and children that remain in the custody of their parents.

3. Develop a standard mental health assessment process for children's mental health services.

Funding Source: CMHBG
Target Date for Completion: FFY2002
Status: Accomplished

Accomplishments:

In July 2001, the Department approved FACS Policy Memorandum 01-04 establishing a standard process for the completion of mental health assessments. The mental health assessment is a part of a larger intake process that is also addressed through policy. The policy outlines the application process, the information to be provided to parents upon application (including rights, advocacy agencies, appeals process, etc.) and the requirements around completion of the mental health assessment. The standard includes requirements for collection of information from school personnel, and providers and must be reviewed, signed by the parent/guardian of the child. The parent/guardian also receives a copy of the assessment.

4. Develop standards for mental health assessments for children's mental health services.

Funding Source: CMHBG
Target Date for Completion: FFY2003
Status: Accomplished

Accomplishments:

As referenced above, FACS Policy Memorandum 01-04 establishes not only a standard process for mental health assessment, but also standards for developing assessments. The policy outlines the required components of the mental health assessment, called a comprehensive assessment. Additionally, the policy also requires the completion of a CAFAS, a multi-axial diagnosis, summary supporting the diagnosis and a statement of the child's service needs and strengths.

5. Develop performance indicators for children's mental health services

Funding Source: CMHBG

Target Date for Completion: FFY2002

Status: Complete

Accomplishments:

Ten core children's mental health services, their definitions and related performance measures have been developed.

6. Develop state standards for the percent of children in custody who received a mental health screening as part of their comprehensive assessment.

Funding Source: CWS

Target Date for Completion: FFY2003

Status: Accomplished

Accomplishments:

2003: The Department developed a protocol for the interaction of Children's Mental Health and Child Welfare. All children placed in the custody of the Department receive a physical and mental health wellbeing assessment. The primary case manager is responsible for the first level of screening. If a full assessment of physical and mental health wellbeing is necessary, appropriate referral will be made. The CMH program will complete a full children's mental health comprehensive assessment based on the need determined by the first level of screening. These standards ensure that 100% of all children in the custody of the Department receive a mental health screening.

7. Identify the needs of Indian children with mental health issues through the joint efforts of the Indian Child Welfare Program Specialist, the Children's Mental Health Program Specialist and the Idaho tribes.

Funding Source: CWS/CMHBG

Target Date for Completion: FFY2003

Status: Accomplished

Accomplishments:

2000: The development of a tribal Community Mental Health needs assessment for children is currently in the outreach stage with tribes soliciting information regarding children's mental health. The Children's Mental Health Program Specialist spoke at the Indian Child Welfare Conference and has shared information and offered technical assistance on mental health grants specifically targeting tribes.

2003: Children and Family Services field offices have working relationships with the tribes located in their regions. In some cases there are agreements for interactions; however, there is not currently an agreement between the 6 tribes and the State of Idaho specific to children's mental health services. The Idaho Council on Children's Mental Health is currently working on the inclusion of the tribes in the regional and local council model for the delivery of mental health services to Indian children. The State Mental Health Planning Council currently includes a tribal representative. The parents of children from the six Idaho tribes have the ability to access publicly funded mental health services through the Department by applying for the CMH program.

2004: In addition to continuing activities as outlined for 2003, there is a new group that started meeting quarterly in October 2003 --- a workgroup for Comprehensive Children's Mental Health Planning For Native American Children in Idaho. This group is involved in supporting increased availability of Native American traditional treatment methodologies for treatment of mental health problems in Native American children and adolescents. Their efforts are impacting awareness and service availability for Native American children with mental illness who are in foster care.

8. Develop a community report card for Children's Mental Health services that provides a format to report on the performance indicator related to the 10-core services.

Funding Source: CMHBG
Target Date for Completion: FFY2003
Status: Accomplished
Accomplishments:

2003-2004: A community report for Children's Mental Health Services was developed in December 2003 and highlights the utilization of the core services. See the 2004 Community Report for Children's Mental Health (Attachment 4).

9. Develop a statewide policy or procedure for providing mental health screenings for all children in out-of-home-care.

Funding Source: CWS
Target Date for Completion: FFY2003 – 2004
Status: Partially Accomplished
Accomplishments:

2003: Effective July 1, 2003, standards were developed to provide direction and guidance to the Children and Family Services program regarding the structure and application of therapeutic foster care services for children. These standards are intended to achieve statewide consistency in the development and application of services and are implemented in the context of all applicable laws, rules, and policies. One of the standards developed states, "All children considered for placement in therapeutic foster care shall receive a comprehensive assessment by a children's mental health clinician." CFS will pursue the development of protocols that cover mental health screenings for all children in foster care, not just those placed in therapeutic foster homes. This will be included in the development of Idaho's Program Improvement Plan.

2004: The Standard for CMH-CW Interaction requires the primary case manager to screen for mental health needs for children in the custody of DHW. The Prescreening tool can be used or a referral and application for CMH services are the methods for mental health screening for children in out of home care.

10. The Idaho Council on Children’s Mental Health will establish a network of regional and local children’s mental health councils to address the needs of children with serious emotional disturbance across the state.

Funding Source: CMHBG
Target Date for Completion: FFY2003 — 2004
Status: Ongoing
Accomplishments:

2003-2004: The Idaho Council on Children’s Mental Health (ICCMH) has established a network of Regional Children’s Mental Health Councils that report directly to the ICCMH and are administrative in nature. Each Regional Council has worked on the development of local children’s mental health councils that are intended to bring the System of Care to the community level. The local councils staff difficult cases that involve multiple child serving agencies. The staffing results in a cross system treatment plan that looks at the needs of the child and family comprehensively. Currently, there are 34 local children’s mental health councils that cover almost every county in the state and the remaining counties local councils are currently being developed.

11. Develop and update annually a parent’s guide to children’s mental health services to assist families and other professionals with access to mental health services for children.

Funding Source: CMHBG
Target Date for Completion: FFY2003 – FFY2004
Status: Ongoing
Accomplishments:

2003: The *Children's Mental Health: Parent's Guide* was developed in 2002 and was scheduled for distribution in 2003. It has been delayed in order to include all the Regional and Local Children’s Mental Health Councils information. Additionally, the Department is developing a contract with a statewide family support and advocacy agency. The agency’s information will also be included in the Parent’s Guide, which has also contributed to the delay in its update. The guide is currently scheduled for update the fall of 2003.

2004: The 2nd edition of the *Children’s Mental Health: Parent’s Guide* was completed in 2004 and was distributed statewide in the spring of 2004. The Parent’s Guide contains information regarding the rights and responsibilities as well as the access information for the different child serving organizations in Idaho. Idaho was awarded the bronze award from the National Public Health Information Coalition for the Parent’s Guide as an innovative public awareness resource.

12. Develop a protocol regarding the minimum age a child should have a mental health screening/assessment. New strategies regarding these protocols will be developed as a part of Idaho’s Program Improvement Plan (PIP).

Funding Source: IV-E
Target Date for Completion: FFY2004
Status: New

Accomplishments:

2004: In March 2004, the Child Well-Being Committee convened to draft standards regarding the physical, mental, and educational needs of children. In reviewing the criteria of when a child should have a mental health screening or assessment, it became apparent that this strategy needs to be revised. Research and best practice indicates there is no minimum age a child should receive a mental health screening and assessment. The criteria for screening and assessment should include indicators of mental health issues rather than a designated age.

In addressing children’s mental health , CFS identified a gap in services to screen, assess, and treat infants or young children birth to three. To define and resolve the issue, in November 2003, a conference was sponsored by the Infant Toddler Program and CFS to support the development of a coordinated system of mental health care for infants and young children. Following are the objectives of the infant mental health conference:

- Increase understanding of infant mental health and the factors that influence it;
- Increase understanding of a systems of care approach to infant mental health;
- Increase awareness among regional teams and identify community priorities for promotion of mental health, prevention of mental illness, and early intervention/treatment for very young children and their families;
- Develop a logic model outlining a plan to meet those priorities identified, and improve coordination/collaboration of existing service delivery systems, using a systems of care approach.

May 3-5, 2004, a statewide Children's Mental Health Conference was held. The conference included an infant mental health track to re-enforce and continue the work that was initiated in November 2003.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

The goal of 100% of children in DHW custody for whom a need is established through initial screening receiving a mental health assessment was unrealistic. However, we are exceeding the goal established by Idaho’s PIP for 2004. During the last five years, Idaho has made a great deal of progress in setting expectations, training, and implementing practices to enhance children’s mental health.

(IDHW Strategic Plan Goal 2: Strengthen individuals, families and communities; Obj. 1– Individuals)

OUTCOME	MEASURED BY	IDAHO DATA
C. Children have adequate educational opportunities	<ul style="list-style-type: none"> • CQI process • Percent of GED/HS graduation completion; • Percent of plans with educational progress documentation 	<ul style="list-style-type: none"> • Including percent of GED/HS completion information in the data system moved to FFY 2004. • 2003 - Data collected from 11/02 to 5/03 indicates that, out of 81 cases sampled, 64% were enrolled in school, 36% were too young for school, 50% had school records in the case file. • 2004 – Data collected from 2/16/03 to 4/16/04 indicates that out of 50 cases sampled, 87% showed meeting the child’s educational needs was a strength.

STRATEGIES:

1. Document educational progress in the alternate care plan.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002: Statewide documentation training held in FFY 2002 included segments on the necessity of documenting educational progress.

2003: Children and Family Services developed a training curriculum for completion of the new Alternate Care Plan. The importance of documenting education progress is included in the Alternate Care Plan and in the training curriculum.

IDHW administrative rule requires foster parents be provided with a copy of the Alternate Care Plan for each child. The Alternate Care Plan includes the address and telephone number of the child’s school, any change of school for the child, efforts to keep the child in their previous school, the child’s grades, any identified need for the child to receive special education services, and the child’s school records. A copy of the child’s report card and Individualized Education Plan (IEP) should also be included. Surveyed foster parents report being provided educational information 50% of the time. The low percentage may be the result of social workers not having educational information at the time of a child’s initial placement in foster care.

2004: The importance of documenting education progress on the alternate care plan is included in the Alternate Care Planning and Service Planning portion of the Child Welfare Academy.

This strategy has been accomplished and will be monitored in the future through our CQI process as outlined on strategy five of this goal.

2. Assess the educational needs of foster children eligible for the independent living program using, at a minimum, the Ansell-Casey Life Skills Assessment.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: As part of Idaho’s IL Plan, all independent living eligible youth participate in an assessment using the Ansell-Casey Life Skills Assessment. This includes assessment of educational needs. An individualized assessment of educational needs is also completed and becomes a part of the youth’s plan. Regions monitor educational outcomes as a part of their standard case management activities. From July 1, 2002, through May 31, 2003, 778 youth were eligible for Idaho’s independent living program. Of those youth, 530 were served — 374 received services while in alternate care and 122 received services after leaving alternate care. Ten youth received GED assistance and 2 participated in vocational training,

These numbers do not represent a reliable count of the actual number of youth receiving educational services, as staff may not have entered all pertinent data into the FOCUS child welfare information system. These numbers also do not include those youth who are served through the TAP and Casey Transitional Service programs. These are reflected in strategy 4 below.

2004: The Ansell-Casey Life Skills Assessment (ACLSA) continues to be used as the instrument for assessing the youth. The assessment includes educational needs for IL youth with a subsequent IL plan developed with the youth to meet those needs. Statewide training from August through October 2004 had a focus on how to use the ACLSA to identify educational and other needs for plan development.

3 Pursue continuing education for youth in TAP Program in all regions through the Casey Family Program.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Idaho’s partnership with the Casey Family Program (CFP) continues to develop and expand. Efforts are resulting in an enhanced system of services for children in out-of-home care. IDHW and the CFP staff meet regularly to collaborate on transitional living services for independent living eligible youth served by both agencies. The CFP has dedicated 1 full time and 1 part time staff to providing services to department youth in Regions 3 and 4. The Casey Family Program served 25 youth during the reporting period from July 2002 to March 2003. Of those youth 7 were aged 18, 1 aged 19 and 2 aged 20, 17 of the youth were female and 8 were male, 19 were Caucasian, 3 Hispanic, 1 African American and 2 Indian youth. Twenty-four

were never married and 25 also had no known children. Eighteen received some type of educational assistance that included school and graduation fees, and tutoring, 2 received daily living skills training, 1 received counseling and 14, other services.

2004: The Department and Casey held a strategic planning meeting in January of 2004 to discuss the importance of strengthening collaborative efforts and a plan was developed for continuation of efforts with a focus on kinship care and increasing the number of participants in TAP. Those in attendance included Ken Deibert, Shirley Alexander, Mardell Nelson, Rob Gregory, Kathy James, Carol Fowler, Mickey Harmer, Frances Lunney, Kurt Lyles, Art Dodson from the Department. In attendance from Casey were, Mike Scholl, Boise Field Office Director, Ken Perry Vice-President of Field Operations from Seattle Headquarters, Betsy Rosenbaum Casey Systems Improvement, Washington D.C. and Julie Stevens Supervisor of Community Programs.

Julie Stevens and Mike Scholl travel around the state on an ongoing basis during the year meeting with regional staff and training on TAP. Meetings are also held two times a year, hosted by Casey, where IDHW and Casey staff meet in Boise for discussions on TAP accomplishments and how to continue the good work and growth of the program to benefit children and youth in care.

6. Monitor compliance with federal standards on meeting the educational needs of children in alternate care.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: Idaho’s Continuing Quality Improvement (CQI) process monitors the documentation and handling of educational needs of children in alternate care. Using the CFSR instrument as part of the CQI process, each region is examining compliance with “Well being, Outcome #21, children receiving appropriate services to meet their educational needs.”

2004: Fifty CQI case review summaries from February 16, 2003 to April 16, 2004 yielded the following information:

Educational Needs of the Child	
Strength	87%
Area Needing Improvement	13%

Idaho’s goal is to meet the educational needs of children in 90% of the cases. Therefore, CFS will continue to train and monitor educational needs of children.

7. Make education and training available to youth over 18 eligible for independent living (IL) opportunities.

Funding Source: CFCIP
Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003: Idaho has included in the State IL Plan the new educational and training voucher program for youth. Funds may be made available to youth up to age 23 as long as they are eligible for services under the State’s Chafee program and participating in their educational program at age 21, and making satisfactory progress.

Of the 534 youth served, 210 were 18 and older. FOCUS currently doesn’t have the capability of recording educational data by age. Idaho is waiting for direction from ACF on the data elements that will be required for youth 18 and above. Idaho is aware of the need to develop a program of accountability for entering required data elements into the National Youth in Transition Database (NYTD). We are prepared to do this once the elements are determined.

2004: Idaho’s State IL Plan serves youth from ages 15 – 21. Allowable services per the plan include counseling and other assistance related to educational and vocational training. The IL FOCUS report shows that of the 621 youth served, 188 received educational and vocational assistance. This number however may not be an accurate representation of the actual numbers served as FOCUS does not provide a report that breaks this number down by age. There may also be missing data due to incomplete entry by regional staff. We currently are serving 18 youth who are 18 and above through the ETV Program. The IL FOCUS report is currently being reviewed to determine how the report can be improved to provide the data.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

During the onsite portion of the CFSR, Idaho was found to be in compliance with “Well-Being Outcome 2” regarding meeting the educational needs of children. However, during the last CQI review, Idaho fell to 87% in this measure. Since education is important to the well-being of children, Idaho will continue to monitor this issue through this strategy.

(IDHW Strategic Plan Goal 2: Strengthen individuals, families and communities; Obj. 1– Individuals)

OUTCOME	MEASURED BY	IDAHO DATA
D. Youth are prepared for transition to adulthood.	<ul style="list-style-type: none"> Percent of IL eligible youth receiving an assessment and services related to their independent living needs. 	100%

STRATEGIES:

2003

1. Develop state standards for the percent of IL eligible youth who receive an IL assessment and services.

Funding Source: CFCIP

Target Date for Completion: FFY2003
Status: Accomplished

Accomplishments:

2003: Idaho's state plan requires that all youth in the care and custody of the state who turn age 15 have a completed assessment using the Ansell- Casey Life Skills Assessment and participate in development of an individual independent living plan to address the youth's ability to function on their own and what services are needed to accomplish the goals of the plan. We are establishing baseline data for this measure using case reviews from the continuing quality improvement process. After collecting additional data, the Department will develop state standards for the percent of IL eligible youth who receive an IL assessment and services.

2. Develop protocols in every region and in each local council to address transition to adulthood for every child served in the Children's Mental Health Program.

Funding Source: CMHBG
Target Date for Completion: FFY2003
Status: Accomplished

Accomplishments:

2000 : Regional Child and Family Services Programs estimated that, per region, 2-5 children who are receiving MH services will transition to adult mental health services and had a transition plan in place. The Child Welfare program continues to talk with the Adult Mental Health program regarding coordination of services. Children's and Adult Mental Health services are required to be included in a Transition Plan if it is shown that the youth currently receives or will receive mental health services. In 2000 the Children's Mental Health Program received a \$100,000 state legislative appropriation to contract for transition planning.

By 2001 each regional Family and Children's Services Program had a memorandum of agreement/transition protocol with its regional Adult Mental Health Services Program counterpart and 23 former children's mental health clients were receiving adult services.

2003: The Department has established a policy for the transition of children in the Children's Mental Health program which requires a protocol between each regional Children's Mental Health and Adult Mental Health Program. The policy requires that every child over the age of 16 years to have a transition plan that addresses 6 standard areas.

The ICCMH approved a similar policy that requires children involved in the CMH local council to have a plan for transition as they age out of council services. The transition plans must also identify funding sources for the possible continuation of mental health services for children who don't meet the Adult Mental Health target population. Three percent of SED children meet the Adult Mental Health target population.

3. Provide an assessment of independent living needs for all eligible youth.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2004: From 1999 through 2004, all ILP-eligible youth received an assessment of their independent living needs. As of 2001, the Ansell-Casey Life Skills Assessment was adopted as the standard independent living needs assessment instrument, and training on use of this instrument was conducted across the state.

2003: In 2003, the Casey Family Program sponsored a Collaborations Leadership Mastery Program Seminar including a 4-week training course for child welfare leaders entitled Partnerships for System Reform. IDHW and Casey were selected as one of 6 teams from around the United States. The Idaho team chose to look at system reform for children in foster care who were transitioning to adulthood. The Idaho Leadership Team is chartered with a stated goal to review the current partnership activities between the two agencies for enhanced services to youth. The Team is developing goals and a plan for facilitating consistency both in practice and in expenditures related to transition services with a measurable outcome of serving more IL eligible youth more effectively. Another result is regional IL coordinators working to bring consistency to IL service delivery.

2004: Statewide training for staff conducted August 2003 through October 2003, stressed the importance of the assessment for youth in care and youth that have exited out of care to determine their IL needs. Training on the Ansell-Casey was conducted with a training emphasis on the youth’s participation in the ACLSA and the importance of the youth’s participation in the development of their plan. Training on the Ansell-Casey continues as a part of the New Worker Academy curriculum. In October 2003 two (2) IDHW staff attended the “It’s My Life” conference in Austin Texas where they received training on enhancements and changes to the ACLSA. Casey sponsored the staff attendance.

4. Develop an independent living plan that includes, as appropriate, participation of the child, the child’s family, and the child’s foster parents for each IL eligible youth.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Accomplished

Accomplishments:

2000 – 2002

See Objective 2.1, Outcome C, Strategy 5, p. 52.

2003: The independent living plan is included in the newly developed Alternate Care Plan. Parents and youth are required to sign the plan to demonstrate that they have input into the plan development.

5. Provide training on independent living services for older children to staff and foster families.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000: The Casey Family Program, Department of Health and Welfare and National Resource Center for Youth Development conducted a three-day statewide independent living services training session for child welfare staff, alternate care providers and foster youth. The ILP State Administrator also provided technical assistance to agency staff at the regional level

2002 – 2003: New Worker Academy includes a presentation on independent living criteria and procedures for providing services to youth. Fifty new staff attended the Academies held this year. Regional staff provided independent living services training and training resources to Idaho tribes as requested. The regions have provided IL training to foster parents of IL eligible youth on an individual basis. The PRIDE pre-service orientation adopted in December 2002 includes a segment on transitional living skills, Foster Youth Alumni in Idaho Advisory Group (FYI) are also making presentations to foster parents, and an IL training session was included in the 2003 foster parent conference. In addition, the Department sponsored DHW and tribal staff, and IL youth and foster parent attendance at several IL conferences.

2004: The October 2003 Foster Care Conference attended by staff and foster parents offered a Helping Youth Transition workshop. The September 2004 Foster Care Conference will again have a youth track that will provide training for staff, foster parents, and youth in the assessment and development of the youth's goals for Independent Living. Youth will be included as presenters at the conference. Pre-service foster parents will receive IL training through PRIDE. Funding was provided for one (1) foster parent, one (1) IDHW staff and two (2) youth from Region 1, one (1) foster parent, one (1) IDHW staff, one (1) foster parent and one (1) youth from Region 3 to travel to the Daniel Memorial Conference in Orlando in August 2003. A tribal foster parent and one (1) tribal staff and one (1) tribal youth were also funded for the same conference.

6. Provide independent living services, based on a youth's independent living assessment and plan, which may include but is not limited to, employment readiness, education, and basic life skills.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002 – 2003: In 2002 there were 651 eligible youth with 477 served. This year we have seen an increase to 778 youth who became eligible from July 1, 2002 to May 31 2003, and 477 of those served. Of the 477 served, services included educational, employment and basic life skills training. From July 1, 2002, through May 31, 2003, 778 youth were eligible for Idaho's independent living program. Of those youth, 534 were served. Of the 534 served, 217 were male, 317 female, 87 aged 15, 103 aged 16, 134 aged 17, 89 aged 18, 66 aged 19, 55 aged 20. Of the 534 there were 523 never married and 11 married, 491 had no children, 38 had 1 child, 4 had 2 children and 1 had 3 or more. Of the 534, 431 were Caucasian, 53 Hispanic, 10 African American and 4 Asian. At the time of receiving services 11 were homeless.

The Department's partnership with the Casey Family Program provided independent living services for eligible youth that are being served by both agencies. The Casey Family Program served 25 youth, and services included educational, tutoring, daily life skill building and preparing for employment were provided.

2004: In the reporting period of July 1, 2003 through May 31, 2004 903 youth were eligible for services. Of those youth 621 were served. Services provided to youth included education, basic life skills training, housing, job readiness, budgeting, counseling, tutoring, health care, and parenting skills training. Casey Family provided IL services through the Participation Agreement to 39 youth. Services included education, housing, daily living skills, employment support, connection to birth families, counseling and testing.

7. IDHW will continue to promote and support the development of the newly forming youth advisory group called Foster Youth/Alumni in Idaho (FYI).

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: New

Accomplishments:

2003: In November 2002 and February 2003, IDHW supported retreats for FYI youth to work on their mission, goals and other organizational development for the year. FYI members were included as presenters at the March 2003 New Worker Academy and presented to the Court Improvement Committee. In Region 6 on June 12, 2003, representatives from FYI presented at the Governor's Regional Roundtable for Families and Children.

2004: Regional advisory groups are continuing their growth with monthly meetings supported by the regions and facilitated by youth. FYI (Foster Youth/Alumni in Idaho) has three organizational development meetings planned for this year to help them solidify their statewide association. The meetings will be funded by Casey Family and will be facilitated by Angie Kirby-Cross from Casey. Invitations are extended to youth and alumni who have an interest in participating as a member of the advocacy group. The meetings will take place at Camp Perkins in Stanley Idaho in June, August and October 2004. Youth have had a strong presence as presenters at New Worker Academy, and in the training of existing and pre-service foster parents.

8. Extend independent living partnerships and funding to Indian tribes and partner agencies as a means of expanding services to more eligible children.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000: During the 2000 report period, 3 Indian youth were eligible for ILP services, and all 3 of these youth received services under Idaho's program.

2003: Idaho continued to partner with Idaho's Indian tribes through regularly scheduled meetings between tribal representatives and Department staff. On June 10, 2003, the Child Welfare Program Manager and Independent Living Specialist met with the Indian Child Welfare Committee in Worley, Idaho, home to the Coeur d'Alene Tribe. The state IL Plan was given to members of the committee prior to the meeting for review and recommendations. The chairman

of the committee had participated in the consultation for the original writing of the plan. At the meeting the committee members didn't see a need to make changes, but agreed to take the plan and meet with other tribal representatives and forward any recommendations for change in the next reporting period. At this meeting the tribes were advised of training opportunities they could access by calling their local IDHW offices and making a request. In this past reporting period Regions 2, 3 and 6 IL staff have provided training to their local tribes. Tribes are given "same basis" access to independent living funds through individual application for services, resources and funding at the regional level. This information was emphasized again at the June 2003 meeting.

The Department continued its statewide contract with the Salvation Army Independent Living (SAIL) Program for independent living skills and housing services. The contract is for females who are currently in the legal custody of the Department and who will be aging out of foster care and qualify for independent living services. The program includes supervision, training, and skill building programs for female youth, with the option for the female youth to continue in the program beyond age 18 with gradual integration into the community. Female adolescents who have a child can also benefit from the program.

Regions have various contracts and relationships with the following partner agencies for provisions of IL services: Division of Vocational Rehabilitation, local Health Districts, Workforce Investment Board and Job Services, Tribes, Idaho Commission on the Arts, Magic valley Youth Services, Bannock Youth Foundation, Casey Family Program.

The goal for 2004 will be to continue to increase these partnerships and the number of youth who participate in the IL program.

2004: IDHW provided funding and support for Coeur d' Alene and Shoshone Paiute tribal members to attend the IL Pathways to Adulthood Conference in 2004 to assist in expanding their knowledge of the IL program with the intent of their taking this information back to their tribes and to the ICW Committee. Casey Family Programs has increased dedicated staff time to include two (2) full time staff who provide transitional living services to youth 17 and above. Casey IL dedicated staff are also available to provide training to Department staff, resource families and interested community stakeholders. Casey also provides funds for youth served through the Participation Agreement and are reimbursed by the Department using IL funds. Thirty-nine (39) youth between the ages of 15 & 20 received IL services through this agreement. Regions continue to have contracts and relationships with the following partner agencies for provisions of IL services, Division of Vocational Rehabilitation, local Health Districts, Workforce Investment Board and Job Services, Tribes, Idaho Commission on the Arts, Magic valley Youth Services, Bannock Youth Foundation, Casey Family Program. Examples of regional activities include, Region 1 is in the process of developing a contract with Health Education Services. The contract will provide health and safety training for IL eligible youth in the region. Region 3 collaborated with Planned Parenthood to provide education and training to their IL groups. In the summer of 2004 the Planned Parenthood groups will be repeated. Region 3 also had a guest presenter who trained on personal safety and violence prevention. In February of 2003, Region 3 partnered with a private provider, Idaho Youth Ranch and Casey for the start up of an adult IL group. The groups cover food safety, cooking, comparison shopping, substance

abuse, and education on sexuality. The meetings are once a month for 3 hours and since the start up there have been 8–10 participants for each meeting.

2004: The subject of independent living services continues to be a permanent topic on each agenda for the Indian Child Welfare committee. Beginning in mid-year, a report was developed indicating the number of Indian children in and out of DHW custody who had accessed independent living funds in FY 2003 and at a point-in-time in FFY 2004. Continuing to request and review this information at regular intervals will identify if our outreach efforts to the Indian population is successful.

9. Develop state outcome measures to reflect continuous improvement of the state independent living plan.

Funding Source: CFCIP
Target Date for Completion: FFY2003 – 2004
Status: Ongoing

Accomplishments:

2003: Idaho is waiting for direction from ACF on the data elements that will be required for youth 18 and above. Idaho is aware of the need to develop a program of accountability for entering required data elements into the National Youth in Transition Database (NYTD). We are prepared to do this once the elements are determined.

2004: While Idaho continues to wait for the NYTD required data items, we are gearing up for reporting on IL outcomes by evaluating our current FOCUS system as a reporting resource on outcomes for youth. We are looking at the FOCUS system’s ability to provide reports that will give information on outcomes for IL youth in care and those who have exited care.

10. Continue development of FOCUS reports that will provide outcomes information regarding independent living.

Funding Source: CWS
Target Date for Completion: FFY2003 – 2004
Status: Ongoing

Accomplishments:

2003: Currently FOCUS provides a report listing the number of IL eligible youth, gender, special needs, eligibility criteria, marital status, parental status, race, and the number of youth receiving specific services. However, the report does not allow IDHW to track this information according to age group. A revised report has been requested and will be developed this year, pending available resources. Additionally, when the national youth and transition elements have been released, a FOCUS report will be requested to incorporate any additional elements.

2004: State outcome measures are currently being evaluated for consistency with anticipated required data elements by reviewing the list of NYTD data items proposed in December 2003.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Over the last five years Idaho has made significant gains in assessing and providing services to older youth. During this time frame Idaho adopted and implemented the Ansell-Casey Assessment. IDHW staff and foster parents have been trained on use of the ACLSA and involvement of youth in the assessment and planning process. Idaho’s tribes have received training and support from the regions on the ACLSA and planning for IL eligible tribal youth. Additionally, we have supported and assisted in the development of youth groups. Idaho applied and was granted funding for the ETV program in July of 2003. Since that time training of IDHW staff, Casey staff and tribes has been done to ensure youth are identified and supported in their post-secondary goals.

(IDHW Strategic Plan Goal 1: Improve health status)

OUTCOME	MEASURED BY	IDAHO DATA
E. Reduced placement of children in group homes or institutions.	<ul style="list-style-type: none"> For all children who entered foster care during the reporting period and were age 12 or younger at the time of their most recent placement, what percent were placed in a group home or an institution? Percent of children with mental health issues who can be retained in their home community 	<p>1998: 3.2% - group homes 4.4% institutions</p> <p>1999: 4% - Group homes 2% - institutions</p> <p>2000: 4% - group homes 2% - institutions</p> <p>2001: 5% - group homes 2% - institutions 92.6% - retained in home community</p> <p>2002: 4.5% group homes 6% institutions 89% retained in home community</p> <p>2003: 2.9% - group homes 2.8% -institutions 94.3% - retained in home community</p>

STRATEGIES

2002:

1. Develop an automated FOCUS report to capture the number of children under 12 in residential care facilities.

Funding Source: CMHBG
Target Date for Completion: FFY2002
Status: Completed

Accomplishments:

One of the reported measures of the FOCUS information system identifies all children age 12-years or younger that have been placed in alternative care. This report identifies the children from that list that have been placed in a group home or residential care facility. This report is not yet available to production until it has been fully tested and approved.

2. Develop additional in-home service resources.

Funding Source: CMHBG
Target Date for Completion: FFY2002
Status: Completed

Accomplishments:

2002: In-home service resources vary according to eligibility, purpose and intensity. For children with a serious emotional disturbance, many new resources have been developed in the last year. The Department is currently in the process of implementing all of the 10-core services listed in the table of service definitions. One of the intensive in-home services that has continued to be developed further is the Psychosocial Rehabilitation service. This service is authorized and monitored by the Department, but is delivered by private providers. There have been many providers developed in both the urban as well as the rural areas of the state. There has also been development of other in-home services through the use of PSSF funds, including family preservation and family reunification services.

3. Consider other options (including adoption, therapeutic foster homes and in-home care) for all children under age 12 who are being considered for residential care facility (group homes) or institutional placement and document why these would not meet the child's needs if that is the case.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Each region has a staffing process prior to the decision to send children to group home level care or higher. Other options are considered at that time. In addition, each of the state's 7 regions has identified children who are currently placed in group homes. The total number of children in group care at any given time appears to be between 30 and 60. As of 12/31/02 there were 59 children age 12 and under in group care statewide and 29 children age 12 and under in institutional placements. The placement of each child in group care was reviewed to determine how well the placement is meeting the individual needs of the child.

2004: Idaho continues to monitor the number of children under twelve years of age who are placed in group homes or institutions. Currently there are 1031 children 12 years or younger who are in alternate care. They are placed in the following settings:

Group home	30 children	2.90%
Institution	29 children	2.81 %
Most family like setting	1,068 children	94.27%

Other options are always considered prior to placing a child in a group home or institutional setting

4. Continue statewide and regional foster family recruitment activities to develop additional foster care resources capable of meeting the placement needs of children who are the state’s responsibility.

Funding Source: IV-E/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003: The Department has continued its emphasis on recruiting foster and adoptive families as resources for children of the state of Idaho on both a statewide and regional level. As of 6/16/03, there are 942 foster homes statewide. Of those homes 279 or 30% are relative, up from September 2002 when we had 197 relative homes, 57 Hispanic homes compared to 27 reported in September 2002, and 31 Native American homes compared to 10 in September 2002. This past period, recruitment efforts have focused on increasing the number of Native American and Hispanic homes.

Supported by Promoting Safe and Stable Families funds, the Department contracted with the PBZ Creative Connections Advertising and Marketing Agency to recruit foster and adoptive families on June 3, 2002. The contract included incentive payments for increasing the number of available Native American and Hispanic foster homes and the number of homes who will take older children and sibling groups.

IDHW is also exploring the use of Idaho CareLine (a toll-free, telephone information and bilingual referral service which links citizens to health and human services in Idaho) resources to solicit and capture caller information using an online foster care information form.

Practices around foster parent training, recruitment and retention have varied community to community and have had some positive results, but not to the magnitude needed. The current statewide foster/adoptive curriculum, additional clarifying IDHW rules, and statewide marketing campaign with a central message will help the state to achieve a more consistent effort in activities related to fostering and adoption. Regions will not be faced with “re-inventing the wheel” with recruitment efforts.

Retention efforts currently include a region-by-region mixture of foster parent support groups, newsletters, training, respite care and overnight camps for foster children, and “perks” such as dinner out, hotel stays, event tickets, and movies. The Statewide Foster and Adoptive Parent

Coalition is well on it's way to becoming a strong support network for foster and adoptive parents.

2004: During this reporting period foster care and adoption inquiry packets have been designed, developed and printed in English and Spanish and are being distributed statewide during recruitment activities to individuals who call the Idaho CareLine or the region requesting information on becoming a foster or adoptive parent. The packets include:

- Letter from IDHW Director Karl Kurtz
- Foster care and adoption fact sheets
- Information on PRIDE
- Foster Care or Adoption brochure and bookmark and poster

Open Your Heart and Your Home was adopted as the new recruitment theme and the message is carried on all new recruitment materials. The foster care and adoption website is live and working well with 114 average number of users per day. A monthly websense report generates important data that is being used to evaluate the effectiveness of the site. Along with the average number of users per day, the report also provides information on most active day of the week, month and time of day individuals are accessing the site. The report also provides data on the most downloaded files on the site which is being used in determining direction for improvements to the site. The site is currently being evaluated as to needed enhancements. The Idaho CareLine is now the initial point of contact for foster care and adoption calls and e-mails. Visitors to the website fill out an inquiry form that is submitted and received by the Idaho CareLine. Individuals inquiring are provided information on their regional contact and the region receives a carbon copy of the e-mail to ensure follow-up. Display boards and PowerPoint presentations were completed and distributed to the regions to be used in their recruitment activities. A public services announcement (PSA) was produced with the assistance of a former foster youth. The young woman talks about the importance of foster parents in her life and the need for more families. The PSA was distributed to television stations statewide in August of 2003 with a letter asking for their help in partnering to recruit families and are continuing to be shown during prime viewing time at no cost. Recruitment billboards in English and Spanish were positioned strategically around the state through the months of October and November 2003. A recruitment add was run in the Boise Family Magazine (distribution of 45,000 homes) from August 2003 through November 2003. To determine the effectiveness of these recruitment efforts, individuals who make contact with the CareLine or the regions are being asked how they heard about becoming a foster or adoptive parent. The PIP Permanency Outcome 1, action step 6.6, benchmark/tasks 6.6.1, and 6.6.2 states that the CareLine will develop a report of inquiries received each month. The report is now available as of April 2004. Per PIP 6.6.2 the CareLine makes the report available to Program Managers to ensure staff are meeting the standard for response to inquiries. The CareLine is recording this information as well as the information being captured by visitors to the website.

The CareLine reports indicate that forty-two percent (42%) of the referral contacts where from the Foster Care and Adoption website. Calls to the CareLine have increased from 140 foster care calls (reporting period 2001-2002) to 404 (reporting period 2003-2004) as of April 30 2004. Regions are being requested to collect this information for reporting of outcomes. Idaho is participating with the Adopt US Kids national recruitment campaign and we are gearing up for

the June 2004 start up by identifying our Recruitment Response Team and preparing the regions for additional calls.

5. Develop additional therapeutic foster homes.

Funding Source: CMHBG
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: Children and Family Services program has developed Core Service Standards for therapeutic foster care that will establish minimum standards for training, licensing, recruitment and access. Each region has established a method for the coordination of Therapeutic Foster Care to ensure achievement of the minimum standards. Therapeutic Foster Care (TFC) has been identified as a priority service for the Children’s Mental Health program and the development of TFC will be developed for both the Child Welfare and Children’s Mental Health programs. The services are delivered either through a contract with an agency or with individual families.

6. 75% of all funding for children’s mental health services will be spent on community-based services to reduce the need for out-of-home placement.

Funding Source: CMHBG
Target Date for Completion: FFY2003 - 2004
Status: Ongoing

Accomplishments:

2003 -2004 : The state of Idaho has been involved in a federal class-action lawsuit for 22 years. The major push of the lawsuit is to develop a continuum of community-based services for children and their families. The Department and partners have made this a priority and, although slow, have made significant progress in the development of the core services outlined in Attachment 5. With the development of the community-based services, as expected, the need for inpatient services has decreased. The performance indicator table below presents the number of dollars that have been spent on community-based services.

In 2003, 88% of the funds spent on children’s mental health services have been used for community-based services.

In the Children’s Mental Health Program, the Department (including both Medicaid and the Mental Health Authority) has spent approximately \$40,814,003 on children’s mental health services. Of this amount \$33,723,934, or approximately 82.6%, has been spent on community-based services (non-inpatient).

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Although the number of children in alternate care has increased, Idaho has maintained a consistent rate of placing children in the most family like setting. The rate for residential care has not increased in proportion to the number of children entering the foster care system. The Child welfare and Children’s Mental Health system will continue to work together to promote child well-being.

GOAL 3: PROVIDE STABLE, NURTURING AND PERMANENT RELATIONSHIPS BETWEEN CHILDREN AND CAREGIVERS IN A TIMELY MANNER.

Objective 3.1 Children will have permanency and stability in their living situations.

(IDHW Strategic Plan Goal 1: Improve health status)

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA
A. Increase permanent placement options including adoptions and guardianship.	For all children who exited foster care, what percentage left either to reunification, adoption, or legal guardianship?	32% - adoption within 24 months 76.2% - reunification within 12 months	1998: 5.2% - adoption 82.2%- reunification 1999: 6.5% - adoption 85% - reunification 2000: 10% - adoption 77% - reunification 2001: 9% - adoption 78.6% - reunification 2002: 8.6% adoption 81% reunification 2003: 13.5% - adoption 71% - reunification .65% - guardianship

**Adoption Incentive Payments
2000 - 2001**

Idaho received a total of \$312,000 in adoption incentive payments for adoptions completed in FFY 1999. The first partial payment was \$116,000 due to be spent by September 30, 2001 and the second portion was \$195,000 to be spent by September 30, 2002. These payments were used in numerous ways to help promote and support adoption within the state of Idaho.

Several major adoption training sessions were held or attended by staff within Idaho and funded by the Adoption Incentive money. Ten staff from across the state and representative of all seven regions attended the April 23 and 24 Dr. Joseph Crumbly training in Moses Lake, Washington. This training concentrated on preparing and assessing families and children for trans-racial placements. The issues of the Multi-ethnic Placement Act and the Inter-ethnic Adoption Provisions were strong components of this one-day training.

On May 1 and 2, 2001, Northwest Adoption Exchange staff provided training for 65 Department adoption staff, supervisors, case managers, private adoption staff and “Qualified Individuals” (Idaho’s adoption professionals in private practice at a two-day conference Post Falls, Idaho. This conference was sponsored through Eastern Washington University, and adoption incentive dollars covered all costs for this training, including speaker fees and travel and per diem for all state workers. This training addressed the issues of developing “Individual Adoption Recruitment Plans (IARPs) for children waiting for adoptive families. The training was repeated in June 2001 in the Twin Falls area.

On May 30 and 31, 2001, Regina Kupecky of the Ohio Attachment Institute presented a two-day conference in Twin Falls. Department staff from intake, case managers, permanency planning staff as well as foster/adoptive parents and service providers from the community and other regional staff attended this conference. Participants numbered near 80. The conference, entitled “A Lid for Every Pot,” helped workers clearly address the issue of children’s attachments and finding a family for every child waiting for a permanent home.

Other ways that adoption incentive funds were expended were the Wednesday’s Child Recruitment Campaign, Moffett Photography who is providing portraits for waiting children, newspaper publication fees needed to notify birth parents of pending termination actions. Placement supervision and finalization fees for a sibling group supervised by an agency in the eastern United States. Three adoption staff were sent to the American Adoption Congress Annual Conference in Anaheim, California for a week of training

A Conference on Transracial Adoption, in conjunction with the Northwest American Council on Adoptable Children, was held in Boise, Idaho Falls, and Post Falls during 2002, with 2 sessions at each site. At each site there was one session for professionals and interested parents and one session for parents only. Staff, private adoption agencies, Qualified Individuals, as well as foster and adoptive parents were invited. 162 attended.

Regions 2 and 4 used adoption incentive moneys for purchase of service contracts with private agencies to supervise out of state placements. Region 2 used these funds to publish on Termination of Parental Rights. Region 3 used funds for transitional visitation for children placed out of state. Funds enabled a worker to go with the child for visitation. Region 4 also used adoption incentive funds for transitional visitation. These funds were available for use through any number of ways to assist families through the interstate adoption process. Horizon Easy Pak Airline tickets were purchased by the Department and were available to assist families from Washington and Oregon with travel expenses when they visit with Idaho children. The tickets also allow Idaho children to visit families in Washington and Oregon.

2000

In order to assure the length of time between termination of parental rights and adoption finalization continues to decrease, CFS is closely monitoring these numbers and providing on-going training and technical assistance to our adoption supervisors and staff who process these cases. Children who are being adopted by their foster families can be moved through the finalization process quickly, due to the established child/family relationship and the foster/adoptive family's knowledge of local service availability.

Regions are now assessing the issue of recruiting adoptive families for children who are not yet legally free for adoption. Many of these children have been involved in the 12 month permanency hearing and the court has ordered that adoption will be the permanent plan for the child. In the past, workers have not been willing to search for an adoptive family until the child was legally free. Now, supervisors, workers and courts have begun to acknowledge the importance of recruiting potential adoptive families for children with special needs. In recruiting families who are willing to assume legal risk, children can be placed with their permanent families many months sooner than previously was possible.

Workers are also still diligently involved in new and creative avenues to recruit adoptive families for older, teenage children who are free for adoption. Though many of these teenagers present challenges to recruitment, Idaho continues to find success in placing these older children for adoption.

STRATEGIES:

2002 - 2003

1. Develop rules to implement this year's legislation (Senate Bill 1037) allowing subsidized guardianship for hard to place children.

Funding Source: CWS
Target Date for Completion: FFY2002-2003
Status: Completed

Accomplishments:

2002: Administrative (IDAPA) Rules related to Legal Guardianship and Guardianship Assistance (Att. F) were adopted and made effective July 1, 2001. They are pending final approval of the state legislature in the 2002-2003 session.

2. Train new and current workers on subsidized guardianship for hard to place children.

Funding Source: CWS
Target Date for Completion: FFY 2002
Status: Complete

Accomplishments:

2002: Seven regional training sessions on implementation of subsidized guardianship were conducted for Department staff during this reporting period. Two additional training sessions were provided for interested private agencies and attorneys (11/2/01 and 5/20/02). Training on Subsidized Guardianships has been added to the New Worker Academy.

3. Develop rules to implement this year's legislation (Senate Bill 1037) allowing subsidized guardianship for hard to place children.

Funding Source: CWS
Target Date for Completion: FFY2002-2003
Status: Accomplished

Accomplishments:

2002 – 2003: Rules Governing Family and Children's services related to Legal Guardianship and Guardianship Assistance were adopted and made effective July 1, 2001. They were approved as final by the state legislature during the 2002-2003 legislative session.

4. Conduct Regional Sibling Placement work group with the goal of placing siblings together, identification of resources and receiving training on the importance of sibling placements, sibling assessment time frames and the role of the supervisor for case review at critical points.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Complete

Accomplishments:

2002: The Region 5 workgroup convened to look at the issue of regional understanding of the importance of sibling connections and the regional efforts being made to support these ties once alternate placement occurred. Critical junctures in case review (both formal and informal) were identified when both workers and supervisors should assess placement and ongoing efforts to re-unify children separated from their sibling(s).

PROMOTING SAFE AND STABLE FAMILIES

2004: During FY 2004, the CFS program provided the following Adoption Support and Promotion services

ADOPTION SUPPORT AND PROMOTION

Region 1

Adoption services contract (Idaho Youth Ranch)

Adoption supervision contract

Staff travel

Family travel

Region 2

Adoption Recruitment and Study Contract (Latah County)

Region 3

Home study contract (Idaho Youth Ranch)

Staff travel

Staff training

Adoption seminar

Day care for sibling group

Child Travel Expenses

Counseling

Advertising/legal fees

Region 4

Adoption Home Studies Contract (CASI)

Adoption Supervision Contract (Harden House)

Transportation

Legal Services

Region 5

Adoption services contract (Becky Eldridge)

Adoption Home Studies contract (Vangie Ligons)

LSB Services contract (Corie Poulsen)

Temporary Employee – Adoption services

Staff travel expenses

Region 6

Temporary employee – adoption support

Training Support for Adoption Council

Region 7
Recruitment, Promotion, Awareness
contract (SE Idaho Adoption Council)

Home studies, life books, Social Histories
contract (CASI)
Meeting materials

5. Train new caseworkers on subsidized guardianship for hard to place children.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: As part of the scheduled statewide adoption academies to be held the summer of 2003, the issue of legal guardianship as a permanency option will continue to be addressed. For those children for whom adoption has been fully explored and ruled out as an option, legal guardianship may provide optimum permanency. The establishment of a legal guardianship with or without guardianship assistance will be reviewed as a permanency option to assist workers in creating the most permanent living situations possible for children.

2004: Legal guardianship training continues in 2004 to be an integral part of the adoption academy presentations. The Idaho Adoption / Permanency Manual contains a legal section on the Idaho Code provisions addressing legal guardianship for children and the advanced academy presents material in conjunction with the legal basis for the establishment of guardianships for children in the foster care system. Idaho's guardianship assistance benefit is limited to those children for whom an adoptive placement resource has not been located or for those children where the adoptive placement has not been successful. Several regions have requested training specific to guardianship assistance this past year. Staff would like to see the guardianship assistance benefit expanded to cover those children who are placed with relatives, where the relative family is the only placement the child has experienced. However, these relative families are not inclined to adopt their relative children, due to this creating difficulties within the extended family, especially if the relatives caring for the children are their grandparent(s). Guardianship is viewed and pursued by social workers as an excellent option for permanency, especially for those older teens that are not willing to be adopted. Idaho's Program Improvement Plan continues to underscore legal guardianship for children in the Child Welfare system as a viable option for some children, where adoption is not a viable plan for the child's permanency.

6. Train workers and supervisors on assessing the needs of children and additional issues pertinent to adoption in order to develop an individual adoption plan.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Assessing children's needs as part of the adoption planning is an on-going training need. As part of the scheduled adoption academies to be held throughout the state in the summer of 2003, assessing children's needs, strengths, and their preparation for adoption planning will be emphasized. Training material presented earlier by the Northwest Adoption Exchange staff will be re-tooled to help workers and supervisors understand this critical need to provide more timely facilitation of placements as will be identified in Idaho's Program Improvement Plan. Other

issues identified in this area are the individual adoption plan and how this tool provides an exceptional recruitment road map with broad coverage through general, targeted, and individual adoption recruitment strategies.

2004: Individual adoption plans and recruitment for adoptive families through child specific recruitment are now seen as the recruitment method of choice for most children in Idaho. Standard recruitment through general as well as targeted adoption recruitment still provides resources needed for adoptive families. However, Idaho's *Wednesday's Child* Program, which recruits through a child specific format, has been an excellent resource in assisting workers in developing individual adoption plans for children who are waiting for an adoptive family. Idaho's *Wednesday's Child* Program continues to refine its work with children and has re-focused its promotion into a first person profile, allowing children who are old enough to help in writing their own profile. This allows children to be empowered in helping state their own interests and needs when it comes to an adoptive family.

Idaho does maintain a high percentage of relative and/or foster care adoptive placements for children for whom adoption is the goal. Nearly 75% of Idaho's children with an adoption goal are adopted by a relative or foster family. For those children who do not have an identified permanent family resource, an individual adoption plan is developed. Adoption training, held previously through the NW Adoption Exchange and through Idaho's Adoption Academy (both Core Competency and Advanced), assists workers and their supervisors to identify strengths in planning on an individual basis for children. With ongoing changes in staff skills related to permanency planning for children, adoption recruitment training is a continuous training need.

Preparing children and transitioning them into adoptive placements has been identified as a training need through Idaho's Continuous Quality Improvement (CQI) process. Also identified through the CQI is a systemic issue related to individual adoption planning for children. Training will be identified to assist supervisory staff and workers to assess when a child's case needs to move more rapidly into the permanency committee for an early decision to pursue Termination of Parental Rights (TPR) and adoption planning. Idaho's PIP requires early decision-making for a child's permanent placement. This will continue to focus staff on identifying recruitment plans to meet this area of critical need for children.

7. Identify children for whom adoption is a goal and who do not have a permanent placement or an identified adoptive family. Assess and develop an individual recruitment plan for each child.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Idaho's Adoption Program Specialist has provided technical assistance on an "as requested" basis when regions identify those children who do not have an identified adoptive family or permanent placement. This technical assistance will be enhanced to regularly scheduled consultations in each region. As found in Idaho's Child and Family Service Review, many children are waiting too long for adoptive placements and in many cases adoption planning

is not occurring until after the TPR is fully completed. Most children who do not have identified resources are older children or sibling groups who would benefit from an early plan with a broad spectrum of individualized adoption recruitment strategies. Concurrent Planning in Adoption Practice, a training topic has been provided in Regions 1 and 5 during 2003 and will be scheduled in other regions next year. Training on legal risk adoptive placements is being developed to assist staff in understanding the technical issues and working through the complexities of adoptive placements prior to the completion of the termination of parental rights.

2004: This year Idaho's Adoption Program Specialist trained and consulted with each region to enhance staff and supervisor capacity to identify the need for early recruitment for children who do not have an identified adoptive family or other permanent resource. Strategies were discussed to help staff meet the child's needs through recruitment even when a child cannot be profiled prior to the termination of parental rights or in their home community area via such programs as the *Wednesday's Child* broadcast or newspaper column. *Wednesday's Child* has taken on a larger role in assisting social workers in identifying recruitment plans for children and also engaging the children in the process. In the past some children, especially teens, have been resistant to appearing as part of *Wednesday's Child*. Now the *Wednesday's Child* program meets on a preparatory basis with many children to help them learn about the variety of recruitment techniques and engages and empowers the children to participate in the process. Workers request assistance through the *Wednesday's Child* program to help plan with children who, in the past, have been identified as "too old, or not adoptable," because of their stated lack of interest in finding a permanent family. As part of the outreach of both *Wednesday's Child* and the new AdoptUSKids.org national data base, many more Idaho children are finding adoption resources across the country.

8. Identify children statewide who have been waiting 15 out of 22 months for a permanent placement.

Funding Source: CWS/Adoption Incentive Funds

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003-2004: Following the completion of Idaho's Child and Family Service Review, a new statewide listing of children who have been in foster care for 15 out of 22 months will be drawn from FOCUS. Those children who have a concurrent plan of adoption without an identified resource will be targeted for enhanced individualized adoption recruitment and planning. This strategy will identify those children without adequate recruitment plans and also those children who would benefit from an adoption needs assessment and preparation, and a more individualized and comprehensive recruitment plan. This strategy will be more fully developed in Idaho's Program Improvement Plan. In the course of completing an earlier review of the children of this list, the following demographics were discovered to predominate: male; over age 8; large sibling groups; children who have been in a residential placement; children who have experienced multiple placements; and juveniles with a history of sexual offenses. Also, one of the key issues which has surfaced as a successful recruitment element for waiting children is a personal contact with the child. Whether the family has parented the child as a foster child, known the child through foster parent acquaintances, or has interacted with the child during a

“waiting child” party, these factors appear to increase the likelihood that a family will be interested in adoption.

As of May 25, 2004, there are 1600 children in Idaho's foster care system. Six hundred sixty-two of those children, or 41%, have been in foster care for at least 15 out of the most recent 22 months. However, many of these children are residing in the home of a relative or in their pre-adoptive permanent home. Given this high rate of children waiting for permanency, CFS will continue to examine and resolve the barriers that are keeping a child from achieving permanency.

9. Develop a recruitment plan through *Wednesday's Child*, Northwest Adoption Exchange or other placement resource for children in residential care facilities or institutions for whom adoption would be an appropriate goal.

Funding Source: CWS/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003: As part of the strategy to identify children, who have been in care 15 out of 22 months with no permanent plan, children in residential care or institutions will be targeted. The Northwest Adoption Exchange, *Wednesday's Child*, and AdoptUSKids.org, are all adoption recruitment resources designed and implemented in such a way that they can be a vehicle for recruitment regardless of where the child is currently placed. This year Idaho submitted a grant proposal to AdoptUSKids.org, the national adoption database. This mini grant is designed to encourage states to partner with adoption exchanges to complete the national database's photo-web listing of as many children as possible from each state. In June 2003, Idaho received word our partnership grant with the Idaho *Wednesday's Child* program was accepted by AdoptUSKids.org. *Wednesday's Child* will assure that Idaho's children are submitted to the national database.

2004: Idaho's social work staff has begun to use recruitment resources such as *Wednesday's Child*, the NW Adoption Exchange and www.AdoptUSKids.org for children in group or residential care facilities who would be appropriate to list for adoption. Idaho's *Wednesday's Child* program has made this effort much more seamless and user friendly for staff in time spent in completing adoption exchange listings. Idaho staff now complete the Idaho *Wednesday's Child* registration form, which is modeled after AdoptUSKids. This registration is used by each entity, enabling the worker to complete one registration for several sources. This assists workers in registering a child for adoption recruitment regardless of their location in Idaho, or even if a child is located in a group or residential placement out of state. Idaho's grant with AdoptUSKids.org is awarded to the Idaho *Wednesday's Child* program. Training to help workers and their supervisors understand the listing process through *Wednesday's Child* as well as the work they need to perform in responding to inquiries on a child they have listed has been held in four regions to date. Idaho staff has responded most favorably to the AdoptUSKids capacity to search for families who might be potential matches for children on their caseloads.

10. Continue to expand *Wednesday's Child* recruitment campaign (TV, newspaper & web site) into Northern Idaho.

Funding Source: CWS/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2003: Radio stations and newspapers in Northern Idaho have been contacted regarding the need for adoptive parent recruitment through the *Wednesday's Child* Program. Periodically as children's audiotapes are available, several radio stations will run these public service announcements featuring children in that area of the state. Periodic discussions continue with Boise Channel 7 anchorwoman Dee Sarton regarding the ability to use Northwest Cable News for *Wednesday's Child*. Channel 7's former production director is now in charge of production at Northwest Cable News in Seattle, Washington and may be more receptive to the idea of broadcasting the program. TV stations in Spokane, Washington have been contacted, but declined to participate. The most recent contact has been with news writer Diana Klybert at the Coeur d'Alene Press, a weekly newspaper in northern Idaho, seeking the paper's sponsorship of the *Wednesday's Child* column. Earlier media recruitment efforts have been with the McCall Star, another of the state's weekly newspapers. We have learned that financing the *Wednesday's Child* column in small local newspapers is an issue. These media sources need a funding source for the program in order to include it in the paper. This creates a conflict with all other media partners who donate both column space and airtime without cost to *Wednesday's Child* or the Department. To date, only one weekly paper has been recruited as a *Wednesday's Child* media partner, the St. Marie's Gazette. This paper runs the column, as space is available. Unless volunteer sponsors can be found for the *Wednesday's Child* column in the small weekly papers, these sources may not be able to sponsor the partnership so badly needed in northern Idaho. Idaho also will be partnering the listing of the state's waiting children on the national AdoptUSKids.org web site with the Idaho *Wednesday's Child* program.

2004: Idaho's *Wednesday's Child* program has just received a favorable response to initiate a partnership with the Spokane Affiliate, KXLY – Channel 4 to air the *Wednesday's Child* broadcast. This broadcast will be partnered with Washington's Social and Health Services, Division of Child and Family Services in Spokane. The Northwest Adoption Exchange will participate in this effort by receiving the calls generated by this program. The tentative date for the initial broadcast is in the planning stages for early fall 2004. During this time *Wednesday's Child* will engage staff in the northern Idaho area and begin training for staff as well as the news Anchor, Robin Nance.

Also this year, Idaho's *Wednesday's Child* Program also expanded its coverage to include the Idaho Statesman in Boise. This newspaper has the largest circulation in Idaho. All other media partners continue to participate as media sponsors at no cost to the *Wednesdays' Child* program.

11. Partner with Eastern Washington Children's Services program in the recruitment of adoptive placements.

Funding Source: Adoption Incentive Funds

Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:
2001-2002

2002: During 2002, conferences on Transracial Adoption were held in Boise, Idaho Falls, and Post Falls (2 sessions at each site), in conjunction with the Northwest American Council on Adoptable Children. At each site there was one session for professionals and interested parents and one session for parents only. An Eastern Washington University (EWU) MSW student was interned with Idaho's Adoption Program Specialist this year. The year-long internship developed significant conversations and plans with EWU regarding the issue of adoption planning and recruitment needs.

2004: The Idaho adoption and foster care staff have been involved in extensive training with Eastern Washington University through the PRIDE foster parent training program. Eastern Washington University staff members have also participated in several adoption academies, and Idaho's Adoption Program Specialist was involved with the Child Welfare Trainers Conference sponsored by Eastern Washington University this year. Eastern Washington University may be an excellent partner in collaborating in the development of the new *Wednesday's Child* program broadcast planned with KXLY for this coming fall.

12. Increase collaboration with the tribes for exchange of information, education, and access to Indian pre-adoption and guardian placement opportunities within extended family systems, Tribal community and National Indian adoption exchange.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2004: The Indian Child Welfare Committee brings together tribal and state social services advocates to discuss topics important to the welfare of children, families, and communities. The Indian Child Welfare Committee and the Tribal Relations Program Manager continue to be the primary conduits of information from the Department's program staff to staff in tribally-operated social services programs. The bi-annual Indian Child Welfare Conference held in September 2003 provided two breakout sessions for attendees from a broad spectrum of community, state and tribal service perspectives that outlined the importance and challenges involved in appropriate permanency planning for Indian children.

13. Develop resources and services, including housing, under the independent living program as a means of developing permanency options for older youth aging out of foster care placement.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: The Department, in partnership with the Casey Family Program and community contractors, will continue their collaborative efforts to increase and develop resources and services that include additional housing services. Housing is available currently through a contract with the Salvation Army Independent Living (SAIL) program for young women aging out of foster care. The Department and the Casey Family Program are working to increase access to housing for youth aging out of foster care through the Family Unification Program.

2004: IDHW contracts with Supportive Housing and Innovative Partnerships, Inc. (SHIP) for technical assistance and information regarding housing resources. The contractor meets monthly with Region 3 and Region 4 IL staff along with the State Independent Living Coordinator. The contractor assisted Region 4 in applying for a grant that would provide rental assistance to eligible youth who are residents of Boise City. The grant for \$104,000 was awarded and available as of 4/2004. An addition to the contract as of 3/2004 was Life Skills training for IL youth that would provide training on housing related courses which would include the following:

- How to be a Good Tenant
- Understanding your Lease
- Basic House Maintenance
- Housekeeping 101
- How to conduct a Housing Search
- How to Present Yourself to a Landlord (Self-Esteem and Personal Appearance
- Landlord/Tenant Law
- Fair Housing Law
- Energy Conservation

The courses will be made available to youth groups in Regions 3 & 4.

In Region 6 the Department contracts with Bannock Youth Foundation for transitional living services for youth who are exiting out of foster care. Region 5 is currently negotiating development of a similar contract.

14. Request technical assistance and training on writing and implementing concurrent plans from one of the national resource centers.

Funding Source: CWS
Target Date for Completion: FFY2003 — 2004
Status: Ongoing
Accomplishments:

2003: Timely permanency was an area identified during Idaho's CFSR as "needs improvement." Therefore, requesting technical assistance and training on writing and implementing concurrent plans is a strategy on our Program Improvement Plan.

2004: February 2004, Idaho was granted 10 days of technical assistance with the National Resource Center on Foster Care and Permanency Planning to assist in providing advanced concurrent planning training for child welfare staff in 3 areas of the state. However, dates of the training have not yet been scheduled.

The National Resource Center is also reviewing drafts of our new concurrent planning standard. The standard includes due process and notification for termination on all potential fathers, timely completion of termination and adoption paperwork, and time frames and critical decision-making points in a case involving concurrent planning.

Additionally, in partnership with Idaho's Child Welfare Court Improvement Project, CFS has requested and received 10 days of technical assistance with the National Resource Center on Legal and Judicial Issues to train each judicial district on concurrent planning. Due to a crowded training calendar, dates for the training have not been scheduled. The proposed time frames for the judicial district trainings are from September 2004 through March 2005. The judiciary, law enforcement, CFS staff, CASA, and Deputy Attorney Generals will be in attendance.

Currently, in a consultant role, the National Resource Center for Legal and Judicial Issues is also reviewing Idaho's Bench Book and Bench Cards (checklists) to make suggestions for incorporating additional concurrent planning strategies.

15. Using the CQI process, identify barriers to children achieving timely permanency.

Funding Source: CWS
Target Date for Completion: FFY2003 - 2004
Status: Ongoing

Accomplishments:

2003: The CQI instrument we are using to review cases asks, "If the permanency goal is reunification, guardianship or permanent placement with relatives, does it appear the permanency goal will be achieved within 12 months of the child entering foster care? If no, list the barriers to achieving permanency." Reviewing a sampling of 81 instruments, the following barriers were listed as reasons children were not achieving permanency within 24 months of entering foster care:

- Concurrent planning was listed as the goal, but the social worker was working only the reunification tract until the court ordered termination of parental rights. At termination of parental rights the social worker began the process of seeking a permanent home;
- Reluctance in the judicial system to terminate parental rights;
- Paternity was not established early in the case. Permanency was delayed in order to establish or locate fathers; and
- The child was over the age of 16. The system perceived the child to be "unadoptable" due to his/her out-of-control behaviors and refusal to discuss adoption as a possibility.

2004: The CQI instrument CFS is currently using to review cases asks, "If the permanency goal is reunification, guardianship or permanent placement with relatives, does it appear the permanency goal will be achieved within 12 months of the child entering foster care? If no, list the barriers to achieving permanency." Regarding Adoption, it also asks, "If the permanency goal is adoption, is it feasible that the child's adoption will be finalized within 24 months from the date of entry into foster care? If no, list barriers to finalizing an adoption here. Reviewing a sampling of 50 instruments, from February 16, 2003 to April 16, 2004, the following barriers

were listed as the 3 most frequently cited reasons children were not achieving permanency within 24 months of entering foster care:

- Paternity was not established early in the case. Permanency was delayed in order to establish or locate father;
- Reluctance in the judicial system to terminate parental rights.
- Concurrent planning was listed as the goal, but the social worker was working only the reunification tract;

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Over the last five years Idaho has increased placement options for children needing a permanent home. Additionally, the state has made gains in developing permanency options for older youth aging out of foster care. This section lacks data to follow trends. For the next five year plan, CFS will write strategies that are more measureable and gather data to monitor progress in increasing permanent placement options for children.

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA	
B. Decreased length of stay in alternate care without increasing re-entry	Of all children who were reunified with their parents or caretakers at the time of discharge from foster care, what percentage was reunified in the following time periods? (1) Less than 12 mo from time of latest removal from the home (2) At least 12 mo, but less than 24 (3) At least 24 mo, but less than 36 (4) At least 36 mo, but less than 48 (5) 48 or more (4.1)	Reunification (1) 76.2%	1998: (1) 89% (2) 7% (3) 2% (4) 1% (5) .4% 1999 : (1) 83% (2) 10% (3) 2% (4) 1% (5) 1% 2000: (1) 86% (2) 10% (3) 3% (4) 1% (5) 1%	2001: (1) 90% (2) 7.7% (3) 1.5% (4) .46% (5) .1% 2002: (1) 90% (2) 9.1% (3) .75% (4) -0- (5) -0- 2003: (1) 81% (2) 12% (3) 1.4% (4) .34% (5) .34%

**STRATEGIES:
2002**

1. Provide training on new legislation (HB 185) requiring courts to conduct case planning hearings.

Funding Source: IV-E/CJA/Supreme Ct.
Target Date for Completion: FFY2002
Status: Complete

Accomplishment:

On May 23-24, 2001, the Department co-sponsored the Children and Families in the Courts Institute which featured workshops addressing the new legislation requiring courts to conduct pretrial hearings, planning hearings, review hearings, and permanency hearings. Magistrate judges from the Supreme Court Committee to Reduce delays for Children in Foster Care conducted the workshops, explaining what was expected at each hearing and subsequent court orders. Approximately 250 individuals attended.

During summer and fall of 2002, the Supreme Court Committee to Reduce Delays for Children in Foster Care will provide training on the new legislation (HB 185) in each judicial district.

2. Include frequency of case review to assure concurrent planning is occurring in the Continuous Quality Improvement System.

Funding Source: CWS
Target Date for Completion: FFY2003 - 2004
Status: Ongoing

Accomplishments:

2002: Current protocol requires the supervisors to review a case within 5 days of the worker seeing the child, thirty days after a case is assigned for risk assessment, and every six months thereafter. Usually social workers review cases continuously with their supervisor. Although the Department has some best practice guidelines suggesting ninety-day case reviews, there is no formal protocol requiring ninety-day reviews or documentation of reviews other than those listed above. During this next year, the Child Welfare Subcommittee will continue to evaluate the Department's case review protocols and make recommendations regarding the case review process to ensure safety and timely permanency for children.

2003: In writing strategies for the objective, "Decreased length of stay in alternate care without increasing re-entry," it should be noted that Idaho is meeting and exceeding the national standard for reunification within 12 months. Family-centered practice and family reunification are valued and practiced in Idaho. IDHW staff does an excellent job of reunifying families in less than twelve months. However, this result, in combination with sub-standard rates of re-maltreatment and re-entry into foster care, may not be a positive indicator overall. While social workers continue to work with foster families towards reunification, it is important not to rush the process. Timely reunification is closely linked to re-entry into foster care and re-maltreatment. Therefore, reunification will also be examined more closely in dealing with the issues of re-entry and re-unification.

One of the lessons learned from Idaho's onsite review is the need for enhanced supervision to ensure safety and permanency for children. Increased frequency and quality of supervision will assist social workers in making good practice decisions around reunification. The need for supervisor training will be added as a new strategy in the training section of this plan and developed more broadly in the Program Improvement Plan.

2004: Currently, the Permanency Standards Committee is reviewing and evaluating the CFS case review protocols and making recommendations regarding the case review process to ensure safety and timely permanency for children. These recommendations will be incorporated into a concurrent planning standard.

To support and encourage quality supervisory reviews, in May 2004, the Child Welfare Subcommittee developed a supervisor's checklist that contains questions, activities, and decisions to consider at critical points in the life of a case. The checklist includes concurrent planning strategies and will be implemented as part of the CQI process.

3. Train social workers in writing individualized service plans and engaging the family in the service planning process.

Funding Source: CWS
Target Date for Completion: FFY2003
Status: Ongoing
Changes: For 2003-2004, a new Objective and Outcome will be created to incorporate all related service planning strategies that are currently scattered throughout this plan

Accomplishments:

Currently, this strategy is duplicated throughout this report. Although service planning is important at many points in a case, in the future all strategies regarding service planning will be addressed under a single objective. Next year, writing individualized service plans and engaging the family in service planning is reported under "Involve family, child, and foster family in case planning," Strategy #1. See Objective 2.1, Outcome C, Strategy 4. p.50 for the report on this item.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho does an excellent job of reunifying families in a timely manner. However, the rate of re-entry into foster care does not meet the national standard. CFS is currently examining the correlation between early reunification and re-entry into foster care.

OUTCOME	MEASURED BY	NATIONAL STANDARD	IDAHO DATA	
C. Increase placement stability	Of all children served who had been in foster care for the time periods listed below, what percentage had no more than two placement settings during that time period? (1) Less than 12 mos from time of latest removal from the home (2) At least 12 mos, but less than 24 (3) At least 24 mos, but less than 36 (4) At least 36 mos, but less than 48 (5) 48 mos or more	(1) 86.7%	1998: (1) 70% (2) 46% (3) 41% (4) 32% (5) 25% 1999: (1) 74% (2) 53% (3) 64% (4) 46% (5) 63% 2000: (1) 81% (2) 51% (3) 50% (4) 44% (5) 65%	2001: (1) 82.6% (2) 50.6% (3) 36.7% (4) 27.7% (5) 44% 2002: (1) 88% (2) 51% (3) 38% (4) 20% (5) 34% 2003: (1) 85.4% (2) 54.5% (3) 36.4% (4) 34% (5) 32.6%

STRATEGIES:

1. Continue statewide and regional foster family recruitment efforts with a goal of increasing the number of out-of-home placement resources for children by 5% annually.

Funding Source: CWS/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2000 – 2002: In an effort to increase the number of foster/adoptive parents, the Department developed an extensive recruitment campaign which included three public service announcements which aired statewide throughout 1999, as well as Newspaper ads and press releases. An informational brochure on foster care was also developed in English and Spanish. The media campaign initiated in 1999 resulted in a marked increase in the number of CareLine inquiries (approximately 120 per month) regarding becoming a foster/adoptive parent for victims of child abuse and neglect. The Department continued its emphasis on recruiting additional foster and adoptive family resources during 2001/2002. Recruitment efforts from 1999 - 2001 resulted in an increase from 750 foster homes in 1999 to 1,076 in 2002.

2003: The Department contracted for a 2002/2003 statewide Foster Care/Adoption Media Campaign that seeks to increase out-of-home resources and offers incentive payments if the campaign results in a 5% increase in Native American homes and 5% increase in Hispanic

homes. There also is an incentive payment if the campaign results in at least 7 licensed out-of-home resources for sibling groups and 7 providers for children 13 years and older. This contract is supported by PSSF funding. Region 2 also contracted for Foster/Adoption licensing and recruitment using PSSF funding. The result of this contract was 2 children were adopted, 3 adoptions are pending.

2004: From June 30, 2004 through June 1, 2004, with the exception of February 2004, which saw a decrease, there has been a steady increase in the number of foster homes statewide. Licensed homes have increased from 942 in June 2003 to 1292 in June 1, 2004, a 37% increase. See Objective 2.2, Outcome E, Strategy 4, p. 77.

2. Recruit a pool of foster care resources that reflect the ethnic and racial diversity of children in the state for whom foster homes are needed.

Funding Source: CWS/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2002-2003: Idaho has a large Hispanic population and 6 Native American tribes. The need for additional homes for placement of Indian and Hispanic children continues. An existing brochure titled, "Fostering Idaho's Future," printed in English and Spanish has had wide distribution and will be updated before the spring of 2004. The 2002 CFS marketing contract included incentive payments for increasing the number of available Native American and Hispanic foster homes. Any new recruitment materials were translated into Spanish to ensure Idaho's large Hispanic population can understand the recruitment messages.

2004: All newly developed recruitment materials have been translated into Spanish. At the 2003 and 2004 Foster Care Month Proclamation event, the proclamation was read in English and Spanish. A 2004 calendar for the Nez Perce Tribe that carried the Open Your Heart and Your Home recruitment message was developed in collaboration with the Nez Perce Tribe. Over 800 copies were distributed among the Nez Perce community and 200 around the state and to other state tribes. At the Indian Child Welfare Committee meetings foster home recruitment is an agenda item. As of 5/28/2004 a FOCUS generated report shows a total of 24 licensed Native American homes and 104 licensed Hispanic homes.

3. Provide training for foster families on child care-related issues that will increase placement stability.

Funding Source: IV-E/CWS

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2002: The Department supported 2 foster parents from each region attending the 2001 Early Years Conference. Other training offered foster parents was on special needs children, Managing Behaviorally Challenged Adolescents, Foster Parenting the Sexually Abused Child and Attachment Issues.

2003: The Department recognizes the importance in assisting foster parents who are dealing with the challenging behaviors of children placed in their homes. In order to increase stability of children in out-of-home care, the Department has offered several training opportunities as a means of support to foster parents. These trainings include: Parenting the Sexually Abused Child; Foster Parents and Birth Families Working Together; Attachment Issues for Foster/Adoptive Parents; and Fetal Alcohol Syndrome and Child Development. In December 2002, the CFS Program selected PRIDE as the standard training curriculum for foster parents. See Objective. 1.1, Outcome B. Strategy 2, p. 17.

2004: The Department has focused its training efforts on the implementation of PRIDE statewide. Included in the implementation were PRIDE community orientations and PRIDE training for experienced foster parents in all seven regions. The 2003 Foster Care Conference provided training workshops to 257 participants that included Department staff, foster parents and students, Casey Family staff and community stakeholders. Of the 257 attendees, 164 were foster and adoptive parents. Workshops included topics on Working with Bio-Parents, Suicide Prevention, Adoption/Concurrent Planning, Behavior Management, Working as a Team, Substance Abuse, Helping Youth Transition, Infant Toddler and Children's Mental Health. (See July 2003 – June 2004 Training matrix.)

4. Continue and, as appropriate, expand activities to recruit Indian foster homes.

Funding Source: CWS/PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000: Indian foster home recruitment efforts included a foster care recruitment poster portraying an Indian designed by and distributed to tribes throughout the state and to CFS regional programs.

2002-2003: The Department's contract for recruitment of foster/adoptive parents emphasized the goal of increasing Indian foster homes. In Region 6, Indian foster home recruitment was addressed in April of 2002 and 2003 with a presentation on ICWA to Shoshone-Bannock Tribal members and the need for recruitment of Indian foster homes. The Department and its media contractor is working with the Nez Perce Tribe in the design and production of a 2004 calendar that will be distributed to Nez Perce families. The calendar will carry messages on fostering and will include cultural events, symbols, Pow Wows, Nez Perce celebrations, anniversaries of battles and will have pictures depicting the Nez Perce Tribal culture. During the June 2003 meeting with the ICW Committee this recruitment strategy was shared with representatives from the other state tribes and offered to them if they express an interest.

2004: In collaboration with the Nez Perce Tribe 1,000 calendars with Nez Perce Tribal artifacts, symbols, and important cultural events were designed and printed for distribution to Nez Perce families. The calendar carried the new recruitment message of Open Your Heart and Your Home, Be a Foster Parent on every page. Over 800 calendars have been distributed to tribal

families and interested stakeholders. The calendar was also shared with NICWA and other Idaho tribes as a tool for recruitment of tribal resource families.

2004: The six tribes in Idaho have agreed to jointly sponsor an Indian Child Welfare Conference in July 2004. Included in the planning for that conference is to have as one of the recurring themes and messages to the attendees the need for and benefits of Indian foster families. Four tribes in Idaho have adopted legal codes supporting tribally-recognized foster homes. The conference message to Indian parents is to become foster parents for their tribe or the state, as the need is great for either jurisdiction.

5. Train new staff on the importance of placement stability.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The New Worker Academy curriculum includes training on recruitment and retention of foster parents. Workers are trained on the importance of providing support to foster parents to maintain placement stability and decrease the number of unnecessary foster child moves.

In the Continuing Quality Improvement process, Idaho uses the Child Family Services Review Instrument to review cases and monitor the number of moves in that process. Additionally, the revised Alternate Care Plan requires workers to address what was done to stabilize a placement and to prevent moves.

2004: Recognizing the importance of supporting foster families as a means to stabilizing placements for children, CFS co-sponsored a Foster Care Conference in October, 2003. Lorrie Lutz, from the National Resource Center on Foster Care and Permanency Planning trained foster parents and CFS staff on the importance of placement stability, methods of stabilizing placements and working together as members of a professional team.

In June 2004, Ms. Lutz is scheduled to return to Idaho to train foster parents and CFS staff to increase placement stability for children and include biological parents in planning and activities regarding their children.

CFS will continue to monitor placement stability through the Child Welfare Outcomes report in FOCUS and the CQI process. Item 6 on the CQI instrument asks the following questions regarding the stability of foster care placements:

- a. During the period under review, how many foster care placement settings has the child been in?
- b. Were any of the placement changes directly related to helping the child achieve the goals in his/her case plan?
- c. List reasons for the foster care placement changes.
- d. List what efforts were made to prevent each move.

Additionally, the CFS's Alternate Care Plan requires workers to address what was done to stabilize a placement and prevent moves.

6. Provide ICWA training to non-Indian foster homes.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002: During the IDHW Foster Parent Conference held in September 2002, training was offered regarding the Indian Child Welfare Act to non-Indian foster parents. Participants gained a better understanding of ICWA placement preferences and the challenges of providing Indian children with culturally relevant fostering experiences when placed in non-Indian homes.

2004: Foster parents were invited to attend the Indian Child Welfare Conference in September 2003 which included the training about the provisions of Indian Child Welfare Act and the rules that support the law.

7. Develop a FOCUS report that follows the number of placements for children in alternate care.

Funding Source: IV-E
Target Date for Completion: FFY 2002 continued to FFY 2004
Status: Continued to 2004

Accomplishments:

2002-2003: FOCUS produces the Placement Statistical Report that tracks the number of children in alternate care. Data includes the number of children in care by region and statewide. Additionally, a report can be accessed which reflects the number of children who have had no more than two placement settings during a twelve month period by field office, region and statewide. Because of the number of requests for information system enhancements and limited resources, a report which reflects all placements by child, by region and statewide is not scheduled for release until 2004.

2004: Action Step 6.15 of Idaho's Program Improvement Plan states we will "Develop and implement a FOCUS report to analyze and monitor multiple placements and stability of children in foster care." A report request was submitted December 23, 2003. The report will list all children within a given time period who have had more than 2 moves in an alternate care setting. It will furnish specifics about the child, the foster parents, and the moves in alternate care. In addition to the age of the child and gender, the report should answer the following questions:

- 1) What was the frequency of contact between the social worker and the foster parent?
- 2) How long have the families been licensed as foster families?
- 3) Were siblings also moved with the child?
- 4) Was the child placed in a temporary shelter home placement?
- 5) What was the period of time in a placement before the child was moved?
- 6) Was a temporary shelter due to a declaration of imminent danger by law enforcement?
- 7) If a child moved from non-relative foster care to relative foster care, how soon did he/she move to the relative home?
- 8) Was it a relative foster home placement that disrupted?

- 9) What foster care rate did the foster family receive?
- 10) How many hours of foster care training did the family have before fostering the child?
- 11) Was this the foster parent's first placement?
- 12) Was the foster family receiving services?
- 13) What were the issues that brought the child into foster care?

The release of this report is scheduled for June 2005 as reflected in Idaho's PIP.

8. Use the CQI process to identify reasons for moves in foster care.

Funding Source: CWS
Target Date for Completion: FFY 2003 - 2004
Status: Ongoing

Accomplishments:

2002-2003: In an effort to identify why Idaho is not meeting the national standard for this measure, a review of cases where children had two or more out-of-home placement settings within one removal episode was conducted during the period between April 1 and September 30, 2001. Information gathered through the review of 964 cases meeting the above criteria revealed the following:

- Case type — 98% were child protection cases, 2% were children's mental health only cases.
- Age — 37% were 6 years and younger, 34% were 6-12 years old, and 28% were 13-18 years old.
- Sibling placement — In 42% of the cases one or more of the child's siblings moved from the same foster home at the same time.
- Shelter placement — A placement change from a temporary shelter home to a foster home accounted for 27% of the cases.
- Reasons for a change in placement — The child's behavior, mental health concerns, and juvenile justice issues were frequently identified as factors in prompting the child's move from a foster home to another alternate care setting.

When 145 foster parents were asked to rate/rank the top three reasons they believed children were moved in foster care, the three reasons mentioned most frequently were: (1) child's behavior; (2) child's needs exceed foster parent's ability to meet them; (3) lack of support/communication from the child's social worker.

When 100 foster youth were asked, "Why do you think you had to move from one home to another?" Well over half of the youth responded that they were moved as a result of their behavior. Forty-five percent of the youth reported they had stayed in 3 or fewer homes. Thirty percent had stayed in 2 or fewer homes.

Idaho continues to be challenged with children having frequent moves in foster care as well as having a limited number of foster homes. It is difficult to match the needs of children to appropriate homes with limited resources. The stability of children in foster care will be an issue that will be further addressed in our Program Improvement Plan.

2004: To further assess stability of children in foster care, the revised CQI instrument contains additional questions to explore reasons for foster care moves. From February 16, 2003 to April 2004, the most prevalent reasons for changes in placement include the following reasons:

- Child incorrigible behavior;
- Problems w/boys the same age;
- Child placed temporarily while CFS explored relative placement options;
- Promiscuous sexual behavior of foster child in the resource home;
- Verbally threatening to foster parent;
- Death in foster home;
- Foster parent's request - stressors regarding divorce.

In most cases listed above, the foster parent attempted to support the original placement. However, the behavior of the child was more challenging than the foster parent was prepared to handle. Many of the children needed a higher level of placement to meet their needs.

9. Provide support to foster/adoptive families.

Funding Source: IV-E/CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: We recognize that support is critical to foster parent retention and placement stability for children. Some regions have developed contracts to make counseling and other supports available to foster families to prevent disruption. The PRIDE curriculum focuses on the importance of the foster parent as a member of the team and what is needed to nurture those relationships. Support to foster/adoptive families will also be provided through the department's efforts to support the statewide foster parent coalition and the October 2003 Foster Parent Conference.

Foster care recruitment and retention efforts will also be addressed by the CFSR Program Improvement Committee. Ongoing meetings will begin June 18, 2003.

2004: In October 2003, a Foster Care Conference for foster parents was held with 164 foster parents in attendance. Foster parent attendance at the conference was supported by their regions providing reimbursement for the cost of attendance that included their travel, hotel, child care and per diem expenses. Foster parents will be encouraged to attend the September 17-18 2004 Foster Care Conference and their travel and training costs will again be reimbursed. All regions reimburse or pay for respite for foster parents. A standard for PIP action items 6.7, 6.8 has been drafted which defines full disclosure to foster parents. Staff and foster parents will be trained on the standard that will be incorporated into the alternate care section of the New Practice Manual. A standard and training for supporting foster parents and including them as members of the professional team, PIP action item 6.11, has been drafted and will be with action item 6.12. training will be conducted in June 2004 for staff and foster parents. This standard will also be added to the practice manual.

10. Using the CQI process and future FOCUS reports, assure social workers meet minimum requirements to meet monthly with foster parents.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: This compliance issue is monitored through the CQI process. Monthly contact has been found to meet the minimum requirements in 88% of the cases reviewed.

2004: A new Worker/Contact Standard was developed in April 2004. It clarifies the frequency and purpose of contact with children, the children's mothers and fathers, and the resource (foster) families. Regarding resource families, the standard states:

Frequency of Contact with Resource Families:

The IDHW social worker or responsible party shall have contact with a child's resource parents a minimum of one time each month in the family's home.

Purpose of Contact with Resource Families:

Contact with the resource parents must include a review of the following:

- Assess the child's safety, emotional and physical health, developmental status and general well-being.
- Assess the safety and adequacy of the resource home environment.
- Assess the child's adjustment to foster care placement.
- Assess services provided to the child and resource parents and determine if additional or different services are needed.

Reasons for not meeting face to face with resource parents in their home at least monthly must be documented.

Item 19(d) on Idaho's CQI instrument asks "Did the caseworker or other responsible party have at least monthly contact with the foster parents in the foster home?" The data will be collected quarterly from the CQI process to monitor compliance with the new standard regarding social worker / resource family contact. During the first quarterly review in 2004, seventy percent of the social workers had at least monthly contact with the foster parents in the foster home.

Additionally, in June 2005, new screens will be implemented in FOCUS that will capture data regarding contact by CFS staff and resource families. Upon implementation of the screens, reports will be available to monitor the minimum requirements to meet monthly with foster parents.

11. Provide incentives to foster parents who recruit new foster parents.

Funding Source: CWS/IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Twenty-two incentives were awarded to foster parents during this reporting period. Incentives will continue to be available during the upcoming reporting period.

2004: Incentives continue to be made available to foster parents who recruit. During this reporting period 5, \$100 incentives were awarded to foster parents.

12. The Children’s Mental Health program, in collaboration with other Department programs, will establish a statewide respite care system to serve children and families.

Funding Source: CMHBG
Target Date for Completion: FFY 2003 - 2004
Status: Ongoing

Accomplishments:

2003: A statewide advisory committee for the development of a respite care system called the Idaho Respite Coalition (IRC) has been formed. Currently the IRC is creating a contract for the development of the infrastructure for a statewide respite program. The program will be made of three distinct components. First is a statewide database of respite providers that serve individuals and families across the lifespan and across populations. Second is a provider and family training curriculum. The third component allows for a statewide number that will approve, authorize and fund the respite services. This model allows the family to choose their own provider and gives them a budget to provide the service.

2004: The Children’s Mental Health Program has contracted with an individual to help develop the infrastructure of the respite care system. That individual is in the middle of delivering respite care provider training in seven locations statewide. The training includes registering of providers to be listed on a statewide information and referral database. Recipients of respite care will need to choose their own providers and may access the information and referral center if they cannot identify their own provider. Currently, the Idaho Respite Coalition is piloting the project in region 3. The final component of the system that is currently being developed is the central point of application and authorization through our statewide information and referral center, 211 Idaho CareLine.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

The scope of the original Idaho Respite Coalition was to develop the system from the beginning with the Developmental Disabilities Program, the Child Welfare Program, and the Children’s Mental Health Program. A learned lesson is that the project began with too large of a scope and therefore has been forced to narrow the scope of the pilot project to begin only with the Children’s Mental Health program. The other two systems have existing respite care programs and it has been determined that by starting with the Children’s Mental Health program, the system can be tested and improved before incorporating other programs. The goal is to develop a single integrated statewide respite care system that can provide the infrastructure for both private and public funding streams.

Idaho identifies resource families as the key to increasing placement stability for children. Therefore, CFS is working to create a large pool of resource families so social workers can match the needs of children to available homes. Likewise, CFS is working to change the

relationship between social workers and resource families. The goal is to work together as a member of the professional team, sharing training, ideas, and support for one another.

Objective 3.2 The continuity of family relationships and connections will be preserved for children

(IDHW Strategic Plan Goal 1: Improve health status)

OUTCOME	MEASURED BY	IDAHO DATA
A. Increase relative placements	Percent of foster children placed with extended family members.	Idaho's Self Assessment showed that the percent of foster children placed with extended family members increased from 19% - as of 9/02 to 19.6% - as of 6/03 28% - as of 6/04

2000-2001: The Idaho Kinship Care Director, Eastern Washington University Idaho Child Welfare Research and Training Center, developed curriculum for and presented training on kinship care from September, 1999 through March 2000. A kinship care training videotape was also produced and filmed during June 2000. The Department, in conjunction with the Idaho Child Welfare Research and Training Center, sponsored a statewide kinship care workshop, "A Clinical Overview of Kinship Care," featuring Dr. Joseph Crumbley, a nationally-know clinical social worker and author. Dr. Crumbley also narrated the kinship care videotape.

STRATEGIES:

2002-2003

1. Develop rules to implement this year's legislation (HB 58) allowing subsidized guardianship for hard to place children.

Funding Source: CWS
Target Date for Completion: FFY 2002 - 2003
Status: Accomplished
Accomplishment:

Administrative (IDAPA) Rules related to Legal Guardianship and Guardianship Assistance were adopted and made effective July 1, 2001. The rules received final approval of the 2002-2003 state legislature.

2. Develop state standards regarding placement priority of children with relatives.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: As of June 2003, there were 942 licensed foster homes in Idaho, 279 (29%) of which are relatives. This is an increase from September 2002 when there were 1,021 foster homes with 197 (19%) of those being relatives. These numbers may not be entirely reliable due to some confusion among social workers in interpreting the definition of relative and kinship home when entering information in FOCUS. We are working on revisions to the FOCUS screens and exploring the definition of kinship as a category in order to get reliable data from which to set standards.

2004: The Alternate Care Committee convened in January of 2004 has been working on a standard that reflects IDAPA rule 16.06.01.401, Considerations for Placement in Alternate Care. The proposed standard will prioritize placements in the following order: a) Immediate family; b) Extended family members; c) Non-family members with a significant established relationship with the child; d) other licensed foster parent. The conditions in the kin's home and ability of kin to care for the child must be assessed and documented. It is important to involve the family in planning and selecting the placement options for the child. The family group decision making process should be used. The draft standard is currently being reviewed and is awaiting approval from CFS Program Managers. The standard will be incorporated into the new Practice Manual. As of May 2004, there were 1,292 licensed foster homes. Of this number, 362 are relative homes.

3. Increase worker understanding of the importance of Indian culture and family systems in planning and placement of Indian children within a tribal community.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2000 – 2003: As part of the New Worker Academy, Indian family systems are emphasized as a resource for Indian children. Technical assistance specific to Indian family systems and culture is available to the regions. The Department will continue to encourage and support culturally responsive practice primarily through the activities of the new tribal relations program manager located in the Division of Family and Community Services.

2004: The Tribal Relations Program Manager conducts training and discussion at the New Worker Academy about the importance of maintaining an Indian child's relationships with his family and tribal community if the child must leave his home to be safe.

4. Provide training on the importance of maintaining family connections as described in the revised Alternate Care Plan.

Funding Source: CWS
Target Date for Completion: FFY 2003 — 2004
Status: Ongoing
Accomplishments:

2003: During the last year, maintaining family connections has been emphasized with the revised Alternate Care Plan and the CFSR instrument used for the CFS CQI process. In every

case, social workers are required to answer the question, “Are the primary connections being preserved while the child is in foster care placement?” Training on the importance of maintaining family connections took place in each region during September and October 2002. This is also addressed in the New Worker Academy through a discussion of alternate care planning.

2004: Training on the importance of maintaining family connections were conducted in March 2004 in Regions 2,3, 4, and 6 as it pertains to Item 14, “Preserving Connections,” on the CQI instrument. In June 2004, CQI training, including the importance of maintaining connections will take place in Regions 1, 5, and 7. Maintaining family connections is also addressed in the New Worker Academy through a discussion of alternate planning.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

During the last five years CFS has begun to gather and review data on the number of relative placements for children in alternate care. Currently one-third of the children in foster care reside in relative homes. Social workers prioritize relatives as a placement preference if the relative family can ensure the child’s safety and well-being.

OUTCOME	MEASURED BY	IDAHO DATA
B. Preserve connections with parents, siblings, and other significant people	<ul style="list-style-type: none"> • CQI process through: • Percent of children placed with siblings • Frequency of visits with parents 	<ul style="list-style-type: none"> • Percent of children placed with siblings - 46% • In cases reviewed in the CQI process from 2/16/04- 4/16/04, percent of children placed with siblings – 100%

STRATEGIES:

2003

1. Through the CQI process, calculate the percent of children placed with siblings.

Funding Source: CWS
Target Date for Completion: FFY 2003
Status: Accomplished:
Accomplishment:

2003: Two questions regarding placement with siblings are included Idaho’s CQI process:

(1) Is the child placed with siblings who are also in foster care? Idaho’s CQI numbers documented that 13 groups of children were in placement with their siblings and 6 groups were not. The percent of children in placement with their siblings is 46%;

(2) If the child is/was not placed with all of his/her siblings, is there clear evidence that separation is/was necessary to meet the needs of the children? Of the 6 groups of children not in placement with their siblings the report shows that 3 groups did not have evidence necessary to show that the separation was necessary to meet the need of the children, or 50% of the children who are separated from their siblings.

2004: In April 2004, during the CQI review that took place from February 16, 2003 to April 2004, siblings were placed together in one hundred percent of the cases reviewed.

2. Train new workers on the importance of siblings and their attachment.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2004: The importance of siblings and their attachment is introduced the first day of Academy as child welfare goals, laws, rules, and policies are discussed. Sibling attachment is reinforced the third day of Academy as presenters cover alternate care and placement. It is also addressed the last day of Academy as adoption is discussed. Sibling attachment is also a component of CFS Adoption Academy that is offered bi-annually to staff and community partners.

3. Train workers to develop case plans that expand the expectation of connection with siblings, relatives, and foster families.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Changes: (Next year this strategy will be incorporated with a new objective specifically dealing with strategies to enhance service planning.)

Accomplishments:

2002-2003: During 2002, the importance of sibling attachment was reinforced with a new policy memorandum (FACSPM 01-07) that discusses the frequency of visitation between siblings, parents, and children in out-of-home care. The importance of the sibling connection is also addressed in Idaho's revised Alternate Care Plan that includes the family service plan which was implemented June 1, 2002.

This strategy was accomplished through training at the New Worker Academy and through regional trainings involving the revised Alternate Care Plan. Central Office staff conducted the trainings in Regions 5, 6, and 7 in the fall of 2002. The Chiefs of Social Work provided training in Regions 1, 2, 3, and 4.

2004: Social workers understand the importance of sibling connections as reflected in the results of the CQI reviews that were held in April 2004. In one hundred percent of the cases reviewed, siblings were placed together.

4. Target the work to expand sibling group adoptive recruitment efforts through *Wednesday's Child*, the Northwest Adoption Exchange, and AdoptUSKids.org.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The Northwest Adoption Exchange, Idaho *Wednesday's Child* program, and the new AdoptUSKids.org. recruitment programs all provide specific, ongoing adoption recruitment services for children who are part of a sibling group and awaiting adoptive placement. Other national adoption recruitment resources such as the North American Council on Adoptable Children's (NACAC) national quarterly newsletter, Adopt A Special Kid (AASK), and the Adoptive Resource Exchange for Single Parents (ARESP) are also used in searching for families interested in adopting siblings.

The *Wednesday's Child* recruitment program, through its media partners and web page, continues enhancements to promote the placement of siblings together whenever possible. This past year, Idaho's Adoption Program Specialist and the *Wednesday's Child* Director have participated in quarterly telephone conferences with the other intermountain states aimed at increasing the adoptive placements for children in these neighboring states. Idaho's media contract for the recruitment of foster and adoptive homes specifically addresses recruitment of foster homes that will accept placement of sibling groups. Idaho's Alternate Care Plan form also addresses sibling connections. It requires social workers to explain reasons for separation of siblings and to describe efforts that have been made to place them together. Additionally, when a child and their siblings are separated in care, it requires the social worker to explain the most typical pattern of visiting frequency between them.

2004: During this past year, Idaho's *Wednesday's Child* Program has profiled forty-four children, including eight sibling groups. Of these sibling groups, 4 of the sibling groups remain actively listed on the *Wednesday's Child* web site. The other 4 have been placed with adoptive families. Currently, there are ten children who are listed in a sibling category. Idaho will continue to train social workers to prioritize and expand sibling group adoptive recruitment efforts through listing children with *Wednesday's Child*, the Northwest Adoption Exchange, and AdoptUSKids.org.

5. Monitor placements of Indian children through the Interstate Compact to insure compliance with ICWA and maintain them in extended family or foster care placements in their tribal community when possible.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2001 – 2003: The Interstate Compact Administrator reviews each interstate compact file for compliance with ICWA. The Department keeps an updated list of all Indian children who have either entered or left Idaho on the compact for future follow up and for informational purposes.

2004: The Interstate Compact Administrator and the Tribal Relations Program Manager confer regularly about appropriate ICWA information, notifications and policy interpretations for children who are placed out of their home and are entering or leaving Idaho.

6. Work with state staff and foster parents to encourage and support an Indian child's participation in tribal cultural activities and conduct family visitation in the Indian family's home whenever safe and possible to do so.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: A variety of activities support this strategy. New Worker Academy emphasizes the need for cultural connectivity. The Alternate Care Plan completed for each child in foster care prompts workers to plan to meet a child's need for connection and continuity. During recent training on the Alternate Care Plan by Central Office staff, these items were given particular emphasis.

2004: In addition to continuing activities as outlined for 2003, there is a new group who started meeting quarterly in October 2003 --- a workgroup for Comprehensive Children's Mental Health Planning For Native American Children in Idaho. This group is involved in supporting increased availability of Native American traditional treatment methodologies for treatment of mental health problems in Native children and adolescents. Their efforts are impacting awareness and service availability for Native children with mental illness who are in foster care.

7. Train foster parents and staff on the importance of sibling connections and ways to maintain those connections.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2002-2004: New Worker Academy and PRIDE have strong components that address the importance of the sibling connection. All new prospective foster and adoptive parents will be required to participate in 27 hours of pre-service training where they will learn about the sibling connection.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In reviewing the strategies that were developed in this section during the last five years, the emphasis has been on maintaining connections with sibling groups and with Indian children and their tribes. Although these are important family ties, preserving connections needs to be broader to include relationships with previous foster families, schools, friends, communities, customs, and religious observances. Therefore, this goal will be expanded to include additional connections during the next five-year plan.

GOAL 4: CONTINUOUSLY IMPROVE THE ORGANIZATION’S CAPABILITY TO ACHIEVE ITS GOALS OF HELPING FAMILIES AND CHILDREN

(DHW Strategic Plan Goal 2, Obj. 4, Social Policy : Improve outcomes for individuals, families and communities by applying knowledge of public social policy issues and aligning resources to support best practices. Goal 5, Obj 1: Design and implement a model to review current business practices.)

Objective 4.1 The statewide information technology and system has the capability to support field and management needs.

(DHW Strategic Plan Goal 5, Obj. 5, Technology: Implement business systems to provide the proper level of information at the proper level of the organization and are aligned with business goals.)

OUTCOME	MEASURED BY	IDAHO DATA
Make data system more user friendly for staff.	<ul style="list-style-type: none"> • Development of new reports • Number of new work authorizations 	<p>2001 New reports – 36 Work authorizations – 10</p> <p>2002 New reports – 9 Shift of FOCUS data to New Data Warehouse, 9/03</p> <p>2003 New reports – 1 Enhancements – 3</p>

2000 - 2001

The FOCUS system was implemented statewide in September 1999. All child welfare staff received training and use FOCUS as the single application for entry of child welfare data. As FOCUS staff continue to add and refine system components, they update training materials and collaborate with regional staff to provide necessary training in new system features.

The FOCUS Analysis and Design (FAD) Group met in July and November 2000 and March and June 2001 and established priorities on scores of system change requests. FOCUS staff will follow these priorities in effecting changes for Fiscal Year 2002.

2003: Due to the large number of requests for enhancements and limited resources to meet these requests, the FAD committee was been suspended. Requests for enhancements are now submitted and prioritized by CFS program specialists, the Field Operations Team, and the Child Welfare Subcommittee. Information regarding the CFSR and children’s mental health has been given top priority.

In September 2000, the FOCUS system underwent a formal federal review to assess the degree to which the system met requirements specified for a Statewide Automated Child Welfare Information System (SACWIS). Federal findings of deficiency were few and limited to those functions for which FOCUS has a plan and schedule to address. The only significant remaining tasks were the implementation of the Risk Assessment instrument, which was put into production

in January 2001, and the construction of automated interfaces with the EPICS and ICSES systems, which was completed with the implementation of the Department's Common Client Directory in 2002.

STRATEGIES:

2002

1. Provide supervisor training on using FOCUS data for supervisory purposes

Funding Source: CWS
Target Date for Completion: FFY 2002-2003
Status: Complete

2001 – 2002: During 2001 through February 2002, Idaho received technical assistance from the Resource Center for Organizational Management to adapt an established curriculum regarding the use of information management systems in supervision to be consistent with Idaho practice.

Using the revised curriculum, representatives from FOCUS staff, Children and Family Services, and the Resource Center teamed to train supervisors throughout the state. A one-day training session was held the last week of February in Lewiston, Boise, and Pocatello in order to allow attendance of all supervisors.

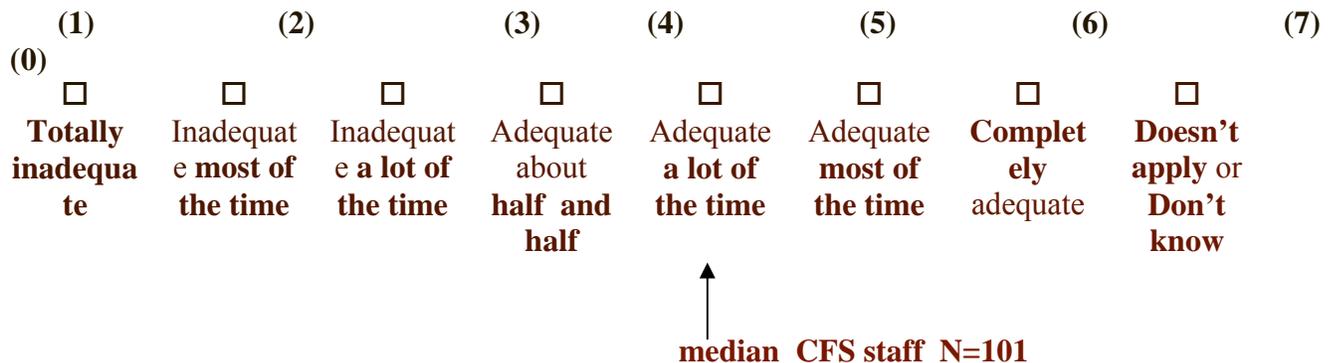
2003

2. Through staff e-mail, survey social workers regarding the adequacy of the information system in assisting staff with their day-to-day responsibilities.

Funding Source: CWS
Target Date for Completion: FFY 2003
Status: Accomplished

Accomplishments:

2003: In preparation for Idaho's Self-Assessment, surveys were e-mailed to all Children and Family Services staff. One hundred four surveys were completed with a return rate of thirty-five percent. Regarding our information system, staff were asked about the adequacy of FOCUS information in assisting with their day-to-day work.



Comments ranged from finding FOCUS very helpful (30%) to a useless waste of time (10%). The Department's experience is that new workers often come to state employment with computer proficiency and are accepting of the information system. Balancing the competing demands of paperwork, direct service, and other duties has always been a challenge to child welfare workers. Having the paperwork automated has increased accountability for all workers. While most workers surveyed agreed that FOCUS is useful/helpful, many continue to be frustrated by some of its features and conversion to electronic files.

3. Develop additional reports to support supervisory and management needs.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 : The Department's automated child welfare data system (FOCUS) developed reporting capacity for the ASFA outcome measures on a regional and statewide basis. Region X staff provided training on ASFA outcomes and the child and family services review process on January 20, 2001.

2001-2002: Since September 2001, the child welfare outcomes that correspond to the CFSR have been available in report form. The outcomes can be accessed statewide as well as by region and field office. Although the data are not the official numbers that will be used for Idaho's CFSR review, it is extremely helpful in preparing for the review process and following Idaho's progress.

To assist managers and supervisors, a report manual was published in September 2001. The report manual contains a description of each report that is currently available in the data system. To date there are 36 reports that can be accessed in each region.

Several reports have been requested to support supervisory and management needs.

A report subcommittee is being formed to prioritize which reports should be developed first, to consider combining some existing reports, and to furnish input on future report format.

2003: FOCUS system enhancements, including the development of additional report capacity, are being significantly impacted by statewide budget reductions. However, as resources allow, FOCUS continues to develop additional reports. From June 2002 to June 2003, the following reports have become available:

- Risk assessment priority response guide report
- Amendments to the placement report
- Removal from home report
- Changes to the ASFA report (adding sorts by legal status)
- Legal status report
- Re-entry into alternate care report
- Independent Living report
- Child fatalities report

- In-home services report

2004: This year, development of FOCUS system enhancements and reports has been limited by statewide budget reductions as well as the use of FOCUS staff to develop a new automated system for the Department. However, as resources allow, FOCUS continues to develop additional reports. Thus far the following additional report was created:

- **Substantiated Report of Children, Birth to Three Years Old --** This report can be run by field office, region, or statewide. It contains the names and birth dates of all children, birth to three who are the victims of substantiated reports of physical abuse, sexual abuse and/or neglect.

Development of timely reports and data accessibility should be greatly improved with implementation of the information warehouse that is proposed to be fully functioning by November 2004.

4. Continue to recommend system enhancements through the CFS Program, Field Operations Team, and the Child Welfare Subcommittee.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Due to the large number of requests for enhancements and limited resources, requests for enhancements are now submitted to and prioritized by the Children and Family Services Program, the Field Operations Team, and the Child Welfare Subcommittee. Requests related to the CFSR, Program Improvement Plan, and children’s mental health are given top priority. Since the last report, system enhancements were implemented in FOCUS during the fall and winter of 2002 and the spring of 2003. See strategy #1 above.

Listed below are some of the major enhancements that have been made from June 2002 to June 2003:

- Supervisory Approval on Immediate Risk Assessment
- Updated Dispositional Codes
- Updated Alternate Care Plan
- Updated Change in Placement Form
- Updated Six-Month Review Form
- Update in the Notification Letter Regarding a Substantiated Referral

2004: Due to the large number of requests for enhancements and limited resources to meet these requests, any requests for enhancements are now submitted and prioritized by the Children and Family Services Program, the Field Operations Team, and the Child Welfare Subcommittee. Request related to the CFSR, Program Improvement Plan, and children’s mental health are given top priority. Since the last report, system enhancements have been implemented in FOCUS during the fall and winter of 2003 and the spring of 2004.

Listed below are some of the major enhancements that have been made from June 2003 to June 2004:

- An "unable to contact checkbox" (and associated functionality changes) were added to the presenting issue screen. This allows social workers to document they made diligent efforts to contact a family but the family's whereabouts are unknown.
- A "variance" approval indicator was added to the immediate risk/safety assessment screen. This allows a supervisor to document an approved variance when extenuating circumstances will not allow a social worker to meet the priority response guidelines in seeing a child.
- Modifications to the Emergency Assistance application and documents were made.

5. Update system and reports according to new laws and rules.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002: This year, statute changes to the Child Protective Act have necessitated changes to the legal screens in FOCUS. Those changes have been made.

The Idaho Safe Haven Act, providing a safe alternative for parents who might otherwise abandon their baby, became effective July 1, 2001. This new legislation mandated new screens be created in the information data base system. Those changes were made by the implementation of the Act.

Rule changes regarding dispositional codes have necessitated changes to risk assessment/dispositional screens. Those changes have been implemented.

A new alternate care plan was implemented June 1, 2002. Revisions have been submitted to FOCUS; however, changes to the information system will not be made during 2002. A merge document is being provided to the regions to assist them in creating alternate care plans until they can be incorporated into FOCUS.

2003: Bi-monthly meetings are held with Children and Family Services program specialists and FOCUS information system staff in order to report statutory, rule, and policy changes.

This year, rule changes have necessitated changes regarding an increase in foster care rates. The rate increase becomes effective July 1, 2003. FOCUS enhancements will be in place.

2004: FOCUS enhancements for a rule change regarding notification of foster parents of court hearings are also underway. Previously it was unclear whether the court or IDHW would notify alternate care givers. A new rule making it the responsibility of the Department went in to effect. Currently the business requirements are being developed for screen changes that will allow workers to document the date notification was given to foster parents.

During 2004, the legislature approved an increase in foster care rates. The rule changes necessitate FOCUS changes regarding foster care reimbursement rates. The rate increase becomes effective July 1, 2004. FOCUS enhancements will be in place.

6. Enhance the automated data system to provide advance notification of the end of time-limited adoption studies.

Funding Source: CWS
Target Date for Completion: FFY 2003
Status: Accomplished

Accomplishments:

2003: Since June 2002, FOCUS has produced an alert to inform social workers of adoption home studies that need updated. The alert is produced 30 days prior to the expiration of the home study. Another alert informs social workers when a home study has expired.

7. Work with the Enterprise Data Warehouse implementation group to create a pool of reports for child welfare to monitor practice and the PIP.

Funding Source: CWS
Target Date for Completion: FFY 2004
Status: New

2004: Although the Enterprise Data Warehouse has been developed, it is not yet fully operational. A few reports, such as the Substantiated Report of Children, Birth to Age Three, have been developed. Other reports are in the testing phase to ensure reliability. However, report requests are being accepted. The following report requests have been submitted to assist program managers and supervisors in monitoring practice and the PIP:

- A report to analyze the recurrence of child abuse and neglect
- A report to identify and monitor the increase of in-home cases;
- A report to examine the re-entry of children in foster care;
- A report to analyze and monitor the stability in foster care;
- Report to monitor child well-being;
- Report to monitor social work contact with parents, children, and foster parents;
- Report to monitor the frequency and quality of visitation;
- Report on the number of cases that include reports of child abuse and neglect and substance abuse factors;

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho's information system, FOCUS, has benefited managers and supervisors by allowing them to manage by outcomes. Although CSF has been able to gather information and monitor outcomes that were not possible 5 years ago, budget restrictions and increased demand on FOCUS staff limit progress that could be made if more resources were available.

Objective 4.2 The Quality Assurance System promotes satisfactory outcomes for children and families.

(DHW Strategic Plan Goal 5, Obj. 1: Design and implement a model to review current business practices.)

OUTCOME	MEASURED BY	STATE DATA
Idaho will have a well-defined, statewide Quality Assurance System.	Completion of Quality Assurance System	Quality Assurance System in place and continuing to be enhanced.

2000-2001: In 2001, the Department conducted periodic and random case reviews using the 422 form for a quality review of individual case progress and planned to modify this form to focus more on the ASFA outcome indicators. The advent of the federal children and family review process required a case specific quality review process different from the 422 audit process. During 2001 and 2002, Idaho received technical assistance from the National Child Welfare Resource Center for Organizational Improvement to develop a quality assurance process. Mary O'Brien and Beth Frazell conducted a workshop introducing the essential elements of a quality assurance process and the Resource Center furnished a matrix to assist in analyzing Idaho's Continuing Quality Improvement process. Quality assurance models from Oklahoma, Illinois, and Missouri were also shared. As a result of this technical assistance, the Child Welfare Program Team and Child Welfare Subcommittee revised Idaho's continuing quality improvement process using the Child Family Service Review Instrument as a basis for reviewing cases.

Idaho implemented the new continuing quality improvement process in January 2002. Although it was newly implemented, the process proved to be beneficial in reviewing cases, training workers, communicating practice expectations, and using the data in decision-making. Idaho will continue to enhance its CQI process, working towards consistency, frequency, and standardization in reviewing cases through the following strategies.

STRATEGIES:

1. Provide regional training on the role of the supervisor in adoption assistance reviews.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: The Department program has restructured its lines of authority and accountability. With that realignment, Children and Family Services supervisors are being provided with updated training on the supervisory role in managing/reviewing adoption assistance work and contracts before they are forwarded to the Division for signature. This enhanced training provides supervisors with greater technical knowledge in completing quality reviews.

Supervisors with this level of knowledge regarding adoption assistance are more effective in providing technical support to their line staff. Workers and families are able to obtain answers to program questions, allowing the completion of the adoption assistance agreement for the family

in a timely manner. The first regional training for supervisors was conducted in March 2003 in Region 1. This training is planned for all regions during the next year and will be added as a segment to CFS supervisor academy.

2004: In the restructuring of the Department's authority and accountability this past year, supervisors from Children and Family Services have participated in large numbers in the Adoption Academies offered across the state. The Advanced Academy has provided training components specific to supervisors on working with staff in the area of adoption assistance. This training has prepared supervisors with a greater understanding of their roles in the adoption assistance process. Supervisors are now more equipped to review applications, the negotiation process, and have been provided with tools to assist them in reviewing adoption assistance agreements and knowledge in working with staff in the Fair Hearing process. This training has provided a much stronger supervisory knowledge and level of technical support to line staff. Supervisors are now more equipped to assist both staff and adoptive families with program issues regarding adoption assistance. This has provided streamlined processing for the completion of adoption assistance paperwork. The adoption academies will continue as part of Idaho's program Improvement Plan and will also be a component of the CFS supervisor academy in 2005.

2. Establish further ICWA CQI check sheet including compliance items.

Funding Source: CWS
Target Date for Completion: FFY 2003 — 2004
Status: Ongoing
Accomplishments:

2003: During this reporting period, drafts of these documents were prepared by the Tribal Relations Specialist and reviewed by the statewide child welfare subcommittee. In Idaho the CQI process for child welfare is developed and implemented by the child welfare subcommittee. Involving them in the decision of how to incorporate and monitor ICWA compliance enhances the CQI process and the knowledge level of the Chiefs of Social Work from each region.

2004: In 2004 an ICWA file checklist was developed and shared with the Chiefs of Social work in each region and the trainees who attended New Worker Academy. This checklist can be used as a basis for CQI reviews. In 2003-2004, ICWA compliance was monitored through the CQI process. Cases involving Indian children were found to be in compliance with ICWA .

3. Develop a community input process in the CQI system.

Funding Source: CWS
Target Date for Completion: FFY 2003 — 2004
Status: Ongoing
Accomplishments:

2002-2003: During 2002 and 2003, CFS used the CFSR self-assessment and program improvement process to gather community input. In preparing for Idaho's Self-Assessment a total of 1,544 surveys were sent to foster parents, magistrate judges, prosecuting attorneys, public defenders, Court Appointed Special Advocates, Keeping Children Safe panel members,

youth in foster care, and Children and Family Services staff. These surveys provided an opportunity for stakeholders to provide input on IDHW practices and processes.

Additionally, the self-assessment and program improvement committees were each composed of approximately 40 community stakeholders. As a means of enhancing our CQI process during the coming year, the Child Welfare Subcommittee will develop an ongoing process for gathering community input.

2004: The Child Welfare Subcommittee met in January 2004 to develop surveys that will gather input regarding the performance of the child welfare system. The surveys will be sent annually from Central Office, beginning September 2004. Surveys will be sent to the following:

- Prosecutors assigned to child welfare cases;
- CASA;
- Magistrate Judges assigned to child welfare cases;
- Defense attorneys assigned to child welfare cases; and
- Keeping Children Safe Panel Members.

Once the data is compiled it will be distributed for regional and statewide analysis. Results of the first survey will be included in next year's report.

Input from the six tribes in Idaho will be gathered in an interview with the Idaho State and Idaho Tribal Child Welfare Committee. Community input is also gathered from interviews with the Governor's Children at Risk Task Force and Idaho's Child Welfare Court Improvement Project.

4. As part of CQI process, review cases (36 per region per year) on a monthly and quarterly basis.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2003: A total of 59 review instruments completed between January 1st and October 31, 2002 were collected for Idaho's Self Assessment. Seventy additional instruments were collected from November 1, 2003 to May 1, 2003. The regions selected for the onsite review portion of the CFSR reported they were not able to review cases for the couple months prior to the review due to increased review preparation work. It should also be noted that Idaho changed CQI instruments in 2002. Any cases reviewed using the previous instrument were not entered into the database or included in the total. Ensuring that all regions are reviewing cases on a monthly basis will be included in our Program Improvement Plan as a means of enhancing Idaho's CQI process.

2004: In January 2004, our CQI process was revised. Rather than have each field office review two or three cases per month, a new quarterly CQI schedule was created. The first quarterly reviews were held in April 2004. Comprehensive CQI case reviews were held in Lewiston, Orofino, Moscow, Caldwell, Payette, Boise, McCall, Blackfoot, American Falls, Soda Springs, and Preston. A total of forty-eight cases were reviewed.

Thirty-six additional cases will be reviewed in July 2004 from Coeur d'Alene, Moscow, Boise, Mountain Home, Twin Falls, and Idaho Falls. In October 2004, thirty-six cases will be reviewed from Lewiston, Moscow, Grangeville, Boise, McCall, Nampa, Emmett, and Pocatello. The process will be repeated January 2005.

5. Continue to enhance Idaho's newly revised and implemented Continuing Quality Improvement Process.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: New

2004: Idaho's CQI process was revised in January 2004. Quarterly, a minimum of 36 cases will be randomly selected from the FOCUS system at Central Office, using a rolling period of time to include 13 months prior to the date of the case review. Boise, the largest metropolitan office, will be included in each review. Half of the cases will be in-home cases that have been opened for a minimum of 60 days, and half will be children in out-of-home placement. The regional CQI team will give feedback to the social worker whose case has been reviewed. The social worker's supervisor should also be included in that discussion. The Central Office CQI team will prepare a summary report that outlines the results of the quarterly case review. The quarterly summary report will be discussed at a regional management team meeting to identify regional training needs, supervisory needs, and monitor compliance with best practice standards. The results will also be reviewed and analyzed by the Child Welfare Subcommittee and the Program Management Team to provide input for future training and policy decisions.

To promote inter-rater reliability, members of the review team were trained on the review process and review instrument prior to participating in the review. On-going training will be offered to all Children and Family Service staff to set continuous quality improvement expectations and familiarize them with the process.

After conducting CQI case reviews in four regions in April 2004, the CQI Case Summary Instrument and rating Guidelines are currently being revised to more closely resemble the CFSR instrument and to more accurately gather data for Idaho's PIP. Two of our Region X federal partners attended the review in Boise and provided input. Their suggestions will be incorporated into additional revisions that will be included in next year's report. Please see the attached results of the first quarter CQI revised process.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho's CQI process has been transformed from a meaningless paper process to an effective case review that contains all the elements of an effective quality assurance system. It allows us to assure children and families receive the most effective services, provides feedback for design and delivery of services, identifies needs for training, policy development, and system improvements, and assures services meet state and federal standards.

Objective 4.3 Federal requirements for a case review system are maintained.

OUTCOME	MEASURED BY
Timely administrative court review	CQI process in each region

2003: In order to provide safety for children and to meet the time frames of the Adoption Safe Families Act, CAPTA money will support training and legal assistance by:

- Assisting and sponsoring training for prosecutors and judges on the Idaho Child Protective Act and issues reflected in the Adoption Safe Families Act;
- Working collaboratively with the Supreme Court on the Court Improvement Grant and assist in advocating for legislative changes;
- In partnership, the Department of Health and Welfare and the Supreme Court will assess judicial rules and their effectiveness in cases involving children, paying particular attention to ensuring that judicial processes are consistent with a child’s development and sense of timing;
- Participating in a court improvement project designed to reduce delays for children in foster care by enlarging the capacity of the court’s docket to hear additional child protection cases; and
- In 2004, partner with the court improvement project to provide training to IDHW staff and the judicial system regarding the Indian Child Welfare Act and the case review system.

Below are this year’s strategies to promote timely administrative court reviews.

STRATEGIES

2002

1. Revise the current case review system or develop a new one.

Funding Source: CWS
Target Date for Completion: FFY 2002-2003
Status: Complete

Accomplishments:

2002 – 2003: Effective July 1, 2001, six-month case reviews were mandated in the Idaho Child Protective Act. During the summer and fall of 2002, the Supreme Court Committee to Reduce Delays for Children in Foster Care provided training in all judicial districts to assist in implementation of the court review system.

In addition, the 422 audit case review has been replaced by a new Continuous Quality Improvement system that uses the CFSR instrument as a case review tool.

2. Achieve timely notification and support and encourage tribal participation in 100% of cases involving Indian children. This includes notice of subsequent hearings beyond the Adjudicatory Hearing

Funding Source: CWS

Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Staff training regarding timely notice continues through the New Worker Academy and regional trainings. During 2003, staff training on notice and other ICWA provisions was conducted on the Fort Hall Reservation and in Regions 3, 6 and 7. As mentioned earlier in this report, the Supreme Court Committee to Reduce Delays in Foster Care is contracting for judicial training from the National Indian Child Welfare Association. Judges are central in the notification process and this consultation/training should assist in getting more timely notification and recognition of tribes in the process of tribal intervention and transfer of jurisdiction.

2004: Efforts as outlined in 2003 continue. In addition, the Tribal Relations Program Manager (TRPM) is available to consult by phone and e-mail with DHW staff who are working with an Indian child. In each of those consultations, the message from the TRPM to the DHW worker is to call and talk with tribal social services staff whenever a child's heritage is determined to be from a specific tribe. Conversely, when consulting with a tribal social services staff person, the message is to call the DHW caseworker directly.

3. Work with Supreme Court Committee to Reduce Delays for Children in Foster Care to provide training for all individuals involved in the child welfare, judicial, and law enforcement system on the importance and purpose of timely reviews.

Funding Source: CWS/Supreme Court
Target Date for Completion: FFY 2003 — 2004
Status: Ongoing

Accomplishments:

2001 – 2003: In July 2001, the Idaho Child Protective Act was modified requiring six-month reviews be conducted by the court. These are new judicial responsibilities and the process is a developmental one. Although most cases are reviewed timely by the court, the quality and effectiveness of the reviews differ from one judicial district to another. Through a partnership with the Supreme Court Committee to Reduce Delays in Foster Care, during the summer and fall of 2002, six of the seven judicial districts received training on the importance and purpose of timely reviews. The remaining judicial district is scheduled to receive training this summer. Additionally, the Supreme Court Committee to Reduce Delays in Foster Care recently developed and distributed benchguides. Consistency and confidence in conducting reviews are expected to develop with time and additional training.

2004: In October 2003, CFS partnered with the Supreme Court Committee to Reduce Delays in Foster Care to train the first judicial district on the importance and purpose of timely reviews. Magistrates, prosecutors, private attorneys involved in the child welfare system, CASA, representatives from the Coeur d'Alene and Kootenai tribes, and IDHW staff were present. The other six districts received this training during the previous reporting period.

As part of Idaho's PIP, from September 2004 through March 2005, the Court Improvement Committee and CFS will update and repeat the judicial district trainings that will include a

component to enhance Idaho's case review system. The Court Improvement Committee and CFS are currently in the process of developing the curriculum for the seven trainings that will be scheduled in the fall.

4. Work with Supreme Court Committee to Reduce Delays to Children in Foster Care to ensure that foster parents are noticed for hearings and have an opportunity to be heard.

Funding Source: CWS/Supreme Court
Target Date for Completion: FFY 2004
Status: New

Accomplishments:

2004: Action Steps 29.3 and 29.4 of Idaho's PIP describe the strategies that have been taken to ensure that foster parents are noticed for hearings and have an opportunity to be heard. September 2003, the Supreme Court Committee to Reduce Delays to Children in Foster Care submitted changes to the juvenile rules committee to clarify who gives notices to foster parents. The Court will send notification to IDHW and IDHW will in turn notify the foster parents.

In February 2004, the Chairman of the Supreme Court Committee wrote and submitted an article on the caregiver's role in court reviews and hearings for the judicial newsletter. Likewise, letters were sent to all foster parents in March 2004, explaining the change in the notification process and encouraging foster parents to attend reviews and hearings. The notification process was also incorporated into the foster parent's training curriculum, (PRIDE).

Additionally, to ensure that foster parents will be noticed, in May 2004, a standard clarifying the process was drafted. It will be finalized in June, and in July 2004, staff will be trained to the expectations set forth in the standard. Compliance with the new notification procedures will be monitored in the next quarterly CQI process through interviews with foster families. The results of the CQI process will be reported in next year's report.

5. Partner with the court improvement committee to provide training to all individuals involved in the child welfare and judicial systems on the philosophy and methods of concurrent planning.

Funding Source: CWS/Supreme Court
Target Date for Completion: FFY 2004
Status: New

Accomplishments:

2004: Children and Family Services (CFS) contacted the National Resource Center (NRC) on Foster Care and Permanency Planning in February 2004 to provide consultation on the development of a new concurrent planning standard. Upon finalization, staff will be trained to the standard. Additionally, when the resource center's contracts are renewed, the Department will request technical assistance with the NRC on Foster Care and Permanency Planning to conduct concurrent planning training for child welfare social workers in 3 locations of the state to facilitate broad attendance.

In April 2004, in partnership with the Court Improvement Committee, CFS requested the National Resource Center on Legal and Judicial Issues review the Child Welfare Bench Book and Bench Cards to determine if additional concurrent planning strategies should be added to the existing documents. The Bench Cards and Bench Book will be redistributed at the judicial district trainings that will begin the fall of 2004. The NRC on Legal and Judicial Issues will assist with the training. Magistrates, prosecutors, regional deputy attorney generals, CASA, and CFS social workers will participate in the hearings.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In some areas of the state the case review system is stronger than others. However, CFS has a strong working relationship with the Court Improvement Project. In partnership, the courts and CFS are working together to train judicial districts and improve the case review system.

Objective 4.4 The Department provides adequate supports for a qualified professional workforce and service partners.

OUTCOME	MEASURED BY	STATE DATA
Employees and service partners are trained to carry out their duties.	Percent of staff who receive initial and ongoing training.	Initial training – 100% ongoing training – 100%

STRATEGIES

1. Provide training to new and current child welfare staff, service providers, and community partners in family-centered/community-centered service philosophy, child development and permanency, child protection, safety and risk assessment, permanency, children’s mental health, parental substance abuse, ICWA, and ASFA.

Funding Source: IV-E/CJA/CAPTA/CWS/CMHBG/CFCIP

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2000 – 2004: **New Worker Academy:** Basic skills and knowledge required for their positions, is presented to new workers in Academy. From 2000 through 2003, at least 3, 5-day worker academies were held. The academies provided training to 100% of the newly hired social workers and some community partners such as tribal social services staff, guardians ad litem, BSW/MSW stipend students and community services providers.

Each New Worker Academy has included a Children’s Mental Health training that is an overview of the CMH program and the laws, rules and policies that govern CMH. In addition, the child welfare staff learns how to identify needs for referrals to CMH and how to facilitate a referral. If CMH clinicians attend the academy, there is a pullout sessions for 1.5 days that

provides a detailed look at the CMH program and what their jobs include. CMH has developed a set of core competencies that provide a framework for professional development and define a skill set that is necessary to adequately perform the job duties of a CMH clinician.

Ongoing Staff Training: In addition to the New Worker academy IDHW has supported specialized training sessions to enhance social worker proficiency, to implement changes in law, rule, policy, or practice and to assist workers in meeting the minimum 20 CEU annual training requirement to maintain social work licenses.

Cross-program training: Increasingly over the past 3 years, CFS has participated in cross program training such as substance abuse and early childhood development.

- Supervisory Training
- Foster Parent Training
- Conferences

In State
Indian Child Welfare
Foster Parent
Early Years

Out of State
Child Welfare Trainers
National Assoc. of Foster Parents
IL Conferences

Partner training

2004: Improving multidisciplinary teams

(CJA) Due to the rural nature of Idaho, limited staff, and the need for coverage, many of the small rural counties cannot send child protection social workers and multidisciplinary team members to a centralized conference. Therefore, the Department of Health and Welfare supports regional training. Using CJA funds, regional training sessions are facilitated by a contract with Police Officer Standards and Training (POST) which provides resources, support and training in forensic and social work investigative, prosecutorial, and victim services to the county multidisciplinary teams. Regional multidisciplinary team training sessions that took place as a result of the POST contract include:

Date	Location	Training	# of Participants
10/03	Meridian	Multidisciplinary Team Training	159
12/03	Post Falls	Domestic Violence	22
9/03	Boise	Domestic Violence	19
1/4	Emmett	Domestic Violence	15
1/04	Pocatello	Domestic Violence	13
3/4	Meridian	Investigations	22

3/4	Pocatello	Investigations	48
3/4	Boise	Interviewing	56
1/4	Pocatello	Interviewing	44
3/4	Meridian	Interviewing	45
4/04	Idaho Falls	Interviewing	30

To promote the continued formation of MDTs and enhance existing MDTs, the Governor's Children at Risk Task Force sponsored the second annual training using Criminal Justice Act funds. The two-day training, titled "Working Together to Keep Children Safe," was held in three regions of the state, Coeur d'Alene, Boise, and Pocatello, during the week of October 20-24, 2003. Featured speakers and topics included:

Day One:

Trainer -- Mike Coker from the Public Agency Training Council

- o Theories and Dynamics of Family Violence
- o Thorough Preliminary Investigations
- o Civil Liability
- o The Role of Community Policing in Family Violence Cases
- o Children Living with Domestic Violence
- o Preparing Children for Court
- o Child Maltreatment Cases

Day Two:

Trainer -- Jerrilea Archer from Idaho Peace Officer Standards and Training Academy

- o Using a Multidisciplinary Team Approach in Investigating Cases of Child Neglect

Trainer -- Dave Toddington with Toddington and Associates

- o Internet Crimes and Child Enticement

Attendance at the conference included 235 representatives from medical, adult and juvenile probation, counselors, school employees, law enforcement, IDHW social workers, prosecutors, CASA, and victim witness coordinators.

To encourage training and collaboration of services between MDTs in cases involving substance abuse, POST has provided contracts for training to Department of Health and Welfare social workers through the Idaho State Police Detective Captains.

Date	Location	Training	Participants
7/03	Boise	Drug Endangered Children	39
11/03	Idaho Falls	Drug Identification Investigation	20
3/03	Hailey	Drug Identification Investigation	15
12/03	Pocatello	Clandescent Labs	18

7/03	Coeur D/Alene	Clandescent Labs	13
8/03	Meridian	Clandescent Labs	25

To provide a seamless coordinated community response to children endangered by drugs, an Idaho Drug Endangered Children's Executive Committee was established in January 2003. To encourage collaboration of services between MDTs in circumstances involving children who are neglected as a result of alcohol or other drugs, Idaho Drug Endangered Children's Executive Committee sponsored a Drug Endangered Children's Conference on July 8, 9, and 10, 2003. Five hundred people were in attendance, including legislators. The Drug Endangered Conference agenda included presentations on the following issues: Substance Abuse/Methamphetamine Research, Sociological Methamphetamine Issues, Components and Hazards of a Laboratory, Toxicity Levels in a Manufacturing Environment, Issues Related to Decontamination of Properties, Implications of Methamphetamine Addiction on Families, Medical Toxicology and Testing, Medical Effects on the Children, Protocol Introduction/Pilot Project Information, Investigations involving Methamphetamine, Child Interviewing Techniques, Criteria for Prosecution, and Methamphetamine and the Courts. IDHW funds were not used in producing this conference; however, they were used to facilitate attendance of CFS employees.

To inform the child welfare system, lawmakers, and the public, a second Child Endangerment Conference is scheduled to be held in Post Falls on September 14, 15, and 16, 2004.

Courts

(CJA/IV-E/Supreme Court) During the previous reporting period, to encourage specialized training for family court judges, prosecutors, guardians ad litem, public and private attorneys interested in child welfare cases, and child welfare social workers, the Department of Health and Welfare and the Supreme Court Committee to Reduce Delays for Children in Foster Care, and the Governor's Children at Risk Task Force partnered to bring training to six of the seven regions in Idaho. These trainings were conducted by judges who are serving on Idaho's Court Improvement Committee. Training topics included case reviews, reasonable efforts, using ASFA time lines to achieve timely permanency, and the importance of working together as a multidisciplinary team. The final judicial training was conducted in October 2003 with 100 individuals in attendance.

(CWS) Adoption/permanency training is addressed in the following chart.

July 2003 – June 2004 Training Accomplished

Child Welfare Staff Training						
Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
June 24 03 June 26, 03 July 31, 03	Vicarious Trauma	Moscow Nampa Boise	Help CW workers and supervisors recognize and understand vicarious tramatizations. Teaches how to address vicarious trauma and gives tools for transforming VT into vehicle for change and improvement.	CFS staff and supervisors	EWU - ICWRTC	52 29 33
July 14-18, 2003 Nov. 17-21, 2003 Mar 8-12, 2003	CFS Academy	ISSH	Basic orientation to the Division of Family and Community services and the agency structure. Introduction to Child Welfare Goals, Child Protective Act, CP Intake, Priority Guidelines, CP Risk Assessment, CMH /Child Wellbeing, Case Planning, Alternate Care, Independent Living program, Adoption, ICWA, Interstate Compact, Well-Being, Worker Safety, Service Integration and Systems of Care orientation-- CP/CMH as partners.	New CFS staff working in child welfare services, MSW/BSW stipend students, and tribal partners	CFS Central Office Program, Planning, Evaluation, and Training Unit (PET), and University partnership.	41 48 21
July 23-24, 03 Aug 6-7,	Adoption Core Competencies Training	Pocatello Boise Worley	Basic orientation to Adoption program to CFS staff and providers working in	CFS staff working in Adoption and Permanency	FACS Central Office Adoptions	25 40 35

2003 Sept 2-3, 2003 Nov 20-21, 03		Twin Falls	permanent planning area.	Planning and private agency staff	&Permanency Planning Specialist	30
Aug 14, 2003 Aug 26, 2003 Sept 11, 2003 Oct 6, 2003 Oct 7, 2003	Independent Living Training	Caldwell Boise CDA Twin Falls Pocatello	Making sure regional staff know how to develop independent living plans, do documentation work in Focus, and work on transition planning.	CFS staff and supervisors	CFS Independent Living program specialist, FOCUS staff	43 36 23 24 41
Aug 19, 2003	Child Welfare Competency Consultation	CDA	Barrett Johnson of California CALSWAC, provided consultation on how to build competency based training plan.	University Partners and CFS Central Office staff	University Partners and CFS Central Office staff, and PET Unit	17
Sept 18-19, 2003	ICWA Conference	Boise	Annual Idaho ICWA Conference to improve collaboration between Idaho Tribes and child welfare agency in improving services to native American children and families.	CFS staff working in child welfare, tribal partners, stipend students and community partners.	CFS Program staff, FACS Central Office staff and university Partners.	99
Oct 2-3, 2003 Nov 12-13, 03 Apr 20-21, 04 May 5-6, 2004	Adoption Advanced Competencies Training	Idaho Falls Nampa Jerome Worley	Advanced sessions of permanency to Adoption program to CFS staff and providers working in permanent planning area.	CFS staff working in Adoption and Permanency Planning and private agency staff	FACS Central Office Adoptions &Permanency Planning Specialist	25 30 35 30

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Oct 9, 2003	Safe Haven Training	McCall	Training to Nurses Association and social workers by Shirley Alexander of CFS Program on the auspices of the Safe Haven component of the Child Protective Act.	Idaho Nurses Association	CFS Central Office staff	50
Oct 10, 2003	Multi Disciplinary Team Training	Coeur d'Alene	Presentation to Idaho Magistrate's on the work of Multi Disciplinary Teams in the Child Protective arena.	Idaho Magistrates	CFS Central Office staff	75
Nov 17, 2003 Dec 15, 2003 Feb 9, 2004 Mar 22, 2004 Apr 26, 2004	Clinical Supervision Group	Lewiston	What Is Supervision? Situational Leadership Methods of Supervision Models of Supervision Authority and Power in Supervision	CFS clinical supervisors	EWU - ICWRCT	5 5 6 5 3
Dec 17, 2003 Jan 13, 2004 Jan 27, 2004 Jan 28, 2004 Feb 3, 2004 Mar 10, 2004 Mar 11, 2004	Random Moment Time Study Training (RMTS)	Twin Falls Coeur d'Alene Boise Caldwell Lewiston Idaho Falls Pocatello	Training to CFS Supervisors and staff regarding the RMTS: What it is and why?; Child Welfare financing, mechanics; CFS study participants; RMTS activity codes and definitions.	CFS supervisors and staff	Wes Engel, Program Manager, Resource Development Unit and LuAnn Dettman of Management Services Division	39 38 45 46 19 26 35

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Jan 6, 2004 Jan 28, 2004 Jan 29, 2004 Feb 3, 2004 Feb 10, 2004 Feb 13, 2004 Feb 20, 2004	CFS: Program Improvement Plan Training	Caldwell Idaho Falls Pocatello Coeur d'Alene Twin Falls Lewiston Boise	Training to CFS Supervisors for 2 hours and then to CFS staff for 1.5 hours on the PIP and the expectations and requirements that have to be met during the next two years prior to next scheduled review by our Federal partners.	CFS Supervisors and CFS staff	Shirley Alexander and Chuck Halligan, Central Office CFS and CMH Program Managers	45 45 45 50 45 30 77
Jan 19-21, 2004 Feb 4-6, 2004	Undoing Racism	Boise Twin Falls	Analyzing power, defining racism, understanding manifestations of racism, learning from history, sharing culture and organizing to "undo" racism.	CFS staff, supervisors and community partners	Casey Family Program, FACS Central Office, PET Unit, University Partners.	29 29
Mar 12, 2004 Mar 15, 2004 Mar 25, 2004 Mar 30, 2004 June 17, 2004 June 22, 2004 June 23, 2004	CFS Continuous Quality Improvement (CQI) Training	Caldwell Boise Pocatello Lewiston Coeur d'Alene Twin Falls Idaho Falls		CFS Program Managers, Chiefs of Social Work, Supervisors, Program Specialists and other CFS staff as assigned.	CFS Central Office staff	25 30 25 20 25 25 25

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
April 19-20, 2004	Second Annual Student Institute	Boise	H.R. information about state employment and licensure. Keynote speaker: Dee Wilson – “Improving the Effectiveness of Child Welfare Interventions in Chronic Neglect.”	BSW/MSW Stipend students, CFS staff and supervisors of practicum students.	University Partners and PET Unit	54

Foster Parent Initiative - PRIDE
Pre-service curriculum for potential foster and pre-adopt parents developed by Child Welfare League of America

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Pilot Training, Region 5: Apr 15, 2003 Apr 16, 2003 May 19-21, 2003 May 22-23, 2003 May 27-June 24 June 20-21 June 3-4, 2003 June 10-11	Community Orient. Community Orient. Training-of-Trainer Pre-service training TOT Assessment Pre-service Training Exp. FP Training Exp. Worker Train Exp. Worker Train	Region 5: Twin Falls and other regional sites	Pre-service curriculum for potential foster and pre-adopt parents developed by Child Welfare League of America Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	New foster parents, kinship families and pre-adopt families	CWLA staff, University Partnerships, CFS staff and foster parent trainers, PET Unit	39 36 35 20 25 21 6 10
Region 1: Oct 14, 2003 Oct 15, 2003 Apr 12-13, 04 Apr 15-16, 04	Community Orient Community Orient Experienced Worker Experienced Worker	Region 1: CDA and other regional sites	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnerships, PET Unit	36 30 5 13

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Region 2: Oct 16, 2003 Oct 17, 2003 Mar 5-6, 2004 Mar 15-16, 04 Mar 19-20, 04	Community Orient Community Orient Exp. FP Training Exp. Worker Train Exp. FP Training	Region 2: Lewiston and other regional sites	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnerships, PET Unit	16 11 15 15 14
Regions 1 & 2: Oct 27-29, 03 Oct 30-31, 03	TOT Pre-service TOT Assessment	Lewiston	CFS staff and foster parents wanting to be trainers of PRIDE curriculum	University partnerships and CWLA staff	CWLA staff and University Partnerships, PET Unit	35 17
Region 3; Sept 30, 2003 Oct 1, 2003 Apr 16-17, 04 Apr 21-22 Apr 26-27, 2004	Community Orient Community Orient Exp. FP Training Exp. Worker Train Exp. Worker Training	Caldwell and other regional sites	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnerships, PET Unit	36 40 26 27 12

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Region 4: Oct 27-28, 03 Feb 10, 2004 Feb 11, 2004 Feb 12-13 Apr 23-24, 2004	Exp. Worker Train Community Orient Community Orient Exp. Worker Train Experienced Foster Parents	Boise	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnerships, PET Unit	24 21 28 38 26
Regions 3 & 4: Oct 6-8, 2003 Oct 9-10, 2003	TOT Pre-service TOT Assessment	Boise	CFS staff and foster parents wanting to be trainers of PRIDE curriculum	University partnerships and CWLA staff	CWLA staff and University Partnerships, PET Unit	33 15
Region 5: Sept 10-12, 2003	Training of Trainers for Pre-service	Twin Falls	CFS staff and foster parents wanting to be trainers of PRIDE curriculum	University partnerships and CWLA staff	CWLA staff and University Partnerships, PET Unit	15
Region 6: Dec 2, 2003 Dec 3, 2003	Community Orientations	Pocatello	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnerships, PET Unit	21 26
Region 7: Dec 4, 2003 Dec 5, 2003	Community Orientations	Idaho Falls, Rexburg	Experienced worker and foster parent sessions were shorter versions to give sufficient exposure to the 27 hour pre-service curriculum.	Experienced CFS workers and community partners	CWLA staff and University Partnership, PET Unit s	23 22

Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Regions 6 & 7: Jan 5-7, 2003 Jan 8-9, 2003	TOT Pre-service TOT Assessment	Pocatello	CFS staff and foster parents wanting to be trainers of PRIDE curriculum	University partnerships and CWLA staff	CWLA staff and University Partnerships, PET Unit	48 13
Substance Abuse Training						
Dates	Course Title	Location	Course Description	Target Audience	Responsible Party	Attendance
Feb 18, 2003 Feb 24, 2003 Feb 25, 2003 June 10, 2003	Fetal Alcohol Syndrome	Boise Lewiston Sandpoint Idaho Falls	Training on Fetal Alcohol Disorder. Teaching on the effects alcohol has on the unborn fetus.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	92 80 58 82
Feb 26 - May 5, 2003 (45 hours)	Alcohol/Drug Physiology & Pharmacology	Idaho Falls	Cindy Hansen provides intro. To drug classification systems and specific drugs within each classification. Psychological and physical effects, signs, and symptoms of drug/alcohol abuse, dependency, overdose, and withdrawal are examined	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	18
May 20 – Aug 12, 2003 (45 hours)	Alcohol/Drug Physiology & Pharmacology	Twin Falls	Introduction to drug classification systems and specific drugs within each classification. Psychological and physical effects, signs, and symptoms of drug/alcohol abuse, dependency, overdose, and withdrawal are examined	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	14
May 28 – Aug 20,	Survey of Alcohol/Drug	Idaho Falls	Historical, international and current definitions of alcohol and	CFS staff, supervisors and	EWU – ICWRTC, PET	16

2003 (45hours)	Problems		drug use, abuse, and addiction.	community partners	Unit	
Aug 11, 2003 Aug 12, 2003 Aug 13, 2003 Aug 14, 2003 Aug 14, 2003 Aug 18, 2003	Everything You Wanted to Know About Urine Drug Testing	Boise Caldwell Twin Falls Idaho Falls Pocatello Coeur d'Alene	Jim Heit's presentation includes basic types of testing available, various issues around tampered or adulterated specimens, possible drug interferences or interactions, and interpreting reports.	CFS staff, supervisors and community partners	EWU - ICWRTC	24 14 15 29 13 15
Sept 16 – Dec 9, 2003 (45 hours)	Addiction Assessment and Intervention	Twin Falls	Mary Christy and Jody Vargas present on using the relationship-building skills screening for chemical dependency and how to use addiction assessment instruments.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	8
February 13 – Apr 16, 2004 (45 hours)	Introduction to Chemical Addiction	Lewiston	Biological, psychological /sociological aspects of addictions. Major theories related to chemical addictions, screening and assessing of addictive behavior and treatment of chemical addictions.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	
April 5 – May 14, 2004 (45 hours)	Survey of Alcohol/Drug Problems	Pocatello	Historical, international and current definitions of alcohol and drug use, abuse, and addiction.	CFS staff, supervisors and community partners	EWU – ICWRTC, PET Unit	

TITLE IV-E UNIVERSITY PARTNERSHIP AND CONTRACTS

2000 - 2003

Child welfare training over the past five years has changed significantly. Prior to 1999, the FACS Division had IV-E Agency University partnerships with Eastern Washington University (EWU) and Boise State University (BSU) that focused on pre-service MSW education, a stipend program and some joint training activity. By 1999 the Child Welfare Academy was reduced from a four week to a one week format, conducted exclusively by Child Welfare Specialists. Also, during welfare reform BSU discontinued their participation in the IV pre-service education program.

In 1999, EWU administratively consolidated their child welfare education and training activities by forming the Idaho Child Welfare Research and Training Center. They located a satellite office in Coeur d'Alene Idaho. Jointly, FACS and EWU have steadily built a child welfare training and evaluation infrastructure. The partnership's achievements over the ensuing five years have included:

- Training, evaluation and statewide implementation of the Community Resources for Families Program, a school-base prevention and early intervention child welfare program in 96 Idaho school districts.
- Implementation and evaluation of a three year Kinship training initiative (426 grant)
- Implementation and evaluation of a project to train child welfare staff on child welfare related substance abuse issues and to co-locate substance abuse counselors in the child welfare programs, statewide.
- Established a partnership with the Idaho Education in Addiction Studies (IDEAS) Partnership and are continuing to deliver substance abuse certificate training to FACS staff statewide.
- Wrote 2 unfunded training grants on rural child welfare and child welfare supervision.
- Implementing a six year Children's Mental Health Systems of Care Grant, which includes local council formation, annual conferences, training and technical assistance, social marketing and a statewide evaluation and participation in a national evaluation.
- CFS Program Staff and EWU have been the primary providers and procurers of in-service training for field staff. The program staff have been largely responsible for procedural training such as Academy, Independent Living, Adoption Academy, CQI process, and Risk Assessment, while EWU has provided or procured more event focused training on such topics as: ethics, vicarious trauma, clinical supervision, motivational interviewing to name a few.

2004 ACTIVITIES

- In late 2002, the FACS Division consolidated planning evaluation, and training functions under a single unit. The unit has played a very active role in supporting the CFS program in developing practice standards, developing and monitoring the Agency/University partnership, developing a Division training policy, working with other Divisions to procure an e-learning system, developing a Master Calendar and writing and monitoring grants that support child welfare programming.
- FACS contracted with EWU to sub-contract with four other social work schools serving Idaho (Norwest Nazarene University, Idaho State University, Lewis and Clark State College and Walla Walla College) for the purpose of providing IV-E pre-service education at the BSW as well as the MSW level and a stipend program.
- FACS, EWU and the Casey Family Program partnered to select a foster parent /pre-adopt curriculum to be implemented statewide. CWLA 's PRIDE curriculum was selected.
- During the 2002-03 academic year, FACS contracted with EWU to sub-contract with three other social work schools and two community colleges serving Idaho (Norwest Nazarene University, Idaho State University, Lewis and Clark State College, North Idaho College and College of Southern Idaho) for the purpose of providing lead trainers to work with training teams of staff and foster parent trainers to implement the PRIDE Curriculum statewide.
- In 2003, FACS reinitiated a contract with BSU to serve with EWU as a lead school in continuing to develop the Idaho Child Welfare Agency/University partnership. BSU has reinstated a IV-E pre-service education program and stipend at the BSW and MSW level. They are also participating in the PRIDE implementation.
- In 2003, EWU assumed responsibility for logistical support of the CFS Academy and also provided logistical support to the Foster Parent Conference, the Indian Child Welfare Conference and the Children's Mental Health System of Care Conference.
- In 2003, the CFS had their Children and Family Services Review. Idaho was in substantial non-conformity on several training issues and has responded with a program improvement plan to expand the Child Welfare Academy (from a 5 to 17 day format), develop a supervisor academy and ongoing training, develop a competency model, develop a systematic approach to training and develop a transfer of learning tool for use by supervisors. A curriculum committee comprised of CFS staff, university partners and Casey Family Program staff has commenced work on the above projects.
- The CFS Program and the FACS Planning, Evaluation and Training Unit are currently negotiating with at least six National Resource Centers to provide technical assistance on best practice standards, training and curriculum development and technical assistance on a governance structure for the Idaho Agency University Partnership.

- The FACS Planning, Evaluation and Training Unit, in conjunction with the CFS Program, is in active negotiation with EWU and BSU to transfer up to 14 FTE to the universities. Along with this transfer of FTE the plan is to transfer significant responsibilities for the Child Welfare Academy and other training as well as the child welfare CQI case review process. The intent is to have this infrastructure in place by fall of 2003.

2. Provide new child welfare staff and community partners training on foster care services through the Academy.

Funding Source: IV-E/CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

The New Worker Academy curriculum includes a presentation on the Child Care Licensing Standards, how to evaluate families for foster care services and insure that the home is safe and suitable for the placement of children. The agenda also includes how to recruit and retain foster parents. Workers are trained on the importance of providing support to foster parents. A new addition to the academy is a panel presentation from youth who are members of the Foster Youth and Alumni statewide advisory group. The panel related personal experiences and challenged new staff to recognize the important role they have in the lives of the children and families they serve. Additional recommendations made to staff were to do a good job of communicating and supporting the children they work with on their caseloads, to always remember the importance of the sibling connection.

3. Provide training to foster families, Department staff, tribes and community partners on the purpose, eligibility requirements, and services available under the state's independent living program.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002 – 2003 The New Worker Academy was held three times during 2002 and 2003. Academies were held in July, November and March. Casey Family IL program specialist and the IDHW IL Program Specialist joined to provide training to new workers. The curriculum included a presentation on the history of the Chafee Independent Living Program, Idaho's State IL Plan, how to determine IL eligibility for youth and tribal youth, Ansell-Casey Assessment and working with the youth in goal and plan development, as well as allowable and non-allowable services for youth.

The IDHW/Casey TAP provided training for youth and staff four times this year. The trainings were held in Boise September 2002 with 2 staff and 8 youth attending, in McCall in November 2002 with 2 staff and 5 youth attending, in December 2002 in Boise with 4 staff and 9 youth, and in Cascade in February 2003 with 1 staff 4 youth attending.

(CWS/CFCIP) Daniel Memorial, Pathways to Adulthood in Chicago 4/2003

Idaho's 6 Indian tribes have "same basis" access to independent living grant monies. Technical assistance and training has been offered to the tribes. An ongoing invitation is extended to tribal staff who wish to participate in New Worker Academy where Independent Living is presented. The Department also sent 2 tribal members to the June 12-14, 2002, National IL Conference in San Diego, funded the attendance of a Tribal youth to the Kansas City Daniel Memorial in August of 2002, and will fund attendance of 3 teams of foster parents, youth and staff who wish to attend the Daniel Memorial Conference being held August 2003 in Orlando Florida. Funding was also made available for 4 tribal members to attend the Pathways to Adulthood Training held in Chicago Illinois in April of 2003.

August 13 -18, 2003, 3 regional teams attended the Growing Pains 2003/NILA conference in Orlando, Florida. The teams were composed of a youth, a foster parent and one IDHW staff. Attendance was supported through the use of the state CFCIP grant. The Department has also offered this conference to three tribal teams.

Region 1 had a contract with Lutheran Social Services to provide training to foster parents and IL information was included in their orientations and ongoing trainings.

2004: Training on the IL program and services was provided to regional staff statewide during the months of August 2003 through October 2003. Helping Youth Transition was offered as a workshop at the October 2003 Foster Care Conference and IL workshops will once again be added to the September 2004 Foster Care Conference which will include the ETV Program and how to support and assist youth in applying for ETV funds and services.

4. Provide Department staff, foster families, tribes and community partners training on the Ansell-Casey Life Skills Assessment, the standard assessment tool used in the state's independent living program.

Funding Source: CFCIP
Target Date for Completion: FFY 2002
Status: Ongoing

Accomplishments:

2003: The New Worker Academy has training on the Ansell-Casey and the regions are working with their foster parents on an individual basis to provide this training. The regions are also working with their neighboring tribes to provide the training. At the June 10, 2003, Indian Child Welfare Committee meeting additional training was offered. The October 2003 Foster Parent Conference also provided IL training opportunities.

2004: Staff were trained statewide on the Ansell-Casey Life Skills Assessment tool and the updates and enhancements to the tool. Foster parents will receive training on the tool at the September 2004 Foster Care Conference. Regional and Casey staff continue to provide training individually to foster parents who have IL eligible youth placed in their home.

5. Incorporate regional training needs from those identified by the CQI process and Child Welfare Subcommittee.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: A detailed description of this item will be included in the IDHW's upcoming Program Improvement Plan

Accomplishments:

2003: For the last 2 years, statewide training needs have been identified by the Child Welfare Subcommittee which is composed of Chiefs of Social Work from all seven regions. With input from regional staff and results from CQI case reviews, the Subcommittee makes recommendations to a representative of the Planning Evaluation and Training Unit in Central Office. This recommendation will be revised with recommendations for our Program Improvement Plan. The Program Improvement Plan (PIP) will include plans for an enhanced New Worker Academy, supervisor training, and ongoing staff training plans.

2004: The revised CQI Case Summary instrument has a section where reviewers are to identify strengths, areas needing improvement, and system factors that need to be addressed. Training needs are included in this section and discussed at the regional CQI exit conference. In addition, the training and policy needs identified through the CQI case reviews are examined at regional and statewide management team meetings. The first quarterly revised CQI case reviews held in April 2004 revealed the following training needs:

- Dispositioning reports of child abuse and/or neglect;
- Actively pursuing and involving fathers in case planning;
- Concurrent planning to achieve timely permanency;
- Convening the permanency committee, early in the life of a case;

These identified training needs will be incorporated into regional Program Improvement Plans in the form of inservice training that will take place individually and in staff meetings. Statewide trainings will be developed for issues that are prevalent in most regions of the State.

6. Provide support for development of statewide foster parent organization.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002- 2003: The regions have provided letters and mailings for the statewide Foster Parent Coalition and regional associations as requested. The 2002 Foster Parent Conference, Every Child in a Loving Home, provided foster parents an opportunity to meet and network. A luncheon meeting was held for the Coalition and interested foster parents. IDHW provided funding for foster parent attendance at the conference and for the luncheon.

2004: IDHW provides support to the Coalition for newsletters and distribution of the newsletters. The Idaho Foster and Adoptive Parent Coalition President was invited to speak at the May 3, 2004 Foster Care Month event held in Boise and travel to the event was funded by the Department. The Department, Casey Family Programs and the Coalition teamed to distribute foster care month information, posters, pins and ribbons throughout the state. The Coalition is currently working with the Department, Casey and the Idaho Child Welfare Research and Training Center in planning the 2004 Foster Care Conference. The Coalition will again have a

strong presence at the conference and will be supported with funding to host an event for foster parents to learn about the Coalition and how the Coalition can be a strong voice for foster parents.

7. Provide support to Kinship Care Coalition for the development of a support network to relatives raising related children.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The Foster Care Specialist and Region 4 CFS Program Manager participate as members of the Kinship Care Coalition and, on an ongoing basis, provide information regarding Department programs and resources that can be accessed or made available to relatives. November 13, 2002, the Coalition had a resource development workshop for agencies working with kinship families. IDHW provided training for the agencies and providers. As PRIDE is being implemented statewide it will be open to kinship care providers who are caring for relative children who are not in IDHW custody.

2004: The Department continues to support the Kinship Care Coalition with participation by the Department's Foster Care Specialist who provides information and linkage for Department resources that are necessary for the continued growth of the Coalition efforts to network with and support families raising related children.

8. Develop an enhanced New Worker Academy based on competencies and learning objectives.

Funding Source: IV-E, CAPTA
Target Date for Completion: 2004
Status: New

Accomplishments:

2004: As identified in Action Step T.1 on Idaho's PIP, the Child Welfare Academy is being revised. Thus far, the following steps have been accomplished:

- February 2004, CFS convened a training workgroup to begin identification of competencies required for child welfare social workers and supervisors. The training workgroup reviewed other states' child welfare competency models. Utah's model (which was adapted from Ohio) was selected as the most promising for Idaho to adapt.
- April 2004, the Chiefs of Social Work in each region conducted focus groups with regional staff to identify competencies and training curriculum for child welfare social workers. Input from the focus groups was identical to the competencies and learning objectives outlined in the Utah model.
- In July 2004, based on the competencies identified from the groups listed above, the training workgroup will research other state models and design or adopt curriculum to enhance and expand the current Child Welfare Academy.

The first fully enhanced academy is scheduled to be begin March 2005.

9. Develop a process in which a worker can receive on-going training to match his/her identified training needs.

Funding Source: IV-E, CAPTA
Target Date for Completion: 2004
Status: New

Accomplishments:

2004: Currently IDHW uses a standardized Employee Appraiser Software to write annual performance evaluations. The supervisor is to develop a skill development plan after the employee and supervisor have agreed on desired areas of skill improvement and development. The plan will include skill developmental objectives, corresponding activities, and measurements and time frames for completion. However, currently the competencies identified in the Employee Appraiser are very general. As part of Idaho's PIP, CFS compared those competencies identified in the employee appraiser to those child welfare competencies identified in other selected child welfare models. This comparison was accomplished in March 2004. A "bridge" or additional document will be created to incorporate the general competencies into specific child welfare competencies to assist supervisors and employees in identifying and pursuing training needs specific to the child welfare arena.

10. Develop an academy for supervisors

Funding Source: IV-E, CAPTA
Target Date for Completion: 2004
Status: New

Accomplishments:

2004: As part of Idaho's PIP (Action Step T.7), CFS is in the process of developing a competency based supervisory curriculum which addresses content in specific child protection core service areas such as screening, assessment, case management, alternate care, and managing with data. A training workgroup has been formed and is developing questions to guide focus groups for collecting input regarding the supervisory curriculum.

Additionally, the training workgroup has contacted the National Resource Center on Organizational Improvement to provide consultation on the supervisor's academy and assist Idaho in researching other states' supervisory curricula. Currently Idaho is in the process of acquiring sample curriculum from the University of Kentucky. Through technical assistance, we will continue to work with Anita Bybee and Susan Kanack to assist us in expanding our university partnerships and developing the supervisor's academy.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Historically, IDHW has sponsored many trainings. However, training needs were not identified by an informed process and trainings were not strategically planned to include competencies and learning objectives. As identified in Idaho's PIP, we are in the process of revising the training schedule to include a competency based training plan and transfer of learning tools.

Objective 4.5 The agency is responsive to communities, and public and private agencies in serving children and families.

(DHW Strategic Goal 3: Integrate health and human services. Identify and apply models of establishing partnerships for a sustainable and integrated health and human services system. Goal 2, Obj. 3 – communities: In partnership with communities, implement a shared leadership model to build a responsive human services infrastructure that facilitates easy access for individuals and families.

OUTCOME	MEASURED BY
Ongoing consultation with consumers, service providers, foster care providers, juvenile court, other public and private agencies and includes their concerns.	Recommendations of listed groups which are implemented. KCS Panels Child Mortality Review Team CARTF Tribes Community partners

2000 –CMH

- Through a contract with the Idaho Federation of Families for Children’s Mental Health (FFCHM) we were able to fill all 7 family positions on the State Planning Council for Mental Health. In addition, this parent organization assists in securing family members for other meetings, councils, media events and projects where family representation is required.

2000 -CW

- This year, Regions 1, 2, 5, and 6 developed partnerships with local district health departments to assist in evaluation, service planning, and short-term case management of families who were identified in the course of a child protection safety/risk assessment as having health or environment hazards. These contracts were effective in assisting families in making changes and in remediating risks. Regions 3 and 4 formed partnerships with local law enforcement agencies, providing an office for a juvenile detective on site at the Department of Health and Welfare building. This promoted a multidisciplinary team approach in assessing referrals of child abuse and/or neglect. Region 5 used savings from TANF funds to conduct an “attendance court” within the schools. If children are experiencing an excessive number of school absences, a judge subpoenas the parents and asks them to be accountable. Currently we do not have outcome measures for this project, but it appears to be effective in handling issues of “educational neglect.”

- Over the last few years, the Idaho Supreme Court has appointed an array of court committees to examine rules and procedures relating to families with children and to improve operations, as appropriate. The result has been a number of efforts to improve court practices for court cases involving families with children. This project enhances services currently being provided and allows services to be provided in more Idaho counties. Included in these existing services are Parent Education programs which inform parents; Alternative Dispute Resolution Screening, which provides the court with an assessment of whether mediation is appropriate for families in conflict; Supervised Visitation programs which allow safe, periodic contact between children and

their parents after separation or divorce; and Court Assistance which provides a “one-stop” resource to families as to court procedures and resources.

2001 - 2004

- The first Annual Governor’s Round Table for Families enhanced integration and collaboration of services. The roundtable was initiated by the Governor’s Office and held April 24 and April 25, 2000. Its purpose was to develop community collaboration to improve the well being of families and children by preventing duplication and improving service delivery, to involve wide representation from the community in decision making, and to define the objectives and priorities of a Coordinating Council that would be developed.

As a result of the Round Table, a Governor’s Coordinating Council for Families and Children was formed. The Council is made up of 45 representatives of government agencies, civic groups, non-profit organizations, businesses and the faith community. Led by Co-chairs First Lady Patricia Kempthorne and Dr. Jerry Hirschfeld, administrator of St. Luke's Children's Hospital, the Governor's Coordinating Council began its work in 2000 to inventory, coordinate and increase the resources available to families and children in Idaho. The Council mission is to promote the wellbeing of families and children in Idaho. A Governor’s Council published a strategic plan for 2003 – 2007 in December 2002.

On April 17 and 18, 2001, the second Governor’s Round Table was held. More than 350 people attended. In the Spring of 2002 and 2003, the Governor’s Coordinating Council held a series of community round tables throughout the state. A fifth roundtable was held in Boise in March 2004.

In the fall of 2003 the Council awarded 41 Community Collaboration Contracts of up to \$5,000 to various community organizations which successfully demonstrated that their project served a specific need in their community; targeted high-risk children, youth and families; and was a collaboration among organizations, businesses, government and schools.

STRATEGIES

2003

1. Include Citizen Review Panels, foster care providers, juvenile court and other public and private agencies in providing input for the state CFSR self-assessment.

Funding Source: CWS
Target Date for Completion: FFY 2003
Status: Accomplished
Accomplishments:

2003: In preparation for the CFSR, Idaho established a self-assessment advisory committee of stakeholders representing a wide range of agencies and community partners throughout the state. Community partners included representatives from law enforcement, juvenile probation, public defender's office, Idaho Migrant Council, service providers, universities, legislators, foster parents, medical personnel, citizen review panel members, interfaith councils, the Court Improvement Project, Deputy Attorneys General, mental health counselors, prosecuting

attorney's office, guardians ad litem, substance abuse treatment providers, educators, tribes, Casey Family Program, Children and Family Services program managers and Chiefs of Social Work.

To gather additional input for Idaho's Self-Assessment, surveys were mailed to stakeholders throughout the state. A total of 1544 surveys were sent to foster parents, magistrate judges, prosecuting attorneys, public defenders, Court Appointed Special Advocates/Guardians Ad Litem, Keeping Children Safe panel members, youth in foster care, and Children and Family Services staff. These surveys provided another opportunity for stakeholders to provide input on IDHW practices and processes.

2. Respond to and implement, as feasible, the recommendations of the Keeping Children Safe panels.

Funding Source: CAPTA
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: In order to offer statewide representation, Idaho has a Citizen Review Panel in each of the seven geographic regions of the state. The Citizen Review Panels were implemented in 1997 and have chosen to call themselves *Keeping Children Safe Panels*. They are composed of volunteer members who broadly represent their community and have expertise in the prevention and treatment of child abuse and neglect. Most of the panels meet monthly within their area to receive training and review the child protection/foster care/adoption system in Idaho. Additionally, they serve as a stakeholder group, reviewing and giving input on Idaho's Child Abuse Prevention and Treatment Act Plan.

Once a year they attend a statewide meeting where they discuss the panels' roles within each region and exchange ideas for reviewing the child protection system. At the end of each calendar year, the citizen review panels issue recommendations on how to enhance Idaho's child welfare system. The IDHW makes every effort to implement the *Keeping Children Safe* panels' recommendations. In June at the semi-annual Keeping Children Safe Panel Chairpersons' meeting and again in November at the statewide Keeping Children Safe meeting, the Department responds to the panel's recommendations.

2004: The Keeping Children Safe Panels issued their formal statewide annual recommendations in January, 2004. Their recommendations covered seven categories that include:

Recommendation – Community Resource for Families Program (CRFF)

- The Community Resources for Family Program and the funding should be placed under the direction of the Idaho Department of Health and Welfare rather than the Department of Education.
- Conduct an impact study of the school districts where the CRFF program was discontinued or reduced.

Recommendation – Courts

- Assure there is effective legal representation to move child protection cases to permanency in a timely manner.
- Explore the use of Promoting Safe and Stable Families funds or other funding sources to provide necessary legal representation.

Recommendation – Safety for Children

- Assure adequate resources for timely, appropriate parenting classes to enable children to remain in their own home or to facilitate successful reunification when needed.
- Promote a higher awareness of the symptoms and treatments of mental illness in children/youth.

Recommendation – Foster Care and Adoption

- Encourage all regions to continue current training and support for all workers so they understand the valuable resource of the Casey Technical Assistance Program (TAP).
- Continue to encourage the development of *Wednesday's Child* in northern Idaho through multimedia resources.
- Continue to request increases in reimbursement rates to match the national average.

Recommendation – Prevention

- Ask the Governor to appoint a liaison to participate in the statewide KCS meetings to hear recommendations/concerns.
- Optimize the use of social worker skills by providing additional administrative support staff.
- Explore the barriers for families and children who are eligible for Medicaid services as they try to access medical and dental services within their communities.

Recommendation – Educational neglect

- Assure that all children in Idaho meet scholastic achievement standards no matter where they are educated or by whom. Accountability can be achieved through annual standardized testing.

On May 25, 2004, the Department provided a response to the Keeping Children Safe Recommendations (Attachment 6) at the semi-annual Keeping Children Safe Panel Chairpersons' meeting. A second response will be made in October 2004 at the statewide Keeping Children Safe Meeting.

3. Participate in and implement, as feasible, recommendations of the Child Mortality Review Team.

Funding Source:	CAPTA
Target Date for Completion:	Ongoing
Status:	Ongoing
Accomplishments:	

2000 – 2003: In 1998 Governors Executive Order formed the Idaho Child Mortality Review Team. The Team is appointed by the Department of Health and Welfare Director and consists of a multidisciplinary, multi-agency board. As a key Team member, the Child Welfare Program Manager accesses all Children and Family Services records and presents the cases of all deceased children who are or have been involved in the child welfare system. The Team meets quarterly, reviewing fatalities and cataloging factors contributing to child deaths. Since its inception, the Team has reviewed every Idaho child death two years retrospectively and has published its findings and recommendations annually beginning in 2000. CFS takes an active part in writing the Child Mortality Review Team’s annual report.

The findings of the Child Fatality Review Team have contributed to the development of the Child and Family Services program prevention initiatives such as public education regarding shaken baby syndrome. Child Fatality Review Team safety recommendations were also incorporated into the Rules Governing Standards for Child Care Licensing, the Department’s child care licensing standards (see Obj. 1.1 B, page 7).

2004: Despite the work that has gone into the development and implementation of the state Child Mortality Review Team, currently the team has suspended its activities. With implementation of the Health Insurance Portability and Accountability Act (HIPAA), data housed outside the Department of Health and Welfare has become increasingly difficult to access, resulting in incomplete reviews. The Child Mortality Review Team also felt the recommendations published in the annual child mortality review reports had marginal impact in making system improvements. Therefore it proposed that individual case file review of children who have died be discontinued and that the Child Mortality Review Team focus its efforts on an annual review of child mortality data and subsequent development of recommendations for system improvement based on child mortality trends. This approach will maintain the Executive Order intent, eliminate the issue of case-specific information being unavailable because of HIPAA, and still retain the review of Idaho child mortality trend data and development of recommendations on systems changes that may affect any disturbing trends identified by a panel of experts.

Division of Health staff have committed to annually compiling the data on child mortality, convening the Child Mortality Review Team, presenting the data, capturing the Teams’ recommendations, and preparing a report that includes both child mortality data and the recommendations.

Due to the discontinuation of the Statewide Child Mortality Review Team and specific case reviews, this strategy will be discontinued. One of the strategies for the future five-year plan is to develop a statewide child welfare team to review fatalities identified to be the result of child abuse and/or neglect.

4. Participate in and support the recommendations and activities of the Children at Risk Task Force.

Funding Source:	CJA
Target Date for Completion:	Ongoing
Status:	Ongoing

Accomplishments:

2000 – 2003: Establishment and maintenance of a multidisciplinary task force on children's issues (the Children at Risk Task Force) is a requirement for receiving CJA funds. Idaho's State Liaison Officer is also the Coordinator of the Children's Justice Act Grant which supports the activities of the Governor's Task Force on Children at Risk. The Department is the financial agent for the distribution of CJA funds. The CJA coordinator from the IDHW takes an active role in all meetings and writes the annual report and the three year review report. The Task Force is comprised of representatives from all disciplines involved in handling child abuse and neglect cases and it regularly evaluates the state's investigative, administrative, and judicial handling of child abuse, neglect, and exploitation cases and child maltreatment-related fatalities.

CARTF recommendations have contributed to the development, training and support of multidisciplinary teams (MDT). The Task Force has sponsored regional training sessions on Child Abuse prosecution and a state conference. The Task Force is active in the review of the CFS plan and interface with law enforcement and the courts.

2004: This year the Governor's Children at Risk Task Force completed the following projects:

- In an effort to support multidisciplinary teams and improve the investigative handling of cases of child abuse and neglect, the Task Force provided "start-up" funds for two child advocacy centers in Idaho. One center will be located in northern Idaho in Coeur d'Alene. The other center will be located in Idaho Falls. Existing child advocacy centers are located in Boise and Twin Falls. Forty thousand dollars of Children's Justice Act Funds were used to purchase two colposcopes and image documentation display systems to allow the new child advocacy centers, located in rural areas, to conduct adequate assessments via telemedicine.
- The Task Force sponsored three regional trainings using Criminal Justice Act funds. The two-day training, titled "*Working together to Keep Children Safe*" was held in Coeur d'Alene, Boise, and Pocatello during the week of October 20-24, 2003. Two hundred thirty five individuals attended. Training topics included "Theories and Dynamics of Family Violence, Thorough Preliminary investigations, Civil Liability, Role of Community Policing in Family Violence Cases, Children living with Domestic Violence, Preparing Children for Court, Using a Multidisciplinary Team Approach in Investigating Cases of Child Neglect, Internet and Crimes and Child Enticement."
- To facilitate future recommendations and decision-making, on September 25, 2003, the Task Force extended a request for proposal (RFP) to obtain a comprehensive evaluation of educational neglect in Idaho. Bids were accepted until October 27, 2003. A proposal evaluation committee, consisting of a quorum of the Task Force, evaluated the proposals and selected Boise State University's proposal. It consists of a two-part proposal that will extend over a two-year period. During the first year the university will conduct an overview of what investigatory methods other states are using to assess educational neglect when the state has no home educational requirements. The information will be analyzed for content, then synthesized into a report relevant to the state of educational neglect in Idaho. During the second year, the university will evaluate the extent of non-

schooling or educational neglect in Idaho. The university will design a work plan to gather the information through contact with public schools, private schools, home education, the Department of Health and Welfare, the Department of Education, prosecutors, law enforcement, judiciary and juvenile probation department, Department of Juvenile Corrections and citizens of Idaho. All of this information will be organized into a final report with policy recommendations for the legislature, state agencies, and local communities.

5. Consult other agencies and partners about the state's independent living and combined Plan.

Funding Source: CWS/CAPTA/CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: The Department consults with community partners and stakeholders including Idaho's 6 Indian tribes, the Casey Family Program, Keeping Children Safe Panels, the Court Improvement Project Committee, the Children at Risk Task Force and the Idaho Council on Children's Mental Health in the development of the 2003-2004 Combined Child Welfare Plan.

The Chafee Foster Care Independence Program (CFCIP) in Idaho was implemented in consultation with Idaho's 6 Indian tribes. Tribal input was instrumental in development of the state plan. The tribes continue to give input and consultation through ICW Committee meetings. The state IL Coordinator continues to meet regularly with tribal representatives as requested to discuss Independent Living Services to tribal youth.

2004: Continued consultation occurs with Idaho tribes through the ICW Committee. Department representatives attend the meetings and provide information to the tribes on Idaho's IL program, including the new ETV Program. Training has been offered to the tribes and two tribes attended the IL Pathways to Adulthood Conference in April 2004. The state IL Coordinator works closely with the Department's Tribal Relations Program Manager to ensure effective dissemination of information regarding IL services occurs. Input from the tribes regarding the state plan is encouraged. The Department works collaboratively with the Casey Family Programs in monitoring the effectiveness of the Idaho state IL Plan. In July 2004, the Department will convene a committee of Casey, tribal representatives, youth, foster parents and other identified stakeholders for the purpose of developing standards of practice for IL and ETV services.

6. Provide training to private adoption agencies.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000-2003: Private adoption agencies are invited to participate in all adoption specific or related training in Idaho. Periodic training sessions are also offered to private agency adoption staff specifically to address the needs of those agencies. Training sessions are provided on an "as requested" basis, or as new technical or policy issues need to be presented. Trainings on

adoption issues specific to the needs of private agencies are also offered at the area adoption council meetings by Idaho's Adoption Program Specialist.

2004: Private adoption agencies, as well as Idaho's Certified Adoption Professionals (CAPs), are invited and encouraged to participate in all adoption specific or related training in Idaho. During this past year staff from all of Idaho's licensed adoption agencies participated in the Adoption Academies held across the state. Certified Adoption Professionals also took advantage of this training to update skills regarding special needs adoptions and working with the Department in adoption processing. Many individuals who were interested in certifying as a CAP also attended these trainings. Idaho now lists 40 individuals who are certified to provide adoption home study and court report services statewide. Periodic training sessions are also offered to private agency adoption staff specifically to address the needs of those agencies. Training sessions are provided on an "as requested" basis, or as new technical or policy issues need to be presented. Trainings on adoption issues specific to the needs of private agencies also continued to be offered at the area adoption council meetings by Idaho's Adoption Program Specialist.

7. Provide training and consultation to private attorneys regarding Interstate Compact for Placement of Children (ICPC).

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2004: Local attorneys are welcomed to consult with Idaho's Adoption Program Specialist and the ICPC Coordinator on technical questions regarding ICPC compliance. Idaho's adoption attorneys also are welcomed to attend ICPC and/or adoption trainings offered through the New Worker Academy, Adoption Academy and other IDHW sponsored adoption trainings on a space available basis.

8. Provide consultation to private agencies on technical issues such as adoption assistance, eligibility and receipt of benefits.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000-2003: The Adoption Program Specialist continues to provide technical assistance via phone and e-mail on income tax issues and child support in divorces related to families who receive Adoption Assistance benefits. The Idaho Adoption Program Specialist also provides technical assistance to Idaho's private agencies as requested. The Adoption Program Specialist is also available to private agencies on a daily basis for consultation.

2004: The Adoption Program Specialist continues to receive increasing requests for technical assistance related to families who receive Adoption Assistance benefits. The Idaho Adoption Program Specialist also provides technical assistance to Idaho's private agencies and Certified Adoption Professionals as requested on issues specific to adoption. The private agency turnover in staff along with many newly certified CAPS have created a substantial increase in technical

assistance to these entities. Specific requests for technical assistance are always related to the submission of applications for adoption assistance and the Nonrecurring Adoption Expense Reimbursement. The Adoption Program Specialist is also available to private agencies and CAPs on a daily basis for consultation. This year consultation has been provided to all of Idaho's licensed adoption agencies (Idaho Youth Ranch, CASI Foundation for Children, LDS Family Services, and Northwest Services) as well as all Certified Adoption Professionals.

9. Provide consultation to families on adoption questions.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2004: Idaho's Adoption Program Specialist provides technical assistance to adoptive families on an as requested basis. The Adoption Program Specialist responds to all e-mail inquiries from families with adoption questions (approximately 3-4 inquiries for consultation per day). The Specialist also provides consultation/information services to groups such as Grandparents as Parents (GAP) and adoptive parent support groups. The Adoption Program Specialist provides training and consultation as requested at the state foster/adoptive parent conference. Since the Department reorganized the delivery of adoption services more directly to the regions, the program specialist also works closely with regional supervisors and adoption staff to assure local Children and Family Services social workers have the information necessary to assist families with adoption questions through their local office.

The Adoption Program Specialist continues to provide technical assistance via phone and e-mail on income tax issues and child support in divorces related to families who receive Adoption Assistance benefits. The Idaho Adoption Program Specialist also provides technical assistance to Idaho's private agencies as requested.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

IDHW is responsive to communities, and public and private agencies in serving children and families. This area was considered a strength during the CFSR. Ongoing consultation with consumers, service providers, foster care providers, juvenile court, and other public and private agencies has and will continue to be a priority for IDHW.

Objective 4.6 The agency is responsive to needs of tribes to improve state-tribal social worker interaction in serving Indian children and families and complying with the Indian Child Welfare Act.

(DHW Strategic Goal 3: Integrate health and human services. Identify and apply models of establishing partnerships for a sustainable and integrated health and human services system.)

OUTCOME	MEASURED BY
Increased collaboration and relationship building between state/Idaho tribes for quality services for Indian children and families.	<ul style="list-style-type: none"> • Tribal participation in Indian children's case reviews. • Quarterly ICWA case monitoring. • Documentation of input by Tribal councils on five-year child welfare plan.

2000 – 2003: Idaho’s Annual Indian Child Welfare Conference is co-sponsored by the 6 Idaho tribes and IDHW. Severe budget constraints did not allow for this conference to be held in 2002, but conferences were held in 2000, 2001 and 2003.

STRATEGIES:

1. Continue regular meetings of the Idaho Indian Child Welfare (ICW) Committee.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000-2003: Quarterly meetings of the State/Tribal ICW Committee were held each quarter during 2000, 2001 and 2002. Meetings were reduced to three times a year in 2003 because of budget constraints and limits on travel. The Department uses the Idaho Indian Child Welfare (ICW) Committee as the mechanism to follow up with directions from tribal councils and the Department. The Committee listens to the voices of the community to continually address the needs of Indian children and their families. The meetings have had good attendance by both tribal and state representatives. Agenda issues over the past year have included: Tribal access to Independent Living Services/funding; Title IV-E agreements; training; Indian foster parent recruitment; children's mental health.

During 2003, the Department established a Tribal Relations Program Manager position. This position combined the many Department program tribal liaisons to provide a single Department interface with the tribes. The position is administratively located in the Division of Family and Community Services. It has subsumed the duties of the ICW Program Specialist and works with tribes on a variety of issues including child support, welfare, ICW, foster care, children's mental health, and other important areas of collaboration.

2004: The quarterly meetings with the ICW Committee continue. There is additional information-sharing capabilities with the establishment of the Tribal Relations program manager positions.

This past year was the building year for identifying duties and responsibilities for the newly-created tribal relations program manager position. Responsibilities and priorities were established after consultation with the Department’s Division Administrators as well as the Councils and program directors from all six of the tribes in Idaho. The priorities established are The year include:

- Facilitate Native American cultural competency information and training availability to all DHW staff.

- Introduce people and facilitate discussion among people in DHW and tribal leadership positions and staff from programs who provide related services
- Support and encourage electronic communication and web-based resource information that can be accessed from the DHW web site
- Maintain face-to-face monthly visits with DHW and tribal staff at their work sites

Provide training and implement procedures that assure consistent ICWA screening, determinations, notifications and record-keeping throughout the Department.

2. Continue provision of case specific consultation to state social workers to facilitate joint staffings and problem solving between state and tribal social workers when needed.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: Case specific consultation and technical assistance in complying with ICWA was provided to state social workers on an ongoing basis.

2004: On the visits that the Tribal Relations Program Manager (TRPM) makes to tribal and DHW offices that are located on or near the five reservations—Kootenai, Coeur d’Alene, Nez Perce, Shoshone-Paiute, and Shoshone-Bannock both the Department and tribal staff report that they are maintaining a good working relationship with their counterparts to provide services to children. The TRPM is available by telephone or e-mail to consult and facilitate discussion if it is considered necessary by either a tribal or DHW employee.

3. Continue Department involvement in national trends, issues, research and progressive efforts to accomplish agency responsiveness to Indian children and families.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: The child welfare priorities of the Idaho Department of Health and Welfare (DHW), Children and Family Services Program, appear to be in line with priorities and needs expressed by Idaho tribes and other tribes across the nation. These priorities include expert witnesses, placement preferences, ICWA compliance, foster family recruitment, and provision of culturally relevant services to Indian children and their families. Title IV-E foster care agreements between IDHW and Idaho tribes have not been established in Idaho. Tribes have indicated the need for more education and information for tribal councils, courts, and social service departments before any agreements can be reached. The biggest issue of ICWA compliance is the lack of Indian foster homes within the state foster care system. This is a matter of great importance and high priority to the Department. Training on the ICWA and Indian foster

parenting has been provided to Indian individuals from the tribal and urban communities who express an interest in learning the connection between the ICWA and foster parenting. See

2004: In the past year the Tribal Relations Program Manager (TRPM) has participated in national conferences about ICWA and collaboration between states and tribes. The TRPM is a member of group of state tribal coordinators/liaisons that is facilitated by the Child Welfare League of America. Due to tight budgets, this group meets monthly by telephone to conduct training, information, and resource-sharing. Participation in this group helps Idaho DHW maintain accurate and up-to-date information about the issues that are currently important in Indian Country.

4. The Department will meet with Tribal councils at least annually and as needed and requested by each tribal council, for consultation regarding the specific measures taken by the state to comply with the Indian Child Welfare Act as required in this plan. Annually the tribal councils will review and comment on the state's Comprehensive Plan and accomplishments.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: During this reporting period a Department representative met with each of the tribal councils, at least annually to receive consultation regarding compliance with ICWA, provide information to tribal councils as request regarding Indian child welfare, and to receive comments on the Comprehensive Plan including Independent Living Services.

2004: The meetings with tribal councils were conducted by the Tribal Relations Program Manager. At those meetings, the councils were offered opportunities to provide ideas, priorities and concerns about children's services in Idaho and their ability to have the needs of Native children met. Also, as comment periods come near, e-mail messages (paper letters via mail if e-mail if not accessible by the tribal council) are forwarded, requesting a response.

5. Make independent living grant monies, technical assistance and training available to each Indian tribe in the state

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: During 2000, 3 Indian youth were eligible for ILP services, and all 3 of these youth received services under Idaho's program. In 2001, \$20,000 from the IL grant award was set aside to support tribal efforts to serve eligible Indian youth in tribal custody through tribal independent living programs. No youth were determined eligible for these services, and no monies from the grant were spent to serve Indian youth in tribal custody. Twenty-five of the 26 Indian youth eligible for services during 2001 received services through the State of Idaho Independent Living Program. This does not include Indian youth in tribal custody. In 2003, an ongoing invitation was extended to tribal staff who wish to participate in New Worker Academy

where Independent Living training is presented. Technical assistance and training has been offered to the tribes. The Department funded tribal members and tribal youth attendance at several IL conferences in 2003.

2004: Tribal staff attended the April 2004, New Worker Academy where training on IL and ETV was done. Funds were made available for tribal staff to attend the IL Conference in April 2004 in Washington D.C. Technical assistance is provided to the tribes by Department regional staff as requested by the tribes. The IL State Coordinator and Tribal Relations Program Manager also provide technical assistance. Seven Native American Youth served by Region 6 had the opportunity to attend and participate in the Northwest Network for Youth Conference, The Healing Conference in Coeur d' Alene and the ICW Conference in Boise. Of the 73 Native American youth who were IL eligible during this reporting period, 62 were served, of those 7 were the responsibility of the tribes.

6. Consult Indian tribes about the state's independent living plan.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2000 – 2004: With the implementation of the Chafee Foster Care Independence Act in 2001, time and effort was spent defining the “consultation” process with Indian tribes in drafting the Idaho Independent Living Plan. Consultation on the state's independent living plan continues on an annual basis through ICW Committee meetings. During 2003 and 2004, tribes were also made aware that they can consult on a regional level with local regional staff as needed and requested by the tribes. See Objective 4.4, Strategy 4, p. 141.

Refer to the explanations of the IL collaborations with tribal program staff in Objective 2.2, Outcome D, Strategy 8, p. 73.

7. Continue to make Title XX Block Grant funds available to tribes.

Funding Source: SSBG
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2000 – 2003: Social Services Block grant funds were made available to tribes during 2000, 2001, 2002 and 2003. Idaho tribes have continued to submit proposals for Title XX funds to help provide social services to Indian children and families at risk and to fund cultural activities within the tribal community to strength both Indian families and their tribes. Each grant was monitored quarterly for compliance with funding source requirements and for program accountability.

2004: Funding was announced to tribes in two different letters throughout the past year. All tribes have opted to use this money.

8. Continue to make Promoting Safe and Stable Families (PSSF) funds available to tribes.

Funding Source: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: PSSF funds were made available to tribes during 2000, 2001, 2002 and 2003. Idaho tribes have continued to submit proposals for PSSF funds to help provide social services to Indian children and families at risk.

2004: Funding was announced to tribes in two different letters throughout the past year. Each tribe has applied for PSSF funds. The funds are used for Family Preservation: To promote family preservation for at-risk families through community and family sessions using traditional leaders and facilities. They will improve parenting skills, strengthen parents' confidence in their abilities, help them identify where improvement is needed, learn how to obtain assistance in improving those skills.

9. Each IDHW case involving an Indian child in foster care will be reviewed to determine the status of applicability of ICWA; presence of active efforts; timely notification; provision of culturally responsive services; and responsiveness to and engagement of the child's tribe.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: Consultation and technical assistance on cases involving Indian children in foster care was provided to workers on an ongoing basis and child welfare workers were encouraged to contact central office about each new Indian child taken into Department care and custody.

See information about CQI case review provisions outlined in Objective 4.2, Strategy 2 , p. 117.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho’s human service delivery system is moving quickly toward an integrated model that includes a wide array of services providers, with tribally-operated programs an important participant in that system.. The need to create a common vision of where we are going in service delivery has offered opportunities and challenges to engage tribal leadership and program managers in informational, planning and implementation discussions with all system participants. In many cases, this is the first time the integrated team “players,” including tribal representatives, have come to consider one another as partners in a service continuum, rather than individual, separate, and somewhat exclusive entities.

There have been two predominant lesson learned from the evolving processes of the past few years...

1. From the very beginning of a change, a planning process, a CQI initiative, et al, we must assure there are frequent invitations and continuing support for involvement of representatives from each tribe operating within the state boundaries.
2. We must use every available communication tool and method to support informational and solution-based continuous dialogue between the Department and each tribe’s leadership, service program managers, and front line service-delivery staff . A priority will be placed on face-to-face communication whenever possible.

4.7 Service array ensures appropriateness, quality, accessibility and flexibility of services.

(DHW Strategic Plan Goal 2: Strengthen individuals, families and communities. Identify individual family and community resources necessary to support the well-being of Idahoans; develop and implement strategies to align and coordinate resources.)

OUTCOME	MEASURED BY
Services can be individualized to meet unique needs	CQI Process.

STRATEGIES:

1. Develop service plans with case planning appropriate to meet the needs of each child and family.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003: IDHW administrative rule requires completion of a family case plan within 30 days of the date a case is opened. All regions are required to use the case plan format contained in FOCUS, wherein case plans are linked to safety and risk factors identified during the risk assessment. This was designed to ensure the identified risk was incorporated in the service that was provided to the family.

During Idaho's self-assessment process surveys were sent to judges and prosecuting attorneys regarding the effectiveness of Department case plans in response to the specific needs of each family. Below is the rating of their responses:

SURVEY COMMENT SUMMARY

Judges - Judicial comments were evenly divided between finding plans well written and concerns that the plans are lacking in one or more aspect. Concerns included plans lacking in specificity and detail, as well as plans being unrealistic and not addressing the true problems. Other judges reported liking the concept of concurrent planning, and reported that IDHW is doing a good job of identifying issues, tasks, and developing good and reasonable goals.

Prosecuting Attorneys - Fifty percent of the respondents assessed CFS as developing achievable and family-specific case plans. Other comments were critical of the computer generated case plan format, lack of worker follow up on drug and alcohol cases, and "boiler plate" case plan contents.

The survey comments of magistrates were evenly divided between finding plans well written and concerns that the plans are lacking in one or more aspect. Concerns included plans lacking in specificity and detail, as well as plans being unrealistic and not addressing the true problems that brought the child to the attention of the child protection system. Other judges reported liking the concept of concurrent planning and reported that IDHW is doing a good job of identifying issues, tasks, and developing good and reasonable goals.

Fifty percent of the respondents assessed CFS as developing achievable and family-specific case plans. Other comments were critical of "boiler plate" case plan contents.

Service plan development appropriate to meet the needs of each child and family continues to be a challenge. In general, service planning needs to be addressed in our Program Improvement Plan. Therefore, in the five year plan, this strategy will be incorporated into a section specifically designed for case planning.

2004: CFS has drafted a Service Planning Standard that sets forth the expectations that "service plans will address the individual needs of the child as well as the needs of both the mother and father." The standard will be finalized the end of June 2004 (see Attachment 7). The CQI process will monitor the standard through Item 17 on the CQI Case Summary Instrument. During the first quarterly CQI review that was held in April 2004, the following results were gathered from 48 cases to provide a baseline on this measure:

(a) Did the social worker adequately assess and meet the needs of the child(ren) with appropriate services? 95%% Yes 5%% No

(b) Did the social worker adequately assess and meet the needs of the child's mother with appropriate services? 93%%Yes 7%% No

(c) Did the social worker adequately assess and meet the needs of the child's father with appropriate services? 51% Yes 49% No

Regional Program Improvement Plans will be developed in 2004 if the CQI case review finds that the workers are meeting the service needs of the children, mother, and/or father in less than 50% of the cases. The CQI case review clearly indicates a training need and shift in practice in adequately assessing and meeting the needs of fathers. A strategy will be included in Idaho's next five year plan regarding the involvement of fathers.

2. Develop an independent living plan based upon an assessment for each youth.

Funding Source: CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000-2003: All youth served through the IL program received an ILP assessment during this period. In 2002, the State adopted the Ansell-Casey Life Skills Assessment tool as the standard assessment instrument. Since December 31, 2001, Idaho has required that every eligible youth receive an assessment using the Ansell-Casey Life Skills Assessment tool. The plan for the youth is then written based on the information obtained from the Ansell-Casey Life Skills Assessment tool. Since July of 2002, FOCUS has been able to track the data on written IL plans based on the needs assessment and incorporated into the case plan.

2004: During this reporting period, 621 youth were served through Idaho's IL program. Plans for youth are based on the required Ansell-Casey assessment.

3. Develop an individual adoption plan for each child for whom adoption is a goal.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2002-2004: Each child for whom there is a goal of adoption should have an individualized plan to meet the specific needs of the child. Individualized plans for adoption are established for each child based on the child and/or sibling groups unique needs and are in compliance with the Multi Ethnic Placement Act and the Inter Ethnic Adoption Provisions. These plans are established, whether or not the child(ren) has an identified permanent family as part of the child's concurrent plan, or if recruitment efforts are needed for the child(ren). Ongoing training on developing individualized adoption plans for children has helped workers identify and establish outcomes for children with identified time frames.

4. Continue partnerships with schools through Community Resource Workers as funding is available.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: See Objective 1.2, Outcome A, Strategy 1, p. 28.

2004: Funding will continue at the same level for the 2004/2005 school year with the legislated 2:1 match. The Department will match \$1.00 for every \$2.00 the districts put forth. \$2,000,000 in TANF funds has been set-aside for this partnership.

5. Gather information for state self-assessment and evaluate the adequacy of service array.

Funding Source: CWS
Target Date for Completion: FFY 2003
Status: Accomplished

Accomplishments:

2003: Idaho's self-assessment process has found accessibility to services depends on a number of factors:

- Travel distance
- Weather
- Regional allocation of resources
- Worker knowledge of local resources
- Percent of service providers who accept Medicaid
- How local district school resources are allocated
- Availability of local qualified and interested providers
- Presence of a CFS field office

Distribution of funds to the regions allows for local resource development. Each of the 7 regions in the state have services designed to prevent placement of children into foster care, reduce risk of child abuse and neglect and support reunification. In very remote areas a family may need to travel to the main city in the region to access services. IDHW often arranges or assists with transportation when it is a barrier to the family receiving services.

New strategies will be developed during our Program Improvement Plan process to ensure an adequate service array exists for serving children and families through the Idaho child welfare system.

6. Develop additional accessible services to address any gaps that may be identified in the CFSR Final Report. This strategy will be further developed in Idaho 's Program Improvement Plan.

Fund Source: CWS

Target Date for Completion **FFY 2004 - 2005**

Status: **New**

2004: The strategies for this item are included in PIP Action Steps 35, 36, and 37. According to PIP timeframes, work groups are just now convening to begin examining standards for services. Additionally, questions are being developed for Regional Directors who will conduct resource inventories and hold focus groups with IDHW staff and community stakeholders to identify and fill resource gaps within their respective communities. These groups will be held through the summer months. The results of these meetings will be addressed in the 2005 report.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In reviewing this section regarding the individualization of services, it becomes evident that the service array is not an area needing improvement. Instead, a paradigm shift needs to occur to remember to include fathers in all aspects of the case, whenever it is safe and prudent to involve them.

Objective 4.8 Foster and Adoptive Parent Recruitment, Licensing and Training result in adequate quality resources.

2000: - In an effort to increase the number of foster/adoptive parents, the Department developed an extensive recruitment campaign which included three public service announcements that air statewide, asking parents in the community to consider becoming a foster and/or adoptive parent. These public service announcements aired throughout 1999. Additionally, various press releases were run in 11 newspapers throughout the state. Each local newspaper ran at least 6 adds in an effort to recruit more foster care/adoptive homes. The media campaign has resulted in a marked increase in the number of CareLine inquiries (approximately 120 per month)regarding becoming a foster/adoptive parent for victims of child abuse and neglect. More specifically, the number of foster families has increased from 750 last year to 854 this year.

2000: - Idaho had 4 regional adoption councils, the newest being the Region 1 Adoption Council. This Council brings together adoption staff from the DHW field offices, private adoption agencies and Qualified Individuals who are involved in adoption practice. Region 1 has used the Adoption Council as a catalyst to partner two very difficult cases with the private agencies of North Idaho. The Council also serves as a recruitment effort in North Idaho. Families interested in adoption can obtain information regarding adoption home study services through all members of the Council.

The Magic Valley Adoption Council (MVAC) has been active for just over one year. Last fall they hosted Idaho's first waiting child party, "Fun Fest." The party was based on a Harvest theme and held during November, National Adoption Month. Twenty-one children who were waiting for adoptive families participated in the event. Nine of the children have been placed with adoptive families since the event and 7 more have been placed as in indirect result of participation in the Fun Fest. The MVAC drew incredible community support in both funding

the event and planning activities for the children and families who participated. The Northwest Adoption Exchange (NWAE) served as an agency mentor to the MVAC as they planned the event. A representative of the NWAE also came to Twin Falls to participate and help with the final preparations of the activity. Later, both the MVAC and the Southeast Idaho Adoption Councils (SEIAC) joined together to send representatives from both councils to Seattle to observe and participate in the Washington State waiting child party in May of 2000.

The SEIAC hosted community activities at the local malls during Adoption Month, promoting the need for adoptive families from all backgrounds. In May 2000, the SEIAC hosted the “Celebrate the Adoption Stamp” party in Pocatello. This party brought together adoptive families and children, foster families and many adoption stakeholders from the community. Senator Larry Craig and his staff participated with the local post office in providing to participants copies of the newly-released national adoption stamp. Ice cream sundaes and activities were planned for the families and children who attended the event.

The SEIAC has also hosted three training sessions for adoptive families and adoption professionals in their area. The PATH curriculum was used to prepare and train 25 adoptive families who are interested in adopting special needs children. A transracial/transcultural adoption training session was held in Pocatello with trainers from the North American Council on Adoptable Children (NACAC). The most recent training session was held with Ms. Lois Melina on parenting special needs children. This training session hosted approximately 30 adoptive families and staff for a one day. The training sessions were funded through numerous grants to the Adoption Council from the Promoting Safe and Stable Families monies that are made available to the seven regions in Idaho.

2001: - The Indian Child Welfare Program Specialist provided ICWA training in Region 6 (Pocatello), to the LDS Social Services Agency and the Court Appointed Special Advocates in Pocatello on February 10. There were 15 attendees. ICWA training was also provided to the Region 3 Keeping Children Safe Panel in Caldwell on May 4. Six persons attended.

In FACS Region 6, Indian foster home recruitment was actively advertised during the 2001 Idaho State University annual pow-wow. Approximately fifteen potential Indian families signed up for information on State of Idaho foster care program and interest in training on ICWA.

(DHW Strategic Plan Goal 2: Strengthen individuals, families and communities. See Obj. 4.7.)

OUTCOME	MEASURED BY
A. Standards for foster homes and residential facilities are reasonable in accordance with recommended national standards and are applied to all licensed foster family homes or residential facilities receiving title IV-E or IV-B funds.	Full implementation of child care licensure rules.

STRATEGIES

2003

- 1. Develop standardized training program for new and existing foster parents.**

Funding Source: IV-E
Target Date for Completion: FFY 2003
Status: Accomplished

Accomplishments:

2003: In December of 2002 a curriculum selection committee made up of foster parents, Department staff, Casey staff, Youth Alumni Group Advisor, and University partners met in Boise and heard presentations on three national curricula which included PATH, PRIDE and PS (Child Welfare Institute). PRIDE was selected as the model for Idaho. PRIDE is currently being piloted in Region 5 and the plan is to roll out the model to the other 6 regions within a year once the pilot evaluation information is reviewed.

2 . Provide foster families information on rules governing family foster care.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003 – 2004: Licensing staff in each region provide foster families training on rules governing family foster care at the time of licensure. Training on rules governing family foster care is also provided through the PRIDE pre-service training

3. Develop training opportunities and material to promote skills development of foster families to serve children in foster care placement.

Funding Source: IV-E/CFCIP
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: See Objective. 1.1, Outcome B, Strategy 3, p.18.

2004: Resource families will have continued training opportunities through the PRIDE Model, the 2004 Foster Care Conference, training in June 2004 from Lorrie Lutz that includes training on working as a member of the team and working with bio-families and other training with the Foster Parent Training Initiative through the contract with Idaho Child Welfare Research and Training Center.

4. Provide training opportunities to the Foster Parent Association.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: In September of 2002, the Department sponsored a statewide Foster Parent Conference. Travel costs were funded by the Department for all foster parents who wanted to attend. A grant monitored by the Department assisted 3 (three) foster parents in attending the National Foster Parent Association Conference, May 12 – 16, 2003, in Des Moines Iowa. A second state Foster Parent Conference will be sponsored by the Department October 24 – 25, 2003, and foster parent attendance will be supported by the regions who will fund travel costs incurred by foster parents.

2004: The Idaho Foster and Adoptive Parent Coalition was provided training opportunities through the Statewide Foster Care Conference in October 2003 and again in September 2004. Presenters from the National Foster Care Association were added to the training agenda in 2003 and will be on the agenda for the 2004 conference with training directed to continued to support and development of the Coalition.

5. Provide training opportunities to the Kinship Care Coalition and Grandparents as Parents (GAP) organizations.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The Kinship Care Coalition will be provided training opportunities through the participation of IDHW staff on their board and through the new PRIDE curriculum.

2004: Information on appropriate training for kinship caregivers is shared with Coalition members through the Departments membership on the Coalition and interaction with GAP support groups.

6. Pending resource allocation IDHW will conduct an outcome study of PRIDE to look at how the adoption and use of the standardized curriculum has improved the safety and well-being of children.

Funding Source: IV-E
Target Date for Completion: FFY2005
Status: New

Accomplishments:

2004: An advisory committee is being formed to evaluate and direct outcome studies for the PRIDE Model of practice.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

During the last five years we have enhanced our child care licensing rules to reflect National Standards for safety and have adopted and developed a standardized curriculum of training for foster parents. As a result of the CFSR we have identified additional standards for alternate care providers that need to be developed. We are currently in the process of drafting those standards that will be included in the next Five Year Plan.

OUTCOME	MEASURED BY	STATE DATA
B. Alternate care providers and facilities are assessed for safety.	<ul style="list-style-type: none"> • Criminal background checks required for each foster parent, adult members of the household, and residential care staff are completed. • Number of fully/regularly licensed foster homes and Children’s Residential Care Facilities. 	<p>2001</p> <ul style="list-style-type: none"> • licensed foster homes - 1,076 • licensed children’s residential care facilities - 61 <p>2002</p> <ul style="list-style-type: none"> • licensed foster homes – 942 • licensed children’s residential care facilities – 60 <p>3-2004</p> <p>licensed foster homes - 1,266 licensed children’s residential care facilities - 60</p>

STRATEGIES:

1. Require each foster family, group home staff, and related facility personnel to participate in the background check process before they are approved for licensure as a child care provider.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:
2000 – 2004: See Objective 1.1, Outcome B, Strategy 2, p. 17.

2. Document assurances of child safety in foster care in each foster care licensing file. This documentation will consist of the information gathered through the requirements of the criminal history background checks.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:
2001 – 2004: See Objective 1.1, Outcome B, Strategy 2, p.17.

3. Assess each foster family and children’s residential care facility for compliance with all child care licensing standards at least twice annually.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:
2000 – 2004: See Objective 1.1, Outcome B, Strategies 2, 4, and 5, pp. 17 - 19.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho has adhered to strict safety standards in requiring criminal history checks for alternate care providers. During the CFSR the data and case reviews found Idaho to be in compliance for safety of children in out of home care.

OUTCOME	MEASURED BY	IDAHO DATA
C. Recruitment efforts result in improved capacity and ethnic and racial diversity of placement resources.	Number of licensed foster homes.	2000 – 920 2001 – 1,076 2002 – 942 3/2004 – 1,266

STRATEGIES:

2002

1. Provide education to the Tribal communities on ICWA, the need for recruiting Indian foster homes and the state application process.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Accomplished

Accomplishments:
2002: Flyers regarding the ICWA and the need for Indian foster homes were developed. These were distributed at powwows in the state. They have seemed to be culturally responsive "ice-breakers" in arousing interest in the ICWA and the implication for tribal children and families. Recruitment of Indian homes will also be a focus of the upcoming Indian Child Welfare Conference in September of 2003.

2. Continue to conduct a statewide and regional foster parent recruitment program using professional marketing and child welfare expertise on an ongoing basis and as frequently as possible. Focus recruitment efforts on recruiting Native American and Hispanic foster parents and foster parents for older children and sibling groups. Develop materials in both English and Spanish.

Funding Source: PSSF (Adoption Support and Promotion)
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2000: Indian foster home recruitment began during the past year by advertisement in the form of an attractive Indian portrayal on posters distributed throughout the state. These posters were created using input from the 6 Idaho tribes. The tribes provided the text and pictures to be used in the effort to recruit more Indian families to meet the needs of Indian children who are placed in foster/adoptive care settings. A total of 300 posters were made available to all of the tribes and each of the Department's seven regional Family and Children's Services program.

2003: Idaho's recruitment materials and messages to the public reflect that Idaho needs foster homes for children, birth to 18, and that there is a special need for Native American homes, Hispanic homes, homes for children with special needs, older children and sibling groups. The 2002/2003 recruitment campaign will focus on recruitment for these special populations rather than messages where the public perception is that foster homes are needed only for healthy newborn babies. See Obj. 3.1 C, 1 and 2, p. 97.

2004: See Objective 2.2, Outcome E, Strategy 4, p 77.

3. Provide technical assistance and training on foster care recruitment to regional staff.

Funding Source: IV-E/PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2001-2003: October 17 and 18, 2001 statewide training for foster care licensing staff, supervisors and contractors was held. The training included strategies for recruiting. The New Worker Academy provides training on recruitment, and the state Foster Care Specialist provides daily consultation regarding effective recruitment, as needed and requested by regional foster care licensing staff. The Foster Care Specialist also participates in monthly meetings with Casey Family Program staff and regional staff where discussions and plans are made for continued recruitment activities. The Foster Care Specialist disseminates information on recruitment on an ongoing basis as information is received in the Children and Family Services Bureau. Regions were also provided recruitment information and materials to distribute to their communities during Foster Care Month, May 2003 and throughout the 2002/2003 reporting period.

2004: In January 2004 the Alternate Care Committee was convened to develop standards for agency response to inquiries, PIP action step 6.5 and benchmark/tasks 6.5.1. The committee reviewed the Department Customer Service Policy and drafted a Response to Inquiries Standard for inquiries on foster care and adoption using the Customer Service Policy as a guideline along with Adopt US Kids information on the importance of the first contact being a critical step in the recruitment process. The standard is being reviewed for approval by regional staff and program managers. Training on the standard will be provided by the Foster Care Program Specialist.

4. Continue to develop additional recruitment materials and messages.

Funding Source: PSSF

Target Date for Completion: Ongoing

Status: Ongoing

Accomplishments:

2002-2003: See Obj. 3.1, Outcome C, Strategies 1 and 2, p. 97.

2004: See Objective 2.2, Outcome E, Strategy 4, p 77.

5. Continue to partner with agencies such as the Casey Family Program to develop additional foster care resources for the children of the state.

Funding Source: IV-E/IL
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The Idaho Technical Assistance Program (TAP) program is a collaboration between the Department of Health and Welfare and the Casey Family Program. TAP provides technical assistance for workers and resources for children in the state custody or guardianship. Idaho TAP provides a good resource for many older children who have consistently stated they do not wish to be adopted. Once stabilized with a family, some of these teens and their foster families have decided to pursue adoption. When children are adopted, Idaho TAP may continue to provide resources and services to enhance the youth's ability to live independently.

Casey and Department staff come together in quarterly meetings to collaborate and plan for the 'next steps' in service delivery.

The Casey Foster Care Program Development Specialist and IDHW Foster Care Program Specialist meet jointly once a month with Region 3 and 4 staff to share information and collaborate on recruitment and retention efforts.

May 30, 2003, the Department partnered with the Casey Family Program to recognize foster families in Idaho. The Casey Family Program provided the Department with a toolkit to use for Foster Care Month activities and provided refreshments for the event. The event was attended by foster families, children and youth currently in foster care and youth who were alumni of the foster care program. Department staff, the Casey Family Program staff and community members. Two youth who represented the FYI advisory group spoke about their experiences and the important role foster parents play in the lives of children in need of alternate care. The event was covered by The Idaho Statesman and a local television station.

2004: Casey's Family Development Specialist and the state Foster Care Specialist collaborated on recruitment efforts. In April 2004 Casey and the Department partnered on the planning for May Foster Care Month activities. Foster care and adoption informational packets were mailed to Regions 3 and 4 community churches, businesses and city municipalities asking them to help recognize and support foster and adoptive families and to partner with us in the recruitment of new families. May 3, 2004, Casey and the Department held an event in the Capitol Rotunda to kick-off Foster Care Month. During this reporting period 157 children were served through the Casey/IDHW Technical Assistance Program (TAP).

6. Use a multi-media strategy to recruit additional foster families that will include, at a minimum, television public service announcements, print advertisements, billboards, and other miscellaneous recruitment materials and strategies.

Funding Source: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2000 – 2003: During this reporting period, the Department has used various media, including TV PSAs, newspaper, radio, billboards, websites, and brochures for foster family recruitment. With time, an analysis of methods and media has refined them for a more consistent message and effective medium. Informational packets provided to community and business leaders is one method of recruitment added to the array. Television PSA's by former foster children from the Foster Youth/Alumni organization is another recent approach. Other recruitment materials include brochures, mugs, water bottles, magnetic note pads, pens, magnets, bags, hats, t-shirts, mouse pads, and stadium seats that carry the fostering message. Posters using the logo developed by the Casey Family Program were also developed.

2004: During this period IDHW has developed new foster and adoptive parent inquiry packets, new brochures, posters, billboards, PSA's and other recruitment materials such as mugs, magnets, bookmarks, bumper stickers, pens, pads, and pins, all of which are done in English and Spanish. The foster care adoption website continues to be a valuable method of information dissemination.

7. Each Children and Family Services region will continue efforts toward the development of and increased capacity for therapeutic foster care program.

Funding Source: CMHBG
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Children and Family Services has developed Core Service Standards for therapeutic foster care that will establish minimum standards for training, licensing, recruitment and access. Each region has established a method for the coordination of Therapeutic Foster Care to ensure achievement of the minimum standards. Therapeutic Foster Care (TFC) has been identified as a priority service for the Children's Mental Health program and the development of TFC will be developed for both the Child Welfare and Children's Mental Health programs. The services are delivered either through a contract with an agency or with individual families.

2004: See Objective 2.2, Outcome E, Strategy 5, p. 79.

7. Provide education to the tribal communities on ICWA, the need for recruiting Indian foster homes and the state application process and work with regional licensing workers in recruiting Indian foster homes.

Funding Source: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: In April 2003, the Department ICW Specialist provided training to the Shoshone-Bannock Tribe along with a regional foster care licensing specialist. The training was tied to the need for recruitment of Indian foster homes. At the June 2003 meeting with the ICW Committee recruitment of Indian homes was on the agenda and was discussed. The Tribal committee members were given information on statewide and regional efforts and the Department Licensing Specialist gave information on the state licensing process.

2004: See objective. 3.1, Outcome C., Strategy 4., p. 98.

8. Engage and use current foster families in recruitment activities.

Funding Source: IV-E
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: Support of foster parents is a critical piece for retention of foster parents as research has proved that foster parents are the best recruiters. To show appreciation for our foster parents many activities have been planned and held around the state during this reporting period. Dinners, and picnics have been held community businesses and citizens partnered by donating food and prizes. In May of 2003 the Governor signed a proclamation recognizing Idaho's foster parents. A recognition ceremony and reception was held in the Capitol Rotunda with a Region 3 Hispanic foster family spotlighted. The foster father read the proclamation in Spanish and the foster mother spoke to the attendees and the media with a challenge to Idaho citizens to open their hearts and homes to children in crisis.

In September 2002 a Statewide Foster Parent Conference was held. Foster parents participated in the planning for the conference. Foster parents who attended were surveyed and asked for their input on the use of the Internet as a tool for recruitment. October 24, and 25, 2003 a second conference will be held with the theme of the conference to focus on foster parents as critical members of the team in building a strong foster care program. The Department is providing financial and training assistance to the conference and will eliminate barriers for their attendance by reimbursing them for any travel or day care costs.

Foster parents are provided \$100 "finder fees" for recruitment once the recruited family applies and becomes a fully licensed foster home. For 2002/2003 the Department has awarded 22 incentives.

Foster parents are also a member of the PRIDE Pre-service Training Team and will be sharing their experiences with prospective foster parents.

The Department funded registration, travel and hotel accommodations for the Association President and 2 foster parents to attend the National Foster Parent Association Conference held the week of May 12, 2003 in Kansas City, Kansas.

2004: Foster parents are a part of the PRIDE pre-service training team and in doing the training are sharing their experiences. Their expertise is valued and encouraging to families who may be fearful of taking the next steps from training to licensure and then acceptance of a placement.

Financial incentives continue to be awarded to foster parents who recruit families with the result being licensure of the family.

9. Collaborate with Foster Parent Association on recruitment efforts.

Funding Source: IV-E/PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: The Department continues to provide assistance and support to the Idaho Foster and Adoptive Parent Coalition. The President of the Idaho Foster and Adoptive Parents Coalition, Kary Ledbetter has been the Coalition's representative to the State Assessment Meetings where Statewide and regional recruitment efforts were discussed. Kary will be participating in the development of the Program Improvement Plan and will represent the Coalition as a member of the Foster Care Committee. Recruitment and retention efforts will be reviewed and plans formulated to enhance and improve recruitment activities.

Foster Parents from the Coalition also participated on the committee that selected PRIDE as the model of practice and training for foster parents. Foster parents have been part of the training of prospective foster parents for the pilot in Region 5.

2004: The Idaho Foster and Adoptive Parent Coalition (IFAPC) through their work with the regions and as having a strong presence at the Statewide Foster Care Conference, are seen as an important resource in providing information, support and mentoring to resource families. Families that feel supported and not isolated are more apt to have a positive experience, and more willing to share this with individuals who are thinking about becoming a foster or adoptive parent.

As Idaho participates in the Adopt US KIDS National Recruitment Campaign, the IFAPC is being considered as a resource to partner with the state during the campaign.

10. Continue enhancements to foster care/adoption website that will provide needed information to individuals who are interested in becoming a foster parent.

Funding source: IV-E/PSSF
Target Date for Completion: Ongoing
Status: New

Accomplishments:

2004: Enhancements to the website continued throughout the 2004 reporting period. As new information was added the information was translated into Spanish. A new design for the website is underway and the site will carry an informational section for our IL youth and Foster Youth/Alumni Advisory Group.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In reviewing the last five- (5) years, Idaho has made significant improvements to our recruitment strategies. Development of our new Foster and Adoption website has been encouraging, as we have seen a significant increase in calls to the CareLine. Year to date reports are showing that the people are using search engines to locate information and the web is appearing to be more effective than traditional approaches such as billboards and PSA's. Having the Careline as a central source for receiving and forwarding information to regions, has also proved to be valuable as the staff are highly trained at customer service and individuals are receiving the best information on where to get their inquiry needs met.

OUTCOME	MEASURED BY	STATE DATA
D. Cross-jurisdictional resources are used to facilitate timely adoptive or permanent placements for waiting children	% of increase in cross-jurisdictional placements	2000 – 350 placements 2001 – 451* placements <i>29% increase</i> 2002 – 523 placements <i>16% increase</i> 2003 – 712 placements <i>36% increase</i>

***estimate extrapolated from 3 quarters of calendar year 2001 data**

2000: This year 34 children have been served through the Idaho contract with the Northwest Adoption Exchange. Twenty-five children have appeared on the *Wednesday's Child* programs in Southwest and Southeast Idaho. A new resource of *Wednesday's Child*, a web site, was also launched in November 1999. The Idaho *Wednesday's Child* web site featured 20 Idaho children who were waiting for adoptive families.

2000: Of the 34 children listed with the Northwest Adoption Exchange, 8 were placed, 5 were on hold due to pending placements and 2 were withdrawn from the publication. Twelve children appeared on the Northwest Adoption Exchange web page.

2003: Sixty children from Idaho and Eastern Oregon were listed on the *Wednesday's Child* web site. Thirty-six of those children were from Idaho and 24 from Oregon. Forty-four of the 60 children were adopted. For 24 of these youth, it took nine weeks or less to be matched with the home study of a single parent or committed couple.

Intercountry Adoptions:

2002-2004: Although IDHW is responsible for the adoption of children with special needs who are in the custody/guardianship of the state, the agency also plays an important role in assisting private agencies with adoptions, including international adoptions. IDHW provides the same adoption services to all public/private agencies in recording, processing, and providing post-adoption services.

Children who are adopted from other countries, in certain circumstances meet eligibility criteria for reimbursements for the Non-recurring Adoption Expense Reimbursement. The adoptive family is eligible to receive up to \$2,000.00 per child for the one-time expenses necessary to finalize the adoption. Children are eligible if they meet Idaho's definition of a special needs child

and the eligibility is determined and the contract signed by all parties prior to the family's travel to the foreign country where the adoption is being finalized. For families who initiate the finalization of the child's adoption in Idaho, the family may apply for these benefits after they return home with the child. In either case, the contract for the reimbursement must be signed before the legalization of the adoption is entered, either in the foreign country or in Idaho. Children adopted through foreign adoptions are eligible to receive the same services as children adopted in the U.S. and who reside in Idaho. Families in need of services contact their local Child and Family Children's Services local office to apply for services.

During 2002, 2003 and 2004, there were no children adopted internationally who entered into state custody, either through Children and Family Services, or through the Department of Juvenile Corrections.

STRATEGIES:

1. Increase nationwide recruitment efforts.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: Idaho's *Wednesday's Child* program provides a web site accessible via the worldwide web and a national toll free phone number for interested families to call. In April 2003, the *Wednesday's Child* website documented 8,048 visits to the web site (these are visitors actually staying and reviewing the profiles of waiting children). In May 2003, there were 7,747 visits to the website. In November 2003, website visitors swelled to 12,000. The visitors are routing from over 4,300 different Internet locations including the national adoption web site, AdoptUSKids.org. Currently, Idaho's placement rate for children listed on *Wednesday's Child* is 73%.

Idaho also contracts with the Northwest Adoption Exchange which provides both a national photo listing book and website. Idaho children are also listed on other national publications such as the NACAC quarterly publication and the national newsletter through the National Indian Child Welfare Assn. (NICWA).

Idaho's new foster and adoption web page accepts inquiries from all sources. Many families who have inquired on the page are adoptive families from other states who are interested in adopting a child from Idaho. Interested families are referred to the *Wednesday's Child* web page to view pictures and profiles of Idaho's waiting children.

Idaho is also listing the state's waiting children on the new national web site, AdoptUSKids.org with the Idaho *Wednesday's Child* program. With assistance from a \$5,000.00 mini-grant from AdoptUSKids.org, Idaho has contracted with SNAPS, Inc. (the home of Idaho's *Wednesday's Child*) to list all of Idaho's children who are in need of a permanent adoptive family with the new national website. In May 2003, Idaho's Adoption Program Specialist met with staff from the Collaboration to AdoptUSKids in Seattle, Washington to learn more about the national data base

and the technical workings of the system. Idaho has requested technical assistance on training for the new AdoptUSKids.org through ACF Region X, which has been approved. Training plans are in process with the Adoption Exchange Association in Colorado. Staff from Idaho *Wednesday's Child* and selected regional representatives in Idaho participated in "hands-on" technical training on using the new data base to list Idaho's waiting children. Idaho will continue to train to and promote AdoptUSKids listings. Training will focus on the following:

- Recruitment of families (general, targeted and child specific);
- Placing children across inter-jurisdictional boundaries;
- Utilization of the national web listing;
- Writing child profiles;
- Developing and sustaining community-based partnerships;

2004: Idaho will be participating in the Adopt US Kids National Recruitment Campaign. The Adoption and Foster Care Specialists attended a one day training in Seattle and in May 2004 the Foster Care Specialist, CareLine Manager along with a CareLine supervisor attended a one day meeting for Recruitment Response Teams. Idaho is gearing up for the kick-off of the national campaign in June 2004 with the CareLine designated as Idaho's Recruitment Response Team.

2. Streamline the application process for child from another state who qualifies for Medicaid.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: The application process is currently handled through a single entity with the Division of Family and Community Services, the Resource Development Unit. The ICAMA referral forms act as the out of state benefit application. There is no additional application form. We have identified the need for more training of Self Reliance workers (TANF) on how to recognize and work with consumers who have Adoption Assistance benefits when they inquire about Adoption Assistance Medicaid benefits from another state.

In conjunction with the Division's Resource Development Unit, a check list will be developed to assist local Self Reliance workers (TANF) in identifying children and adoptive families who have adoption assistance agreements from other states and who are being referred for Medicaid benefits in Idaho under the Interstate Compact on Adoption and Medical Assistance (ICAMA). When families present at the local TANF offices seeking reciprocal Medicaid benefits for their children, Self Reliance workers will be knowledgeable regarding this application process and what is required for the family to obtain the Idaho Medicaid card for the adopted child.

In 2004-2005, cross training will be provided to Self Reliance workers and CFS staff. Additionally, IDHW's restructuring will assist all Department employees in knowing how to recognize and work with customers who have adoption assistance medicaid benefits from other states. Region 2 is currently piloting the integrated service model. Implementation will be achieved statewide in 2005.

3. Provide training to regions to enable them to serve a multi-service level client directly in the region.

Funding Source: CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: In order to provide an “any door” entry to services for clients, training is being developed to assist regional Self-Reliance (TANF) staff and Developmental Disabilities staff with service information about implementation and application for Adoption Assistance and Medicaid benefits for adopted children. This will assist both DHW staff and our clients who present for services in these areas with a child(ren) who receive adoption assistance benefits from another state. Workers will become knowledgeable about the distinct service needs families with special needs adopted children have and how to access services for them.

2004: IDHW is in the process of developing and implementing an integrated service model that will dissolve barriers and specialized units and organize employees on integrated service teams (IST). The ISTs will serve families by sharing information and developing a single service plan. This integrated approach will allow Department employees to give families multiple services without having them go from one office to another.

4. Use *Wednesday’s Child* for cross-jurisdictional placements.

Funding Source: PSSF/CWS
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: *Wednesday’s Child* has given national exposure to Idaho's waiting children and is getting inquiries from families across the nation. The *Wednesday’s Child* Idaho television broadcasts are penetrating into Wyoming, Utah, Nevada and Oregon. Additionally, AdoptUSKids will increase nation wide exposure to Idaho's children.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Idaho has developed and is using recruitment strategies and application processes that facilitate timely adoptive or permanent placements for waiting children that cross-jurisdictional boundaries.

GOAL 5. PROMOTE HEALTHY MARRIAGES, EXPAND FAITH-BASED SUPPORTS FOR CHILDREN AND FAMILIES INVOLVED IN THE CHILD WELFARE SYSTEM AND PROMOTE RESPONSIBLE FATHERHOOD.

Objective 5.1 Promote Healthy Marriages

OUTCOME	MEASURED BY	IDAHO DATA
Marriages of special needs adoptive parents will remain strong	Our data system does not currently collect this level of post adoptive information;	

STRATEGIES:

1. Support families who adopt special needs children through family counseling programs.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003-2004: The adoption of children with special needs bring distinct challenges to adoptive parents and their families. Families who adopt challenging children need to support themselves and their family structure by planning to utilize resources available to strengthen themselves individually and also their marriages. Single adoptive parents, as well as couples, benefit from family counseling in decision making and problem solving. Adoptive families with strong personal and marital commitments have more to offer children who have special needs and challenging behaviors.

The statewide Adoption Academy held in 2003 and 2004, provided training information regarding the importance of family counseling to support the healthy marriages of adoptive families. Adoption staff, supervisors and children’s services clinicians were reminded that counseling, as well as marriage and family therapy resources, should be used to help families process their decision making before the adoption is finalized.

2. Bolster adoptive parents of special needs children through available respite options

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing
Accomplishments:

2003-2004 : Respite care is one of the most frequently requested support services by families adopting children from the child welfare system. The issues of grief, control, loss and attachment that can lead to behavioral and developmental problems particular to adopted children are well-known. Caring for a child with these problems, as well as other special needs, can be both emotionally and physically taxing for caregivers. Respite resources can ease the stresses of caring for an adopted child with special needs. Two broad forms of respite exist for families: planned and crisis respite. Planned respite allows adoptive families a regular schedule on their calendar and is part of a family-based approach in caring for an adopted child. It

recognizes the benefits of giving both caregiver and child a break from one another and offers the possibility of interaction with other people in other settings. Crisis respite covers an unplanned care arrangement made in response to an emergency. It is designed to be a safety net available to families responding to an unforeseen event. Two settings are available to assist families with respite needs: in-home and out-of-home care. Depending on the child and family's needs, each setting offers benefits for the adoptive family.

Adoptive families are able to access respite through family, friends, or licensed foster or adoptive families. Respite care resources can also be found through support groups and through Idaho's Children's Mental Health program. Adoptive families can request and negotiate respite care as part of their child's adoption assistance agreement. These benefits are paid on an individual basis through the FOCUS system in the local office.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

During the last two years, Idaho has emphasized the importance of strengthening marriages between couples who are serving as foster/adoptive families in the child welfare system. CFS has incorporated a strengthening marriage component in adoption academy. Additionally, we remind social workers of the importance of strengthening marriages during service planning. However, currently our data base does not gather information regarding healthy marriages so this section lacks outcome data in this area.

Objective 5.2 Promote Responsible Fatherhood

OUTCOME	MEASURED BY	IDAHO DATA
Fathers in the child welfare system will be included in case planning.	Through CQI process, gather a) the number of plans developed with the father's input and b) the number of plans showing efforts to promote and maintain a relationship with the father.	Data collected from 11/02 to 5/03 indicates that, out of 64 out-of-home placements, 29% show an effort to promote and maintain a relationship with the father; 84% of the time both parents involved in case planning when applicable. Data collected from the April 2004 CQI indicates that out of 48 cases reviewed, in 66% an effort to maintain a relationship with the father was made, in 44% monthly visitation with the father occurred, and in 54% fathers were involved in case planning.

STRATEGIES:

1. Explore (with fathers who are not currently involved in the life of their child(ren)) the criteria of what it means to be a responsible father. Suggest and train fathers on how they can be more involved in the life of their child.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: In preparing for the CFSR, social workers received additional instruction on the importance of preserving connections with both parents. Since Idaho uses questions from the CFSR instrument for our CQI process, data is collected regarding father/child relationships. The question on the CQI instrument asks, "Did the social worker assist in promoting or maintaining the parent/child relationship through regular visitation or other means?" Below are the results of 64 out-of-home CQI instruments collected from November 1, 2002 to April 1, 2003 that addresses preserving father/child relationships.

In 19 cases (29%) social workers made efforts towards preserving connections with fathers.

In 22 cases (34%) social workers did not document any effect towards preserving connections.

In 23 cases (51%) there was no father available to involve in the life of the child.

This data validates the need to continue to train social workers to promote or maintain father/child relationships. It also demonstrates the need for fathers to understand what it means to be a responsible father.

Service planning is one of the opportunities social workers use to assist fathers in being actively involved in the life of their child by 1) scheduling frequent visitation when the child is not living in their home, 2) encouraging the father to take time in teaching, mentoring, and spending quality time with their child, and 3) actively participating in decisions regarding their child's well-being.

2004: In April 2004, during the first revised quarterly CQI review that was held in four regions of the state, it became evident that Idaho needs to train to and monitor the results of social workers promoting the relationship between fathers and children. In 48 cases that were reviewed, the following results were gathered regarding involvement of fathers:

In 66% of the cases reviewed, where appropriate, the agency made efforts to promote or maintain a strong emotionally supportive relationship between the child in foster care and the child's father.

In 44% of the cases reviewed, visitation between the father and the child occurred at least monthly.

In 54% of the cases reviewed, the father of the child was involved in case planning.

The involvement of fathers will be an area that is addressed in the next five year plan.

2. Provide “options” counseling for fathers who appear to be ambivalent to their parenting role. This will assist them in choosing to be an active part of the child’s life or relinquish the child for adoption.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: Assisting fathers and mothers in exploring their parenting options has always been part of the case manager's role. Many fathers choose to voluntarily terminate their parental rights when they have not been involved in the life of their child. However, currently we do not have a mechanism to collect data regarding the frequency or result of "options" counseling. In training social workers on the importance of maintaining a child's connections, workers are reminded to use "options counseling" as a strategy to assist father's in becoming active in their child's life.

3. Provide parenting classes exclusively for fathers.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: During 2003, Region 6, Pocatello area, is the only region that offers parenting groups exclusively for fathers. However, throughout the state, IDHW provides parenting classes to fathers as well as mothers. Additionally, in many cases, family service technicians work one-on-one with fathers to help them improve their parenting skills. Fathers are also provided individual counseling to assist them in their parenting roles.

2004: During 2004, two regions now offer parenting groups exclusively for fathers. These classes occur in Region 4 and Region 6. However, in every region fathers are included in parenting classes with the audience of fathers and mothers. Fathers also receive parenting instruction on a one-on-one basis through case CFS employees.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

Emphasizing the involvement of fathers is relatively new in Idaho. To increase father/child involvement, the next five year plan will include strategies to train staff regarding the importance

of promoting and maintaining a strong emotionally supportive relationship between the child in foster care and the child's father. Additionally, CFS will train social workers to assess the needs of fathers and involve them in case planning in both in-home and out-of-home cases.

Objective 5.3 Expand faith-based supports for children and families involved in the child welfare system.

OUTCOME	MEASURED BY	IDAHO DATA
Families will be supported through faith-based programs.	Number of faith-based programs established.	2002 – 1

STRATEGIES:

1. Encourage and support faith-based mentoring programs for parenting and family relationship training.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003: June 2002, the Department of Health and Welfare partnered with an organization called "Healthy Nampa, Healthy Families" to apply for a grant from the Department of Health and Human Services. The purpose of the grant is to promote marriage and fatherhood through a faith-based initiative. In the spring of 2003, the grant was awarded to "Healthy Nampa, Healthy Families." As part of the grant's implementation, all of the ministerial administrators entered into a covenant to not perform any marriage unless the couple would participate in pre-marriage counseling and agree to return to counseling if the need arose later. The underlying value of this project is a healthy family composed of both a mother and a father. The five year grant allows the DHW to refer clients to the participating churches for on-going marriage counseling if it is identified as a need.

2004: Healthy Nampa, Healthy Families has continued to develop a faith based initiative. The objectives and outcomes are listed below:

Objectives: Help children by strengthening marriages and parents

Increase knowledge and skills

- to help couples prepare, form and sustain healthy marital relationships,
- to encourage responsible fatherhood,
- to help surrogate parents be more effective,
- to help unwed fathers and mothers become more effective parents.

In cases where marriage is unlikely to occur or is unadvisable, the objectives include:

- improved cooperation in establishing paternity,
- equipping individuals with preventive tools thereby reducing need for future social service programs.

- to reduce the number of divorces filed in the City of Nampa by twenty five percent (25%) over the life of the project.
- To reduce the number of out-of-wedlock pregnancies and births by thirty percent (30%) over the life of the project.
- All (100%) of marriages performed by Healthy Families-Nampa coalition members will receive professional premarital instruction.

Our Strategy: Community Partnerships, Policy and Processes

Create a community coalition, anchored by faith-based community involvement, to initiate and implement a community marriage policy and process to support healthy marital relationships and responsible fatherhood.

Summary of Major Activities and Accomplishments

The Healthy Marriages and Responsible Fatherhood Nampa Community Demonstration Initiative Application work plan outlined an aggressive work plan for the project’s first year.

Grant Award / Coalition Building / Community Marriage Policy

Healthy Families - Nampa is proud to report on its many successes. As of this reporting, the Executive Director has been hired, coalition building continues as new partners continue to come to the table, the Healthy Families-Nampa Community Marriage and Family Agreement was signed on June 10, 2003. The first Department of Health and Welfare Child Support (IV-D) clients were referred to Healthy Families-Nampa for services in January 2004 and the Healthy Families-Nampa program was expanded to include IV-A (TANF, Medicaid, Child Care and Food Stamp) clients in April of 2004. Marriage promotion is a real part of the Nampa community.

A service provider survey was conducted and an inventory of premarital, marriage counseling and/or enhancement, parenting and fatherhood service providers was documented and is in use.

Healthy Families-Nampa service providers, clergy and community counselors are being offered “Prepare, Enrich, and Marriage Enrichment” training.

Contributions to the community’s marriage resources are evidenced by Healthy Families-Nampa’s partnership with several community projects. Northwest Nazarene University’s (NNU) Counseling Department is bearing much fruit with its recent sponsorship of a community marriage and family counseling center, Families, ETC. Healthy Families-Nampa will be a financial supporter of the project and sits on the board. Families, ETC will provide secular services to the community in pre-marital counseling, marriage enrichment and parenting. NNU is also instrumental in developing marriage and fatherhood training and mentoring programs for Nampa clergy and counselors.

A collaboration project is underway with the Valley Crisis Center, a domestic violence center. The project will develop and deliver domestic violence education to Healthy Families-Nampa service providers and the Nampa community.

Catholic Charities, Idaho Department of Corrections, Church of Jesus Christ of Latter Day Saints and Healthy Families-Nampa are partnering on a family reunification project. The target population is offenders with children who are transitioning back into families or forming families in Nampa.

Healthy Families-Nampa entered into preliminary discussions with the Treasure Valley Hispanic Ministerial Association. The Association has conducted a survey of their Hispanic constituency to identify family and marriage needs. Upon the results of the assessment Healthy Families-Nampa will partner with the Association to help meet those needs that align with the Healthy Families-Nampa Healthy Marriages and Responsible Fatherhood objectives.

The Marriage Initiative and the Fatherhood Initiative have been combined. Since both of these initiatives are so complimentary and the need in both areas is so great, it was only logical to connect the two. The coalition has worked remarkably well together and continues to increase ecumenical involvement and expand to include other community partners.

2. Use faith-based families in the community to assist families who need environmental or emotional assistance.

Funding Sources: PSSF
Target Date for Completion: Ongoing
Status: Ongoing

Accomplishments:

2003-2004: In an effort to increase the involvement of faith-based families in the child welfare system, IDHW has included representatives of the faith-based community in their CFSR Self-Assessment and Program Improvement Plan process.

Additionally, when families are associated with a church, with permission from the family, social workers involve clergy or mentor-families from their church to participate in family unity meetings and/or service planning meetings. Throughout Idaho, churches assist families involved in the child protection system with assistance such as payment of rent, utilities, provision of food, and emotional assistance including respite care, counseling, mentoring, and fellowship.

Finally, CFS is actively using the faith based community as part of a recruitment tool for foster/adoptive families. During 2004, IDHW partnered with the Casey Family Programs Boise Office by sending out over 300 packets to churches, businesses and city municipalities in the Region 3 and Region 4 geographical areas. The packets contained a letter announcing May as Foster Care Month and a time to recognize families who were providing foster care and/or who have adopted children. The letter also asked that these groups partner with us to recruit and increase awareness regarding the growing need for foster and adoptive families. Included in the packet were brochures and posters on foster care and adoption, bumper stickers, and foster/adoptive recruitment ideas.

Increasing the use of faith-based families to serve families involved in the child protective system will continue to be a goal, especially with decreasing DHW resources.

FIVE YEAR SUMMARY: TRENDS/LESSONS LEARNED

In reviewing our efforts to expand faith-based supports for children and families involved in the child welfare system, Idaho has made significant progress within the last two years. Currently social workers think of faith based programs as one of the first considerations when a family needs support. However, this is a measure that has little data to support the strategies and outcomes.