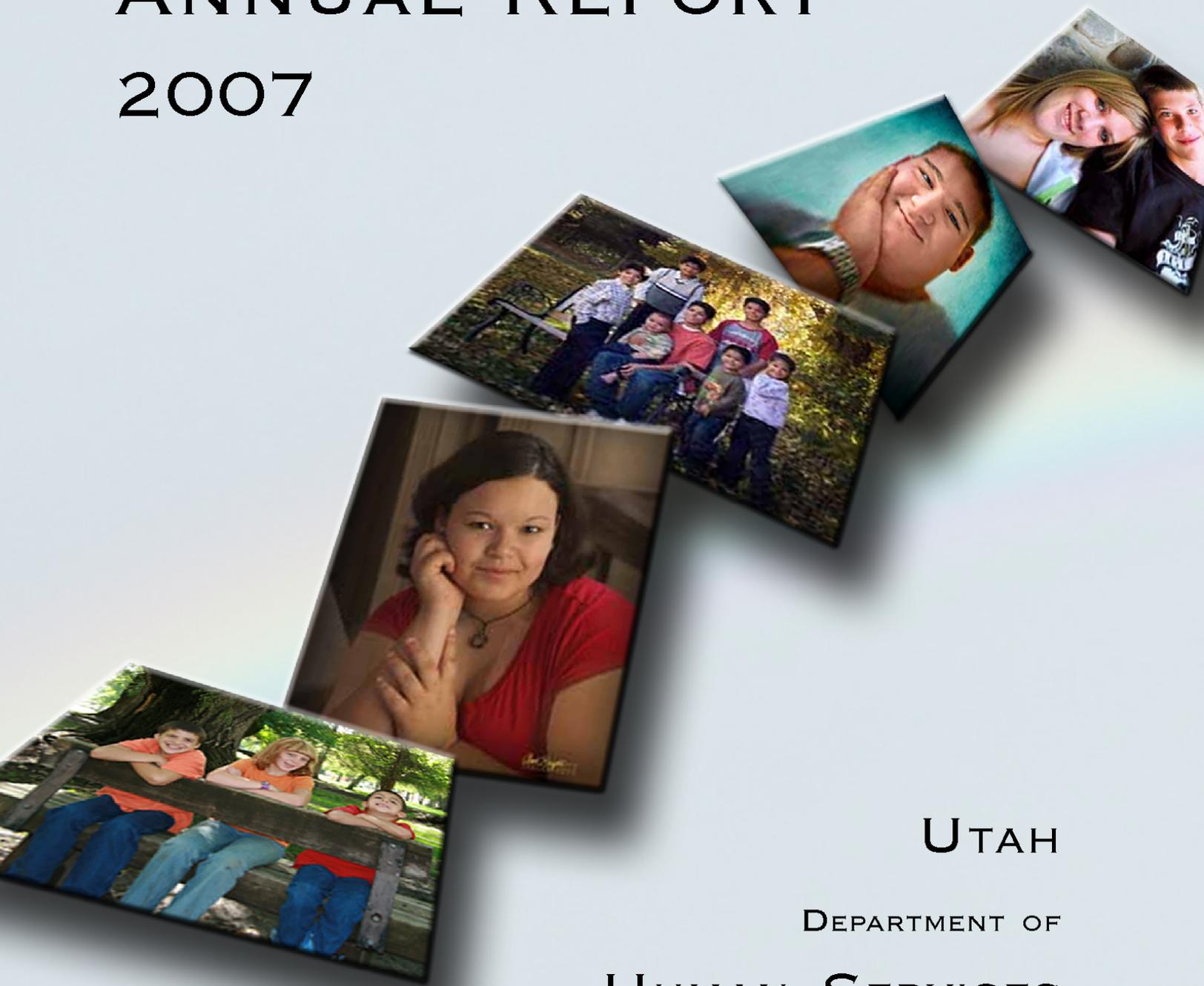


ANNUAL REPORT 2007



UTAH
DEPARTMENT OF
HUMAN SERVICES
DIVISION OF
CHILD AND FAMILY SERVICES

Jon M. Huntsman, Jr., Governor
Lisa-Michele Church, Executive Director, Department of Human Services
Duane E. Betournay, Director, Division of Child and Family Services

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This document was prepared by Utah's Division of Child and Family Services.

Additional copies of the report may be obtained from Child and Family Services at the following address:

Utah's Division of Child and Family Services
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Salt Lake City, UT 84103
Phone: (801) 538-4100
Fax: (801) 538-3993
email: lswininger@utah.gov

Internet Address: http://www.dcfh.utah.gov/reports_forms.htm

UTAH'S DIVISION OF CHILD AND FAMILY SERVICES ANNUAL REPORT 2007

Our Vision

Children, adults and families enjoy safety, permanency, and well-being through support from their community and their partnership with Child and Family Services.

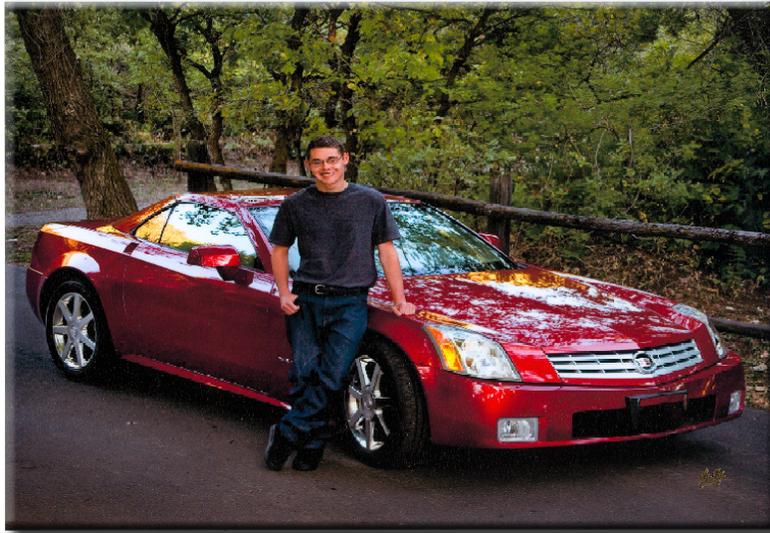


In this year's annual report we are spotlighting Utah's children who wait.

"They wait while the child protection staff exhaust attempts to rehabilitate their parents; they wait through the lengthy court proceedings that finally terminate parental rights and render them free for adoption. And now they wait in foster homes and residential treatment centers for someone to claim them as their own."

The Adoption Exchange

The children pictured on the pages of this year's annual report are children featured in the Utah Heart Gallery. The Heart Gallery is a program where children who are legally free for adoption are photographed by professional photographers who donate not only their time and skills as photographers but also their materials. Each photograph is printed and framed by the photographer. The photos then become a part of a traveling exhibit designed to heighten the awareness of the need to find families for our community's often forgotten children. On these pages you will find not only pictures from the Heart Gallery but poems written by children in foster care. The poems were not written by the children in the pictures but by other children in foster care.



AARON

Age 17

Photographed by: Alan Gibby

"Aaron's Dream" – Aaron loves sports cars and dreams of owning one. Even if only for a few moments, this dream is captured for him to remember and work towards making a reality. This photographic experience enabled Aaron to relax in comfort and feel good about his goals.

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DIRECTOR'S MESSAGE

THE QUALITY OF OUR WORK

◆ **You have the right to expect trained caseworkers:**

Utah's caseworkers have Bachelor's degrees from college in a social science area; an average of 5 years of experience; and they receive 120 hours of training in the Practice Model used statewide - plus 40 more hours annually. Utah's caseworker turnover rate is one of the lowest in the country.

◆ **You have the right to expect that referrals to Child and Family Services will be carefully screened:**

In FY 2007, 35,000 children were referred to Child Protective Services (CPS). Approximately 20,000 cases were opened for investigation, and of those cases, 12,000 allegations were supported for abuse or neglect of children. Fewer than 1,300 of those children were removed as a result of the CPS intervention and fewer than 200 cases resulted in eventual termination of parental rights. Utah investigators "support" about 40 percent of the allegations received compared to a national average of 28 percent supported. This is a careful practice so that Child and Family Services is involved when necessary.

◆ **You have the right to expect that Utah's children will remain home when appropriate:**

Of the Utah children receiving services from Child and Family Services, 67 percent are receiving these services in the home. Child and Family Services tries to build on the family's existing strengths and to avoid disrupting a child's living arrangement whenever possible.

◆ **You have the right to expect that, when Utah children need to be removed, relatives are the first choice for placement:**

Caseworkers are asking about possible placement with relatives in all cases. This is part of the Child and Family Services Practice Model. Of the children served in their home or in Child and Family Services custody last year, approximately 2,500 were placed with kin.

◆ **You have the right to expect that, when Utah children are in foster care, they are not moved around unnecessarily:**

Of the Utah children being cared for outside the home for 12 months or less, 76 percent have two or fewer placements.

◆ **You have the right to expect that, when Utah children are in foster care, they will be visited regularly by their caseworker:**

In Utah, 92 percent or more of children in foster care are visited at least once during each month by their caseworker.

◆ **You have the right to expect that Utah will work toward achieving an acceptable balance between spending the least amount of time necessary in foster care while reducing the likelihood of children needing to come into foster care again (the “re-entry into care” rate):**

Utah’s children spend an average of 15 months in foster care, compared to other states where children spend an average of 35 or more months in custody. Utah is currently meeting a national standard outcome measure that assesses the balance between average time in care and re-entry rate.

◆ **You have the right to expect that Utah children will be reunited with their families when appropriate:**

80 percent of our children are reunified with their primary caregiver or placed with a relative within 12 months.

◆ **You have the right to expect that Utah children who cannot be reunited with their families will be adopted soon so they can have a permanent family:**

Utah’s foster children are adopted an average of 7 months after they are available for adoption, and 80 percent are adopted within 24 months. This is a shorter waiting time for foster care adoption than anywhere in the country. Most Utah children are adopted by their foster family.

This year there have been no substantive or material changes to Practice Guidelines. All changes to Practice Guidelines were administrative.

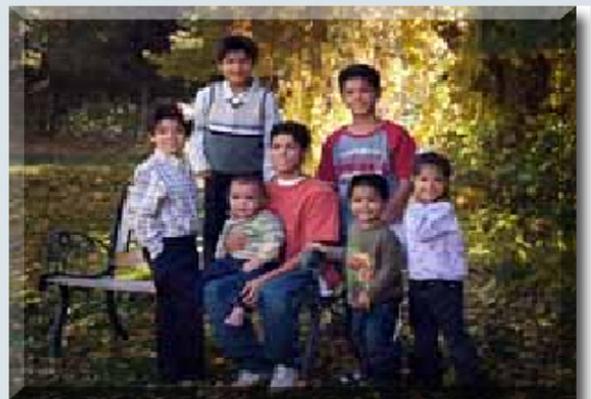
A lot smarter....

There is light out there
It may not be here but it’s somewhere
I may not see it
But I know I need it
Since I’ve only lived bad
I don’t know what it feels like to be glad
I wish and wish
But I always miss
I want love
Along with the opportunity to shine like a dove
I want to give up
Everyday is harder to stand up
I got to keep trying
And stop thinking of lying

I’m sick of being used
Even though it’s better then being abused
You nearly killed me
But slightly skilled me
Thank you

But I still don’t hate you

- a former foster child



**ALICIA, FERNANDO, GILBERT,
JESSE, MARIO, SHYLO & STEVIE**

Ages 4, 2, 8, 11, 13, 1, & 7
Photographed by Deanne Parry
Sponsored by Gregory P. Hawkins,
Your Family’s Attorney



ANGEL & PHILLIP

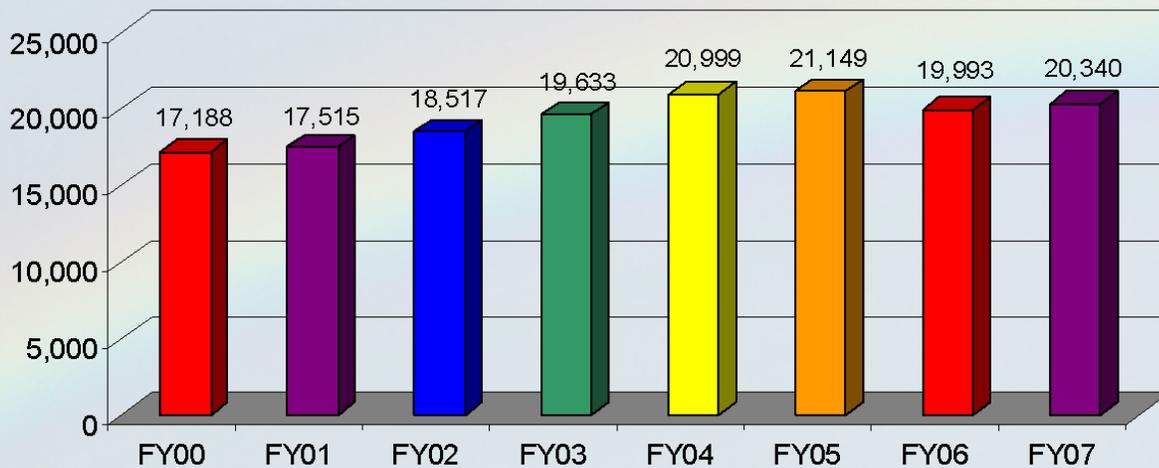
Ages 10 & 14

Photographed by Michael Schoenfield

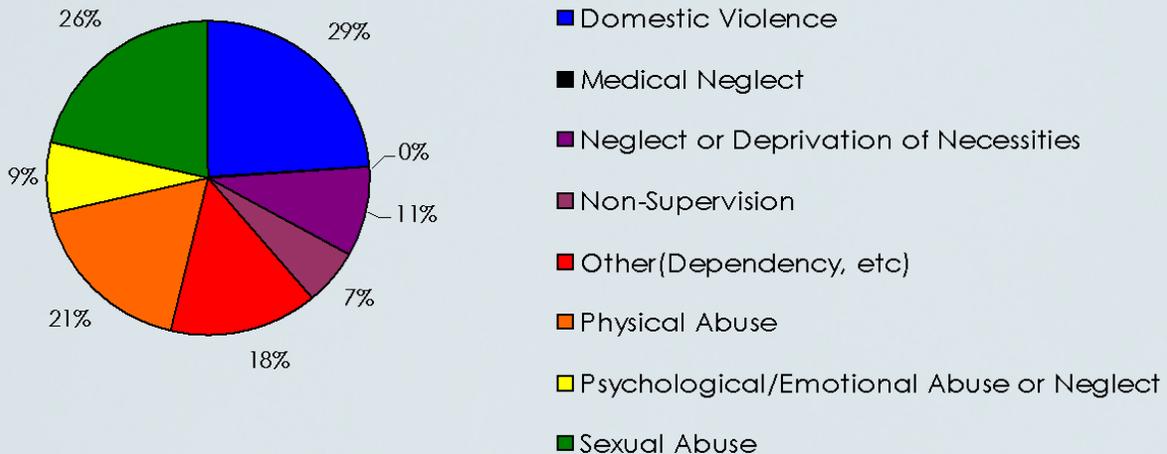
CHILD PROTECTIVE SERVICES

20,340 referrals were investigated by Child and Family Services in FY07. 8,386 (41 percent) of those referrals were supported. 1,229 of the total number of victims (12,478) received foster care services (8 percent). Of the total abused and neglected children in FY07, 53 percent were female and 46 percent were male. 29 percent of supported abuse or neglect cases had alcohol or drug abuse as a contributing factor as reported by caseworkers. While the number of referrals increased slightly from last year, the percentages remained the same.

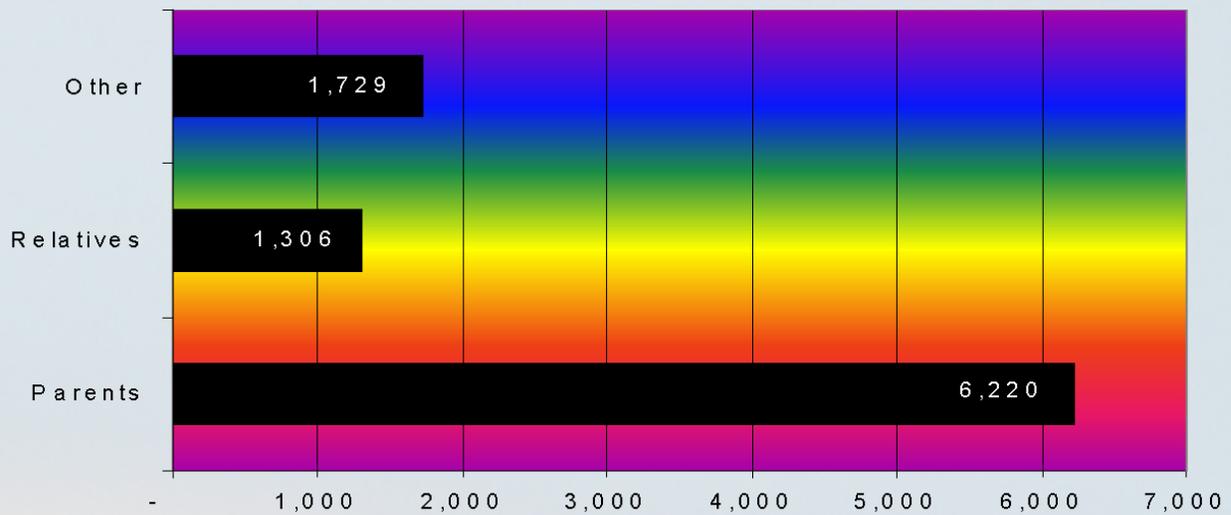
NUMBER OF CPS CASES



PERCENT OF SUPPORTED CPS ALLEGATIONS BY TYPE



NUMBER OF SUPPORTED PERPETRATORS BY RELATION TO PRIMARY VICTIM



SUPPORTED CASES

<i>VICTIM'S AGE</i>	<i>NUMBER</i>	<i>PERCENT</i>	<i>UTAH POP. PERCENT</i>
0 to 5 years	5,149	42%	33%
6 to 10 years	3,336	27%	23%
11 to 13 years	1,703	14%	13%
14 to 17 years	2,131	17%	17%
18+ years	13	0%	14%
Total *	12,284		

<i>ETHNICITY OF VICTIMS</i>	<i>NUMBER*</i>	<i>PERCENT</i>	<i>FY05 UTAH POP. PERCENT</i>
African American	503	4%	2%
Am. Indian/Alaska Nat.	469	4%	2%
Asian/Pacific Islander	376	3%	3%
Caucasian	10,974	90%	94%
Hispanic	2,651	22%	11%
Other/Unknown	14	0%	

<i>PERPETRATOR'S AGE</i>	<i>FY06 PERCENT</i>	<i>FY07 PERCENT</i>
0 to 10 years	0%	0%
11 to 20 years	8%	14%
21 to 30 years	44%	37%
31 to 40 years	30%	30%
41 to 50 years	14%	15%
51+ years	4%	4%



ARIA & MOSES

Ages 7 & 9

Photographed by Ted York
Sponsored by Megadyne
Medical Products

*Footnote: The unduplicated number of victims was 12,478; however, some children had more than one investigation during the year and may show in more than one age group. Additionally, children may have a multiracial background and show in more than one ethnicity category; therefore, percents may add to more than 100.



BRANDON

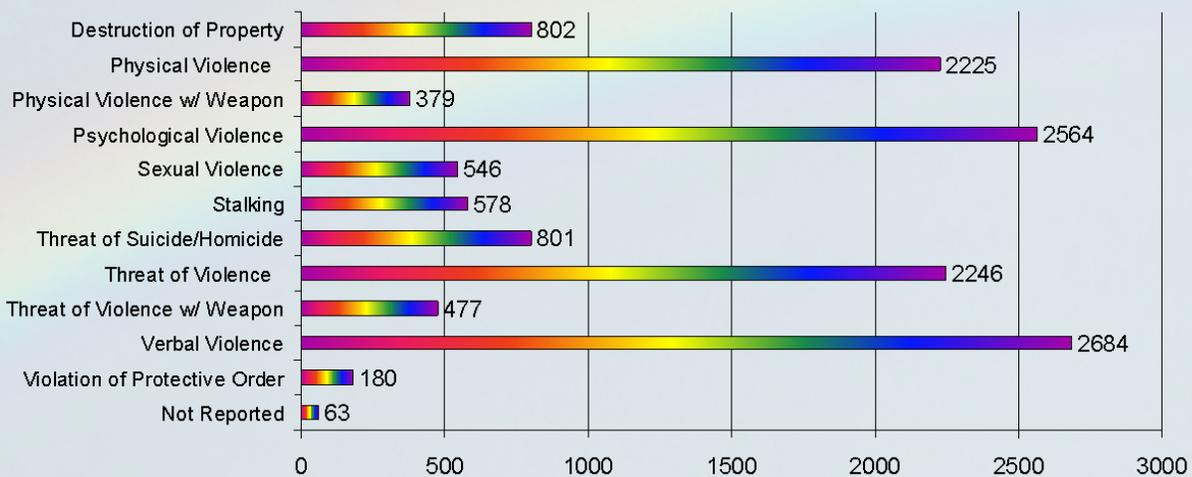
Age 9

Photographed by Mickelle Weber

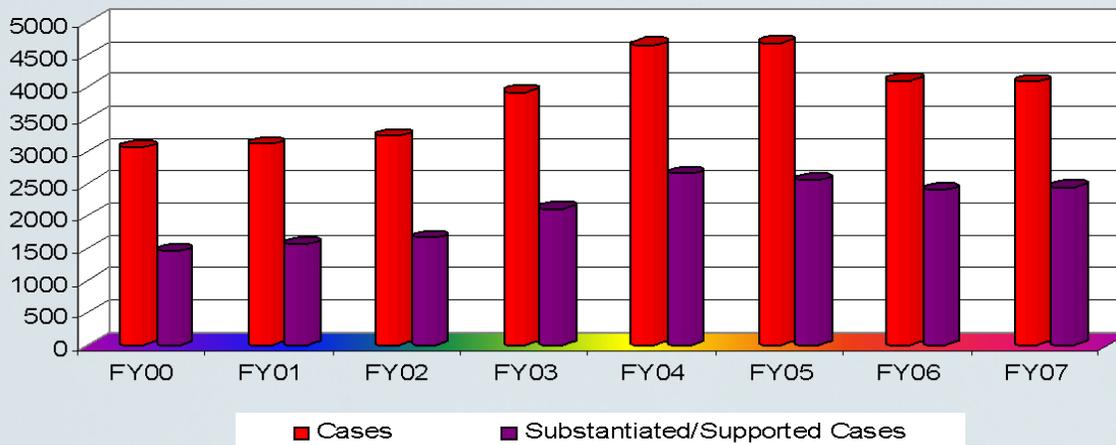
DOMESTIC VIOLENCE SERVICES

Child and Family Services serves children and families impacted by domestic violence. In Utah, domestic violence in the presence of a child is recognized as child abuse. Nearly 27 percent of all CPS allegations are domestic violence related. Utah is fortunate to offer a variety of services related to domestic violence. Services include: shelter, safety planning, community resource education, protective order assistance, community education, perpetrator treatment referral, law enforcement referral, health services referral, individual and group counseling, day care, and child proactive services.

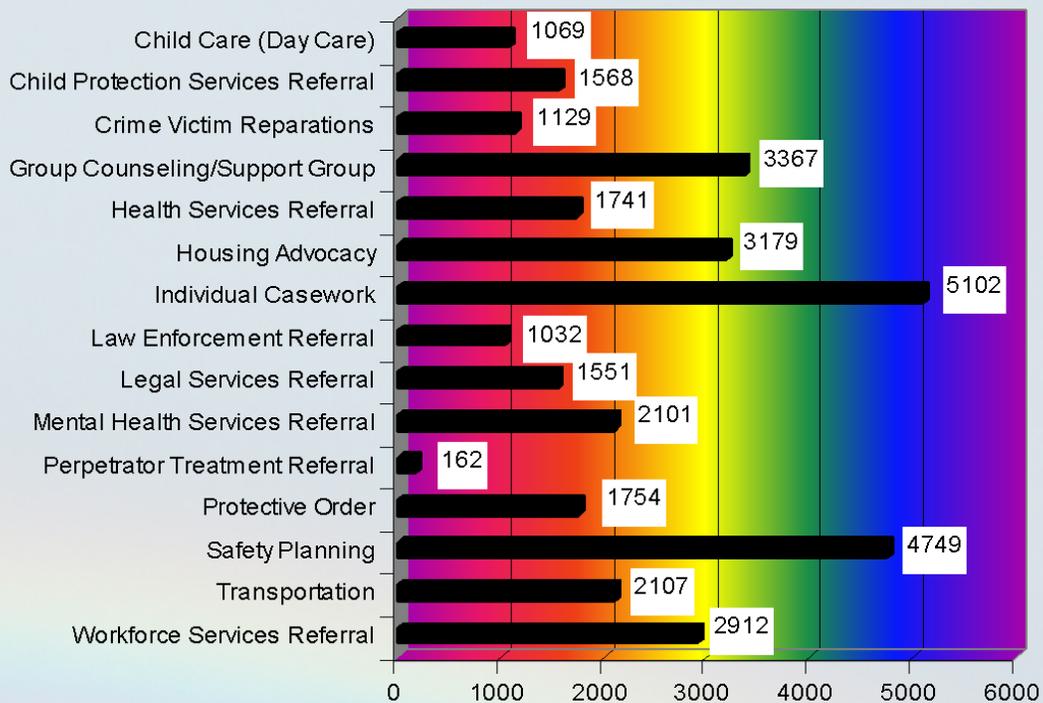
TYPES OF ABUSE REPORTED BY DOMESTIC VIOLENCE SHELTERS



TREND OF DOMESTIC VIOLENCE RELATED CPS CASES STATEWIDE



SERVICES PROVIDED TO DOMESTIC VIOLENCE VICTIMS IN SHELTERS



Hi!

My name is Kirsten and i am on this adoption exchange! I am so happy with the outcome of the adoption exchange! I have found a family that i love! Well you guys found them! They are so good to me and i feel so loved and cared for! I had been in foster care for about 5 years before i moved in with S and C D! I love them! I am so happy with what you guys have done! You guys have done a great job with finding me a family! Seriously i am not to happy with a lot of things that come about the foster care system and dcfs but i am glad i had high hopes and did not give up! My whole life has been flipped around! Its not been then that long but such a huge difference! I am so welcomed and loved here! I was in foster care for almost 5 years and in 2 foster homes! Even though my foster homes haven't been the wroste (sic) they havent been the best and i have hurt a lot and i strongly feel foster care is no place for any kid to grow up in! In some cases it may be better its not and should be a long term thing! In the placement i am in there are foster parents but to be completely honest i would(n't) consider them foster parents but a family! They are so excepting to everyone! I am so lucky and privileged to be with them and have a family! I hope that all kids can find the same! I honestly couldn't ask for more! They are wonderful! You guys have found a wonderful family for and i thank you guys so much! I am so happy here happier then ever! Thank you guys! I pray for the best for everyone!

Sincerely, Kirsten

(Presented here as written by Kirsten. Adoptive family names have been protected.)



TAWNIE

Age 13

Photographed by Mickelle Weber



JAMIE

Age 13

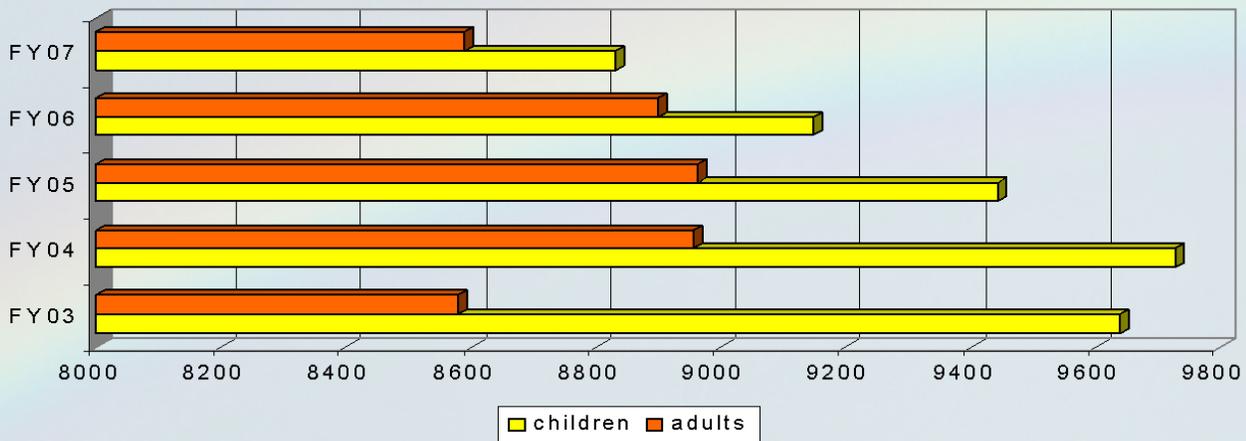
Photographed by Bruce & Tammy Jolley
Sponsored by Megadyne Medical Products

IN-HOME SERVICES

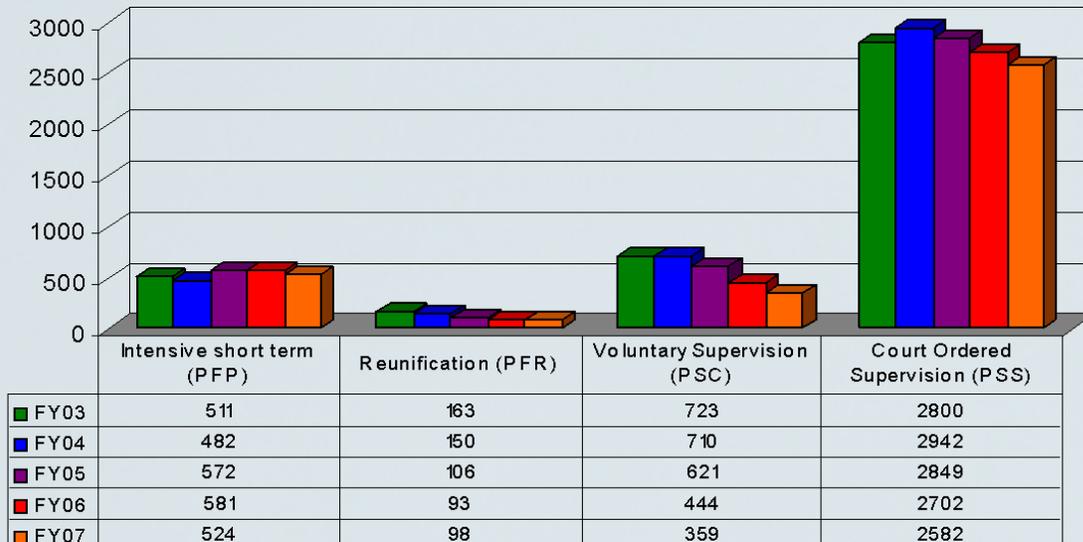
In-Home Services are provided in a family's home. These services may be provided to reduce safety risks and prevent removal, as a support to relatives who are caring for children who have been removed from their home, or as a support when children are reunified after a foster care episode. The services include counseling, advocacy, education, and skill building. Services can be court ordered or without court supervision. In-Home Services also include family

preservation services that provide more intensive services over a short period of time.

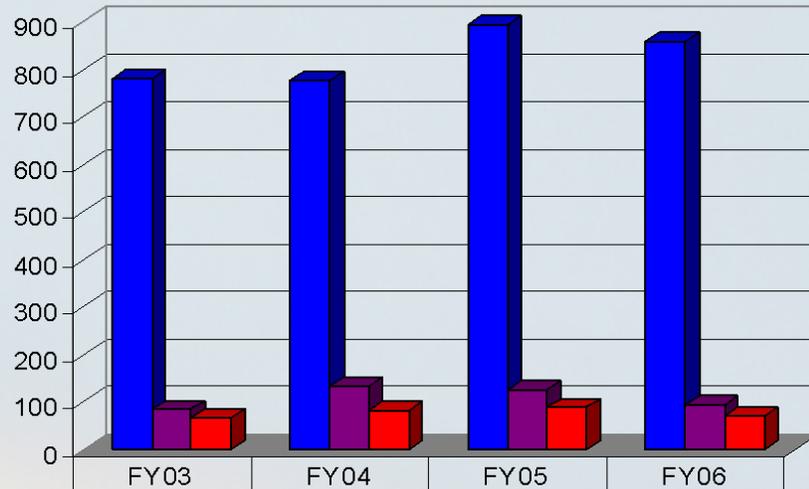
CHILDREN AND ADULTS SERVED IN HOME



IN-HOME FAMILIES SERVED

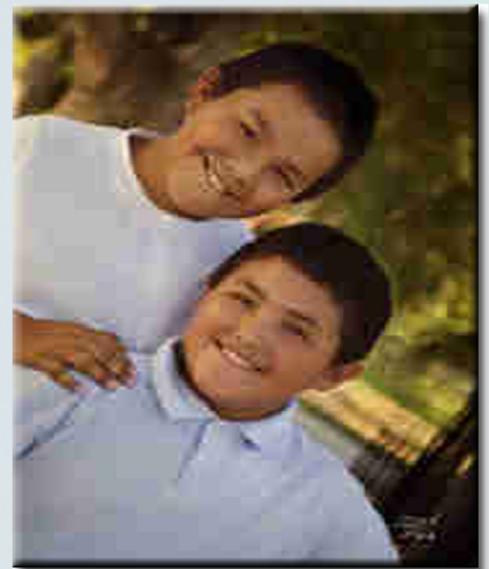
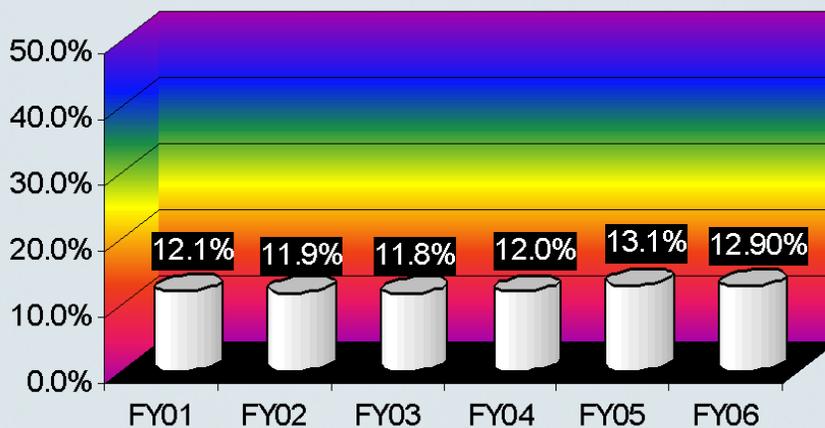


CHILD CLIENTS PROVIDED WITH FAMILY PRESERVATION SERVICES CASES IN YEAR WITH SUBSEQUENT SUPPORTED ALLEGATIONS OF CHILD ABUSE OR NEGLECT AND THOSE WITH SUBSEQUENT FOSTER CARE CASES WITHIN 12 MONTHS.



■ Child Clients Provided with Family Preservation Services	780	778	896	859
■ Child Clients with Subsequent Supported Child Abuse Findings	86	136	126	94
■ Child Clients with Subsequent Foster Care Cases	69	83	90	73

PERCENT OF CHILD CLIENTS PROVIDED WITH IN-HOME SERVICES INCLUDING FAMILY PRESERVATION SERVICES IN YEAR WITH SUBSEQUENT SUPPORTED ALLEGATIONS OF ABUSE OR NEGLECT WITHIN 12 MONTHS OF CASE CLOSURE



ADAN AND GABE

Ages 10 & 11

Photographed by Adilfa Ford

Note: FY06 is the last year reported as one year must lapse to assess recidivism.



AUSTIN

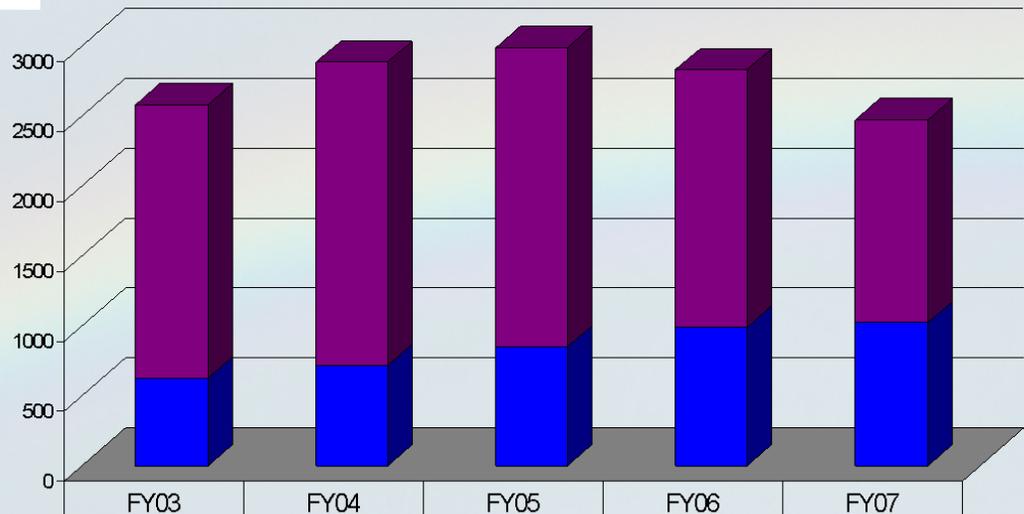
Age 13

Photographed by Deanne Parry

KINSHIP SERVICES

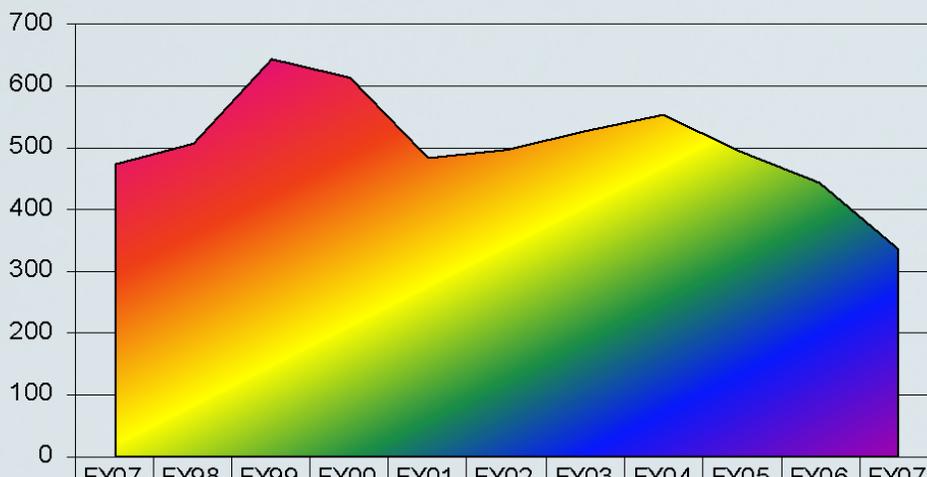
When a child cannot remain safely with his/her family the first option considered is placement with relatives. Relatives may choose to become licensed foster care providers, or the court may give them custody of the child. If children are placed in the custody of relatives the court often orders In-Home services so that a caseworker can work with the relatives and guardians towards permanency for the child.

**NUMBER OF CHILDREN PLACED WITH RELATIVES
BOTH IN FOSTER CARE AND IN THE CUSTODY OF THE
RELATIVE**



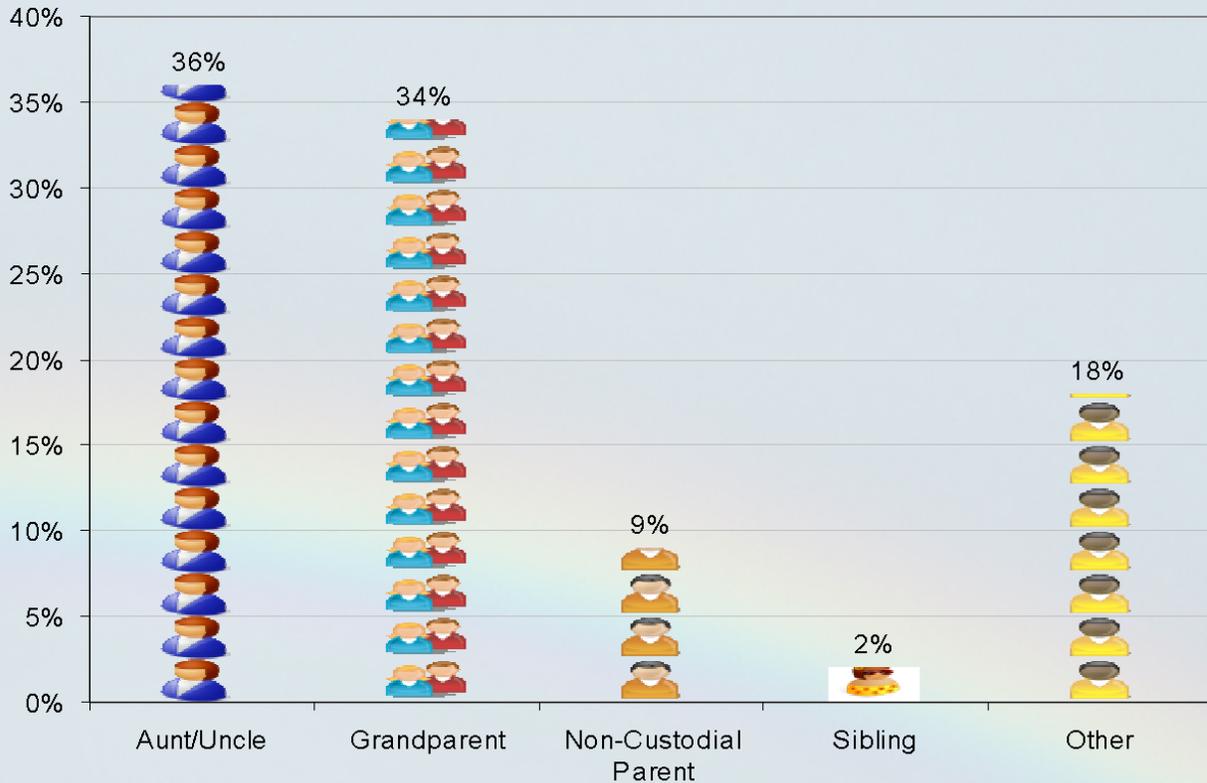
■ Kin has custody with an In-Home case	1950	2165	2142	1837	1451
■ Kin is licensed foster parent	625	715	845	989	1018

CHILDREN EXITING CUSTODY TO A RELATIVE



■ children	473	508	644	615	485	497	528	555	492	444	336
------------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

PERCENTAGE OF CHILDREN PLACED WITH VARIOUS KIN TYPE
POINT IN TIME JUNE 30, 2007



• I don't wanna be like you..
 • I don't wanna be like you
 • maybe her, him that,
 • no I don't wanna be like you
 • there away, gone, this
 • no I don't wanna be like you
 • running, lieing, dieing, denying,
 • no I don't wanna be like you
 • used, abused, amused,
 • no I don't wanna be like you
 • known, shown, alone,
 • no I don't wanna be like you
 • honest, beautiful, passionate,
 • yes this is me, and what I wanna be
 • you may have made me but I still don't
 • wanna be like you
 • but I can still love you
 •
 • -a former foster child



BENJAMIN
 Age 13
 Photographed by Deanne Parry



BLAKE
Age 7
Photographed by David Rich

FOSTER CARE SERVICES

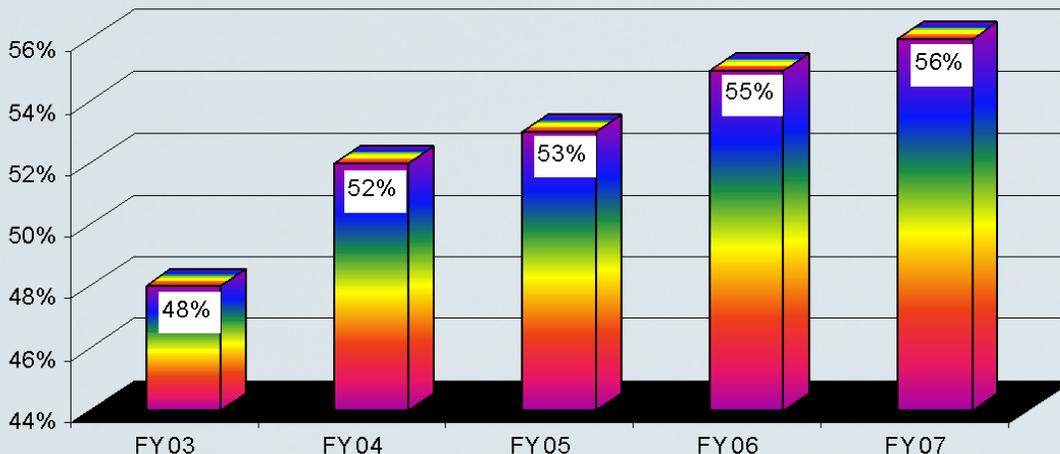
When a child is unable to remain safely in the home of their parent or caregiver, juvenile court may order custody and/or guardianship of the child to Child and Family Services, which is commonly referred to as "foster care". The purpose of foster care is to provide a safe environment where the child can reside while services are provided to the child and family. If the child is unable to return to a parent or caregiver, Child and Family Services focuses on building connections for the child with another family that will be their permanent home. Permanency for the child can be achieved through guardianship with a relative or adoption.

REASONS CHILDREN EXITED FOSTER CARE FY07

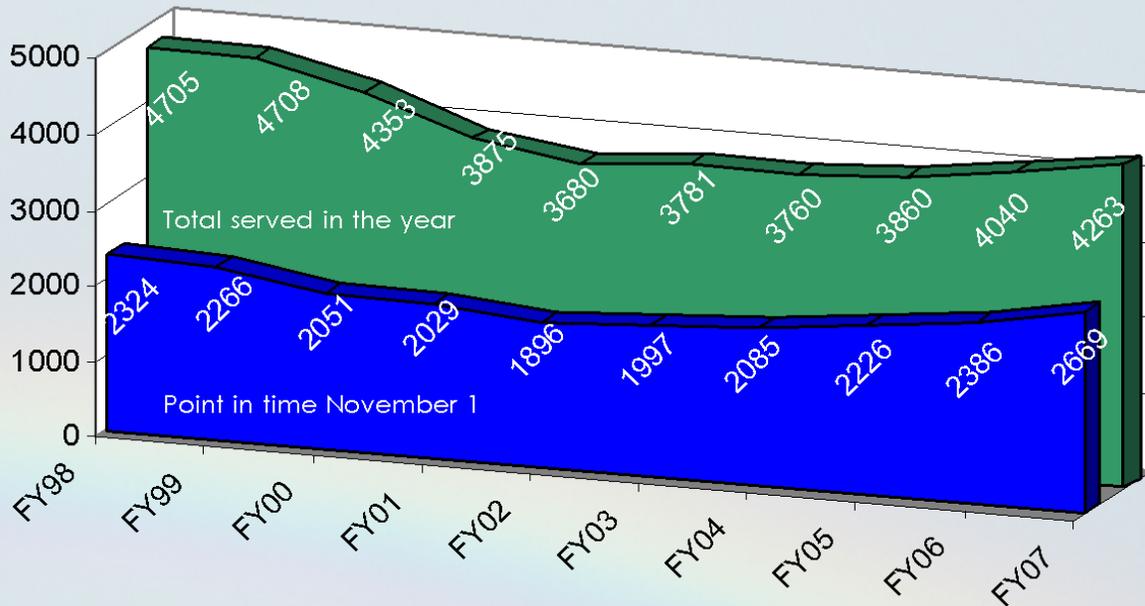
Reason for Exiting Custody	Percent	Average Months in Custody
Reunification with Parents/Guardians	37%	10
Guardianship to Relatives	19%	5
Adoption	22%	18
Age of Majority	12%	40
Transfer to Another Agency	4%	22
Other (Child Ran Away, Death, Guardianship to Foster Parent)	6%	18
Total	100%	15

For the past several years, there has been an increase in the number of foster care cases documented by caseworkers that have drugs or alcohol as a factor contributing to Child and Family Services involvement with the family. The graph below demonstrates this increase.

PERCENTAGE OF FOSTER CARE WITH ALCOHOL OR DRUGS AS A CONTRIBUTING FACTOR



NUMBER OF YOUTH RECEIVING FOSTER CARE SERVICES POINT IN TIME AND TOTAL SERVED



The blue area refers to the number of children that were in custody on November 1 of each year. The green area shows the total number of children in foster care during the fiscal year. If the child had more than one custody episode during the year, they are only counted once in the total number of children served.

ETHNICITY OF CHILDREN IN FOSTER CARE FISCAL YEAR 2007

**Child's Ethnicity	Number	Percent	*Utah Population %
African American	282	7%	1%
Am. Indian/Alaska Nat.	275	6%	1%
Asian/Pacific Islander	93	2%	3%
Caucasian	3750	88%	94%
Hispanic	1064	25%	11%

Footnotes: *Utah's population percent represents the percentage of the population in the entire state of Utah (U.S. Census Bureau 2006) projections for age, <http://wonder.cdc.gov> for ethnicity).

**Children can be listed under more than one ethnicity



BRADION, ZACHAREY & TASHINA

Ages 6, 8, & 9

Photographed by Lisa Nelson

Bradion, Zachary & Tashina are being adopted
by their foster family.



JASMINE

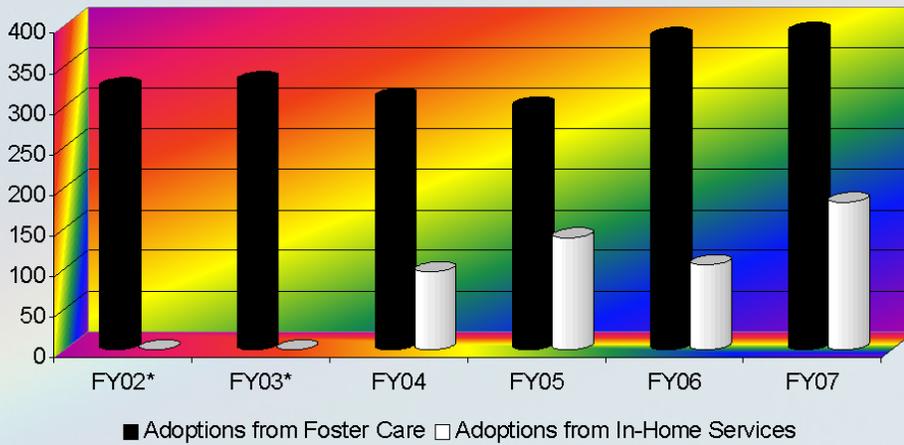
Age 10

Photographed by Adilfa Ford

ADOPTION

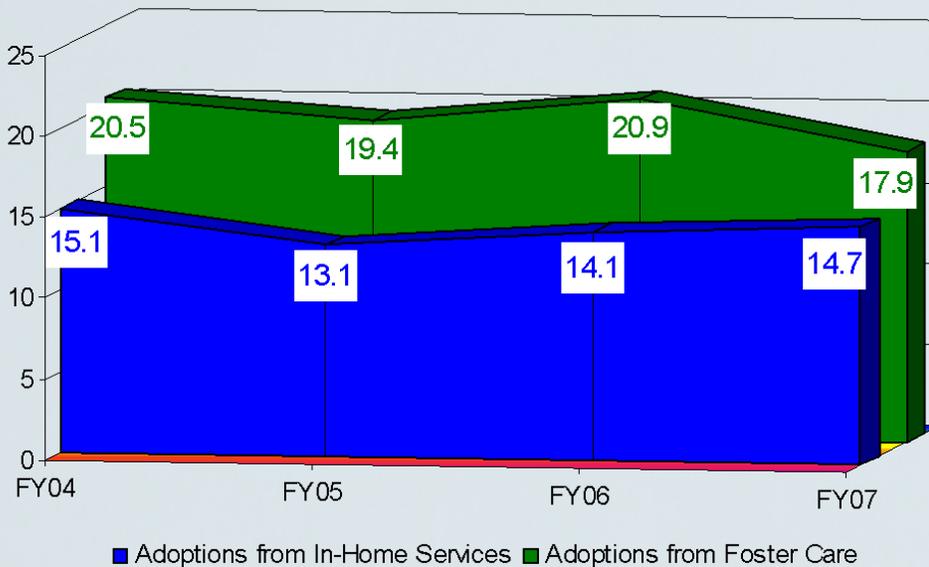
It is a priority for Child and Family Services that all children have a permanent family, who will support the physical, emotional and mental growth. If a child is placed in foster care, every effort is made to place the child with a family who is willing to adopt the child if he or she is not able to return to their legal guardian. Relatives are given preference when choosing a placement for the child, but if a relative is not available within 4 months, adoption preference is given to the foster family with whom the child lives.

NUMBER OF CHILDREN ADOPTED

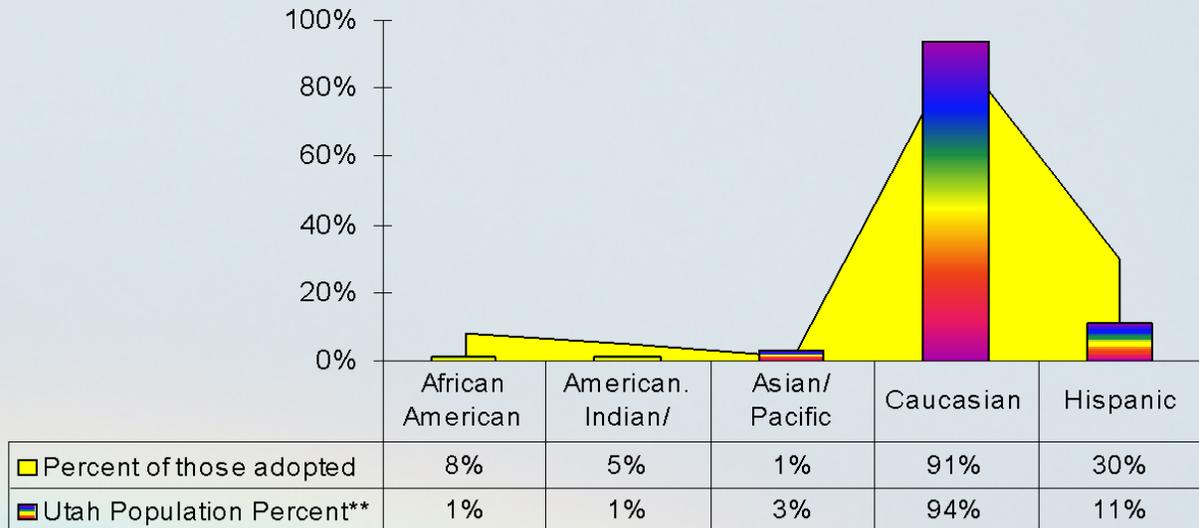


*Adoptions from In-Home cases were not tracked prior to FY04.

AVERAGE NUMBER OF MONTHS ADOPTION CASES ARE OPEN



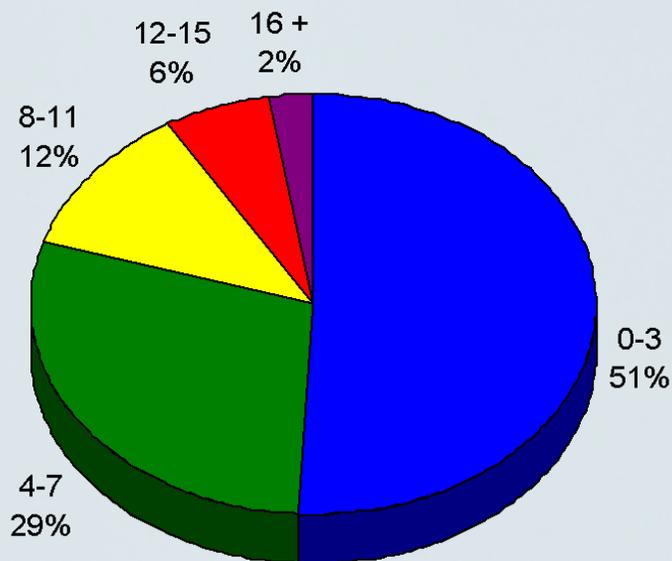
ETHNICITY OF CHILDREN ADOPTED



*Children can be listed under more than one ethnicity; therefore, percentages may not equal 100%.

**U.S. Census Bureau 2006 projections for age, <http://wonder.cdc.gov> for ethnicity.

AGES AND PERCENTAGES OF CHILDREN ADOPTED THROUGH FOSTER CARE AND IN-HOME SERVICES CASES



ALEXIS
Age 14
Photographed by Nichole Van Valkenburg



DANIAL

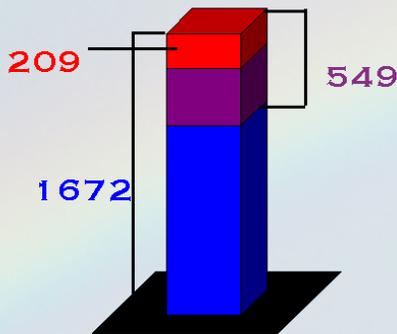
Age 16

Photographed by Travis Minning

TRANSITION TO ADULT LIVING

Transition to Adult Living (TAL) is a set of services provided to young people in the care of Child and Family Services who are 14 years and older. Youth are offered TAL services regardless of whether they are able to return home. TAL services prepare youth to meet the challenges of transitioning to adulthood and include:

1. Case managements services
2. Basic Life Skills Training
3. Financial assistance to move into own apartment, get first car, start college
4. Aftercare support such as case management, limited financial assistance
5. Youth leadership opportunities
6. Regular activities to boost self-esteem and social skills
7. Other periodic trainings like filing taxes
8. Building support networks by teaching relationship skills



1,672 children over the age of 14 were **served in foster care**

of those, **549** children over the age of 14 **exited foster care**

of those, **209** children over the age of 14 **exited foster care with a reason of "age of majority/emancipation"**

TRANSITION TO ADULT LIVING SUMMIT 2007

The Annual Transition to Adult Living Youth Summit was held October 2007 at Aspen Grove in Provo, Utah. 140 young people attended, along with caseworkers and community partners. The theme was "Taking the Lead". Guest speakers included Gold Medalist Sprinter, Marlon Shirley, who has captivated the sporting world as the fastest amputee in the world. Shirley was abandoned by his mother at age three and found his way into the foster care system and adopted by a family in Utah. Shirley set an inspirational example of what the youth can achieve through a combination of ability and tireless effort. The FosterClub All-Stars, a national group of former foster youth from across the country, facilitated many of the workshops and shared their expertise and experiences about their journey transitioning from foster care to adulthood.



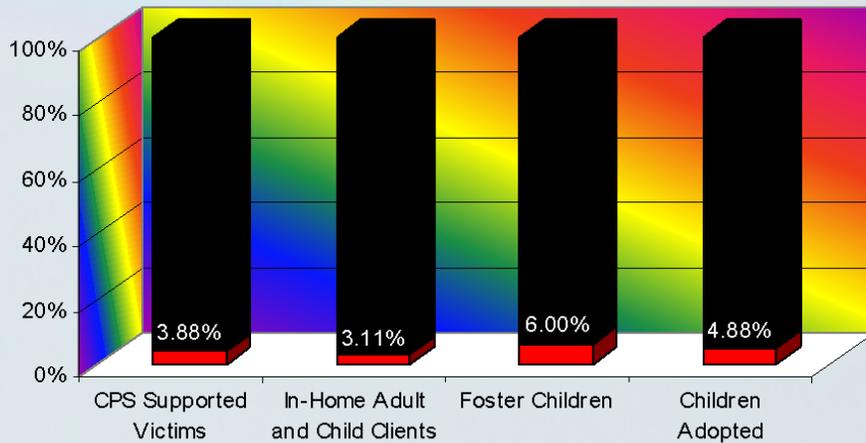
INDIAN CHILD WELFARE ACT

The Indian Child Welfare Act is a federal statute passed in 1978 by Congress to protect Indian families and to preserve the ties between Indian children and their tribe. The Act requires certain procedural and substantive standards upon state courts and state child welfare agencies before an Indian child can be removed from their home and culture.

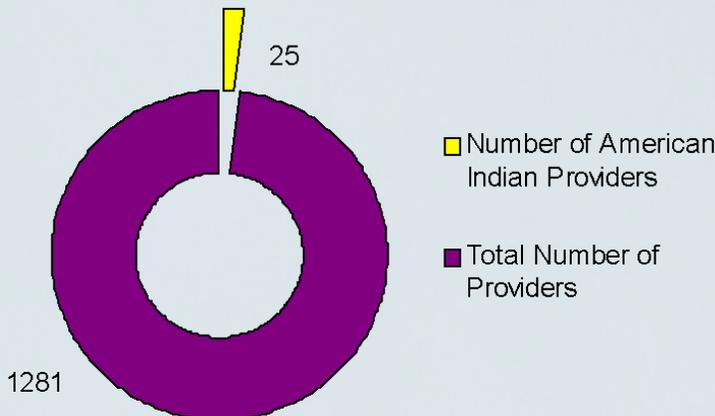
The Indian Child Welfare Act promotes the involvement of tribes in custody cases regarding Indian children. The primary goal of the Act is to reduce the number of Indian children being placed outside of the Indian community by establishing standards for the removal of children and encouraging placement in Indian homes. It also recognizes the role of cultural values in child welfare services, specifically the Native beliefs in personal freedom, tribal solidarity, spirituality, harmony, and wisdom.

Child and Family Services has Indian Child Welfare Agreements with each of the Utah Tribes. This collaboration has developed a partnership of cooperation and mutual respect, and signifies a continual striving toward the goals of preserving families and protecting Indian children by nourishing their cultural heritage.

PERCENT OF NATIVE AMERICANS SERVED BY CASE TYPE



NUMBER OF AMERICAN INDIAN FOSTER CARE PROVIDERS COMPARED TO TOTAL NUMBER OF FOSTER CARE PROVIDERS



DUSTIN & MONICA
Age 14 & 15
Photographed by Jefra Linn



FIONX

Age 14

Photographed by Clark Knight
Sponsored by Sierra West Jewelers

QUALITY IMPROVEMENT COMMITTEES

COMMUNITY IMMERSION DAYS

Four Quality Improvement Committees have hosted immersion events. Immersions are a way to invite community members in and let them have a closer view of the internal workings, struggles, and accomplishments of the child welfare system in Utah. This day long event includes review of:

- ◆ Reporting child abuse and neglect
- ◆ Child Protective Services
- ◆ In-Home Services
- ◆ Foster Care Services

The majority of the presentations come through the voices and emotions of caseworker staff. They share their best and worst days at work. Immersions generally also include a view into the Child and Family Team Meeting process. This allows the community to realize the importance of a team supporting a family. The team generally includes the family, extended family, school personnel, therapists, attorneys, service providers, foster parents, and others. The day ends with a panel of current or previous clients of the child welfare system. Their willingness to share their experience with the community is very powerful. On a subsequent day, the same community members are invited to attend juvenile court and visit with judges about the system they see. These events were hosted in Northern Region on August 16th with 65 attendees, in Salt Lake Valley Region on September 26th with 55 attendees, and in Price on October 11th with 94 attendees. There is one scheduled for December 4th in St. George.



PRICE IMMERSION DAY - OCT. 11, 2007

PRIORITY FOCUS AREAS

The State Quality Improvement Committee supported Child and Family Services priority focus areas by declaring that their top three areas of focus this year will be:

- 1) Employee retention and morale,
- 2) Placement stability, and
- 3) Substance abuse.

Each Regional Quality Improvement Committee, as well as the State Quality Improvement Committee was charged with considering the needs for each of the three focus areas and develop strategies for and with region or state Child and Family Services. The time frame for completion is July '08 for all focus areas.

Quality Improvement Committees across the state have organized events of recognition for Child and Family Services employees. The nature of these events is unique to each geographic part of the state. Several of the events use "Stories of Hope" or "Stories of Heart." These stories tell of staff who have gone above and beyond what is expected to help families and ensure safety for the children they serve. There have also been recognition dinners and lunches where staff have received appreciation from the community.

Each Quality Improvement Committee receives data related to state and region performance measures regarding the stability of placements. Several of the committees have formulated recommendations to address these needs in their area.

Substance abuse is a major contributing factor to the neglect and sometimes abuse of children. The State Quality Improvement Committee has studied a multitude of issues related to substance abuse across the state. The committee will be developing training and hosting discussions across the state regarding the following three items:

- ◆ Developing a consistent response to cases of newborn exposure,
- ◆ Emphasizing the importance of accurate data entry so that the true breadth of substance abuse can be measured across the state allowing for appropriate resources to be pursued to meet the needs, and
- ◆ Informing all attendees about time limits set for families to make changes and successfully move toward reunification.

This training and discussion will be provided across the state to multi-disciplinary teams using the Children's Justice Centers. The goal is to provide this training and discussion to designated geographic areas of the state by July '08.

The southwest part of the state hosted a two-day conference regarding methamphetamine use for Child and Family Services, law enforcement, treatment providers, and others including clients and their families.

DIVERSITY

Each of the Quality Improvement Committees is aware that greater diversity of race and culture within their membership is necessary to better represent all segments of Utah's population. The committees are obligated to document efforts to recruit members from minority populations as well as client representation and foster parents by July '08.



JACOB

Age 8

Photographed by Shauna Stephenson
Jacob has been placed with a family



BRITTANI

Age 15

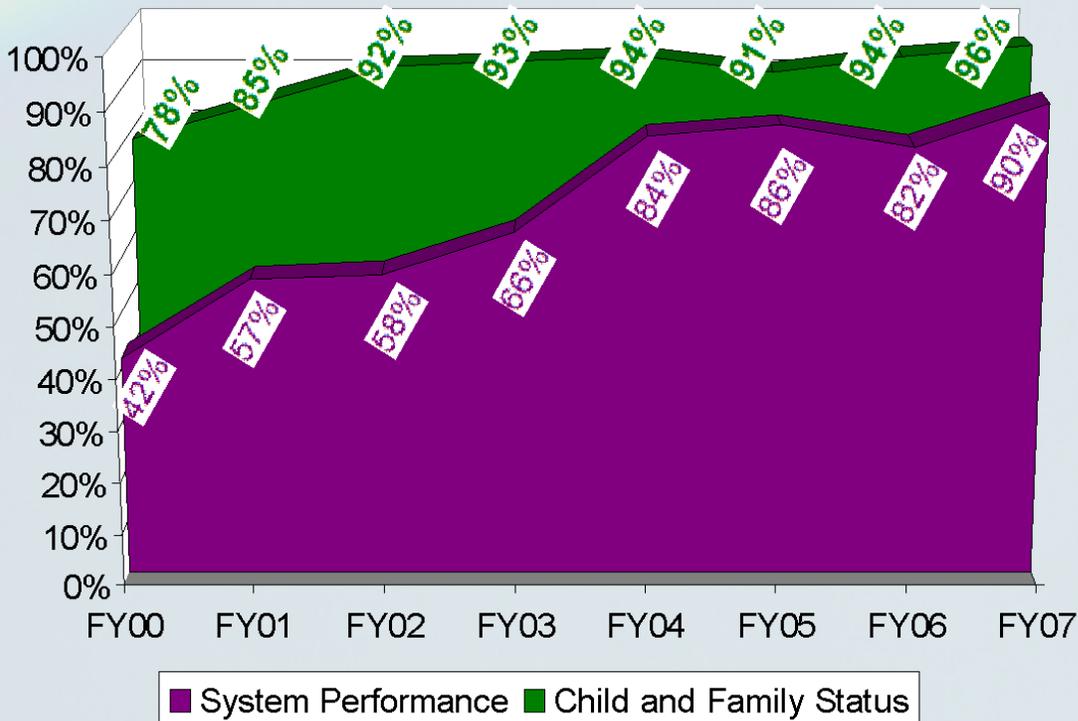
Photographed by Brenda Hansen
Brittani has plans with a family

REVIEW FINDINGS

The Office of Services Review conducts two separate reviews each year. The first is the Qualitative Case Review (QCR), which measures outcomes for the child and family. The second is the Case Process Review (CPR), which measures compliance with Practice Guidelines. The QCR is conducted by region while the CPR is conducted on a statewide basis. The QCR is divided into two areas, Child and Family Status and System Performance.

The Child and Family Status measures outcomes such as safety, prospects for permanency, stability, and others. The System Performance area measures how well the child welfare system is supporting the family to help them achieve the positive outcomes. It measures team coordination, long-term view, assessment, plan implementation, and others.

QUALITATIVE CASE REVIEW



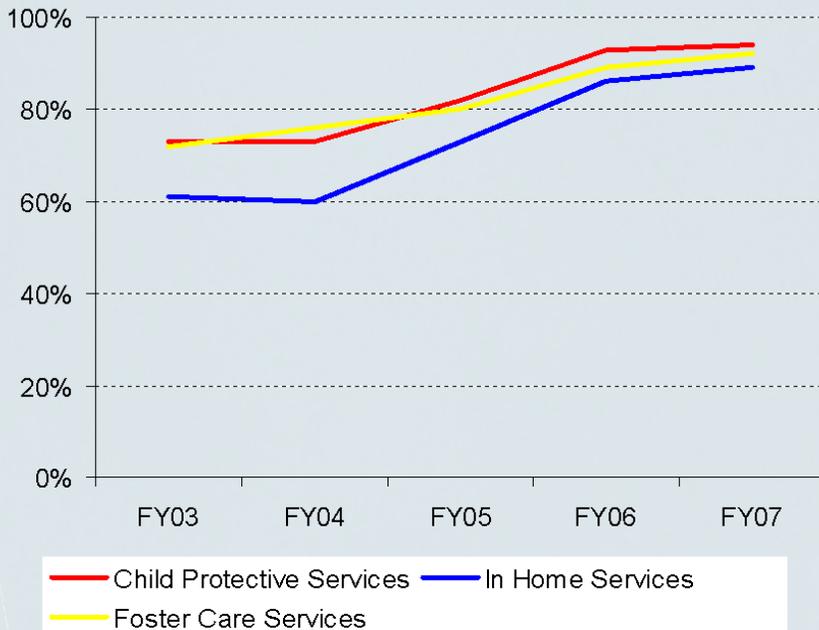
CHILD AND FAMILY STATUS DOMAINS

	FY03	FY04	FY05	FY06	FY07
Safety	97%	97%	92%	95%	96%
Stability	74%	80%	73%	71%	74%
Appropriateness of Placement	96%	98%	96%	95%	97%
Prospects for Permanence	60%	72%	66%	64%	72%
Health/Physical Well-Being	98%	99%	97%	99%	99%
Emotional/Behavioral Well-Being	82%	87%	86%	89%	91%
Learning Progress	79%	87%	87%	89%	91%
Caregiver Functioning	96%	99%	98%	98%	97%
Family Resourcefulness	54%	74%	74%	62%	74%
Satisfaction	86%	90%	89%	90%	91%
Overall Score	93%	94%	91%	94%	96%

SYSTEM PERFORMANCE DOMAINS

	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
Child & Family Team Coordination	39%	38%	45%	61%	79%	81%	77%	83%
Child and Family Assessment	27%	44%	42%	52%	64%	63%	62%	74%
Long-Term View	21%	36%	32%	43%	65%	65%	63%	73%
Child & Family Planning Process	33%	42%	52%	61%	72%	76%	75%	88%
Plan Implementation	54%	68%	67%	76%	84%	89%	86%	91%
Tracking & Adapting	55%	59%	63%	69%	81%	84%	81%	84%
Child & Family Participation	57%	56%	60%	67%	82%	85%	82%	93%
Formal & Informal Supports	80%	80%	79%	84%	87%	93%	89%	94%
Successful Transitions	44%	54%	56%	66%	79%	75%	78%	79%
Effective Results	58%	66%	71%	77%	84%	88%	87%	90%
Caregiver Support	90%	92%	93%	95%	97%	95%	96%	97%
Overall Score	42%	57%	58%	66%	84%	86%	82%	90%

CASE PROCESS REVIEW RESULTS OVER FIVE YEARS



CHARLES, VIOLET & KIMBERLY
 Ages 8, 7, & 9
 Photographed by Ted York
 Charles, Violet & Kimberly have plans with a family.



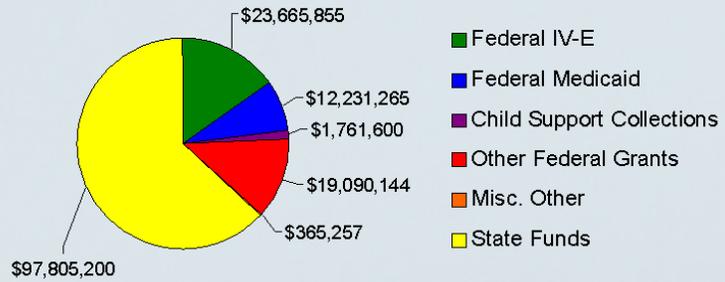
JAZMEN

Age 14

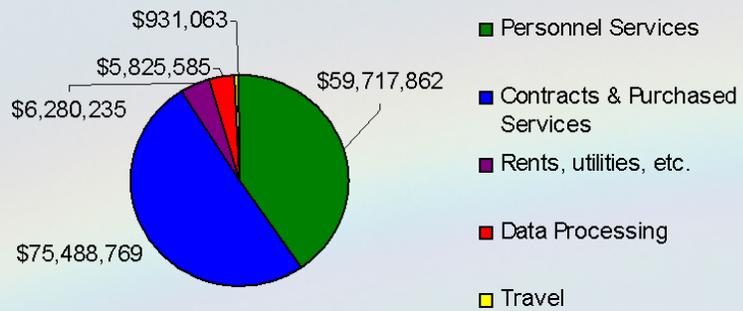
Photographed by Ryan Cummings
Sponsored by Best Car Connection

FUNDING

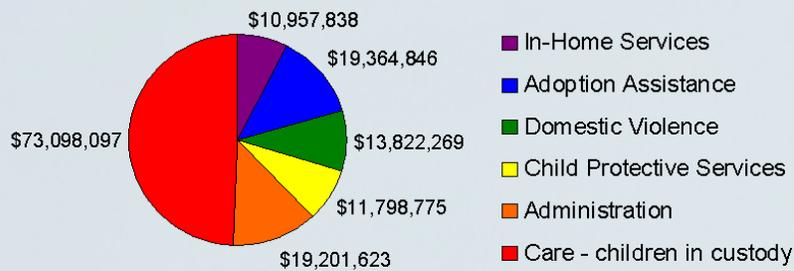
FUNDING SOURCE



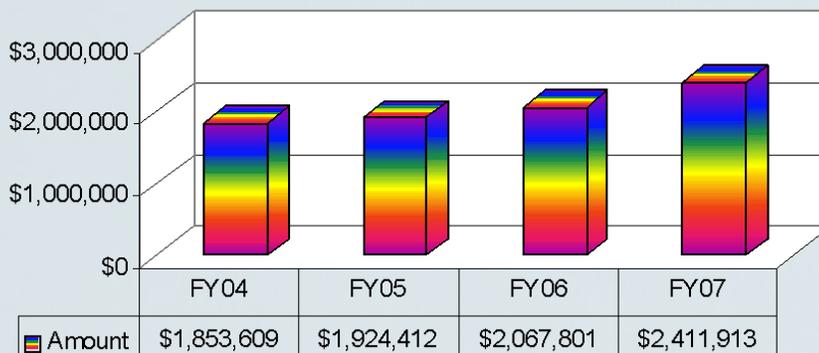
HOW SPENT



SERVICES PROVIDED



FLEXIBLE FUNDING SPENT



TRAINING

PILOT TRAINING

July 1, 2006 through June 30, 2007

Training	Hours	Date	# of people trained
Youth Safety Training for Trainers	3	Jun-07	26
Child & Family Plan Classroom for Permanency Staff	4	Apr-07	24
Child Interviewing	5	Feb-07	7
Legal - 4th & 14th Amendments - Region Representatives	3.5	Nov-06	8
Employee Recognition "Limelight Training"	1	Oct-06	16
Substance Abuse Online	4.5	Sep-06	10
Supervisor Performance	4	Aug-06	12
Training Skills	2	Held monthly	15

Child and Family Services has a professional development team consisting of both statewide and region specific trainers. There are a total of 26 trainers: 8 at the state office and 18 in the regions. Child and Family Services' trainers not only present trainings but also develop curriculum. The trainings listed above were new this year.

Before a new caseworker takes on a full caseload they are expected to complete the following

- 120 hours of Practice Model training
- New State Employee Training
- SAFE Training
- Level A (Introduction to Department and Division)
- Level B (Organization for Practice and Documentation Training)
- CORE 100 Legal Core
- CORE 103 Effects of Abuse and Neglect on Development
- CORE 104 Separation and Loss
- Workplace Violence
- Sexual Harassment
- Driver Safety training



JOHNATHAN

Age 5

Photographed by Linda Boyd
Sponsored by Saint Thomas Moore Choir
Johnathan is on hold which means the caseworker is not accepting inquiries at this time.

Blood is Thicker than Water

By: Annie Cody, a former foster child

Frightened and shaking I walk through the door of foster family number one.

Today is my birthday and I smile, but how I wish I could run.

They take me by the hands and lead me to my room.

Through my eight-year-old eyes I observe my tomb.

But I am growing more comfortable as every day passes.

I attend the third grade and become known as the foster child with the glasses.

They don't know that I don't sleep at night.

They don't know that every breath I take requires an eternal fight.

A horrendous day comes resulting in a burn from a diabolical flame.

At the ripe old age of ten I am losing the social services game.

My heart drops to the floor along with my dreams of becoming their daughter.

The fact stands clearly that blood is thicker than water.

Confused and shaking I walk through the door of foster family number two.

I meet them and smile, but I am unsure of what to say and do.

They take my hands and lead me to my room.

Through my ten-year-old eyes I observe my tomb.

I barricade myself in that cell as the sun rises and sets.

I cry an endless flood of tears with my pillow soaking wet.

On an unsuspecting day I hear the all too familiar phrase:

"Andrea, you will be leaving in just a few days."

Once again I am burned by that diabolical flame.

At the ripe old age of eleven I am losing the social services game.

My heart falls to the floor along with the dreams of being their daughter.

I guess I forgot that blood is thicker than water.

Bitter and tired I walk through the door of foster family number three.

My heart is racing as I wonder how this house will be.

They take my hands and lead me to my room.

Through my eleven-year-old eyes, I observe my tomb.

I slack off in school and I hardly ever sleep.

I am weighted down with the burdens of my world and the memories that I keep.

At the end of sixth grade I hear the same thing as before.

I walk into the house and see my few things packed by the door.

I have another scar from the diabolical flame.

At the ripe old age of twelve, I am losing the social services game.

My heart and tears fall to the floor along with my dreams of being their daughter.

I guess I forgot that blood is thicker than water.

Tearful and nervous, I walk through the door of foster family number four.

I work hard not to make eye contact and keep my eyes on the floor.

They take my hands and lead me to my room.

Through my twelve-year-old eyes, I observe my tomb.

I can't call the woman mom, so I'm not the daughter she wants.

I won't wear dresses and bows, so I'm not the girl that she flaunts.

I feel all alone and my heavy heart is jaded.

I am weak from no sleep and my hope has slowly faded.

Once again I am burned by that diabolical flame.

At the ripe old age of thirteen, I am losing the social services game.

My heart falls to the floor with the plans of being their daughter.

I guess I forgot the blood is thicker than water.

I walk apprehensively through the door of foster family number five.

My body feels emotionless and barely alive.

They take me by the hands and lead me to my room.

Through my thirteen-year-old eyes, I observe my tomb.

My teenage attitude and rebellion increases and the battle lines are clear.

I dangerously speak my thoughts with no inhibitions or fear.

It leads me to the news that was certain to come.

I am not sad or surprised; putting faith in them was dumb.

Another third degree burn from the diabolical flame;

One more lost round in the social services game.

I know deep down that I don't want to be their daughter.

I don't mind this time that blood is thicker than water.

Thanks to The Adoption Exchange I walk through the door of foster family number six.

Of all the homes I've been to, this is the one I pick,

They take me not by the hands but by the heart and lead me to my room.

Through my thirteen-year-old eyes I observe the stone rolled from my tomb.

I learn more and more every day how a family should be.

I am happy that for once a family loves me for me.

I don't look for the dreaded words that have always come before.

I know that as time goes on, I will only love them more.

The burns have healed and I have extinguished the diabolical flame.

I can happily say that I have finally won the social services game.

I know for sure that I am their daughter and they are the family I always dreamed of.

I know for sure now that blood and water are not thicker than love.



JOSHUA
Age 16
Photographed by Robert Dyer



MICHAEL
Age 8
Photographed by Linda Boyd
Sponsored by Erickson Flooring



BRITANY
Age 4
Photographed by Deanne Parry
Sponsored by Wendy's
Britany is on hold, not accepting inquiries



TAYLOR
Age 16
Photographed by Michael Schoenfield

MORE HEART GALLERY PICTURES



AARON
Age 17
photographed by Alan Gibby



SAMMY
Age 15
Photographed by Julie Lloyd



MATT
Age 16
Photographed by Adilfa Ford



SARA
Age 13
Photographed by Jen Kappes



MARIAH & MERSADE
Ages 12 & 10
Photographed by Kris Doman
Sponsored By KUTV2

Utah's Children Who Wait...



TRISTAN
Age 11
Photographed by Bruce & Tammy Jolley
Sponsored by: Dan & Jennifer Minnick



SHYLA
Age 13
Photographed by Russ Ford
Shyla has been placed with a family



MICHAEL
Age 8
Photographed by Linda Boyd

PRACTICE PRINCIPLES

PROTECTION: Children's safety is paramount. Children and adults have the right to live free from abuse.

DEVELOPMENT: Children and families need consistent nurturing in a healthy environment to achieve their potential.

PERMANENCY: All children need and are entitled to enduring relationships that provide a family, stability, belonging, and a sense of self that connects children to their past, present, and future.

CULTURAL RESPONSIVENESS: Children and families are to be understood within the context of their own family rules, traditions, history, and culture.

PARTNERSHIP: The entire community shares the responsibility to create an environment that helps families raise children to their fullest potential.

ORGANIZATIONAL COMPETENCE: Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, help ensure positive outcomes for children and families.

PROFESSIONAL COMPETENCE: Children and families need a relationship with an accepting, concerned, empathetic worker who can confront difficult issues and effectively assist them in their process toward positive change.

PRACTICE SKILLS

**ENGAGING
TEAMING**

ASSESSING

PLANNING

INTERVENING