

STATE OF UTAH
DIVISION OF CHILD AND FAMILY SERVICES



ANNUAL PROGRESS AND SERVICES REPORT

June 30, 2015



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INTRODUCTION

In response to ACYF-CB-PI-15-03 issued March 31, 2015 by the Administration for Children and Families-Children's Bureau, following is the year one update of the five-year 2015-2019 Child and Family Services Plan (CFSP). In this document, the Division of Child and Family Services (DCFS) identifies programmatic achievements as well as updates goals and objectives that will guide the division as it strives to attain safety, permanency, and wellbeing for children and families in Utah.

In this document DCFS:

- Assesses its performance on the seven child and family outcomes and the seven systemic factors that are part of the Child and Family Services Review (CFSR).
- Identifies major program areas that coordinate the delivery of services to children and families.
- Focuses its goals on improving state performance on CFSR outcomes related to safety, permanency, and well-being.
- Integrates Continuous Quality Improvement (CQI) principles and processes into the planning process.
- Addresses substantial ongoing meaningful involvement of stakeholders, tribes, and courts, all of which have been instrumental in the development of this plan.
- Outlines training activities that are designed to support the child welfare system.

Accomplishments, goals, and activities detailed in this plan relate specifically to the following legislation:

- Stephanie Tubbs Jones Child Welfare Services-Title IV-B Part 1
- Promoting Safe and Stable Families (PSSF)-Title IV-B Part 2, including Monthly Caseworker Visits
- Child Abuse Prevention and Treatment Act (CAPTA)
- Chafee Foster Care Independence Program (CFCIP)
- Education and Training Voucher Program (ETV)
- Adoption Incentive and Guardianship Assistance Payments

Other legislation to which this plan pertains includes:

- The Indian Child Welfare Act (ICWA)
- The Indian Self-Determination and Education Assistance Act
- The Multi-Ethnic Placement Act (MEPA)/Inter-Ethnic Placement Act (IEPA)
- The Interstate Compact on Adoptions and Medical Assistance (ICAMA)
- The Interstate Compact on the Placement of Children (ICPC)
- The Fostering Connections to Success and Increasing Adoptions Act
- Title IV-E Federal Payments for Foster Care and Adoption Assistance
- The Patient Protection and Affordable Care Act
- The Preventing Sex Trafficking and Strengthening Families Act



DISTRIBUTION

This document will be distributed to the following agencies or individuals:

- Executive Director-Department of Human Services
- Regional Program Manager-Administration on Children and Families
- Child and Family Program Specialist for Utah-Administration on Children and Families
- Native American tribes located within the State of Utah.

It will also be placed online at <http://dcfs.utah.gov/reports/> and will be available to other interested parties at their request.

STATE AGENCY ADMINISTERING THE PROGRAMS

LEGAL AUTHORITY

The Department of Human Services (DHS) is responsible for the administration of state programs and services that utilize funding authorized by Titles IV-B, IV-E, and XX of the Social Security Act. The department has designated DCFS as the agency responsible for implementing and providing direct oversight of programs funded under Title IV-B and Title IV-E as well as child abuse prevention and domestic violence services delivered to Utah's children and families. As such, DCFS administers federal funds received through the Stephanie Tubbs Jones Child Welfare Services (IV-B Part 1), PSSF (IV-B Part 2) including Monthly Caseworker Visits, Adoption and legal guardianship Incentive Payments, CAPTA, CFCIP, and ETV programs.

The child welfare system in Utah is state administered. DCFS is the lead child welfare agency and provides services throughout the state. The division is responsible for agency planning, collaboration with state legislators, implementation and coordination of federally funded programs, policy development, information system development and maintenance, as well as overall management of child and family welfare programs and services.

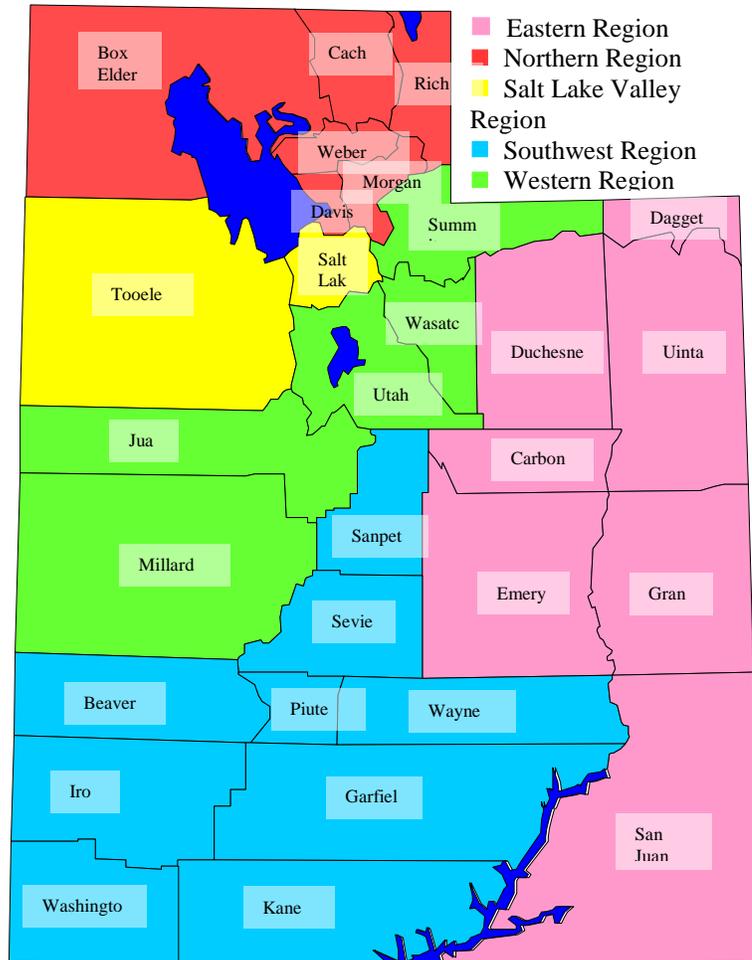
The division is the agency responsible for establishing practice standards for all programs and services provided directly by DCFS staff or by contract providers. The division is also responsible for auditing provider contracts and for ensuring that all program standards and contract stipulations are met.



MANAGEMENT

The Division Director is the administrative head of the division. Region Directors, located in five geographically defined regions, lead their regional administrative teams and are responsible for the region’s budget, personnel, inter-agency partnerships, and service delivery.

**State of Utah
 Division of Child and Family Services
 Map of Regional Boundaries**



Two administrative teams coordinate activities and formulate policies that guide agency programs and services. First, the DCFS State Office Administrative Team meets weekly and is comprised of the Director, two Deputy Directors, Finance Director, SAFE, Evaluation, and Research Director, Director of Professional Development, Director of Out-of-Home Programs and Practice Improvement, Director of In-Home Programs, Federal Revenue Manager, Contracting Manager, Auditing Manager, and SAFE Manager. This body has primary responsibility for overseeing state office operations including the coordination of planning, budgeting, and communications.

The State Leadership Team (SLT), consisting of the DCFS State Office Administrative Team and the five Region Directors, meets once per month and is responsible for oversight of statewide operations.





VISION, MISSION, AND PRACTICE MODEL PRINCIPLES

VISION

Safe Children, Strengthened Families

MISSION STATEMENT

To keep children safe from abuse and neglect and provide domestic violence services by strengthening families and working with communities.

PRACTICE MODEL

Practice Model Principles are consistent with child and family services principles specified in federal regulations [45 CFR 1355.25(a) through 1355.25(h)] and guide staff as they provide services that help the agency meet its mission and vision.

Principle One - Protection. Children's safety is paramount; children and adults have a right to live free from abuse.

Principle Two - Development. Children and families need consistent nurturing in a healthy environment to achieve their developmental potential.

Principle Three - 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.

Principle Four - Cultural Responsiveness. Children and families are to be understood within the context of their own family rules, traditions, history, and culture.

Principle Five - Partnership. The entire community shares the responsibility to create an environment that helps families raise children to their fullest potential.

Principle Six - Organizational Competence. Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, help ensure positive outcomes for children and families.

Principle Seven - 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

Key practice skills have been formulated that "Put Our Values into Action." Those skills include:

- A. Engaging—The skill that caseworkers use to effectively establish a relationship with children, parents, and other individuals who work together to resolve a child or family's child welfare related issues.
- B. Teaming—The skill of assembling a group, becoming a member of an established group, or leading a group capable of identifying or supplying resources that can help children and families resolve critical issues. Child welfare is a community effort and requires a team.



- C. Assessing—The skill that helps workers acquire information about critical events or underlying causes that necessitate the need for intervention. During this discovery process workers consider issues to be addressed, identify child or family strengths, and evaluate the child and family’s ability to address their needs. Workers also utilize this skill to determine if community resources are capable of meeting a client’s needs and if services are available and accessible.
- D. Planning—The skill used by workers whenever they tailor a unique service delivery plan for children and families. Planning is conducted in incremental steps that move children and families from where they are to a more effective level of functioning.
- E. Intervening—The skill used by workers to intercede when there becomes a need to decrease risk, provide safety, promote permanence, or promote the child’s well-being.

PRACTICE STANDARDS

Following are general practice standards that cross program boundaries. Together with practice principles and skills these standards help caseworkers understand their roles and responsibilities as they provide services that promote safety, permanency, and wellbeing for every child with whom they have contact.

A. Service Delivery Standards.

1. Children and families will receive individualized services matched to their strengths and needs as assessed by the Child and Family Team.
 - (a) Prevention services help resolve family conflicts and behavioral or emotional concerns before there is a need for the family to become deeply involved in the child welfare system.
 - (b) In a family where abuse has already occurred, interventions will be developed with the goal of preventing any future incidents of abuse.
2. Services provided to children and families will respect their cultural, ethnic, and religious heritage.
3. Services will be provided in the home-based and neighborhood-based settings that are most appropriate for the child or family’s needs.
 - (a) Services will be provided in the least restrictive, most normalized setting appropriate.
4. Meaningful child and family participation in decision-making is vitally important, and all children and family members will have a voice (as developmentally appropriate) in influencing decisions made about their lives, even when specialized communication services are required.
 - (a) Children and families will be actively involved in identifying their strengths and needs, and in matching services to identified needs.
5. In whatever placement is deemed appropriate siblings should be placed together. When this is not possible or appropriate, siblings should have frequent opportunities to visit each other.
 - (a) When an out-of-home placement is required, children should be placed in close proximity to their family with frequent opportunities to visit.
6. With the goal to help children become self-sufficient adults, when children are placed in an environment outside of their parent’s home, they must be provided with educational opportunities and, where developmentally appropriate, vocational opportunities.
7. Children receiving services will receive adequate, timely medical and mental health care that is responsive to their needs.

B. Standards Relating to Child and Family Teams.

1. Working within the context of a Child and Family Team is the most effective way to identify and provide services to children and families.



2. Whenever possible, critical decisions about children and families, such as service plan development and modification, removal, placement, and permanency, will be made by a team to include the child and his or her family, the family's informal helping systems, out-of-home caregivers, and formal supports.
3. Child and Family Teams should meet face-to-face periodically to evaluate assessments, case planning, services delivered, and to track progress. When there are domestic violence issues, separate Child and Family Team Meetings may be held.

C. Standards Relating to Assessments.

1. Strengths-based assessments should be produced with attention to:
 - (a) The family's underlying needs and conditions.
 - (b) Engaging the family in developing interventions that address the threats of harm, the protective capacities of the family, and the child's vulnerability.

D. Standards Relating to Planning.

1. Children and/or their family members will be involved in the planning process. Any Child and Family Plan developed will be adapted and changed as the case evolves. The Child and Family Plan:
 - (a) Incorporates input from the family as well as formal and informal supports.
 - (b) Identifies family strengths.
 - (c) Utilizes available assessments.
 - (d) Identifies services that address the family's needs and includes specific steps and services that assist the family in achieving safety, permanency, and the child's well-being.
 - (e) Anticipates transitions.
 - (f) Addresses safety for both child and adult victims.
 - (g) Identifies permanency goals, including a concurrent permanency goal and plan.

COLLABORATION

On June 2, 2015, DCFS held its annual collaborative joint planning meeting during which more than 50 participants attended one or both of two planning sessions. The first session was held in tandem with the Child Welfare Improvement Committee (CWIC) meeting. The CWIC is the statewide entity responsible for monitoring CAPTA requirements, for providing advice to DCFS about child welfare issues that impact the organization, for reviewing proposed changes to DCFS's Case Process Reviews (CPR) and Qualitative Case Reviews (QCR), and for overseeing the state's Children's Trust Account. In an effort to address all of its responsibilities and achieve its goals, the CWIC supports five subcommittees, which include:

1. Membership
2. Child Welfare Summit Planning
3. Grant Management (that will oversee the Children's Trust Fund, an account used to provide grants to agencies providing prevention services)
4. DCFS Oversight (that will oversee the process used to formulate and submit recommendations to DCFS administration)
5. Website Development and Public Relations.

During the meeting with the CWIC, participants reviewed key sections of the 2015-2019 CFSP, learned how the CFSR and CFSP work together to assess and address child and family outcomes, and received an introduction to *HomeWorks*, during which they discussed the impact that *HomeWorks* has on the legal



system. Specifically, they examined the role that the new Safety and Risk Assessments will play during legal proceedings and identified ways workers and legal partners can cooperate to effectively present results during court proceedings.

The second planning session consisted of government and non-profit stakeholders that work closely with DCFS to formulate the agency's goals and objectives. Participants were introduced to the CFSR and shown how that review influences goals and objectives listed in the CFSP and the Annual Progress and Services Report (APSR).

DCFS Quality Assurance and Program and Practice Improvement Team staff also notified those in attendance that, for the first time, states will be allowed to administer their own CFSR and that Utah expects it will conduct its own review between April and September of 2018.

In response to participants' questions about the division's strategic plan and direction, presenters deliberated the impact that a flat budget and an anticipated 2% per year increase in the need for case services will have on the weighted caseload standards implemented in 2012. Participants also considered the effect that *HomeWorks*, the state's IV-E waiver demonstration project, will have on the agency's ability to reduce caseloads.

Stakeholders also identified procedural barriers and provider limitations that inhibit caseworkers' ability to provide flexible services. In particular, they stressed that the state needs to increase financial resources that can be used fund services that are designed to help children and families meet an increasing array of needs. Participants also encouraged DCFS to assess and integrate new technologies that will help the child and family participate in court proceedings. Of particular note is the need for more technological resources for Indian children.

In conclusion, they encouraged DCFS to conduct a survey to identify practices that have been successfully implemented in other states and refine the SAFE (SACWIS) system to better document service delivery efforts.

During FFY 2014, a number of national governmental agencies, foundations, and university-based programs influenced agency goals, objectives, and services. A sample of those agencies include:

Allies for Families	Association of Administrators of the ICPC (AAICPC)	Casey Family Programs
Center for the Study of Social Policy	Dave Thomas Foundation-Wendy's Wonderful Kids Program	Donaldson Adoption Institute
Foster Family-Based Treatment Association	Interstate Commission for Juveniles	National Child Traumatic Stress Network
NRC for Child Protective Services	NRC for Youth Development	Praed Foundation

In addition, a number of state government, court, community private and non-profit partners, and tribes were intimately involved in the planning process and have helped—and will continue to help—DCFS accomplish goals and objectives listed in this plan. While individual agencies and collaborations are too numerous to document, following are a sample of those involved in shaping the child welfare system:



Children’s Justice Centers	Children’s Service Society of Utah-Grandfamilies Program	Christmas Box House, International-Youth Mentor Program
Foster Families of Utah (formerly Utah Foster Adoptive Family Association)	GivGroup (an organization that helps blighted and transitional communities regrow).	Safety Net Utah (an organization that assists people associated with the practice of polygamy)
Salt Lake County Youth Services-Milestone Transitional Housing Program	Tribal Leaders	Utah Administrative Office of the Courts-Court Improvement Project
Utah Association of Family Support Centers	Utah Department of Health-Fostering Healthy Children	Utah Department of Health-Division of Medicaid Services
Utah Department of Human Services-Office of Licensing	Utah Department of Humans Services-Office of Services Review	Utah Department of Human Services-Tribal and Indian Issues Committee
Utah Department of Human Services-System of Care (SOC)	Utah Department of Workforce Services	Utah Division of Substance Abuse and Mental Health (DSAMH)
Utah Division of Juvenile Justice Services (DJJS)	Utah Foster Care Foundation	Utah Governor’s Office of Management and Budget (GOMB)
Utah Head Start Association	Utah Office of the Attorney General	Utah State Office of Education-Youth in Custody
Private Providers Association of Utah		

Finally, following are a sample of groups and organizations that have provided advice, information, data, or technical assistance, and have influenced the goals outlined in this plan:

- The Trend Analysis Committee—comprised of region and state office Practice Improvement Coordinators, Associate Regional Directors, representatives of the SAFE, Evaluation, and Research Team, and Program Administrators— interpreted CPR and QCR data and developed recommendations regarding changes they believe will improve policies and procedures, Practice Guidelines, or casework practices.
- Quality Improvement Committees (QICs) identified organizational obstacles and evaluated the extent to which the child welfare system is successfully discharging its protection responsibilities.
- Primary Children’s Medical Center evaluated children’s health needs.
- The Children’s Justice Center reviewed and supported child abuse and neglect related operations, initiatives, and legislation.
- Regional and State Youth Councils (comprised of youth who are currently in foster care or who are foster care alumni) provided information to DCFS and other agencies about systemic barriers faced by youth in foster care as well as shared experiences about their involvement in the child welfare system.
- The DHS Tribal and Indian Issues Committee addressed issues of common concern to DHS and various Utah tribes.
- Utah tribes shared information and concerns relating to the care and custody of Native American Indian children during monthly Tribal Leaders Meetings.
- University researchers and evaluators identified needs of children and families and assessed the effectiveness of services provided throughout the child welfare system.
- Casey Family Programs promoted new innovations and interesting initiatives that it supports.

For DCFS, and for Utah’s broader child welfare system, collaborating with key stakeholders and community partners is a way of “doing business.” DCFS expects that key stakeholders and community partners will continue to support Utah’s child welfare system and will contribute to the development,





refinement, and accomplishment of key agency goals, objectives, and activities included in this plan. DCFS also expects that stakeholders will participate in quality assurance activities, community resource development activities coordinated through the IV-E waiver demonstration project, and will attend joint planning meetings held before future APSRs are prepared.

ASSESSMENT OF PERFORMANCE

SAFETY OUTCOMES

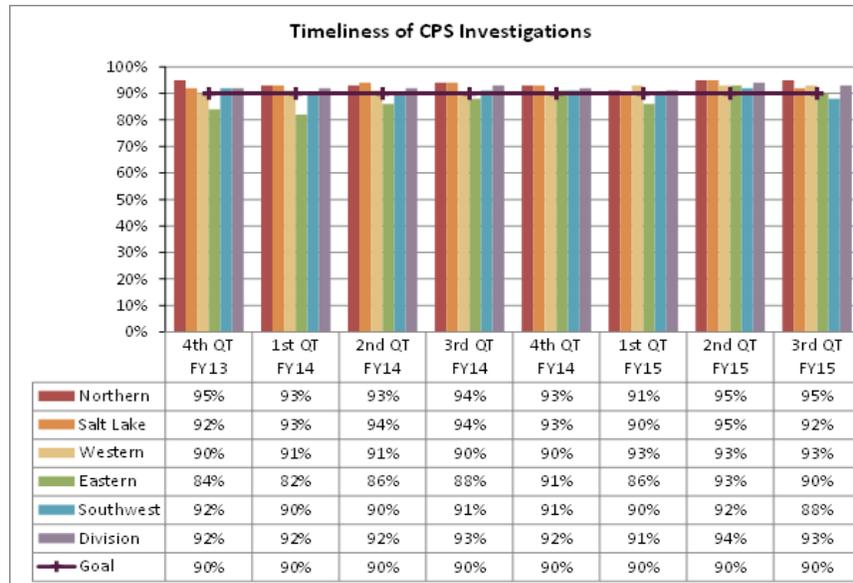
SAFETY OUTCOME 1-CHILDREN ARE, FIRST AND FOREMOST, PROTECTED FROM ABUSE AND NEGLECT

Item 1-Timeliness of Initiating Investigations of Reports of Child Maltreatment

Purpose of Assessment-To determine whether responses to all accepted child maltreatment reports received were initiated, and face-to-face contact with the child made, within the timeframes established by agency policies or state statutes.

2010 CFSR Results-With a performance score of 97%, this item was determined to be a strength.

Current Situation-In Utah, a case is considered initiated when a caseworker has face-to-face contact with the child who is the subject of the allegation of abuse and/or neglect and does so in accordance with established timeframes.



The goal in Utah is to meet or exceed this indicator 90% of the time. Over the past year, the percentage of caseworkers having face-to-face contact within the allotted timeframes increased from 92% to 94%.



Strengths, Concerns, and Future Plans-Even though Utah did not allocate increased resources to the provision of timely face-to-face contacts with children, we are proud to note that performance increased. At this time Utah will only monitor this data to ensure we remain in compliance.

SAFETY OUTCOME 2-CHILDREN ARE SAFELY MAINTAINED IN THEIR HOMES WHENEVER POSSIBLE AND APPROPRIATE

Item 2-Services Provided to the Family to Protect Child(ren) in the Home and Prevent Removal or Reentry into Foster Care.

Purpose of Assessment-To determine whether the agency made concerted efforts to provide services to the family that prevented children’s entry into foster care or re-entry after a reunification.

2010 CFSR Results-With a performance score of 87.5%, this item was determined to be an Area Needing Improvement. Both in-home and foster care cases were applicable if services to protect the child at home or prevent entry into foster care were needed.

Current Situation-Last year, the Program and Practice Team added several CFSR questions to Utah’s QCR review. The CFSR questions added are being assessed much like the PIP questions were following Round 2 of the CFSR. To adapt questions to the QCR a six-point scoring scale—rather than the CFSR’s Yes/No rating system—is being utilized. To accommodate this new scoring method the wording for item 2 has changed from “Did the agency make concerted efforts ... to prevent children’s entry into foster care” to “To what degree did the agency make concerted efforts to ... prevent the child’s entry into foster care?”

Item 2: Prevent Entry into Foster Care				
<i>"To what degree did the agency make concerted efforts to provide or arrange for appropriate services for the family to protect the target child from others and prevent his/her entry into foster care?"</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	44	41	3	93.2%
* Data includes 130 cases reviewed by April 2015. Does not yet include May QCR scores.				

The data above shows the results of 130 cases reviewed during QCRs through April, 2015. The data does not include results from the final review, which took place in May 2015. Final results for SFY 2015 are expected to be available in July 2015.

Utah continues to implement *HomeWorks*, the division’s IV-E child welfare waiver demonstration project. The project is designed to provide caseworkers with skills and tools that they can utilize as they help children—who have experienced abuse or neglect—remain safely in their homes with their parents.

Specifically, the project is:

- Using the Structure Decision Making (SDM) Safety and SDM Risk Assessments to determine the immediate safety needs and the risk factors in the home. Based on the assessment of risk of future harm, SDM requires caseworkers to adhere to a strict visitation schedule.
- Incorporating the Strengthening Families Protective Factors Framework, which provides structure to visits caseworkers hold with families.





- Implementing the STEPS Peer Parenting model and contracting with a statewide provider to deliver peer parenting services.
- Developing and integrating the Utah Family and Child Engagement Tool (UFACET) assessment, a Child and Adolescent Needs and Strengths (CANS) based assessment that includes a parent guidebook, written in family-friendly language, that identifies the strengths and needs of the family. The tool is designed to gather and document, in one place, all of the assessment information obtained from individual assessments conducted by workers or other members of the Child and Family Team.
- Supporting and strengthening the Child and Family Services Practice Model, which has been in place for over 15 years.

Strengths, Concerns, and Future Plans-

HomeWorks has been implemented in the Northern and Southwest Regions. Initial training has been completed in the Salt Lake Valley Region and pre-implementation meetings have been completed in the Eastern Region. Project roll-out in the Eastern Region is scheduled to begin in July, 2015. Pre-implementation meetings have begun in the Western Region, which will be the last region to receive training and implement the skills and tools.

Once *HomeWorks* training is completed, the project's evaluation team will measure the level of saturation, or the level at which caseworkers integrate the projects skills and tools into their practice. Data collected in SAFE will allow evaluators to assess the degree to which caseworkers are using the tools. Direct observation will be used to evaluate the use of the skills. Data collected and direct observations will also allow supervisors to quickly determine if workers are fully understanding and completing the requirements. In the event there is any confusion, supervisors will provide coaching to those that require further assistance.

Item 3-Risk and Safety Assessment and Management

Purpose of Assessment-To determine whether the agency made concerted efforts to assess and address the risk and safety concerns relating to the child(ren) in their own homes or while in foster care.

2010 CFSR Results-With a performance score of 83%, this item was determined to be an Area Needing Improvement.

Current Situation-After implementing the SDM assessment tools it became clear that Utah lacked a clear framework for safety planning with families, especially when it was determined that children were "conditionally safe". Safety plans often did not include specific strategies that mitigate identified threats to safety. Workers either did not identify clear strategies that sufficiently managed the threats to safety or attempted to employ strategies that did not eliminate the threat, including developing safety plans that were dependent on responses from the person or persons responsible for the danger.

To resolve this problem, the Program and Practice Improvement Team sought technical assistance from the NRCCPS, which helped DCFS assess and improve the current plan and training. The consultants helped the team improve our current SDM Safety Assessment as well.



3.A Initial Safety Assessment (Foster Care and In-home cases)				
<i>"To what degree did the agency conduct an initial assessment that accurately assessed all risk and safety concerns from others to the target child?"</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	63	58	5	92.1%
3.B Ongoing Safety Assessment (Foster Care and In-home cases)				
<i>"To what degree did the agency conduct ongoing assessments that accurately assessed all of the risk and safety concerns from others to the target child?"</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	129	116	13	89.9%
3.C Safety Planning: tracking and monitoring.				
<i>"If there were safety concerns from others during the PUR (Refer to the "Safety From Others" grid to determine applicability), to what degree did the agency develop an appropriate safety plan with the family and continually monitor (Tracking) and update (Adapting) the plan as needed."</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	71	65	6	91.5%
3.E/F Address SCF Safety Concerns (Foster Care cases only)				
<i>"To what degree were all safety concerns from others toward the target child during the PUR (such as during visitation with the parents/caretakers or other family member, or safety concerns related to the foster parents, members of the foster family, other children in the foster home or facility, or facility staff members) adequately and appropriate addressed by the agency?"</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	63	55	8	87.3%

To retain the SDM endorsement, DCFS worked with the National Center for Crime and Delinquency (NCCD) on modifications to the SDM Safety Assessment and is currently making efforts to incorporate the modifications into the Safety Assessment tool template in SAFE. When those changes have been completed, safety assessment training will be offered to workers whenever *HomeWorks* training is provided.

Item 3 was added to the QCR last year. The item was broken into several sub-parts to better identify where performance issues exist. The table on the previous page documents the agency's performance through April 2015. (Scores for twenty cases from the Eastern Region QCR have not been finalized and therefore are not included).

This year, DCFS also began evaluating Maltreatment of Children in Foster Care. This outcome measure was initiated because a number of children in proctor homes or residential treatment facilities were confirmed to have experienced abuse while in those placements. Generally, the cases concerned incidences of foster children abusing each other.

The federal data shows that at the time the data was pulled, Utah would have needed 20 fewer victimizations to meet the standard.

Maltreatment in Foster Care																			
Cohort: Children in foster care during a 12-month period																			
12-month period: FFY 2013																			
	Observed Performance			Risk Adj.	Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP				
	Served	Denom	Numer		Observed Performance	Median Age	Lower CI	RSP	Upper CI	NS	Met/Not Met/No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a	% point Δ needed (from observed)	Fewer victimizations needed			
UT	4580	950650	84	8.84	9	10.38	12.83	15.87	8.04	Not met	PIP	8.84	6.76	-2.08	-20	10.28	10.16	8.84	7.96



Furthermore, Utah does not meet the standard relating to “Recurrence of Maltreatment.” In fact, at the time the data was pulled, Utah would have needed to experience 181 fewer recurrences of maltreatment (Repeat Maltreatment).

Recurrence of maltreatment																		
Cohort: Victims of a substantiated or indicated maltreatment report in a 12-month period																		
12-month period: FFY 2012																		
	Observed Performance			Risk Adj.	Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP			
	Denom	Numer	Observed Performance	Median Age	Lower CI	RSP	Upper CI	NS	NS Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Fewer recurrences needed	0.10014924	0.1051774	0.10191896	0.288486
UT	9473	873	9.2%	7	11.4%	12.1%	12.9%	9.0%	Not met	PIP	9.2%	7.3%	-1.9%	-181	8.2%	8.0%	9.2%	8.4%

Strengths, Concerns, and Future Plans-The incidence of abuse of children in foster care at the proctor level and above are concerning. Therefore, this year we will be addressing the issue of supervision in higher levels of foster care and will be adding—to our quarterly report—a section relating to child maltreatment that evaluates the incidence of abuse or neglect at these levels.

In addition, Utah will be addressing changes to state statute relating to the definition of child abuse, which were recommended in an interim study conducted during the 2015 legislative session. Some interesting anomalies in current statute, including defining abuse as sexual activity between consenting youth, will require legislative review and action.

Finally, we are concerned about the accuracy of the information that caseworkers place in the “Date of Incident” data field in the Child Abuse and Neglect Report (CANR). Workers are required to enter a date of incident in order to close a CPS investigation. However, if the child reports an occurrence of abuse or neglect that happened prior to entering care but cannot give an exact date of the occurrence, we worry that the caseworker—not realizing the importance of accuracy—might default to the current date. In the next year we will review cases of maltreatment in foster care to determine if this is a problem and will resolve the problem if necessary.

PERMANENCY OUTCOMES

PERMANENCY OUTCOME 1-CHILDREN HAVE PERMANENCY AND STABILITY IN THEIR LIVING SITUATIONS

Item 4-Stability of Foster Care Placement

Purpose of Assessment-To determine if the child in foster care is in a stable placement and that any changes in placement that occurred were in the child’s best interest.

2010 CFSR Results-With reviewers finding only 47.5% of children in cases reviewed experiencing stability, this item was determined to be an Area Needing Improvement. The data showed that children involved experienced multiple placement changes and that in many of those cases at least one placement change was unplanned. In addition, some placements were deemed to be unstable at the time of the review.

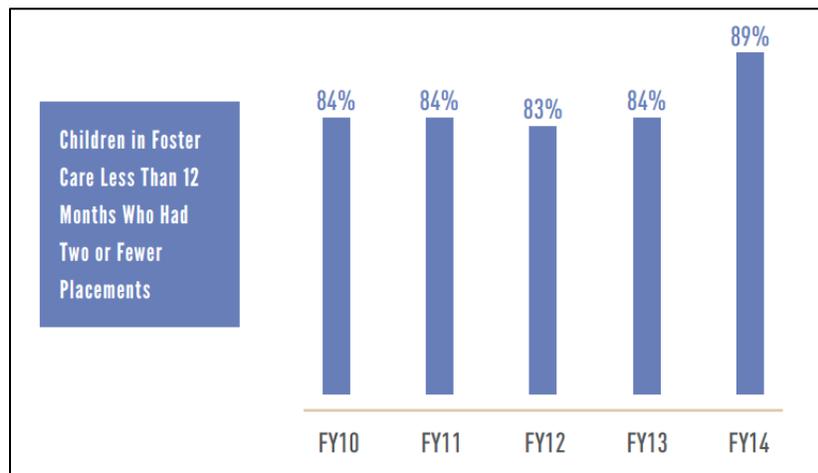




Current Situation-The QCR indicator for placement stability finds stability acceptable if a child has experienced no more than one unplanned placement change in the past 12 months and there is no risk of disruption in the current placement or services are provided to minimize the risk of disruption. The performance rate for this indicator has improved from a low of 67% in SFY 2010 to a high of 81% in the most current review year SFY 2014. The preliminary score for this year’s QCR (SFY ‘15) shows Stability remaining at 81%. Eastern Region QCR scores are not included.

State Child Status	# of cases acceptable	# of cases needing improvement	FY10	FY11	FY12	FY13	FY14 Current Scores
Stability	120	28	67%	77%	76%	77%	81%

The graph below shows placement stability using an older AFCARS measure. The fidelity of the new process being used to measure placement stability has not yet been able to be replicated.



Strengths, Concerns, and Future Plans-This is an area where DCFS will be allocating additional time and resources. Currently, we are working on data collection issues that will allow us to collect accurate placement stability data. In order to effectively record data, we may also need to make changes to the placement module in SAFE. It will certainly require that we carefully monitor any data measure to ensure that it is accurate.

Since foster care is traumatic for most children, next year Utah will work with trauma experts, both in state and nationally, to identify points in life (the “causal pathway”) that can be especially traumatic for children in foster care. A group of foster parents will help identify and then develop trauma informed systems and services that will support children in foster care. We will also attempt to develop ways to better assess trauma, identify trauma specific treatment providers, and educate both workers and foster parents on: a) the effect that trauma has on brain development, and b) measures they can take to reduce re-traumatization. We believe that with a more direct focus on trauma we can decrease placement disruptions and more quickly move children from substitute care into permanent homes, be it with their parents, with adoptive parents, or with guardian families.



Item 5-Permanency Goal for Child

Purpose of Assessment-To determine whether appropriate permanency goals were established for the child in a timely manner.

2010 CFSR Results-With 77.5% of the applicable cases meeting the standard, this item was determined to be an Area Needing Improvement. Two of the three review sites performed substantially better (90% and 85%) than the third (50%). Reviewers determined that the appropriateness of the goal was a factor in seven of the cases rated Area Needing Improvement while timeliness was a factor in five of the cases. Agency efforts to seek termination of parental rights in accordance with standards outlined in the Adoption and Safe Families Act was a factor in three cases. Not documenting compelling reasons for seeking the termination of parental rights was the most notable factor.

Current Situation-The same QCR question developed in response to a goal in the PIP is currently being used to assess this item. That question asks “*Were all primary and concurrent permanency goals in effect during the PUR appropriate to the target child’s need for permanency and the circumstances of the case?*”

The preliminary data for FY2015 is shown in the table below:

5.C Appropriate Permanency Goals				
<i>"Were all primary and concurrent permanency goals in effect during the PUR appropriate to the target child’s need for permanency and the circumstances of the case?"</i>				
Fiscal Year 2015*	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Appr. Primary Goal	101	96	5	95.0%
Appr. Concurrent Go	101	86	15	85.1%

This year changes were made to Utah State Code that helped address some of the issues experienced in relation to this item. Before these changes, statute required that there be a concurrent permanency goal for all foster care cases. This was determined to be an error in practice during the second round of the CFSR. For example, if the primary permanency goal is adoption it may not be appropriate to identify a concurrent permanency goal. It may be that the best course of action is to look for an adoptive family until one is found.

Under the new statute to go into effect on May 11, 2015, no concurrent permanency goal is required when appropriate. Initial training related to this change in practice has taken place and as a result we are seeing a positive change in the data being collected. DCFS will likely need to provide additional training to legal partners, which will ensure that the change is understood by all who might influence practice.

Strengths, Concerns, and Future Plans-Additional training will be required to ensure that caseworkers and legal partners understand the change to the statute that stipulates that caseworkers only need to identify a concurrent goal in the permanency plan “when appropriate.”

Staff will continue to monitor the reasons for not terminating parental rights and will be working on the new restriction for use of the OPPLA goal. Training is already being provided to our legal partners in an effort to educate them about this restriction. In addition, DCFS expects to secure a sponsor for a bill to be introduced during the 2016 legislative session that will specify that OPPLA can only be used for children in foster care age 16 years and older.



Item 6-Achieving Reunification, Guardianship, Adoption, or OPPLA

Purpose of Assessment-To determine whether concerted efforts were made, or are being made to achieve reunification, guardianship, adoption, or other planned permanent living arrangements.

2010 CFSR Results-This is a new review element.

Current Situation-In order to track this item, the following questions were added to the QCR:

- “Are the agency and court on track to achieve either the primary or the concurrent permanency goal within the following time frames?”
- “Are the agency and court making concerted efforts to achieve permanency in a timely manner?”

Both require only a yes or no answer.

In determining whether the agency is meeting standards for this goal, these questions are analyzed together (e.g. if the first one is No, but second one is Yes, then the CFSR rates this item as acceptable. The following data is available as of April 2015:

6.B Timely Goal Achievement				
"Are the agency and court on track to achieve either the primary or the concurrent permanency goal within the following time frames?"				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	87	57	30	65.5%
6.B.1 Concerted Efforts to Achieve Permanency				
"To what degree are the agency and court making concerted efforts to achieve permanency in a timely manner?"				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	93	78	15	83.9%

While this data may be interpreted to say that approximately 84% of cases have an acceptable rating, we are not confident that this item was rated correctly and are therefore working on measures that will enable reviewers to better assess this item in the coming year.

Strengths, Concerns, and Future Plans-The agency will also continue efforts to reduce the time children are in out-of-home care, which will directly impact the success of the IV-E waiver demonstration project.

Placement Stability																			
Cohort: Children entering foster care in a 12-month period																			
12-month period: 13B & 14A																			
Observed Performance				Risk Adj.	Risk Standardized Performance (RSP)				RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)			PIP				
Entries	Denom	Numer	Observed Performance	Median Age	Lower CI	RSP	Upper CI	NS	Met / Not Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Fewer moves needed	5.2699878	4.60845456	4.1573441	3.79	
UT :cluded due to data quality				Excluded due to data quality															



Utah is currently meeting the standard for each of the three data indicators that rate the system's ability to attain permanency in a 12 month period.

Permanency in 12 Months																					
Cohort: Children entering care in a 12-month period																					
12-month period: 11B & 12A																					
	Observed Performance			Risk Adjustment		Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP					
	Denom	Numer	Observed Performance	Entry Rate	Median Age	Lower CI	RSP	Upper CI	NS	Met / Not Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Additional exits needed	Year 1 2009E10A	Year 2 2010E11A	Year 3 2011E12A (Baseline)	Improvement Goal	Year 3 2011E12A (Baseline)	Threshold
UT	2007	921	45.9%	2.31	7	48.2%	50.6%	53.0%	40.4%	Met	No PIP										

Permanency in 12 months																		
Cohort: Children in care 12-23 months as of the 1st day of a 12-month period																		
12-month period: 13B & 14A																		
	Observed Performance			Risk Adj.	Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP			
	Denom	Numer	Observed Performance	Median Age	Lower CI	RSP	Upper CI	NS	Met / Not Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Additional exits needed	0.45247148	0.44896116	0.43949661	0.45856
UT	519	265	51.1%	11	52.0%	56.5%	61.0%	43.7%	Met	No PIP								

Permanency in 12 months																		
Cohort: Children in care 24 months or more as of the 1st day of a 12-month period																		
12-month period: 13B & 14A																		
	Observed Performance			Risk Adj.	Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP			
	Denom	Numer	Observed Performance	Median Age	Lower CI	RSP	Upper CI	NS	Met / Not Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Additional exits needed	0.4432133	0.38562092	0.41603053	0.44928
UT	428	97	22.7%	15	28.7%	33.6%	39.1%	30.3%	No dif	No PIP								

Utah is also currently meeting the standard for Re-entry within 12 months.

Re-entry in 12 Months																				
Cohort: Children entering care in a 12-month period & exiting within 12 months																				
12-month period: 11B & 12A																				
	Observed Performance			Risk Adjustment		Risk Standardized Performance (RSP)			RSP Relative to National Standard (NS)			Observed Performance needed to have avoided a PIP (an estimate)				PIP				
	Denom	Numer	Observed Performance	Entry Rate	Median Age	Lower CI	RSP	Upper CI	NS	Met / Not Met / No Different	Initial PIP Decision	Observed Performance	Observed performance needed to have avoided a PIP	% point Δ needed (from observed)	Fewer re-entries needed	0.07095159	0.08173077	0.0984749	0.084966	0.477603
UT	755	45	6.0%	2.31	6	6.4%	8.3%	10.8%	8.3%	No dif	No PIP									

PERMANENCY OUTCOME 2-CONTINUITY OF FAMILY RELATIONSHIPS AND CONNECTIONS IS PRESERVED FOR CHILDREN

Item 7-Placement with Siblings

Purpose of Assessment-To determine if concerted efforts were made to ensure that siblings in foster care were placed together unless a separation was necessary to meet the needs of one of the siblings.

2010 CFSR Results-With a performance score of 76%, this item was determined to be an Area Needing Improvement.





Current Situation-For the last three years, the QCR has included a question asking “Was the [foster care, target] child placed with siblings in care?” Last year, to mirror the question in the CFSR, we made the sibling question on the QCR a two-part question. If the answer to the question was “None” or “Some” of the siblings were placed together, then reviewers were asked to answer if there was a valid reason to not place the siblings together.

Number of QCR Cases Where the Target Child was Placed with His/Her Sibling(s)				
	All Siblings Placed Together	Some Siblings Placed Together	No Siblings Placed Together	Not Applicable
SFY 2012	29	11	15	88
SFY 2013	33	12	23	79
SFY 2015*	32	8	10	79

*SFY 2014 data could not be located.

Placing siblings together is one of the agency’s top priorities. Practice Guidelines require caseworkers to place siblings together unless there is a safety concern. In Utah—which ranks number 1 in the United States in General Fertility Rate (GFR) and where 31% of the population are children (compared to 23% nationwide)—large groups of siblings are common. Placing them all together can be a challenge.

To monitor practice, DCFS added an element to its SAFE data management system that requires caseworkers document whether the child was placed with siblings following every placement change. If not, the caseworker must document the safety or well-being issue that prevented siblings from being placed together and why the placement chosen was the most appropriate. This data element will be added to the DCFS Quarterly Report.

In addition, during SFY 2014 the legislature passed legislation that increases the number of children a resource family can foster at one time and allows for the fostering of an unrelated child in the home if there is a large sibling group that the resource family is willing to foster.

Strengths, Concerns, and Future Plans-While no additional resources will be allocated to this item at this time, DCFS will continue to monitor the placement with siblings and the effect that the new legislation has on casework practices. Also as noted above, additional data will be added to the Quarterly Report that document reasons why siblings were not placed together and why the placement chosen was the most appropriate.

Item 8-Visiting with Parents and Siblings in Foster Care

Purpose of Assessment-To determine if concerted efforts were made to ensure that visitation between a child in foster care and his or her mother, father, and siblings was of sufficient frequency and quality to promote continuity of the child’s relationship with these family members.

2010 CFSR Results-This item was determined to be an Area Needing Improvement with reviewers finding that in only 55% of the cases the agency had made concerted efforts to ensure that visitation was of sufficient frequency to meet the needs of the family. The data further showed that visitation with mothers and siblings scored significantly higher than with fathers.

Current Situation-A Family Visitation Plan is an integral part of the Child and Family Plan and is located in the SAFE data management system. Evidence of the Family Visitation Plan is reviewed during each region’s annual CPR. The 2014 CPR produced the following results.



- Question-*Was the child provided the opportunity to visit with his/her mother weekly, OR is there an alternative visitation plan?* (96%)
- Question-*Was the child provided the opportunity to visit with his/her father weekly, OR is there an alternative visitation plan?* (85%)
- Question-*Was the child provided the opportunity to visit with his/her siblings weekly, OR is there an alternative visitation plan?* (94%)

Type & Tool #	Question	Sample	Yes	Partial Credit	Partial No Credit	No	E/C	NA	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IV.5.a	Was the child provided the opportunity to visit with his/her mother weekly, OR is there an alternative visitation plan?	82	79	0	0	3	0	50	85%	96%	92%	93%	85%	74%
IV.5.b	Was the child provided the opportunity to visit with his/her father weekly, OR is there an alternative visitation plan?	66	56	0	0	10	0	66	85%	85%	75%	87%	85%	74%
IV.6	Was the child provided the opportunity for visitation with his/her siblings weekly OR is there an alternative visitation plan?	36	34	0	0	2	0	96	85%	94%	89%	90%	78%	76%

Please note that the CPR does not measure whether or not visits are occurring or assess the quality of the visits but monitors if there is a visitation plan in place for the child.

It is encouraging that the performance in all three areas improved. Data for the current year (FY2015) is not yet available.

The QCR Family Connection indicator measures if the child had contact with siblings in care as well as whether a child had contact with their mother and/or their father. The performance for the Family Connection indicator for FY2014 is shown below.

Statewide		# of cases (+)	# of cases (-)		FY12	FY13	FY14
				Standard: 70% on all indicators			Current Scores
Overall Connections	61	9	87%		83%	86%	87%
Siblings	14	4	78%		84%	83%	78%
Mother	51	7	88%		84%	83%	88%
Father	28	4	88%		51%	72%	88%
Other	10	0	100%		85%	88%	100%

DCFS Practice Guidelines state that, unless contact is documented to be clinically contraindicated, purposeful and frequent visitation with parents and siblings is a child’s right and not a privilege; not something to be earned or denied based on the behavior of the child or parent. Visitation is expected to occur as often as possible, with once per week as the minimum general guideline.



In December 2013, DCFS also added an area to the SAFE visitation plan where the worker must record how and when sibling visits will occur. The recommended practice is that contacts occur at least monthly whether or not visits with parents are occurring. If visits are not conducted on a regularly scheduled basis, the SAFE visitation plan allows workers to identify other arrangements that will ensure that ongoing interactions between siblings occur. If there is to be no contact between the siblings then the worker must record the safety or well-being issue that prevents siblings from having ongoing interaction or visitation. **Strengths, Concerns, and Future Plans**-Over the next few years DCFS will be creating additional guidance regarding the frequency and quality of visits between parents and children, which will help facilitate reunification efforts. In addition, we will continue to monitor the visitation data and will address issues if the outcome deteriorates.

Item 9-Preserving Connections

Purpose of Assessment-To determine whether concerted efforts were made to maintain the child’s connections to his or her neighborhood, community, faith, extended family, tribe, school, and friends.

2010 CFSR Results-With reviewers finding that the agency had made concerted efforts to maintain the child’s connections with extended family, culture, religion, community, and school in 74% of the cases, this item was determined to be an Area Needing Improvement.

Current Situation-Last year, DCFS added a new QCR data measure to coincide with this item. The new question is: *“To what degree were concerted efforts made to maintain the child’s other important connections (other than with parents and siblings in foster care).”* Examples of other connections include those with extended family, siblings not in care, school, tribe, faith, etc.

Like other QCR questions, this question is scored using a six-point scale.

If the child is a tribal member or eligible for membership, the following questions are asked:

- *“Was the Tribe provided timely notification of its right to intervene in any state court proceedings seeking an involuntary foster care placement or termination of parental rights?”*
- *“Was the child placed in foster care in accordance with ICWA placement preferences or were concerted efforts made to place the child in accordance with ICWA placement preferences?”*

These questions require only a Yes/No response.

As of April 2015, the following data is available:

9.A Non-family Connections				
<i>“To what degree were concerted efforts made to maintain the child’s other important connections (other than to parents and siblings in foster care) (examples include: Extended Family, Siblings not in care, School, Tribal, etc) ?”</i>				
Year	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Fiscal Year 2015*	71	57	14	80.3%

DCFS maintains Intergovernmental Agreements with five of the federally recognized tribes in Utah. We have an ICWA Program Administrator who works diligently with the tribes to improve their understanding of Child and Family Services and to bolster their support of Native American children in Child and Family Services custody. During the past year, the ICWA Program Administrator provided





training to a number of Child and Family Services offices throughout the state during which he outlined ways workers can ensure that their practice are consistent with the ICWA requirements. He also attends Tribal Leadership meetings as well as other events that address Native American issues.

The division also works closely with school districts to maintain the connections of children in foster care with their schools. In 2009, the Utah State Legislature passed legislation allowing children in foster care to remain in their current school even if the foster child moves to a placement in another school district.

DCFS Practice Guidelines were updated to include a provision that requires a caseworker make efforts to maintain the child's enrollment at their existing school whenever a child's living arrangement is changed. If a school change must occur, the caseworker is required to make every effort to minimize the degree of disruption to the child's education by working with educators to determine how to best minimize those disruptions.

Training was provided statewide to agency staff during which they learned about the purpose of the law, discussed the impact it will have on children in foster care, and were informed about of the importance of maintaining school connections.

Strengths, Concerns, and Future Plans-This item is also being addressed as staff work with trauma experts to identify points along the causal pathway where childhood trauma occurs. Trauma reactions in children can be decreased when normal routines are preserved and since school is one of the most important routines, maintaining children in a normal and comfortable school environment will decrease the amount of trauma they ultimately experience.

Item 10-Relative Placement

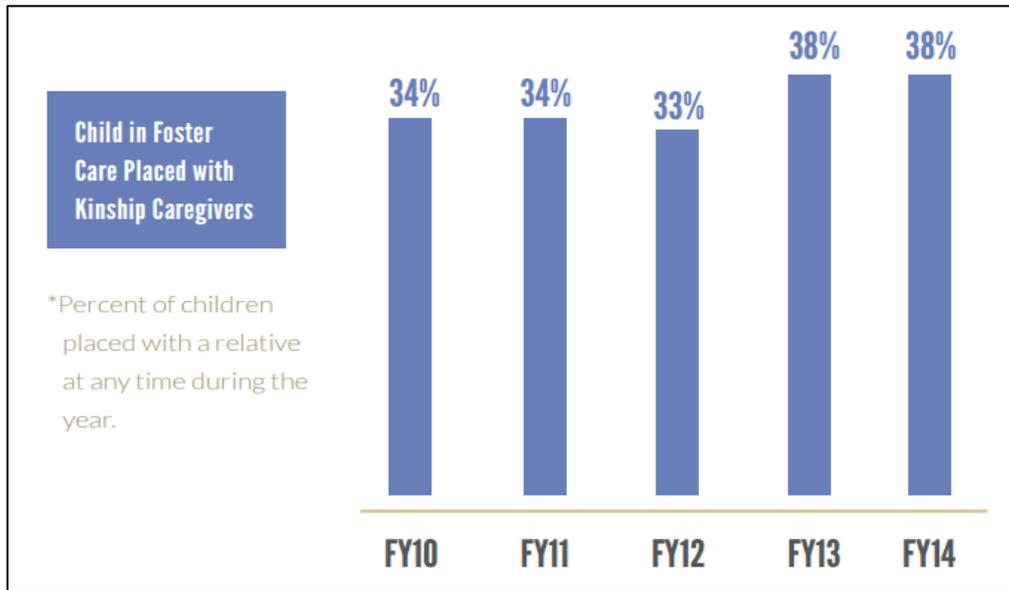
Purpose of Assessment-To determine whether concerted efforts were made to place the child with relatives when appropriate.

2010 CFSR Results-With reviewers finding that the agency had made diligent efforts to locate and assess relatives as potential placement resources in 67% of the cases, this item was determined to be an Area Needing Improvement.

Current Situation-In previous years, biological siblings in Utah were not recognized as siblings after their parents' rights were terminated. This year though, legislation was passed that allows workers to place a child with the adoptive family of a biological sibling without the adoptive family being licensed as a foster family. A definition of sibling—to include brothers or sisters who are or were biological, half, or step siblings—is being written and will be included in an Administrative Rule.

The new law also allows Child and Family Services to place a child with a familiar family friend prior to the friend becoming a licensed foster parent if all safety checks return favorably. In addition, we continue to bolster support for kinship providers.

The percent of children in foster care placed with kinship caregivers at some point in time during the year has improved from 19% in SFY 2004 to 38% in SFY 2014. Furthermore, approximately 28% of children leave foster care to permanent custody, guardianship, or adoption with a relative.



Completion of a search for relatives, extended relatives, non-relatives, or family friends is required within 30 days of the date a child enters custody and periodically throughout the life of the case. In order to expedite the placement of children coming into custody with their kin, provisions were put in place several years ago to perform immediate background checks on potential kin caregivers. Kin families are notified of and, if appropriate, complete applications for the Specified Relative Grant (through the Temporary Assistance to Needy Families program) and Medicaid (within the first 30 days of a child’s placement). This assures that medical and financial assistance for relative families is available prior to them becoming licensed foster care providers or before they obtain custody and guardianship of the child(ren).

Every region employs kin locators, Resource Family Consultants, and a Kinship Team that provide formal and informal supports to kinship caregivers. Child and Family Services has trained and licensed twenty-five employees who are now using the internet-based CLEAR search engine (from Thomson Reuters) to locate relatives that might be interested in becoming a kinship caregiver for a child entering custody. At the state level, a Kinship Program Administrator coordinates these services and responds to information requests from the public as well from governmental agencies in other states.

Strengths, Concerns, and Future Plans-DCFS is in the process of seeking approval to provide Federal Kinship Guardianship Assistance Payments, which will be made available to a limited number of families providing care for a relative’s child or children. We expect to complete the planning and application process within the next two years.

Item 11-Relationship of Child in Care with Parents

Purpose of Assessment-To determine whether concerted efforts were made to promote, support, and/or maintain positive relationships between the child in foster care and his or her mother and father or other primary caregiver(s) from whom the child had been removed through activities other than just arranging for visitation.



2010 CFSR Results-With reviewers finding that the agency had made concerted efforts to support the parent-child relationships of children in foster care in 41% of the cases, this item was determined to be an Area Needing Improvement.

Current Situation-In 2011, a “Family Connection” indicator was added to the QCR. While this indicator primarily assesses whether connections with parents through visitation have been maintained, it also looks at the involvement of parents in the child’s life, including participation in school, sporting events, or medical visits. Using the Family Connections indicator, 87% of the cases reviewed in FY 2014 were scored as overall acceptable (see table for item 8).

Strengths, Concerns, and Future Plans-Utah has a goal to enable parents to attend activities in which their children participate and expects parents to be notified of medical appointments, school meetings, and other activities in the child’s life. In addition, Child and Family Services is expected to provide parents with encouragement and transportation to support their attendance at these events.

Ensuring children have a relationship with their parents is a priority. Therefore, in FFY 2016 DCFS will begin exploring the possibility of enhancing policies and practices that will promote beneficial child and parent relations.

WELL-BEING OUTCOMES

WELLBEING OUTCOME 1-FAMILIES HAVE ENHANCED CAPACITY TO PROVIDE FOR THEIR CHILDREN’S NEEDS

Item 12-Needs and Services of Child, Parents, and Foster Parents

This item is divided into three sub-items:

- 12A: Needs assessment and services to children.
- 12B: Needs assessment and services to parents.
- 12C: Needs assessment and services to foster parents.

Purpose of Assessment-To determine whether the agency made concerted efforts to:

- Assess the needs of children, parents, and foster parents.
- Identify services necessary to achieve case goals.
- Adequately address the issues relevant to the agency’s involvement with the family.
- Provide the appropriate services.

Each factor is rated as the child enters foster care (if the child entered during the period under review) as well as on an ongoing basis.

Current Situation-The QCR indicators for Assessment and Intervention Adequacy best measure Utah’s performance on Item 12. As shown in the tables below, the division evaluates whether an assessment was completed for the child, mother, father, and caregiver as well as determines the adequacy of interventions for each.



ASSESSMENT					
	# of	# of	FY12	FY13	FY14
	cases	cases			
	(+)	(-)			
Overall Assessments	104	25	78%	77%	78%
Child	118	11	84%	84%	90%
Mother	55	30	48%	56%	62%
Father	70	27	65%	62%	72%
Caregiver	74	0	89%	84%	100%

INTERVENTION ADEQUACY					
	# of	# of	FY12	FY13	FY14
	cases	cases			
	(+)	(-)			
Overall Intervention Adequacy	110	19	82%	82%	89%
Child	115	14	86%	86%	90%
Father	28	22	43%	43%	73%
Mother	52	16	63%	63%	80%
Caregiver	68	6	91%	91%	95%

Strengths, Concerns, and Future Plans-DCFS has used the CANS assessment for several years to assess the strengths and needs of children, families, and other caregivers involved in a foster care case. Similarly, in support of *HomeWorks*, the agency's IV-E child welfare waiver demonstration project, we now use the UFACET (a modified CANS assessment) to assess the strengths and the needs of families involved in in-home services cases. After comparing the capabilities of the CANS assessment and the UFACET, we decided to modify the in-home UFACET and use it to assess the strengths and needs of children, families, and caregivers involved in foster care cases.

Modifications to the UFACET will include: a) the addition of the CANS algorithm that assesses placement service level, and b) an assessment (a revision of the current CANS assessment) of the needs of substitute care providers and biological families. The new out-of-home UFACET is scheduled to be completed by the end of July, 2015 and will be programmed into the SAFE database shortly after that date. Training on the new tool will be incorporated into the *HomeWorks* training plan and is expected to be ready for delivery by the end of the 2015 calendar year.

We are excited about the prospects of this new, vital assessment that will be pertinent to a variety of cases and will be applicable during the entire period of time a family is involved with the child welfare system.

Item 13-Child and Family Involvement in Case Planning

Purpose of Assessment-To determine whether concerted efforts were made or are being made to involve parents and children (if developmentally appropriate) in the case planning process on an ongoing basis.



2010 CFSR Results-With 55% of the applicable cases meeting this standard, this item was determined to be an Area Needing Improvement.

Current Situation-In Utah, child and family involvement is measured primarily by the CPR. While SFY 2015 data is not yet available, following are results for in-home services and foster care services cases over the previous five years.

In-Home Services:

Type & Tool #	Question	Sample	Yes	Partial Credit	Partial No Credit	No	B/C	NA	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IH.3	Were the following team members involved in the development of the current child and family plan?													
	the mother	117	109	0	0	8	0	9	85%	93%	95%	89%	91%	63%
	the father	95	81	0	0	14	0	31	85%	85%	69%	63%	60%	63%
	other caregiver (guardian, step-parent, kinship)?	49	43	0	0	6	0	77	85%	88%	92%	86%	87%	n/a
	the child/youth if developmentally appropriate?	86	65	0	0	21	0	40	85%	76%	70%	63%	74%	78%
Performance rate for all four sub-questions										86%	81%	75%	77%	n/a

Foster Care Services:

Type & Tool #	Question	Sample	Yes	Partial Credit	Partial No Credit	No	B/C	NA	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IV.3	Were the following team members involved in the development of the current Child and Family Plan?													
	the mother	91	78	0	0	13	0	41	85%	86%	85%	77%	76%	63%
	the father	68	47	0	0	21	0	64	85%	69%	61%	67%	45%	63%
	other caregiver, (guardian, foster parent, stepparent, kin)?	124	122	0	0	2	0	8	85%	98%	93%	92%	95%	57%
	the child/youth if developmentally appropriate? (generally age 5 and over)	93	88	0	0	5	0	39	85%	95%	86%	78%	86%	90%
Performance rate for all four sub-questions										89%	83%	80%	78%	71%

Ensuring a child and family are involved in case planning is a fundamental Practice Model precept. While state policy originally set the threshold for child involvement in the planning process at 12 years of age or older, the policy was changed in 2011 to make it consistent with federal guidelines that recommend children 5 years of age and older be involved in the planning process.

Strengths, Concerns, and Future Plans-While this item has not been targeted for improvement, the data indicates that some improvement has been achieved. The overall performance rate for in-home and foster care cases improved by 5% and 6% respectively and the data shows that mothers and fathers receiving in-home services were increasingly involved in case planning.

Item 14-Caseworker Visits with Child

Purpose of Assessment-To determine whether the frequency and quality of visits between caseworkers and the child(ren) are sufficient to ensure safety, permanency and well-being of the child and promote achievement of case goals.

2010 CFSR Results-With 88% of cases meeting this standard, this item was determined to be an Area Needing Improvement. Results for families involved in a foster care case tended to be better than results for families receiving in-home services. In cases where caseworker contact was determined to be an Area Needing Improvement both frequency and quality of the visits were equally problematic.



Current Situation-This item has been measured in the CPR for several years. Results are listed below.

In-Home Services

Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IH.4	Did the worker have a face-to-face contact with the child at least once during each month of this review period?						
Performance rate for six months			89%	85%	78%	73%	

Foster Care Services

Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IB.2	Did the worker have a face-to-face contact with the child/youth inside the out-of-home placement at least once during each month of this review period?						
Performance rate for six months			94%	91%	89%	89%	91%

In addition, questions about frequency and quality of visits have been added to the QCR. Preliminary data for a portion of SFY2015 is listed below but is not final since the CPR has not been completed in all regions.

14/15 Frequency of CW contacts				
<i>"Was the frequency of the contacts between the caseworker and the Child/Mother/Father/Other sufficient to address issues pertaining to the safety, permanency, and well-being of the child and promote achievement of case goals? A contact is defined as face to face contact."</i>				
Fiscal Year 2015*	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Child	129	123	6	95.3%
Mother	103	77	26	74.8%
Father	83	48	35	57.8%
Other	45	35	10	77.8%

14/15 Quality of CW contacts				
<i>"To what degree was the quality of the contacts between the caseworker and the child/mother/ father/other sufficient to address issues pertaining to the safety, permanency, and well-being of the child and promote achievement of case goals?"</i>				
Fiscal Year 2015*	Total # of appl. cases	Total # of accept. cases	Unacceptable cases	Performance Rate
Child	129	121	8	93.8%
Mother	95	72	23	75.8%
Father	73	44	29	60.3%
Other	43	33	10	76.7%

**The number of cases in both measures are not identical. While reviewers may have had sufficient information to score frequency they may not have had sufficient information to score quality.*



Strengths, Concerns, and Future Plans-As measured by the CPR, the division’s performance on this item has improved over the last five years. We are proud to note that the QCR data that tracks the frequency and quality of caseworker contact with the child meets the standard and will make every effort to maintain that level of performance.

Item 15-Caseworker Contacts with Parents

Purpose of Assessment-To determine whether the frequency and quality of visits between caseworkers and mothers and fathers of children are sufficient to ensure the safety, permanency, and well-being of children and promote achievement of case goals.

2010 CFSR Results-With 49% of the applicable cases meeting this standard, this item was determined to be an Area Needing Improvement.

Current Situation-Caseworker contact is measured during the CPR, which reviews how frequently caseworkers visited with mothers/fathers over a 6-month period.

In-Home Services

Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IH.8	Did the worker make a face-to-face contact with the mother of the child at least once during each month of the review period?						
Performance rate for six months			91%	88%	85%	82%	n/a

Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IH.9	Did the worker make a face-to-face contact with the father of the child at least once during each month of the review period?						
Performance rate for six months			78%	71%	56%	49%	n/a

Foster Care Services

Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IB.4	Did the worker make a face-to-face contact with the mother of the child at least once during each month of the review period?						
Performance rate for six months			72%	69%	59%	56%	n/a



Type & Tool #	Question	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IB.5	Did the worker make a face-to-face contact with the father of the child at least once during each month of the review period?						
Performance rate for six months			53%	47%	47%	35%	n/a

In addition, questions about frequency and quality of visits between a caseworker and the mother, father, or other have been added to the QCR. Preliminary data for a portion of SFY2015 is reported under item 14.

Strengths, Concerns, and Future Plans-Caseworker visits with the parents of a child in foster care are vitally important to the overall outcome of the case. Utah has seen steady growth in the percent of mother’s and father’s visited each month by the caseworker. However, the percentage is far from what we would like it to be.

Therefore, DCFS has identified this item as a priority and in FFY 2016 will begin exploring the possibility of enhancing policy and practices that will ultimately increase the agency’s ability to conduct visits with mothers and fathers.

WELLBEING OUTCOME 2-CHILDREN RECEIVE APPROPRIATE SERVICES TO MEET THEIR EDUCATIONAL NEEDS

Item 16-Educational Needs of the Child

Purpose of Assessment-To assess whether the agency made concerted efforts to assess children’s educational needs and whether identified needs were appropriately addressed in case planning and management activities.

2010 CFSR Results-With 88% of the applicable cases meeting this standard, this item was determined to be an Area Needing Improvement. In all five cases that were rated as Area Needing Improvement, the child had identified educational needs that were not addressed.

Current Situation-The QCR measures child education outcomes. The overall rating is based on an assessment of the developmental progress of children 5 years of age or less OR an assessment of the educational status (i.e. attendance, proximity to grade level, prognosis for graduation) of children who are 5 years of age or older. Cases with unique age or developmental issues are also evaluated and are included in the rating, which may be adjusted depending on the specific situation. Unique cases where scores may be adjusted include those where a youth may be preparing for college, vocational training, or entry into the workforce as well as those where a child may have an Individualized Education Plan (IEP). For children with an IEP, a successful rating can be achieved if the child is progressing in relation to the IEP. QCR scores for the past five years have remained relatively constant ranging from a low of 85% in FY ‘09 to a high of 91% in the most recent review year (SFY 2014).

In 2012, DCFS updated the information on the education module in the SAFE data management system to make it more relevant to caseworkers. Practice Guidelines were also updated and state: “The



caseworker will maintain contact with educational staff to monitor the child’s ongoing educational status, including grades, attendance, and credits toward graduation. Educational staff or their input will be included in Child and Family Team Meetings when appropriate.”

In June 2014, DCFS released mandatory online education training that stresses the need for workers to establish and monitor educational outcomes for children in foster care. The training covers how trauma issues may impact the child's performance in school, federal and state laws regarding educating youth in care, practice guideline requirements, caseworker responsibilities, special education issues, and caseworker resources. All staff that work with children in foster care were required to complete the training by December 2014. The training remains available for staff to access whenever needed.

Strengths, Concerns, and Future Plans-DCFS and the Utah State Office of Education are currently negotiating a Memorandum of Understanding (MOU) that will allow both agencies to share information about students and collect relevant data. This agreement will make it possible for caseworkers to obtain current information on the educational progress of children in care including information about attendance, behavior, grades, achievement testing, and progress towards graduation.

WELLBEING OUTCOME 3-CHILDREN RECEIVE ADEQUATE SERVICES TO MEET THEIR PHYSICAL AND MENTAL HEALTH NEEDS

Item 17-Physical Health of the Child

Purpose of Assessment-To determine whether the agency addressed the physical health needs of the child including dental health needs.

2010 CFSR Results-With the physical health needs of the child being met in 92% of the applicable cases, this item was rated as a strength.

Current Situation-The CPR rates physical health and dental health separately. This rating applies to foster care cases only.

Timeliness of the Child’s Initial or Annual Physical Health Exam and the Timeliness of the Initial or Annual Dental Health Exam			
CPR- Foster Care Cases Only	FY ‘12	FY ‘13	FY ‘14
Initial or Annual Physical Evaluation	85%	83%	87%
Initial or Annual Dental Evaluation	90%	87%	89%

The QCR also measures the health status of the child. This is a composite measure of both physical and dental needs and measures whether physical health or dental services were provided at an acceptable level. This QCR indicator combines results for both foster care and in-home services cases.

Health Status of the Child			
QCR- Foster & Home-based Cases	FY ‘12	FY ‘13	FY ‘14
Health Status	97%	99%	99%

Strengths, Concerns, and Future Plans-This item is important to Utah, but since we already meet the standards we will not be allocating additional resources at this time. To maintain our high performance we will continue to monitor and modify practice as needed.



Item 18-Mental/Behavioral Health of the Child.

Purpose of Assessment-To determine whether the agency addressed the mental/behavioral health needs of the child(ren).

2010 CFSR Results-With 91% of the applicable cases meeting the Mental/Behavioral Health standard, this item was determined to be a strength.

Current Situation-The CPR measures the timeliness of initial and annual mental health assessments. This is applicable in foster care cases only.

Timeliness of Initial and Annual Mental Health Assessments			
CPR- Foster Care Cases Only	FY '12	FY '13	FY '14
Timeliness of MH Evaluations	80%	87%	91%

The QCR measures the emotional and behavioral well-being of the child. Considerations when rating this indicator include emotional and behavioral functioning, assessment of indicated needs, provision of services to address identified needs, and whether the interventions are having the desired results.

Emotional and Behavioral Well-being of the Child			
QCR- Foster & Home-based cases	FY '12	FY '13	FY '14
Emotional & Behavioral Well-being	83%	89%	93%

Strengths, Concerns, and Future Plans-While this item is also very important to Utah we will not be allocating additional resources to it at this time.

STATEWIDE INFORMATION SYSTEM

Item 19-Statewide Information System

Purpose of Assessment-To assure that the state is operating a statewide information system that, at a minimum, can readily identify the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the preceding 12 months, has been) in foster care.

2010 CFSR Results-This item was determined to be a strength.

Current Situation-Utah has a well-developed and well utilized SACWIS system (SAFE) that is able to indefinitely store a multitude of information about a child and family.

Strengths and Concerns-A major project that converted the SAFE data management system from a PowerBuilder platform to a Microsoft.net platform was finalized during a nine month period in 2013. Presently new modules are being written into the web-based system. The SAFE data management system has long been able to identify information regarding every child in foster care, families receiving in-home services, as well as children and families served through other agency programs.

This item will continue to be a focus, not because we have been deficient, but because technology may be available that will produce a stronger, more responsive system.



CASE REVIEW AND QUALITY ASSURANCE SYSTEM

Item 20-Written Case Plan

Purpose of Assessment-To assure that the state provides a process that ensures that each child has a written case plan to be developed jointly with the child’s parents that includes the required provisions.

2010 CFSR Results-This item was determined to be an Area Needing Improvement.

Current Situation-Participation in the case planning process is reviewed yearly during both the QCR and the CPR. Data from the reviews held in 2014 show:

QCR Planning Score

Child & Family Plan	# of cases		Standard Criteria 70%	FY10	FY11	FY12	FY13	FY14
	Acceptable	Needing Improvement						
Eastern Region	14	5		63%	71%	60%	80%	74%
Northern Region	28	7		78%	67%	71%	77%	80%
Salt Lake Valley Region	40	9		69%	61%	65%	65%	82%
Southwest Region	19	1		83%	75%	80%	85%	95%
Western Region	21	4		71%	38%	58%	46%	84%
Overall Score	122	26		72%	62%	67%	70%	82%

Involvement in the Development of the Child and Family Plan for In-home Cases

Type & Tool #	Question	Sample	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IH.3	Were the following team members involved in the development of the current child and family plan?							
	the mother	117	85%	93%	95%	89%	91%	63%
	the father	95	85%	85%	69%	63%	60%	63%
	other caregiver (guardian, step-parent, kinship)?	49	85%	88%	92%	86%	87%	n/a
	the child/youth if developmentally appropriate?	86	85%	76%	70%	63%	74%	78%
Performance rate for all four sub-questions				86%	81%	75%	77%	n/a

Involvement in the Development of the Child and Family Plan for Foster Care Cases

Type & Tool #	Question	Sample	GOAL	Performance Rate (%) FY 2014	2013	2012	2011	2010
IV.3	Were the following team members involved in the development of the current Child and Family Plan?							
	the mother	91	85%	86%	85%	77%	76%	63%
	the father	68	85%	69%	61%	67%	45%	63%
	other caregiver, (guardian, foster parent, stepparent, kin)?	124	85%	98%	93%	92%	95%	57%
	the child/youth if developmentally appropriate? (generally age 5 and over)	93	85%	95%	86%	78%	86%	90%
Performance rate for all four sub-questions				89%	83%	80%	78%	71%



Utah requires that each child and family being served have a Child and Family Plan created within 45 days of the case start date. The plan is developed with the parents and the child, if the child is over the age of 5 and able to participate.

Often the Child and Family Plan is developed during a Child and Family Team Meeting to which the family's formal and informal supports are invited. Utah requires that the plan be updated at least every six months as long as the case is open.

The plan is maintained in the SAFE data management system. SAFE identifies the date the plan was finalized and notifies the caseworker every six months, when the plan must be updated. The SAFE data management system is also the repository for Child and Family Team Meeting minutes, which include a list of individuals participating and the topics discussed. It is expected that the plan is discussed and that the plan is either developed or updated as a result of or during that meeting.

Strengths, Concerns, and Future Plans-While this item is a concern, due to competing priorities no resources will be allocated to it at this time. DCFS will continue to monitor the data and will address the issue if performance deteriorates.

Item 21-Periodic Reviews

Purpose of Assessment-To assure that the state provides a process for the periodic review of the status of each child, no less frequently than once every 6 months, either by court or by administrative review.

2010 CFSR Results-This item was determined to be a strength.

Current Situation-Utah continues to hold court reviews for all children in foster care no less frequently than every six months. While the Juvenile Courts track this information, both DCFS and the Juvenile Courts review the court report to assure that reviews are conducted every 6 months.

Strengths, Concerns, and Future Plans-This item is very important to Utah but because we are successfully meeting this requirement we will not be allocating additional resources to it at this time.

Item 22-Permanency Hearings

Purpose of Assessment-To assure that the state provides a process that ensures that each child in foster care under the supervision of the state has a permanency hearing in a qualified court or administrative body no later than 12 months of the date the child entered foster care and no less frequently than every 12 months thereafter.

2010 CFSR Results-This item was determined to be strength.

Current Situation-The same report from the Juvenile Courts database listed in Item 21 is used to monitor this item.

Utah continues to conduct permanency reviews no less frequently than every 12 months. Utah has an expectation that permanency reviews are completed within 12 months for every foster care case. Additional reviews occur no less frequently than every 12 months thereafter. The timing of these reviews is carefully monitored by DCFS and the courts.



Strengths, Concerns, and Future Plans-This item is also important to Utah but because we are successfully meeting the requirement we will not be allocating additional resources to it at this time.

Item 23-Termination of Parental Rights

Purpose of Assessment-To assure that the state provides a process for termination of parental rights proceedings in accordance with the provisions of the Adoption and Safe Families Act.

2010 CFSR Results-This item was determined to be a strength.

Current Situation-Utah continues to provide a process for termination of parental rights, which takes place during the 12 month permanency hearing. Utah has an appeals process and, since it is accomplished quickly, the permanency status is not considerably delayed.

A report in the SAFE system, that documents termination of parental rights, is used to determine if DCFS is in conformance with requirements in the Adoption and Safe Families Act.

Strengths, Concerns, and Future Plans-Because we are successfully meeting the requirement we will not be allocating additional resources to this item at this time.

Item 24-Notice of Hearings and Reviews to Caregivers

Purpose of Assessment-To assure that the state provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in, any review or hearing held with respect to the child.

2010 CFSR Results-This item was determined to be an Area Needing Improvement.

Current Situation-Over the past few years the courts have implemented the “MyCase” management system. This internet based system is available to foster parents and allows them to look up information including date and time of court hearings. Unfortunately, during the QCR stakeholder interviews, foster parents commented that even though they have access to MyCase they are not always aware when court hearings are scheduled. It appears that a more proactive way of notifying foster parents of hearings is needed and will be addressed in coming years.

Strengths, Concerns, and Future Plans-DCFS recognizes that it needs to better coordinate notifications of upcoming court hearings. Over the next four years, the division intends to explore other state’s best practices and will develop a system that will notify substitute caregivers via email of any review or permanency hearing. The goal is create an interface between the court system and the SAFE data management system that will allow SAFE to automatically send an email to the substitute care provider that will notify them of the hearing and advise them that they will be given the opportunity to be heard at the review or hearing.

QUALITY ASSURANCE SYSTEM

Item 25-Quality Assurance System

Purpose of Assessment-To assure that the state is operating an identifiable quality assurance system that is in place in the jurisdictions where the services included in the Child and Family Services Plan (CFSP)



are provided, evaluates the quality of services, identifies strengths and needs of the service delivery system, provides relevant reports, and evaluates program improvement measures implemented.

2010 CFSR Results-This item was determined to be a strength.

Current Situation-Utah has a model QA system that measures the outcomes for children and families as well as the agency's ability to integrate the Practice Model throughout the child welfare system.

The QA process includes three important components. The CPR measures compliance with policy. The QCR is an interview-based outcomes-focused review that measures outcomes for children and families. Finally, QICs in each region and at the state level involve stakeholders—including legal partners, community action groups, community service providers, foster parents, foster care alumni, medical partners, and other interested parties—in the review process. QICs provide regular, ongoing feedback to region or state office administrators about quality assurance issues that affect the child welfare system.

Strengths, Concerns, and Future Plans-Since the QCR measures practices that are congruent with the Practice Model, rather than the more generic measures assessed during the CFSR, Child and Family Services feels strongly that the QCR is a driving factor in maintaining a high level of performance and encourages quality casework practice.

While DCFS is making every effort to blend the QCR and the CFSR, the two do not always mesh well. The agency spends a great deal of time and effort coordinating and providing training on the two processes, which poses an added burden to staff and reviewers. The increased workload is even more problematic as the CFSR continues to evolve. We understand that monitoring of states is necessary but want to point out that the current CFSR process is punitive to those states that for many years have had a viable Practice Model and Quality Assurance System that effectively reviews practice.

STAFF AND PROVIDER TRAINING

Item 26-Initial Staff Training

Purpose of Assessment-To assure that the state is operating a staff development and training program that supports the goals and objectives in the CFSP, addresses services provided under titles IV-B and IV-E, and provides initial training for all staff who deliver these services

2010 CFSR Results-This item was determined to be strength.

Current Situation-DCFS continues to provide staff and provider training as outlined in its Training Plan.

The training team surveys new employees: a) immediately following training, b) at 4-months post-training, and c) 1-year post-training to determine the effectiveness of any course. The training team uses results of surveys to enhance courses so that they better meet the needs of new employees. To date, QCR results indicate that because of the quality training provided many new employees are performing on par with some of our more seasoned employees.

Strengths, Concerns, and Future Plans-Because we are successfully meeting this requirement we will not be allocating additional resources to this item at this time.



Item 27-Ongoing Staff Training

Purpose of Assessment-To assure that the state provides ongoing training for staff that addresses the skills and knowledge base needed to carry out their duties with regard to the services included in the CFSP.

2010 CFSR Results-This item was determined to be strength.

Current Situation-Utah continues to provide ongoing training for staff that is designed to increase the skills and knowledge caseworkers need to provide excellent child welfare services to clients.

Currently, staff are able to access a wide array of regularly scheduled training, which may be provided through a web-based format or in the classroom. Training may also be available during conferences, summits, or provided as in-service training during staff meetings.

Satisfaction surveys are sent via email following all training. This valuable input is used as a guide as the Training Team identifies and develops supplemental training that addresses issues of importance to staff.

Strengths, Concerns, and Future Plans-DCFS believes that continuous allocation of a large portion of our resources to staff training reaps far more rewards than are shown through performance outcome measures or accomplishment of goals and objectives. The training and mentoring offered truly shows in the relationships workers have with families and the communities we serve.

Item 28-Foster and Adoptive Parent Training

Purpose of Assessment-To assure that the state provides training for current or prospective foster parents, adoptive parents, and staff of the state licensed or approved facilities that care for children receiving foster care or adoption assistance under Title IV-E that addresses the skills and knowledge base needed to carry out their duties with regard to foster and adopted children.

2010 CFSR Results-This item was determined to be strength.

Current Situation-Up to this date, DCFS has contacted with the UFCF to provide training for current or prospective foster and adoptive parents. The results of their efforts are listed in the [Foster Care Program](#) section in this report.

Strengths, Concerns, and Future Plans-The current sole source contract for foster parent recruitment and training expires in this year. The Contracts Team, in concert with several of the Program Administrators, drafted a Request for Proposals and opened it for competitive bids. Bids are currently being scored. DCFS expects that the contract will be awarded in July 2015.

Utah has had a strong partnership with the UFCF for the past 16 years. We expect that we will maintain a strong partnership with the UFCF or form an equally resilient relationship with whatever agency is successful in their bid to provide expanded services, especially services to foster and adoptive parents who live in rural areas or who cannot participate in the classroom training.



SERVICE ARRAY AND RESOURCE DEVELOPMENT

Item 29-Array of Services

Purpose of Assessment-To assure that services are accessible to families and children in all political jurisdictions covered in the states CFSP.

2010 CFSR Results-This item was determined to be an Area Needing Improvement.

Current Situation-One component of the *HomeWorks* project involves the gathering of information about service needs in each region. Once the survey of community providers in each region has been completed the information is provided to Region Directors with the expectation that the region, with the support of the state office staff member coordinating surveys, will meet with groups in each community to brainstorm on how to develop new or improve existing services.

The DHS System of Care is also addressing community resource development, specifically behavioral support, crisis intervention, and respite care services to be delivered to the target population, which includes families who are or may be involved with more than one division within the department and who have a child with identified behavior problems that without additional support may lead to an out-of-home placement for the child.

Strengths, Concerns, and Future Plans-Utah is placing great emphasis on increasing the quantity, quality, and availability of a broad array of services throughout the state. While it will not be possible or even desirable to have all services available in all areas of the state, a strategy to determine what services are necessary and where they need to be placed has been implemented and is progressing.

Item 30-Individualizing Services

Purpose of Assessment-To assure that the services in item 29 can be individualized to meet the unique needs of children and families served by the agency.

2010 CFSR Results-This item was determined to be an Area Needing Improvement.

Current Situation-As noted in item 29, services to be developed or enhanced are being targeted to specific geographical areas (e.g. rural areas) or to specific populations (e.g. children with identified behavior problems). Also, in coordination with the trauma initiative, services are being evaluated for their ability to intervene at various points along the trauma pathway and are being assessed for their effectiveness in treating specific populations.

Strengths, Concerns, and Future Plans-One concern currently being addressed is the needs of families living in very rural areas. Because of the state's large farming industry and because numerous city dwellers have moved to rural areas in the hope of getting away from the hustle and bustle, many of Utah's families live in communities that do not provide the services they need. While it is impossible for the child welfare system to provide every service in every area of the state, DCFS—through the *HomeWorks* project—has made it a priority to assure that child welfare services are available at distances that are equivalent to those travelled to obtain similar services including medical, dental, and other social services.



AGENCY RESPONSIVENESS TO THE COMMUNITY

Item 31-State Engagement and Consultation with Stakeholders Pursuant to CFSP and APSR

Purpose of Assessment-To assure that the state, in implementing the provisions of the CFSP, engages in ongoing consultation with tribal representatives, consumers, service providers, foster care providers, the juvenile court, and other public and private child and family serving agencies and includes the major concerns of these representatives in the goals and objectives of the CFSP.

2010 CFSR Results-This item was determined to be strength.

Current Situation-Utah has an excellent record of collaboration with partners and continues to seek out partnerships that will benefit children and families in the State of Utah. We will continue to use this pathway to identify problems and look for solutions within the communities we serve.

Child and Family Services continues to use stakeholder interviews, conducted during the QCR's in each region, to gather information from community providers and partners, foster parents, and DCFS staff. Their contributions not only help in rating performance but help the agency identify and build plans to meet community needs.

As noted in the [Collaboration](#) section of this report, DCFS also interacts with a number of national and local government, non-profit, or private organizations or alliances that help the agency identify community needs and develop plans that meet those needs. Of note, members of the Court Improvement Project's permanency group (which includes DCFS staff) continued to provide support and recently presented recommendations to the Board of Juvenile Court Judges regarding improved permanency outcomes for children in care.

In addition, each region supports one QIC comprised of medical providers, community services, non-profit organizations, legal partners, and business leaders. During QIC meetings, these representatives discuss community's needs and collaborate to better serve the families in their community.

Finally, as noted in the [Consultation and Collaboration with Tribes](#) section of this report, our ICWA Program Administrator continues to connect with the federally recognized tribes in the state and works with caseworkers and other administrators to better serve Native American families.

Strengths, Concerns, and Future Plans-Because we are successfully meeting this requirement we will not be allocating additional resources to this item at this time.

Item 32-Coordination of CFSP Services with Other Federal Programs

Purpose of Assessment-To assure that the state's services under the CFSP are coordinated with services or benefits of other federal or federally assisted programs serving the same population.

2010 CFSR Results-This item was determined to be strength.

Current Situation-As noted in the [Collaboration](#) section, DCFS coordinates with a number of federal agencies or state partners that utilize federal funds. The Department of Workforce Services (DWS) administers Temporary Assistance to Needy Families funds, which are used to pay Specified Relative Grants to relatives who are caring for a relative's child(ren). DCFS worked closely with DWS to create a



pathway for relative caregivers, which expedites the application process for kin who are seeking Specified Relative Grants and/or medical cards for the children they care for.

DCFS works closely with the Department of Health's (DOH) Early Intervention Program and Head Start to identify children who may be eligible for services through either program. DOH also uses Medicaid funding to provide access to nurse case managers who track the medical needs of every child in foster care.

In addition, Child and Family Services works closely with the DOH Medicaid Program to access medical and mental health services for foster and adoptive children. In cooperation with DOH and the Division of Services for People with Disabilities (DSPD), DCFS is able to access Medicaid waiver services for children with intellectual disabilities. DCFS also meets with DOH to coordinate WIC and Early Developmental Screening services delivered to families. Foster children under the age of 5 are automatically eligible for WIC. Furthermore, the Early Developmental Screening program is alerted to every child under the age of 3 who is the victim of a supported allegation of child abuse or neglect.

DCFS also notifies the Utah State Office of Education when a child in foster care is eligible for the free lunch program. This notification is completed automatically, each Sunday night at 11:59 P.M., through a link between SAFE and the Office of Education databases.

The DHS System of Care, which will enable divisions within DHS to coordinate services delivered to children and youth with complex emotional and behavioral needs and their families, is supported by a SAMHSA implementation grant, which will—between FFY 2015 and 2017—help support the phased roll-out of the System of Care.

Strengths, Concerns, and Future Plans-DCFS will not be allocating additional resources to it at this time. As always, we will continue to collaborate with other state and federal programs on all efforts to achieve better outcomes for the families we work with.

FOSTER AND ADOPTIVE PARENT LICENSING, RECRUITMENT, AND RETENTION

Item 33-Standards Applied Equally

Purpose of Assessment-To assure that the state has implemented standards for foster family homes and child care institutions that are reasonably in accord with recommended national standards.

2010 CFSR Results-This item was determined to be strength.

Current Situation-The DHS Office of Licensing (OL), which works closely with—but is independent from—DCFS, is responsible for ensuring that approved foster family homes or child care institutions receiving title IV-E or IV-B funds comply with state standards and audits each program frequently.

OL sets standards for foster homes and child care institutions that serve children in the care of divisions within DHS. All OL specifications and criteria that guide services delivered by community providers conform to federal law and meet recommended national standards.

OL has completed revisions to their foster parent licensing rule that better support kinship placements. While variances to licensing requirements are not available for rules that affect the safety of a child, OL



now has the ability to approve a variance to a number of other rules (on a case by case basis), which will make it easier for a kin caregiver to accept the child of a relative into their home.

Strengths and Concerns-Since licensing standards are in place and are effective, DCFS will not be allocating additional resources to this item.

Item 34-Requirements for Criminal Background Checks

Purpose of Assessment-To assure that the state complies with federal requirements for criminal background clearances as related to licensing or approving foster care and adoptive placements and has in place a case planning process that includes provisions for addressing the safety of foster care and adoptive placements for children.

2010 CFSR Results-This item was determined to be strength.

Current Situation-DCFS monitors the requirements for criminal background checks and, in partnership with OL, periodically reviews licensing files.

OL oversees the criminal background screening and child abuse registry screening process for foster and adoptive parents and works with the Department of Public Safety to ensure that criminal background checks are completed. Background screenings are recorded in the SAFE data management system, which OL uses to track compliance.

Strengths and Concerns-No additional resources are needed in order to accomplish the purpose of this item. OL and DCFS will continue to periodically review licensing files to ensure that background checks are completed.

Item 35-Diligent Recruitment of Foster and Adoptive Homes

Purpose of Assessment-To assure that the state has in place a process for ensuring the diligent recruitment of potential foster and adoptive families who reflect the ethnic and racial diversity of children in the state for whom foster and adoptive homes are needed.

2010 CFSR Results-This item was determined to be strength.

Current Situation-To this point in time, the UFCF—through a contract with DCFS—has been responsible for the diligent recruitment and training of potential foster and adoptive families and for working with each region to determine yearly recruitment target numbers.

During FFY 2014, DCFS audit staff monitored UFCF activities and ensured that foundation services were in compliance with the statement of work listed in their contract. Any non-compliance issues found were noted and an improvement plan was required. If improvements were necessary, the DCFS audit team followed up to ensure that compliance was achieved.

Further information about results of recruitment and training of foster and adoptive parents can be found in the [Foster Care Program](#) section of this report and in the Foster and Adoptive Parent Diligent Recruitment Plan.



Strengths, Concerns, and Future Plans-The current sole source contract for foster parent recruitment and training expires in this year. The Contracts Team, in concert with several of the Program Administrators, drafted a Request for Proposals and opened it for competitive bids. Bids are currently being scored. DCFS expects that the contract will be awarded in July 2015.

Utah has had a strong partnership with the Utah Foster Care Foundation for the past 16 years. We expect to either maintain that strong partnership or develop an equally strong relationship with whatever agency is successful in their bid to provide expanded services, especially services to foster and adoptive parents who live in rural areas or who cannot participate in the classroom training.

Item 36-State Use of Cross-Jurisdictional Resources for Permanency Placements

Purpose of Assessment-To assure that the state has in place a process for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placement for waiting children.

2010 CFSR Results-This item was determined to be a strength.

Current Situation-DCFS has a full-time Interstate Compact on the Placement of Children (ICPC) Administrator and assistant that process ICPC requests in a timely manner.

Utah also has a contract with the Adoption Exchange and uses many of their resources to find adoptive families for children. The Adoption Exchange's Heart Gallery has helped place children who are free for adoption into families located outside of the county or region in which the child is located and in some cases has found adoptive families—for children in Utah—outside of the state.

The Adoption Exchange contract is audited on a regular basis by the DCFS audit team to determine if provisions in the contract are being fulfilled. If any non-compliance issues are found, an improvement plan is developed and is monitored until the issues are resolved.

In addition, DCFS uses the Casey Family Programs Permanency Round Table process to find permanent families for children that have been in foster care for a long period of time. Permanency Round Tables have helped these children return home, find placements with relatives, or locate placements outside normal channels that are willing to offer the child a permanent home. Permanency Roundtables are evaluated as part of the QCR process. Evaluation of that process is specifically addressed when reviewers interview stakeholders.

Permanency Round Table training, traditionally provided to experts that participate on Permanency Round Tables, has been adapted so that it can be provided to DCFS caseworkers. During this course, participants address the topic of worker bias and identify ways to reduce biases.

Strengths, Concerns, and Future Plans-DCFS has no concerns related to this item and will not be allocating additional resources to it at this time.



PLAN FOR IMPROVEMENT

Goals, Objectives, and Tasks listed in the 2015-2019 CFSP have been updated in this report to better coincide with Outcome Measures assessed by the CFSR.

GOAL #1: CHILDREN ARE SAFELY MAINTAINED IN THEIR HOMES WHENEVER POSSIBLE AND APPROPRIATE. (CFSR Safety Outcome 2)

Objective	Tasks
A. Provide caseworkers with skills and new tools that will help them support parents as parents strive to safely maintain children in their homes (part of <i>HomeWorks</i> , Utah's child welfare demonstration project).	1(a). Implement the CANS-based assessment, Utah Families and Children Engagement Tool (UFACET) for <i>HomeWorks</i> (in-home) cases.
	1(b). Modify and implement UFACET for use in cases requiring placement of children in an out-of-home setting.
	2. Implement the CSSP Strengthening Families Protective Factors Framework statewide.
B. Strengthen the child welfare system's capacity to support parents as they strive to safely maintain their children in their homes (to be accomplished through collaboration between <i>HomeWorks</i> and Department of Human Services System of Care processes.)	1. Partner with state and region System of Care (SOC) staff and implementation committees to coordinate <i>HomeWorks</i> processes with System of Care activities and resources.
C. Develop a revised safety assessment and planning protocol (Same as CAPTA Changes to Program Area 4 II).	1. Review and revise the plan that will guide the implementation of the new assessment and protocol.
	2. Develop and disseminate Practice Guidelines that will guide workers as they use the new assessment and protocol.
	3. Identify and suggest modifications to state rules and statutes that will ensure maximum benefit from the new assessment and protocol.
	4. Develop or enhance data collection tools that will allow the collection of relevant data.
	5. Package, distribute and communicate to agency partners and service providers the value of the new assessment and protocol.
	6. Integrate the application and use of the new assessment and protocol into existing training.

Goal 1 was selected in response to data collected between 2000 and 2011 that shows that the number of children receiving foster care services increased and the number of children served through in-home services decreased. Objective A is consistent with goals outlined in Utah's IV-E child welfare waiver demonstration project initiated in October 2012.



**GOAL #2: CHILDREN HAVE PERMANENCY AND STABILITY IN THEIR LIVING SITUATIONS.
 (CFSR Permanency Outcome 1)**

Objective	Tasks
<p>A. Develop and implement strategies to improve stability of placements for children in foster care and to ensure that changes in placements that occur are in the child’s best interest.</p>	<p>1. Follow implementation science protocols to guide exploration, development and implementation activities, including:</p> <ul style="list-style-type: none"> a. Analyzing data to determine need and prevalence of need, including review of prior efforts to improve placement stability. b. Selecting specific targets to address (population, circumstances, etc.). c. Exploring and evaluating strategies to match the target area needs in relation to need, fit, resources, sustainability, readiness, and capacity to implement. d. Selecting strategies to implement. e. Completing developmental tasks to implement, such as practice guidelines, system programming, etc. <p>2. Implement strategies.</p>
<p>B. Provide Title IV-E Kinship Guardianship Assistance Payments to support permanency for older youth who are Title IV-E eligible and in foster care.</p>	<p>1. Write policy and administrative rules; develop template for agreements.</p> <p>2. Submit and obtain approval for Title IV-E plan amendment.</p> <p>3. Program the SACWIS system to support agreements and payments.</p> <p>4. Train staff on the new process including when and how to establish the subsidy for eligible youth.</p>

Goal 2 supports activities that will enhance the agency’s Permanency Framework. Objective A is new and was formulated in response to data provided under Permanency Outcome item 4 that indicates that children in the division’s care often experience multiple placement changes.

Objective B is a direct response to a recommendation in the 2012 legislative audit, conducted by the Office of the Legislative Auditor General, which suggests that DCFS reconsider its decision to not provide Guardianship Assistance Payments to kinship families as allowed by the Fostering Connections and Increasing Adoptions Act of 2008.



GOAL #3: THE CONTINUITY OF FAMILY RELATIONSHIPS AND CONNECTIONS IS PRESERVED FOR CHILDREN. (CFSR Permanency Outcome 2)

Objective	Tasks
<p>A. Develop and implement strategies to improve the ability to maintain continuity of family relationships and other important connections for children in foster care. Strategies will address a) visitation between parents and siblings, b) visitation between parents and/or the child’s siblings and the caseworker, and c) maintenance of a child’s connections to community, faith extended family, tribes, school, and friends.</p>	<p>1. Follow implementation science protocols to guide exploration, development and implementation activities, such as:</p> <ul style="list-style-type: none"> a. Analyzing data to determine need and prevalence of need, including review of prior efforts to maintain connections. b. Selecting specific targets to address (population, circumstances, etc.). c. Exploring and evaluating strategies to match the target area needs in relation to need, fit, resources, sustainability, readiness, and capacity to implement. d. Selecting strategies to implement. e. Completing developmental tasks to implement, such as practice guidelines, system programming, etc. <p>2. Implement strategies.</p>

Since the Goal 3 published in the 2015-2019 CFSP does not correspond directly to items assessed in the CFSR, it has been deleted.

Goal 3 in this document (listed above), was formulated in response to data listed under Permanency Outcome 2, items 8, 9, and 11 as well as Wellbeing Outcome 1, items 14 and 15 that indicate DCFS has not met the following standards:

- Making concerted efforts to ensure that visitation was of sufficient frequency to meet the needs of the family.
- Making concerted efforts to maintain the child’s connections with extended family, culture, religion, community, and school.
- Making concerted efforts to support the parent-child relationships of children in foster care.
- Providing frequent and quality visits between caseworkers and the children.
- Providing frequent and quality visits between caseworkers and mothers and fathers of children.

GOAL #4: FOSTER PARENTS, PRE-ADOPTIVE PARENTS, AND RELATIVE CAREGIVERS OF CHILDREN IN FOSTER CARE ARE NOTIFIED OF, AND HAVE AN OPPORTUNITY TO BE HEARD IN, ANY REVIEW OR HEARING HELD WITH RESPECT TO THE CHILD. (CFSR Systemic Factor)

Objective	Tasks
<p>A. Develop and implement an improved notification system for foster parents and other caregivers of pending review hearings for children in their care.</p>	<p>1. Explore notification options and assess the extent to which each option is capable of reaching all foster parents and caregivers.</p> <p>2. Identify resources that will be needed as DCFS implements the option selected.</p> <p>3. Select and implement notification process.</p>



Goal 4 is a new goal and was included to respond to Systemic Outcome item 24 that indicates that the agency needs to assure that the state provides a process for foster parents, pre-adoptive parents, and relative caregivers of children in foster care to be notified of, and have an opportunity to be heard in, any review or hearing held with respect to the child.

FEEDBACK LOOPS

In response to objectives listed under Goal 1, DCFS has formally established a feedback loop between the State Office and Regions that allow project administrators to monitor the successful implementation of *HomeWorks*. In addition, our legal partners have designated a point of contact to the *HomeWorks* project. On a regular basis, DCFS communicates with that contact to obtain feedback or provide answers to questions posed by our legal partners.

PROGRAMS AND SERVICES

GEOGRAPHIC AREAS AND POPULATIONS SERVED

All programs and services directly provided by DCFS are available statewide to any individual or family residing within the state. Conversely, services delivered by contract providers may be geographically specific and, based on the providers business model, may be only available in limited quantities or at limited times.

IN-HOME PROGRAM

The In-Home Program provides services that allow at-risk children to remain safely in their own home or facilitate the return home of children who have been placed in the DCFS custody.

Services provided fall under one of five categories:

- Voluntary services (i.e. protective services counseling)
- Court-ordered services (i.e. protective services supervision)
- Intensive short-term services (i.e. protective family preservation) provided to children who are at immediate risk of an out-of-home placement
- Reunification
- Post-adoption services.

Total Individuals and Families Served Through the In-Home Program			
	Number of Families	Number of Adults	Number of Children
FFY 2010	4,170	5,836	6,368
FFY 2011	3,723	5,446	5,926
FFY 2012	3,576	5,378	5,900
FFY 2013	3,610	5,533	5,853
FFY 2014	3,758	6,057	6,281





The following services are either directly provided by regional DCFS In-Home Program staff or through contracts with participating partners:

- Clinical counseling
- Community-based family support services
- Services for preservation of families
- Individual and family counseling
- Parent advocacy
- Parenting skills training and education
- Peer-parenting
- Post adoption services
- Protective day care
- Protective services counseling or supervision
- Sexual abuse treatment
- Youth advocacy

Not all services are available statewide.

During FFY 2014, the In-Home Program continued to implement *HomeWorks*, the agencies IV-E child welfare waiver demonstration project. In support of the waiver, In-Home Program staff:

- Provided skills-based training to frontline caseworkers in the Southwest and Salt Lake Valley Regions to increase caseworkers' capability to use the Strengthening Families Protective Factors Framework as they work with their clients.
- Developed a Community Collaborative Toolkit to assist regions in assessing and expanding community resources available to in-home clients.
- Created a *HomeWorks* Google site to which caseworkers can refer when looking for tools and tips.
- Created an online Resource Directory—located on the *HomeWorks* Google site—that lists agency information for all DCFS contract providers.
- Expanded education provided to community and legal partners who have, and will continue to be, informed about the scope of the project as well as the impact that the new in-home services tools, skills, and practices have had on the child welfare system.

The In-Home Program will continue to implement *HomeWorks* during FFY 2016 and expects to provide services to more than 4,000 families during that time.

FOSTER CARE PROGRAM

If CPS determines that it is not safe for a child to remain in their home, a child may be placed in foster care with kin, licensed foster parents, or in a residential treatment program. Foster care services consist of:

- Protection, placement, supervision, and care of a child in DCFS custody
- Services to a parent or caretaker when a goal of reunification is mandated by the court
- Services to a parent or caretaker of a child that facilitates the return of the child to their home once a voluntary placement has been completed
- Services that facilitate another permanent living arrangement for a child in an out-of-home placement. These services are provided if a court determines that reunification with a parent or caretaker is not required or is not in the child's best interest.



Foster care services are provided to:

- Children, and the child's parents or caretakers, when the child is placed in DCFS custody by a court order that stipulates that reunification is the primary permanency goal.
- Children, and the child's parents or caretakers, when the child is placed in DHS custody by a court order (which stipulates reunification as the primary permanency goal) and DCFS is given primary responsibility for case management or is required to pay for the child's placement.
- Children, and the child's parents or caretakers, when a child is voluntarily placed into DCFS custody by the child's parents or caretakers.
- Children, and the child's parents or caretakers, when a child is court ordered into DCFS custody as a result of delinquency or dependency.

Number of Children in Foster Care		
	Federal Fiscal Year	Point in Time
FFY 2010	4,688	2,815
FFY 2011	4,643	2,626
FFY 2012	4,574	2,671
FFY 2013	4,608	2,690
FFY 2014	4,704	2,841

Ethnicity of Children in Foster Care										
	FFY '10 Number	FFY '10 Percent of Total	FFY '11	FFY '11 Percent of Total	FFY '12 Number	FFY '12 Percent of Total	FFY '13 Number	FFY '13 Percent of total	FFY '14 Number	FFY '14 Percent of total
African American	300	6%	275	6%	287	6%	277	6%	264	6%
Native American/ Alaska Native	242	5%	252	5%	233	5%	211	5%	202	4%
Asian	39	1%	33	1%	32	1%	30	1%	37	1%
Pacific Islander	59	1%	60	1%	64	1%	44	1%	46	1%
Caucasian	4,164	89%	4,147	89%	4,093	89%	4,172	91%	4,295	91%
Cannot determine / Unknown	27	0%	23	2%	9	0%	8	0%	19	0%
Multiracial- other race not known	15	0%	14	0%	12	0%	26	1%	41	1%
Total	4,689	100%	4,643	100%	4,574	100%	4,608	100%	4,704	100%
Hispanic or Latino Origin	1,157	25%	1,112	24%	1,048	23%	989	21%	1,037	22%



Reasons Children Exited Foster Care (Percentage)							
	Reunification	Guardianship to relatives	Adoption	Age of Majority	Transfer to Juvenile Justice	Other	Referred to Outside Organization
FFY '10	39%	15%	28%	10%	2%	4%	1%
FFY '11	42%	15%	26%	10%	2%	3%	1%
FFY '12	42%	15%	27%	10%	3%	3%	1%
FFY '13	41%	16%	26%	10%	3%	4%	1%
FFY '14	39%	18%	28%	9%	2%	3%	1%

During FFY 2014 the Foster Care Program:

- Implemented a new Foster Care agreement—signed by all foster parents annually—that outlines duties and responsibilities of licensed foster parents.
- Implemented a new Placement Agreement—signed by all foster parents when a child is placed in their home—that outlines foster parents duties and responsibilities to each individual child placed in their home.
- Finalized a Memorandum of Understanding with the Utah Head Start Association, which establishes a formal partnership between DCFS and Head Start Programs who will work cooperatively to increase Head Start’s capacity to serve children foster care.
- Implemented an online training course—for DCFS staff—regarding improving educational outcomes for children in care.
- Worked on a scope of work that was included in an RFP that sought applications from agencies that desire to recruit, train, and retain foster parents.
- Implemented and updated policies relating to respite care and mandatory in-service training for foster parents.
- Implemented the Utah Foster Child Bill of Rights.
- Implemented a policy that will help caseworkers identify and address unresolved trauma experienced by children in foster care.
- Continued work to merge the UFACET (in-home) assessment and the current CANS (out-of-home) assessment so that caseworkers conducting either assessment will utilize the same general tool.
- Updated a placement screening process for children needing a higher levels of care.

During FFY 2016, the Foster Care Program anticipates that it will serve more than 4,700 children in foster care.

During FFY 2014, DCFS continued to contract with the Utah Foster Care Foundation (UFCF) to recruit quality foster and adoptive resource families, conduct pre-service/pre-licensure and in-service/post-licensure training, assist in the retention of resource families by coordinating cluster support group, and advocate on behalf of all resource families, including kinship.

After families were recruited, UFCF provided 32 hours pre-service training using *The Institute for Human Services Pre-Service Training for Foster, Adoptive and Kinship Parents* curriculum. This training is an evidence-informed planned sequence of learning and meets the requirements for Utah foster parent licensure. Based on a solid understanding of trauma-informed care, resource families learned to place trauma at the center of treatment. 476 potential foster and adoptive parents completed training this year as did an additional 212 kin caregivers.





Resource Family Inquiries and Number Graduated Training					
Month	Inquiries	Foster/Adopt Graduated Statewide Total		Kinship Specific Graduated Statewide Total	
		Goal	Actual	Goal	Actual
October, 2013	179	37.50	46	N/A	23
November, 2013	188	37.50	36	N/A	18
December, 2013	115	37.50	32	N/A	12
January, 2014	253	37.50	35	N/A	19
February, 2014	214	37.50	39	N/A	17
March, 2014	170	37.50	42	N/A	14
April, 2014	148	37.50	46	N/A	16
May, 2014	192	37.50	30	N/A	19
June, 2014	179	37.50	45	N/A	16
July, 2014	177	37.50	40	N/A	23
August, 2014	313	37.50	44	N/A	22
September, 2014	176	37.50	41	N/A	13
Total	2,304	450	476	N/A	212

To maintain their licensure DCFS requires that licensed resource families attend annual in-service training. Last year, in-service trainings were provided and/or coordinated by UFCF and held each month in each region. In-service training addressed current topics and informed, taught, and guided families as they endeavored to meet the special needs of the children in their care.

During FFY 2014 the Utah Foster Care Foundation:

- Recruited and trained 688 new resources families who replaced families that closed their licenses during the year.
- Provided 32 hours of pre-service training to more than 450 families.
- Provided several hundred gifts to children in foster care during December, which were delivered by men and women in the military stationed at Hill Air Force Base in Ogden, UT.
- Dispensed \$35,000—obtained from generous donors to the Wishing Well Fund—to children in foster care that had special wishes.
- Coordinated the statewide and individual regional foster parent appreciation events.
- Coordinated a Foster Parent Training Symposium attended by more than 300 individuals.
- Organized and funded a foster family camp for 410 individuals—including foster parents, birth children, children in foster care and adopted children—who enjoyed a three-day weekend of activities, training, and family fun.
- Held the annual Chalk Art Festival in downtown Salt Lake during which 20,000 to 30,000 people received information on how to become a foster parent.



KINSHIP PROGRAM

If placement with kin is an option, the Kinship Program provides services to non-custodial parents, relatives, or licensed friends of a parent or guardian authorized to care for a child in DCFS custody. Kinship workers help kin families obtain:

- Financial support including:
 - Child Support-When a child is ordered into DCFS custody, the court orders the parent from whom the child was removed to contact the Office of Recovery Services (ORS) which will ensure that the parent reimburses the state for the cost of care.
 - Public Assistance-A non-custodial parent may apply for financial assistance, food stamps, a specified relative grant, or childcare through DWS. Income and assets of all members of the household will be considered when determining eligibility.
 - Unearned Income Payments-A non-custodial parent may apply for Social Security or Supplemental Security Income for a child.
 - Foster Care Payments-A friend or relative licensed as a foster parent that has a child placed in their home by DCFS or the courts may receive a foster care payment, which is based on the child's level of need and the provider's level of training.
 - Special Needs Payments-A special needs payment may be provided if other resources are not available to meet the needs of a child in a preliminary placement with a kin family.
- Health care resources including:
 - Medicaid and the Children's Health Insurance Program (CHIP)-A non-custodial parent, a friend, or a relative may submit an application to DWS for Medicaid or CHIP, which can help pay for a child's medical, dental, or mental health services.
 - Private Medical Insurance-When allowed by the insurance provider, the non-custodial parent or relative may be able to provide for a child's health care needs by adding the child to their own private medical insurance.
 - State Medical Services Program-If the Medicaid eligibility for a child in state custody has not been approved or the child is not eligible for Medicaid, an eligibility worker or nurse may generate an MI 706, which is used by DCFS to authorize medical care. This medical care is paid for using state funds administered by DOH. In all cases, before an MI 706 is issued DCFS will request that the non-custodial parent or relative apply for Medicaid and will ask the non-custodial parent to request that Medicaid approve retroactive coverage.
 - WIC is available to children in custody (under the age of 5) cared for by a kinship family.

During FFY 2014 the Kinship Program:

- Awarded additional state funding provided by the state legislature to the Children's Service Society's Grandfamilies Program, which will provide additional support to kin families caring for a child or children of a relative.
- Coordinated language included in both DCFS and OL home study guidelines to assure that both are assessing the same information.
- Increased the number of DCFS Resource Families Consultants who are now able to provide more in-home support to kin families.
- Worked with DWS to solidify the expedited pathway that kin follow when applying for relative assistance payments.
- Collaborated with UFCF to develop pre-service training provided to kin families. This training is now held separately from training provided to potential foster care or adoption resource families.



Number of Children Placed with Relatives*													
	Aunt/ Uncle		Grand- parent		Non- Custodial Parent		Sibling		Step Parent/ Step Sibling		Other		Total
FFY 2010	564	35%	719	45%	107	7%		1%	12	1%	347	21%	1,615
FFY 2011	548	35%	776	50%	97	6%	31	2%	7	0%	204	13%	1,566
FFY 2012	604	39%	821	53%	32	2%	46	3%	16	1%	164	11%	1,552
FFY 2013	685	40%	837	49%	67	4%	55	3%	13	1%	182	11%	1,715
FFY 2014	707	39%	905	50%	91	5%	17	1%	30	2%	197	11%	1,805

*Since percentages are rounded to the nearest full percentage point, sums of the percentages in a row may total more than 100%

During FFY 2016, the Kinship Program expects to serve approximately 2,000 children placed with kin. Noting that tribal family relationships may be very different from those in the white community the Kinship Program Administrator will work with tribes and the ICWA Program Administrator to define “relative” for Indian families and will develop practices and procedures that will ensure that all Indian children receiving services from DCFS are placed in appropriate settings.

Additionally, in FFY 2016, the Kinship Program Administrator will work with the CSSP to incorporate the five protective factors into existing kinship services and will work with the Children’s Bureau to implement the KinGap Program, Utah’s proposed guardianship assistance payment program.

ADOPTION PROGRAM

The Adoption Program strives to provide an adoptive home for every legally free child in DCFS custody as well as for children in DCFS custody where adoption has been determined to be the most appropriate permanency goal. The Adoption Program also provides support and adoption assistance to an adoptive family of a child with special needs.

	Number of Finalized Adoptions from Foster Care and Home Based Services		Average Number of Months Adoption Cases are Open	
		Total	Unlicensed Kinship	Foster Care including Licensed Kinship
FFY 2010		629	15	17
FFY 2011		639	13	18
FFY 2012		625	12	18
FFY 2013		626	13	18
FFY 2014		664	12	20

The Adoption Program anticipates that more than 640 children will be adopted from foster care or from a home-based setting during FFY 2016.



During FFY 2014 the Adoption Program Administrator:

- Worked with DHS public affairs staff to coordinate the release of statewide Adopt US Kids campaign media releases.
- Implemented practices that will lead to better assessments for adopted children being placed in high level treatment.
- Trained DCFS staff in rural areas on conducting adoption home studies, which will help assure that stable adoptive placements are found for children in rural areas.
- Pilot tested and revised the Parents as Tender Healers (PATH) curriculum, a course provided to foster, adoptive, and kinship parents that focuses on how to parent children who have been abused or neglected and have spent time in the child welfare system.
- Conducted a presentation at the Utah Adoption Council's Annual Adoption Conference—attended by 253 adoptive parents and professionals—which focused on autism spectrum disorder and how trauma affects attachment.
- Worked with the Department of Health-Division of Medicaid and Health Financing to better coordinate payments to agencies providing residential treatment to adopted youth.
- Implemented the Wendy's Wonderful Kids Program and coordinated training to 450 staff during which Dave Thomas Foundation staff presented information about the evidenced-based recruitment method they use to find adoptive families for older youth.
- Collaborated with the Utah Office of the Attorney General-Assistant Attorneys General to examine Utah laws that open the door to competing adoptions.
- Helped coordinate the Adoption Heart Gallery's kick-off campaign at the State Capitol during which the Heart Gallery promoted the adoption of more than 40 older youth waiting for an adoptive family.
- Conducted an adoption celebration attended by more than 1000 adopted children, their siblings, and parents.

In FFY 2016 the Adoption Program Administrator will:

- Examine measures to utilize Adoption and legal guardianship Incentive Payments and IV-E Adoption Assistance funds in a way that will enhance Utah's ability to provide enhanced respite care and in-home services to adoptive families.
- Implement an MOU with the Division of Services for People with Disabilities (DSPD) that will help adopted children obtain Medicaid waiver services and expand service options for adopted children who have disabilities.
- Serve on the Board for National Quality Improvement Center for Adoption and Guardianship and help that center research promising practices for post adoption services.
- Work with the University of Utah College of Medicine-Psychiatry Department on research that is designed to pinpoint the effects of FASD on children adopted from foster care.
- Collaborate with the Adoption Exchange on the development of evidence-based transition practices that will enhance the ability of older youth to be successfully adopted.

RESIDENTIAL TREATMENT

Residential treatment services are provided to children who have severe emotional or behavioral difficulties and cannot be managed in traditional family or community settings because of their need for more intensive supervision.



The Residential Treatment Program Administrator provides support to DCFS caseworkers and supervisors when a significant clinical question about a client arises. Through the new Systems of Care Committee the Program Administrator also acts as a formal link with other divisions within DHS, which are developing a model that will help divisions coordinate and avoid duplication of services delivered to clients served by two or more divisions.

Number of Children Served in Residential Placements						
	FFY2010	FFY 2011	FFY 2012	FFY 2013	FFY 2014	Point in Time (5/1/15)
Level V	1,010	1,144	1,251	1,124	1,243	198
Level VI	708	558	570	537	516	81
Level VII	154	135	164	174	188	28
Other (including Individual Residential Treatment Services-IRTS)	271	288	262	267	327	192
Total Unduplicated Count	1,500	1,532	1,661	1,557	1,759	499

During FFY 2014 the Residential Treatment Program Administrator:

- Conducted utilization reviews for all children in residential placements. During these reviews the Program Administrator assessed whether the child needed a higher level of care, evaluated whether moving a child from a higher level of care to a lower level would cause undue harm, and if a move was appropriate determined services that would meet the child’s needs in the lower level of care.
- Ensured that children in a residential setting that were eligible for the DSPD waiver were placed on the waiver.
- Conducted ethics training for staff.
- Provided training to providers relating to the appropriateness of placing children in residential placements.

As alternative placements are found for children in residential care, the number of children in those placements is expected to decrease. Therefore, DCFS anticipates that fewer than 1,600 will be placed in a residential setting during FFY 2016.

PROMOTING SAFE AND STABLE FAMILIES SERVICE DESCRIPTION

FAMILY PRESERVATION SERVICES

Family Preservation Services help parents safely care for their children in the home as well as help stabilize families with children who have returned home from foster care. A majority of Family Preservation funding is allocated to the five DCFS regions, which in turn use funds to augment their family preservation staff or provide flexible funding to families requiring services and supports that will keep children safely in the home. Examples of services paid for using these flexible funds include:

- Mental health and substance abuse treatment and post-treatment supports.
- Wrap-around services that address mental health and educational needs.
- Funding for essential transportation of family members to school, work, or medical appointments.
- Short-term housing supports, including deposits, rent payments or utilities.





Family Preservation Services funding is also used to support an In-Home Program Administrator who is responsible for key *HomeWorks* initiatives.

Number of Cases Receiving Services Funded Using Family Preservation (FPF) Funding	
FFY 2010	651
FFY 2011	478
FFY 2012	723
FFY 2013	777
FFY 2014	664

Approval for use of Family Preservation Services flexible funding is managed at the regional level. In all five regions, caseworkers work with their supervisors to develop a specific request for services and then submit that request to a designated financial manager who oversees the utilization of flexible funding and uses their authority to either approve or reject the request.

FAMILY SUPPORT SERVICES

Individuals Served Utilizing PSSF Family Support Funding							
	Children	Children with Disability	Adults	Adults with Disability	Families Served	Total Clients	Total Clients with Disability
PSSF (Includes individuals receiving education and direct services)	568	117	333	32	178	901	149

Family Support funding was used this year to contract for intensive in-home intervention programs designed to teach parenting skills to at-risk parents. Funded programs received most of their referrals from schools or other community-based organizations. Each program defines its own catchment area and while eligibility requirements vary by program, no program required families to meet an income test in order to receive services. In the coming year, Family Support will fund a contract for Families First, an evidence-based, intensive in-home intervention, which will provide services to *HomeWorks* clients.

TIME-LIMITED REUNIFICATION SERVICES

Time-limited reunification services are provided, for up to 15 months from removal, to children in foster care who have a goal of reunification or to their parents or caretakers with whom the child will reunify. These funds are primarily used for:

- Individual, group, and family counseling or other mental health services for parents or foster children.
- Inpatient, residential, or outpatient substance abuse treatment services for parents or foster children, including initial fees and costs associated with drug courts and drug testing.
- Services to provide temporary protective childcare or other therapeutic services.
- Assistance to address domestic violence treatment or other needs for services.
- Peer parenting services.
- Transportation to or from services and activities listed above.



Time-Limited Reunification funds are allocated from the state office to regions based on the proportion of children that have been in foster care less than 15 months and have a goal of reunification. The approval process for use of Time-Limited Reunification funds is the same as that used to approve use of Family Preservation Services flexible funds.

Number of Cases Receiving Services Funded Using Time-Limited Reunification (FPR) Funding	
FFY 2010	469
FFY 2011	482
FFY 2012	446
FFY 2013	475
FFY 2014	370

ADOPTION PROMOTION AND SUPPORT SERVICES

The Adoption Program traditionally uses Adoption Promotion and Support Services funding to:

- Help pay for special services—delivered to adoptive children and their families—that are not available from other sources, specifically those that will help adoptive families deal with the high cost of services for a child with special needs.
- Pay for travel and education expenses for adoptive parents who attend seminars or conferences that educate parents about the specialized needs of adoptive children.
- Help with care and supervision costs when adopted children need out-of-home treatment.
- Pay for hourly, weekly, or monthly community respite care.

Number of Cases Receiving Direct Services Funded Using Adoption Promotion and Support (FPA) Funding	
FFY 2010	216
FFY 2011	266
FFY 2012	261
FFY 2013	296
FFY 2014	313

EXPENDITURE OF PROMOTING SAFE AND STABLE FAMILY FUNDING

DCFS anticipates that it will expend PSSF funding as follows:

PSSF Funding Distribution	
Service Category	Percentage
Family Support	20%
Family Preservation	38.5%
Adoption	20%
Reunification	20%
Administration and Training	1.5%

Planning and training costs are included on the Administration and Training line item.



POPULATIONS AT GREATEST RISK OF MALTREATMENT

No changes have been made to the target population outlined in the 2015-2019 CFSP. DCFS does not use one specific tool or process to identify populations at risk of maltreatment but uses existing federal and state statute, rules, guidelines, qualitative review processes, client specific data, and information gleaned from committees or collaborations to pinpoint populations requiring services. Data used to identify at-risk populations, specifically those that may benefit from secondary and tertiary prevention services, is acquired from a number of sources including:

- The Statewide Assessment, which is an evaluation of organization and community needs that DCFS prepared for the 2015-2019 CFSP.
- The SAFE database, which is used to collect case related demographic and service delivery information.
- CPRs and QCRs conducted jointly with the OSR.

Various committees and organizations, including the DCFS Trends Committee, State Leadership Team, QICs, the CWIC, the Utah Association of Family Support Centers, the Department of Health's Office of Home Visiting, as well as providers and other organizations review research and interpret data from a number of sources and have identified the following as populations most at risk of maltreatment:

- Families that may not be aware of available services due to ethnic, racial, cultural, gender, and/or language barriers.
- Families isolated from programs and services due to their geographic isolation.
- Individuals or families who are economically disadvantaged or homeless.
- Individuals who are substance abusers and their families.

In addition, as part of the IV-E child welfare waiver demonstration project planning process, DCFS identified the following as focus areas to which enhanced in-home services will be targeted:

- Substance abuse
- Domestic violence
- Trauma
- Mental health
- Family functioning
- Access to concrete supports, such as financial resources, housing, etc.

SERVICES FOR CHILDREN UNDER AGE FIVE

DCFS actively seeks to reduce the length of time that young children under age five are in foster care and without a permanent family. Utah defines a "child without a permanent family" as a child in DCFS custody whose parent's rights have been terminated by court order.

A child in any out-of-home placement who has a permanency goal of reunification is not considered a child "without a permanent family." In this case efforts are made to reunify children with their parents as early as is safe for the child.



In order to gain permanency for a child under five whose parent’s rights have been terminated, a Permanency Worker (or the placement committee) will:

1. Ask the child’s caretakers at its current placement if they want to adopt the child.
2. Seek kin that may want to pursue a kinship adoption.
3. Survey licensed foster-to-adopt families for their interest in adopting the child.
4. List the child on The Adoption Exchange website.
5. Place information about the child on the AdoptUSKids website.

Gender of Children Under the Age of 5					
	FFY 2010	FFY 2011	FFY 2012	FFY 2013	FFY 2014
Male	708	661	647	644	616
Female	675	637	580	552	695
Total	1,366	1,298	1,227	1,196	1,311

Race of Children Under the Age of 5					
	FFY 2010	FFY2011	FFY2012	FFY2013	FFY 2014
Abandoned-Can't Say	1	1	1	2	0
Am Indian/Alaska Native	66	59	47	49	47
Asian	14	11	10	10	9
Black	63	60	66	65	52
Cannot Determine/Declined/incapacitated	7	4	8	9	4
Multiracial-other unknown	10	8	6	15	18
Pacific Islander	16	15	16	9	11
White	1,255	1,196	1,120	1,104	1,233
Hispanic Origin	384	350	257	201	234
Total Children (unduplicated count)	1,366	1,298	1,227	1,196	1,311

Note: a child may report more than one race.

Permanency Goal for Children Under the Age of 5					
	FFY 2010	FFY 2011	FFY 2012	FFY 2013	FFY 2014
No Goal	127	141	111	116	131
Reunification	1,008	966	924	908	1,004
Adoption	423	420	387	386	402
Individualized permanency	4	5	3	2	0
Guardianship (non-relative)	0	2	4	1	2
Guardianship with Relative	21	15	8	11	12
Total Children (unduplicated count)	1,366	1,298	1,227	1,196	1,311



For Children Under Age 5 Who Exited Custody, Percent Exiting by Reason and Median Months in Custody										
	FFY 2010		FFY2011		FFY2012		FFY2013		FFY 2014	
	Percent	Median Months in Custody	Percent	Median Months in Custody	Percent	Median Months in Custody	Percent	Median Months in Custody	Percent	Median Months in Custody
Adoption	45%	13	41%	12	41%	13	42%	12	40%	13
Reunification with Parent/Guardian	41%	8	43%	10	43%	8	43%	9	40%	11
Custody to Relative	12%	2	15%	5	13%	3	14%	2	17%	2

When parental rights are terminated and a child under age 5 and in custody becomes eligible for adoption the median length of time it takes for the child to be adopted is 13 months. If reunification is the appropriate permanency goal, the average time it takes a child to be reunified with their parents is 11 months. When a kinship placement becomes available, the median time for a child to be placed with relatives is 2 months.

All children under the age of two are required to receive a Child Health Evaluation and Care (CHEC) exam and all children under the age of three are required to receive an annual dental exam. During FFY 2014, one hundred-percent of children in these age ranges received the required exams.

For infants and children 4 months to 36 months the Ages and Stages (ASQ) and ASQ-Social Emotional is used to determine the need for further developmental/mental health assessment. If a child scores below a recommended level, a caseworker will refer the caregiver (within 30 days of the return of the ASQ questionnaire) to the Baby Watch Early Intervention Program (BWEIP) for evaluation and services.

In FFY 2014, there were 4,392 victims and/or alleged victims who were less than 36 months old at the start of the CPS case. 2,641 of those children received 3,085 Early Intervention Screenings through BWEIP. Additionally, at the beginning of the fiscal year 134 children were already receiving early intervention services.

SERVICES FOR CHILDREN ADOPTED FROM OTHER COUNTRIES

No changes have taken place—since the submission of the 2015-2019 CFSP—to activities that support the families of children adopted from other countries. As special needs arise, DCFS provides adoptive families who have adopted children from another country with referrals to appropriate community resources. If a family is struggling and the adopted child is at-risk of coming into foster care, DCFS will provide in-home services. Services include a clinical assessment and any of the family preservation services outlined in the [In-Home Program](#) section. DCFS can also help the parent assess mental health support or residential treatment options that meet their income needs or are available through their insurance carrier.

Parents with children adopted from another country can access the www.utdcfsadopt.org website 24 hours a day. That website is updated regularly and contains a number of beneficial resources including parent support groups and cultural awareness activities. The website also includes a lending library, which has a variety of books and tapes that address special issues related to inter-country adoptions.

Parents of children adopted from other countries are also invited to attend the annual adoption conference. Numerous workshops focus on cultural sensitivity and all are relevant to families adopting children from other countries.





PROGRAM SUPPORT

TRAINING AND TECHNICAL ASSISTANCE

PROVIDED TO ANOTHER AGENCY

In FFY 2014, most technical assistance provided to local government and non-profit agencies centered on the implementation of *HomeWorks*, the division's IV-E child welfare demonstration project. Great efforts have been made to train and mentor our legal partners, including the Court Improvement Project, Parental Defenders, Assistant Attorneys General, and Judges of the Juvenile Courts, on the application of the tools and skills being implemented as part of the demonstration project. To support these efforts, DCFS also provided *HomeWorks* training at the annual Substance Abuse Conference, to four conferences sponsored by the legal partners listed above, to the CWIC, and to region QICs, entities that act as Citizen Review Panels (CRP) mandated by CAPTA.

Last year, as a member of the Advisory Board of the National Quality Improvement Center for Adoption and Guardianship, the Adoption Program Administrator researched promising practices related to transition planning and post adoption services, which if implemented will result in more successful adoptive placements for older youth. Furthermore, the Adoption Program Administrator provided technical assistance to the Court Improvement Project-Permanency Discussion Group to which she spoke of the myriad of permanency issues faced by older youth in foster care.

The Training Team consulted with more than 60 community partners that are developing agency specific trauma informed services and training. Of note, the Training Team sponsored a two-day training conducted by NCTSN staff who presented the NTCSN training curriculum and identified adaptations that may benefit providers as they create their own trauma courses or use the NTCSN curriculum to provide trauma training to their staff or community stakeholders.

The ICPC Program Administrator also provided training to Residential Treatment Centers that focused on processes they can use to identify and place children that need mental health treatment in the most appropriate setting.

Finally, as mentioned in the [Discussions with Tribes Related to the CFCIP](#) section below, the Adolescent Foster Care Program Administrator met with Ute (Uintah Ouray Tribe) Social Services and discussed the services that tribal youth in foster care will need as they prepare to leave the tribe's child welfare system.

RECEIVED FROM ANOTHER AGENCY

Over the last year DCFS also received technical assistance from a number of local and national organizations. Locally, the Youth Provider's Association, a non-profit that addresses issues faced by more than 100 providers serving youth in Utah, helped craft the language included in HB 346-*Foster Children Amendments*, passed in 2014, that requires DCFS and private providers to make efforts to normalize the life of a child and allows a caregiver to approve or disapprove a child's participation in a number of activities.

On a several occasions, the Utah State Courts provided incalculable assistance, most recently providing guidance on language relating to notification of relatives and the definition of siblings that was included in new legislation and administrative rules. Likewise, the Casey Family Programs funded initiatives and provided expertise on a number of projects designed to reduce the population of children in foster care



Nationally, the Center for the Study of Social Policy (CSSP) and NRC for In-Home Services continued their support as DCFS refines its Strengthening Factors Protective Factor Framework. Likewise, the Praed Foundation continued its support of the development and refinement of the UFACET, a CANS based assessment. Both are being implemented as part of the *HomeWorks* project.

The NRC for CPS and the Children's Resource Center continued their support as DCFS continues to develop the agency's Safety Plan and develop a safety planning curriculum to be used to provide training to caseworkers.

The Foster Family-based Treatment Association helped analyze systemic issues faced when placing children in foster care. Specifically, they introduced the concept of "treatment foster care" and helped DCFS explore possible services that might result from that model.

Finally, the Donaldson Adoption Institute, whose mission is to provide leadership that will better the lives of everyone touched by adoption, helped the Adoption Program identify evidence-based practices that improve outcomes for youth transitioning from foster care to adoption.

TRAINING AND TECHNICAL ASSISTANCE NEEDS FOR FFY 2016

During FFY 2016, DCFS will seek technical assistance from the National Electronic Interstate Compact Enterprise and the AAICPC as the agency assimilates the new NEICE ICPC data collection system into the agency's SAFE database.

DCFS anticipates that it will continue to receive technical assistance from the Casey Family Programs, which is funding and providing guidance to the myriad of DCFS initiatives that are designed to reduce the population of children in foster care.

DCFS will continue to work with the CSSP and the Praed Foundation as we incorporate the five protective factors into existing kinship services and into the out-of-home UFACET assessment currently under development. Utah will also seek assistance from the CSSP as we integrate the five promotive factors into tools and skills that caseworkers use to support youth in foster care. CSSP will also help DCFS as we develop and integrate the Youth Thrive Framework, a process that when implemented helps agencies support the healthy development and well-being of a youth in foster care as well as alleviate the impact of a youth's negative life experiences.¹

DCFS will continue to involve the Children's Resource Center as we develop Utah's Safety Plan and will continue to seek assistance from the Foster Family-based Treatment Association, which will continue to help with the analysis of the treatment foster care initiative.

Finally, DCFS will seek assistance from the Children's Bureau as we implement the KinGap Program, Utah's guardianship assistance payment program. As DCFS explores means to expand services to families that adopt youth from foster care, we will also ask the Children's Bureau to provide assistance relating to the use of Adoption and legal guardianship Incentive Payments as well as IV-E Adoption Assistance Funds.

¹ More information about the Youth Thrive Framework can be accessed at <http://www.cssp.org/reform/child-welfare/youth-thrive>



RESEARCH AND EVALUATION

Each year, the Information Systems, Evaluation, and Research Team responds to hundreds of requests from community partners, researchers, students, quality improvement committees, division and department administrators, and employees that ask for service and outcome related data. In addition, the team works with local and national researchers on numerous projects that are designed to add to the child welfare knowledge base or that affect the way child welfare services are delivered.

While the division has previously or is currently cooperating in a number of child welfare research projects, none have resulted in changes or additions to services or programs currently being offered.

Following is a synopsis of research activities currently supported by the division.

Research-Title	Research-Description
Trauma Informed Care for Youth in Utah Foster Care	The goal of this quality improvement project is to improve the mental health screening process for youth entering foster care in Utah by implementing the use of a trauma-focused screening tool in the primary health care setting, specifically at the South Main Clinic. The researchers hypothesize that by utilizing a standardized trauma specific screening process in primary care they will increase 1) identification of traumatic experiences and 2) the number of appropriate mental health referrals for children in foster care. This pilot study will involve a retrospective post implementation chart review of the standardized screening process at the South Main Foster Program, which has implemented the use of a trauma screener known as the "Traumatic Experiences Questionnaire (TEQ)".
Handful of Hope: Increasing Resilience in Foster Children through Cultivating Positive Emotions	The purpose of this pilot study is to assess the efficacy of Handful of Hope, a new resiliency program. This program is designed to increase positive emotions in foster children. The study will test the degree to which the program is effective in increasing positive emotions and resiliency. It will also determine if the course format and content delivery is appropriate and coherent prior to planning a controlled study. Pre- and post- measures will be given to foster parents (including a parent who may not participate in the actual training), foster children, and other children in the home. Participating foster parents will also be asked to fill out a questionnaire to provide feedback about the program at the conclusion of the study.
Is There a Sex Trafficking Problem in Salt Lake County? Perceptions of Criminal Justice Professionals	This research will utilize focus groups to examine sex trafficking from the perspective of criminal justice professionals. This research has three goals: (1) Identify the prevalence of sex trafficking in Salt Lake County, (2) Determine the demographic profile of sex-trafficked victims, and (3) Define gaps and provide recommendations for better identification and criminal justice service intervention. This research will likely produce practice recommendations for decriminalizing sex trafficking victims as well as identify policy implications related to Utah's sexual solicitation statute.



Research-Title	Research-Description
Using Technology to Deliver Home-Based Applied Behavior Analysis to Children with Autism	This study will use an online training program to teach skills to professional caregivers of individuals with autism or an autism spectrum disorder living in a home setting. This study will measure caregiver applied behavior analysis (ABA) skills after having an online training program. Caregivers will be followed for eight weeks to assess their performance skills in using ABA to teach an individual with autism currently living within their home.
Retrospective Collection of Child Protective Service Reports among National Early Head Start Research and Evaluation Project Participants	The proposed study will examine the effectiveness of Early Head Start—one of the nation’s largest federal programs serving at-risk infants and toddlers—in reducing child abuse and neglect and preventing child welfare involvement.
Evaluating the use of Theraplay’s “Sunshine Circles” on the improvement of peer relationships and emotion regulation in a Therapeutic Preschool Treatment Program	The Children’s Center will implement Theraplay, an evidence-based practice, and will be evaluating its subprogram, “sunshine circles” for use in its treatment groups. Utilizing fun, nurturing interactions the program helps children develop peer skills and emotion regulation. Activities include a welcome song, a “check in” with the staff for any concerns the child may have such as an “owie”, and planned, simple, enjoyable games to encourage peer interactions. Using the Behavior Assessment System for Children, Second Edition (BASC-2) as a pre- and post-evaluation tool, completed by the lead and co-teacher in each group, researchers will evaluate each child’s emotional and behavioral functioning before and after three months of utilizing the intervention in order to determine the program’s effectiveness—beyond the center’s regular programming—with emotionally and behaviorally challenged preschoolers.

Additionally DCFS continues to work with the University of Utah Social Research Institute on a project initiated in FFY 2012 that:

- Developed a system for continuous program evaluation and quality improvement that will enable DHS/DCFS administrators and contract providers to assess a contract provider’s programs and determine how those programs can be improved. Specifically, the evaluation will:
 - Measure a program’s adherence to evidenced-based practices.
 - Assess program outcomes.
 - Provide ongoing consultation and education to providers in order to improve quality of services.
- Developed a means to report the results of the performance-based outcome measures on an Internet-based website that will serve as a “dashboard,” which DHS/DCFS administrators and program staff can use to view the current status of a provider’s program.

The development of a provider evaluation tool is complete and is being used to conduct ongoing evaluations.



MANAGEMENT INFORMATION SYSTEMS

DCFS operates and maintains the SAFE Management Information System (the agency's SACWIS system), which is used to track client information as well as services delivered to children and families. DCFS uses SAFE data to identify client and agency needs, to manage service delivery, to review processes and outcomes, and to provide state or federal legislators and administrators with information they need to formulate laws that support mandated services.

During FFY 2014, the SAFE Team successfully:

- Moved many of the helpdesk functions into the web-based administration application.
- Automated and integrated Power Builder into the web-based applications.
- Added a Case List and imported Content Management and File Import features into the web application.
- Completed recommended activities that resulted from the DTS security assessment, which addressed system security standards.
- Modified the IV-E Eligibility Module.
- Completed the database failover test, a test to assure that the system can be run from the backup site in Richfield, UT.
- Analyzed file storage functions and ensured that DCFS is meeting standards for encryption, file storage, and transportation of files.
- Added base functionality that will aid in the development of future report modules.
- Converted the training database and the Trust Accounting module into the MVC framework.
- Added version 1.0 of the UFACET in-home assessment.
- Added a user help manual into the web-based application.

During FFY 2016 the SAFE team will:

- Migrate more of the help desk functionality into the Administration application.
- Complete changes to the courts web services module.
- Complete the court e-File project.
- Migrate the IV-E Eligibility Module into the web application.
- Complete the ORS interface.

CONSULTATION AND COORDINATION BETWEEN STATES AND TRIBES

PROCESS USED TO GATHER INPUT FROM TRIBES

There are eight federally recognized Native American Tribes in Utah including the Navajo Nation, Confederated Tribes of the Goshute Reservation, Skull Valley Indian Community (Goshute), Uintah and Ouray Tribe (Northern Ute Tribe, White River Band, Uncompahgre Band), Ute Mountain Ute Tribe in White Mesa, Paiute Indian Tribe of Utah (Cedar Band, Indian Peaks Band, Kanosh Band, Koosharem Band, Shivwits Band), Northwestern Band of the Shoshone Nation, and the San Juan Southern Paiute Tribe.



Native American Children Receiving DCFS Services										
Tribe/Federal Fiscal Year	2010		2011		2012		2013		2014	
	Persons	Cases	Persons	Cases	Persons	Cases	Persons	Cases	Persons	Cases
Navajo Nation (including children living in New Mexico and Arizona)	511	49	463	499	403	419	421	457	443	500
Confederated Tribes of the Goshute Reservation	4	5	12	7	8	8	6	8	7	11
Skull Valley Indian Community (Goshute)	1	1	2	2	4	11	4	6	1	1
Uintah and Ouray Tribe (Northern Ute Tribe, White River Band, Uncompahgre Band)	134	189	112	136	91	97	88	101	93	103
Ute Mountain Ute Tribe in White Mesa	11	13	9	12	9	9	7	8	11	15
Paiute Indian Tribe of Utah (Cedar Band, Indian Peaks Band, Kanosh Band, Koosharem Band, Shivwits Band)	78	89	81	89	60	72	64	88	78	74
Northwestern Band of the Shoshone Nation (including children living in Utah and Idaho)	6	5	7	7	9	8	9	9	10	10
San Juan Southern Paiute Tribe (including children living in Utah and Arizona)	3	1	9	21	3	4	2	1	0	0
Other tribes (not located in Utah)	477	940	404	429	410	430	414	433	401	465
Total	1,225	1,292	1,099	1,202	997	1,058	1,015	1,111	1,034	1,143



The DCFS ICWA Program Administrator has the primary responsibility to monitor the agency's compliance with ICWA as well as identify ICWA related goals and objectives. In addition, at the request of the Office of the Attorney General or a DCFS caseworker, the ICWA Program Administrator testifies at hearings regarding Indian children in state custody.

The ICWA Program Administrator coordinates DCFS activities with tribes at the Utah Tribal Leaders Meeting. During this meeting tribal representatives receive updates on the status of agreements, discuss tribal issues, connect with state ICWA specialists, discuss national policy and statutes, and collaborate to implement ICWA requirements.

The ICWA Program Administrator is a member of DHS Tribal and Indian Issues Committee and sits on other community coalitions that reinforce collaborative efforts between tribes, other ethnic minority communities, and DCFS casework teams.

Over the last year ICWA Program Administrator:

- Hosted the Indian Child Welfare Conference held in March 2014.
- Wrote and renegotiated the MOU between DCFS and the Iapah Confederated Tribe of the Goshutes.
- Provided ICWA and child welfare training to DCFS staff attending New Employee Practice Model Training.
- Participated in QCR case debriefings involving Indian children during which he ensured that services provided were in compliance with ICWA.
- Testified at a number of court hearings involving Indian children.
- Participated in the annual tristate Navajo conference held in Window Rock AZ during which participants shared information and discussed integration of programs and services.
- Provided his expertise to the Cultural Competency Advisory Council (CCAC) a departmental diversity group that is assessing the degree to which the department has a workforce that is culturally diverse and offers services that are culturally sensitive.
- Provided educational presentations, including one to youth at Juan Diego High School who learned about Native American culture, native teachings, native ways, and the need for tribes to maintain their native language.
- Attended state tribal council events including the Paiute and Shoshone tribal restoration celebration, various tribal harvest celebrations, and local pow-wows.
- Participated in Indian Caucus Day meetings during which he provided an overview of the state legislative process to tribal members.

ONGOING COORDINATION AND COLLABORATION WITH TRIBES/STEPS TO IMPROVE OR MAINTAIN COMPLIANCE WITH ICWA

Through the Tribal Leader Meeting, the ICWA Program Administrator will continue to identify ICWA compliance related issues and discuss tribal concerns. The Administrator will continue to negotiate new or renegotiate existing MOUs or IGAs, communicate with agencies and organizations that provide services to Native American families, as well as sponsor the annual Indian Child Welfare Conference during which stakeholders will meet to learn more about ICWA and address issues related to the needs of Indian children, including the need to develop additional services for children and their families.



During a future tribal leadership meeting, the ICWA Program Administrator will work with the Director of Out-of-Home Programs to develop a presentation that will address issues related to a) case review and case plan requirements, b) efforts to secure placements with relatives, c) reasonable and prudent parent standards, as well as d) guidelines that relate to the another planned permanent living arrangement (APPLA) permanency goal.

In addition, the ICWA Program Administrator, in cooperation with the Utah State Courts-Court Improvement Project, will work with state government agencies and tribes to implement practices and procedures that incorporate the new *Guidelines for State Courts and Agencies in Indian Child Custody Proceedings*. In an effort to coordinate implementation of these guidelines, as practices and procedures are implemented the Program Administrator will act as a conduit of information between DCFS, the state courts system, and tribes.

No new state laws, policies, or procedures designed to increase compliance with ICWA were adopted this fiscal year.

RESPONSIBILITY FOR PROVISION OF CHILD WELFARE SERVICES FOR TRIBAL CHILDREN

Utah has active MOUs or Intergovernmental Agreements (IGA) with five tribes and soon will begin negotiations on a new Memorandum of Understanding with the Uintah Ouray Tribe. DCFS does not currently have MOUs with the Ute Mountain Ute Tribe and San Juan Southern Paiute Tribe nor has it had MOUs with these tribes in the past.²

The Intergovernmental Agreement with the Navajo Nation indicates that they will provide all child welfare services for their members living on the reservation. A contract between DCFS and the Navajo Nation for costs to provide an organized and structured CPS program for children from birth through age 17 living on the portion of the Navajo Nation located in Utah will expire in June 2016. While this grant supports CPS services delivered by the Navajo Nation it does not authorize DCFS to provide any protective services for Navajo children on the portion of the Navajo reservation located in Utah.

The Confederated Tribes of the Goshute Reservation headquartered in Ibapah provides all child welfare services on their reservation but have an agreement with DCFS to provide services to tribal members living off of the reservation. They use their own courts (or coordinate with the Bureau of Indian Affairs) to adjudicate child welfare cases.

The Paiute Tribe relies on DCFS to conduct all CPS investigations and uses state courts to adjudicate all child welfare cases. The Paiute Tribe uses its own foster care and kinship licensing standards to determine the suitability of resource families living on the reservation and uses its own procedures for approval of foster homes.

The Northwestern Band of the Shoshone Nation and Skull Valley Goshutes rely on DCFS for the provision of child welfare services to their tribal members. They also use the State of Utah Juvenile Court and its attorneys to adjudicate child welfare cases. DCFS informs and involves each of these tribes in case planning and all court proceedings.

² Current agreements can be accessed at <http://hsempleyees.utah.gov/dcfs/tribe-agreements.htm>.



MONITORING OF COMPLIANCE WITH ICWA

In SFY 2015, changes were made to the questions asked on the QCR about ICWA compliance. The new questions are:

9B-Indicate the target child's tribal status (select one):

- Not Eligible (NA)
- Reason to believe
- Eligible for application
- Enrolled member
- In-home case (NA)

9C-Was the tribe provided with notification within 10 days of its right to intervene in proceedings seeking an involuntary foster care placement or termination of parental rights?

Yes/No/NA

9D-Was the child placed in foster care in accordance with ICWA placement preferences or were concerted efforts made to place the child in accordance with ICWA placement preferences?

Yes/No/NA

Since these changes were recently made, results are not available.

SAFE is used to track this information. Preliminary results show that there have been 11 total reports of affiliations with a tribe. Two of the 11 were recorded as "tribe unknown." The other nine identified specific tribes to which the child was affiliated with 7 responding that the child was Navajo, 1 Cherokee, and 1 Paiute.

DISCUSSIONS WITH TRIBES RELATED TO THE CFCIP

During FFY 2014, the Adolescent Foster Care Program Administrator met several times with Ute (Uintah Ouray Tribe) Social Services and discussed the possibility of the tribe initiating its own Chafee Foster Care Program. During that meeting the Program Administrator provided an in depth review of the gamut of services—from assessment through transition to adulthood—that tribal youth in foster care may need as they prepare to leave the tribe's child welfare system.

During FFY 2016, the Adolescent Foster Care Program Administrator will continue to provide technical assistance to the tribe and, if the tribe decides to move forward, will guide the tribe as it applies for Chafee funding and develop specific programs and services to be delivered to their youth.

Also in FFY 2014, the Adoption Program Administrator and two Native American legal experts provided a brief history of ICWA to members of the Utah Adoption Council and discussed how ICWA applies to private adoptions.



No tribe, including the Uintah Ouray Tribe, has requested to develop an agreement with DCFS to administer or supervise the CFCIP or ETV program. The state will negotiate in good faith with those tribes that do make such a request.

EXCHANGE OF DOCUMENTS

The ICWA Program Administrator is the individual responsible for providing tribes with a copy of the CFSP, APSR, and other documents that benefit both the state and tribes. Tribes can also access plans and reports on the DCFS website located at <http://dcfs.utah.gov/reports/>.

MONTHLY CASEWORKER VISIT FORMULA GRANT

PSSF Monthly Caseworker Visit grant funding is used to:

- Enhance caseworkers’ capacity to provide quality visits.
- Provide training that will help caseworkers make effective decisions.
- Send caseworkers to specialized conferences or obtain supplemental training that will increase caseworkers’ knowledge or skills.
- Strengthen caseworker recruitment, retention, and training.
- Hold leadership training for supervisors and managers.
- Obtain technical and non-technical resources that may be used by caseworkers to increase the effectiveness of home visits.
- Purchase resources that can be utilized in the recruitment or retention of employees.
- Provide additional support to caseworkers—including the provision of peer to peer counseling or counseling for secondary trauma—that will help decrease turnover.

Documentation of caseworker visits with foster children is completed in the SAFE data collection system. Workers enter an activity log and indicate completion of a policy requirement after they finish their visits. Utah policy requires the visit to be in the home of the child. Therefore, data tabulating visits completed by DCFS caseworkers in the home of the child will always total 100%.

DJJS, which receives some pass through IV-E funding, also reports on caseworker visits with their population. Due to differences in practice, DJJS workers may not always visit children in their homes. Therefore, the total listed below may not equal 100%.

Caseworker Visits*			
Federal Fiscal Year	Children in Custody 17 and younger at least one month	Percentage of months where a visit was required and completed	Percent of Visits at youth’s place of residence
FFY 2010	4,055	94.18%	100.00%
FFY 2011	4,161	92.86%	99.34%
FFY 2012	4,118	96.40%	99.70%
FFY 2013	4,147	96.59%	99.64%
FFY 2104	4,229	96.40%	99.7%

*Includes visits conducted by DJJS which may not conduct all visits at the youth’s place of residence.

DCFS has consistently met the requirement for monthly face-to-face visits so will not allocate a great deal of additional funding to efforts that enable caseworkers to conduct these visits with children.





ADOPTION AND LEGAL GUARDIANSHIP INCENTIVE PAYMENTS

During FFY 2014, Adoption and legal guardianship Incentive (formerly Adoption Incentive Payments) funds were used to enhance child welfare activities in Utah, including to support post-adoption activities and enhance *HomeWorks* activities for children and families. Specifically, Adoption and legal guardianship Payments were used for:

- Special services delivered to adoptive children and their families that are not available from other sources, specifically those that will help adoptive families deal with the high cost of services for a child with special needs and to prevent re-entry into foster care.
- Payments to contract staff that help caseworkers match children with potential adoptive parents.
- Travel and education expenses for adoptive parents that attend seminars or conferences that educate parents about the specialized needs of adoptive children.
- Care and supervision costs when adopted children need out-of-home treatment.
- In-home parent education services utilizing peer parents.
- Supports and training for foster parents.
- *HomeWorks* program administrator positions.
- Payments to obtain credit reports for youth in foster care.
- Staff training and special projects.

During FFY 2016, the Adoption Program Administrator and the Federal Revenue Team intend to explore measures that will allow DCFS to utilize Adoption and legal guardianship Incentive Payments and IV-E Adoption Assistance funds in a way that will enhance Utah's ability to provide more respite care and in-home services to adoptive families.

To date, Utah has not experienced any barriers or challenges when allocating or spending these funds.

CHILD WELFARE DEMONSTRATION ACTIVITIES

Utah's child welfare demonstration project, *HomeWorks*, was approved in 2012 and implemented in pilot sites in October 2013. The primary goal of *HomeWorks* is to enhance parents' capacity to safely care for their children in their home and to safely reduce the need for foster care.

The activities under the demonstration are fully integrated into Goal 1 of the 2015-2019 CFSP, which corresponds with the CFSR Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate. The associated objectives under Goal 1 consist of child welfare demonstration project key initiatives, including implementation of an evidence-based child and family assessment (UFACET), incorporation of the Strengthening Families Protective Factors framework into case practice, and facilitation of improvements to the SDM safety assessment and safety planning. Coordination of *HomeWorks* with the Department of Human Services System of Care is also important and was included as an objective in the CFSP.

The child welfare demonstration project has not yet realized any savings of Title IV-E funds. Title IV-B monies have been allocated and utilized to support *HomeWorks* implementation. For example, the distribution of PSSF funds among the four categories of services was adjusted during the *HomeWorks* start-up phase. A greater proportion of PSSF funds were allocated to Family Preservation in order to provide increased resources to support family preservation and in-home services activities. In addition, in the coming year, community-based contract services funded under PSSF Family Support will be used to



provide Families First evidence-based in-home services to be provided to *HomeWorks* clients. PSSF funds for Adoption Promotion and Support and Time-Limited Reunification may also support *HomeWorks* goals to safely reduce the need for foster care by supporting post-adoptive services that prevent re-entry of children into foster care from adoptive placements. They may also be used to provide services that help children return home more quickly from foster care.

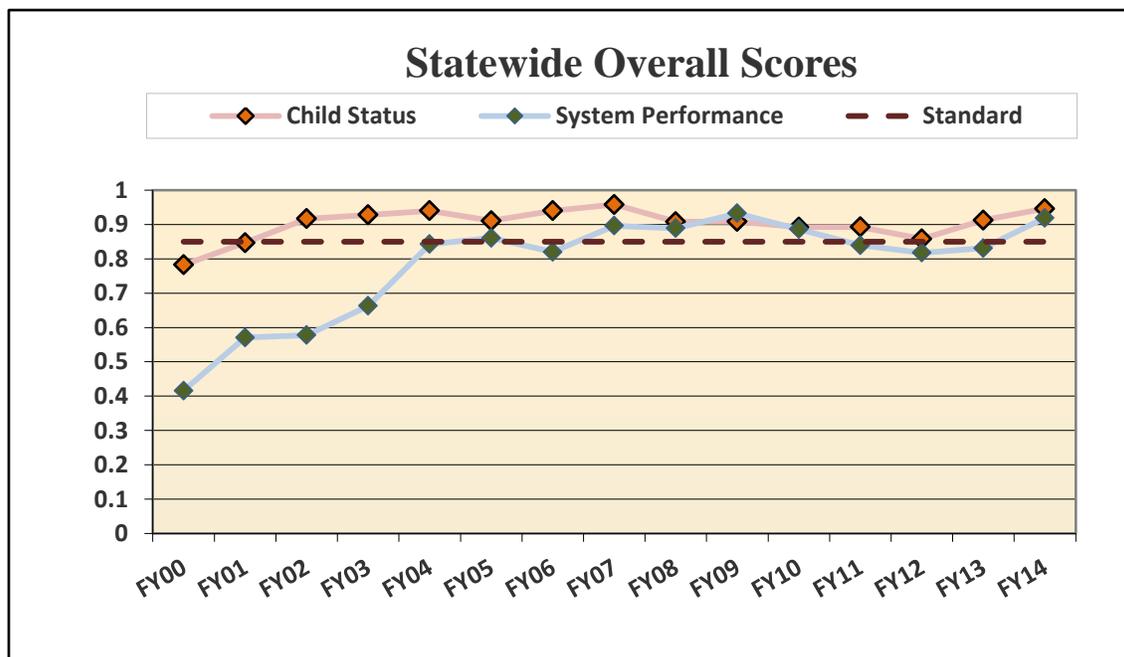
DCFS anticipates that the utilization of PSSF funds to support *HomeWorks* may help reduce the number of children in foster care. This should lead to savings in Title IV-E foster care funds, which could then be used to help sustain the project.

QUALITY ASSURANCE SYSTEM

OSR, in collaboration with DCFS, conducts yearly CPRs and QCRs in each of the five DCFS regions. The CPR provides a snapshot of how well the division documents case management, looks for evidence that the worker has performed required activities within prescribed timeframes, and measures a worker's compliance with policy and statute. The CPR results in quantitative data that evaluates the degree to which a required task is completed.

CPR Results							
Statewide Results	CPS	Unable to Locate	Unaccepted Referrals	Removals	In Home Services	Foster Care Services	Total
FY2014	96%	87%	100%	86%	87%	86%	88%
FY2013	94%	86%	100%	77%	82%	81%	84%
FY2012	94%	91%	99%	76%	82%	87%	87%
FY2011	95%	90%	100%	60%	82%	88%	86%
FY2010	94%	79%	100%	87%	85%	91%	91%

Qualitative Case Review Cumulative Results (SFY)





Also conducted annually in each region, QCRs evaluate the status of children and families served by the division as well as the overall performance of the child welfare system. The QCR is similar to the federal CFSR in that it measures outcomes related to child safety, permanency, and wellbeing.

During the QCR, a reviewer analyses data and information contained in individual case records as well as conducts stakeholder interviews with caseworkers, supervisors, children, parents, service providers, legal partners, and other community members, all in an effort to determine if DCFS case services are provided in accordance with established policies and procedures. The QCR also identifies barriers to the provision of quality programs and services as well as identifies processes or services that will aid DCFS in achieving better outcomes for families.

Over FFY 2014, reviewers evaluated a total of 148 cases—111 Foster Care and 37 In-home—during QCRs held in all five regions.

Last year, changes were made to the area of the score sheet (referred to as the “backside”), which in the past evaluated the agency’s success in achieving goals listed in the Program Improvement Plan (PIP) generated following round 2 of the CFSRs. Representatives from DCFS and OSR developed QCR indicators that coincide with review items published in the new CFSR Onsite Review Instrument to be used in round 3. These items have been added to the backside of the QCR score sheet. In the future, reviewers will be cross trained in use of the QCR and CFSR indicators and data from each will be used to target areas needing improvement.

For the first time, data collected during CPRs or QCRs will be used to measure the division’s success in achieving several of the goals listed in the 2015-2019 CFSP. In addition, the data is used by a number of administrative teams and committees that evaluate the agency’s overall performance. OSR uses results of reviews to provide objective, fair data on how well DCFS is meeting legislative requirements. That office publishes an annual report,³ which reveals the results of each QCR outcome measure, lists DCFS strengths and weaknesses, as well as offers recommendations that are designed to produce more favorable outcomes. That office also uses results to help DCFS develop and conduct training, analyze performance trends, and conduct special studies of “vexing” problems.

Outcome data provided by OSR and the SAFE, Evaluation, and Research Team is used by the Trend Analysis Committee (comprised of region and state office Practice Improvement Coordinators, Associate Regional Directors, representatives of the SAFE, Evaluation and Research Team, and state program administrators) and is reviewed in every administrative meeting. Data pertaining to a specific case, caseworker, supervisory team, region, or to the state as a whole can be generated and is used by committee members, administrators, and program staff to corroborate anecdotal information, identify new issues, track trends, and verify improvement.

For the first time since SFY 2010, scores in all program areas met or exceeded identified standards. Overall Child Status increased from 91% to 95%. Five of eight Child Status indicators scored 90% or better and seven of the eight indicators were above their respective standard.

The overall System Performance score increased from 83% to 92%, meeting the standard for the first time since FY2010. The scores for In-Home Service cases continued their upward trend and Foster Care Services scores were above the goal for the first time in over five years.

³ *FFY 2014 A System Review of the Division of Child and Family Services* can be viewed online at http://hsosr.utah.gov/pdf/2014_OSRAnnualReport.pdf



In FFY 2014, approximately sixty certified lead QCR reviewers, representing a number of state agencies and community organizations, conducted the reviews. One or more individuals from the agencies listed below served as reviewers or shadow reviewers on QCRs during FFY 2014. In addition, representatives from the Los Angeles County Department of Children and Family Services participated in the QCR process as did our federal partners from ACF Region VIII. Without the participation of these traditional and non-traditional partners neither OSR nor DCFS would be able to collect the quality or depth of information they currently obtain.

Agencies That Assist in Conducting Qualitative Case Reviews (QCR) and Case Process Reviews (CPR)				
Administration on Youth and Families Region VIII	Community Partners/Private Individuals	Court Appointed Special Advocates	Department of Health	Department of Human Services- Division of Child and Family Services
Department of Human Services- Division of Juvenile Justice Services	Department of Human Services- Division of Substance Abuse and Mental Health	Department of Human Services- Office of the Executive Director	Eastern Region Quality Improvement Committee	Los Angeles County (California) Department of Child Welfare Services
Northern Region Quality Improvement Committee	Ogden Weber Community Action Partnership/Headstart	Salt Lake City Family Support Center	Salt Lake County Division of Youth Services	Southwest Region Community Partner
State of Utah-Office of Licensing	U.S. Department of Health and Human Services	Utah Foster Care Foundation	Utah Valley University	Utah Youth Village
Valley Mental Health	Wasatch Mental Health	Washington County Schools	Wendy's Adoption Exchange	

CHILD ABUSE PREVENTION AND TREATMENT ACT (CAPTA) STATE PLAN REQUIREMENTS

INTAKE

Intake accepts reports of potential cases of child abuse, neglect, or dependency from a number of government organizations, non-profit or for profit community service providers, and private citizens and evaluate whether an investigation is warranted. During FFY 2014, the intake unit processed 62,680 calls (an average of 5,223 phone calls per month) and 8,350 police reports (696 police reports per month), which on average took three days to process.

To determine if an investigation is needed, Intake workers obtain all available information, research data sources, and staff the referral as necessary. If Intake determines an investigation is warranted, they determine the case priority, complete documentation including data entry, make disposition to CPS, and notify law enforcement.

When assigning accepted referrals of suspected child abuse, neglect, and dependency to CPS for investigation, Intake workers provide CPS workers with a complete child and family services history for each child in the family, including siblings of the primary victim. The history includes information about previous foster care episodes, any prior investigations of abuse, neglect, or dependency, all treatment plans, and casework deadlines as appropriate.



The typical wait time for a caller to contact an Intake worker decreased significantly from almost 3 minutes in FFY 2009 to 24 seconds in FFY 2011, 27 seconds per call in FFY 2012, and 21 seconds per call in FFY 2013. The wait time increased slightly to 26 seconds per call in FFY 2014.

DCFS expects that the Intake Unit will process more than 62,000 calls during FFY 2016. In addition, during the next fiscal year the Intake Unit will be moving to a new, modern location that will enable Intake workers to provide more effective services to individuals reporting suspected cases of abuse and neglect. Of particular note will be the installation of a telephone system that will allow workers to record calls. Recordings will be used by supervisors to review case services and provide feedback to Intake workers. Recordings may also be used by training staff during supplemental training provided to Intake workers.

CHILD PROTECTIVE SERVICES

CPS Case Investigation Results							
	Number of Cases	Number of Supported Cases	Number of Unsupported Cases	Without Merit	False Report	Unable to Complete Investigation	Unable to Locate
FFY 2010	20,046	8,341	10,715	267	20	350	353
FFY 2011	18,820	6,990	10,766	314	15	396	339
FFY 2012	18,983	6,528	11,366	292	22	505	270
FFY 2013	19,496	6,576	11,699	330	24	533	334
FFY 2014	20,377	7,005	12,155	288	27	562	340

Race of Victim											
Race	Percent of Utah Population (Ages 0-17)	FFY '10 Number	FFY '10 Percent of Total Victims	FFY '11 Number	FFY '11 Percent of Total Victims	FFY '12 Number	FFY '12 Percent of Total Victims	FFY '13 Number	FFY '13 Percent of Total Victims	FFY '14 Number	FFY '14 Percent of Total Victims
African American	2%	524	4%	381	4%	382	4%	387	4%	361	4%
American Indian/ Alaska Native	2%	360	3%	304	3%	257	3%	244	3%	254	3%
Asian	1%	267	2%	98	1%	87	1%	102	1%	86	1%
Pacific Islander	1%	125	1%	231	2%	137	1%	156	2%	198	2%
Caucasian	94%	11,690	91%	9,679	91%	8,677	92%	8,565	92%	9,127	93%
Multiracial-other race not known	0%	20	0%	19	0%	35	0%	49	1%	64	1%
Cannot determine/ Unknown	0%	0	0%	51	0%	39	0%	29	0%	14	0%
Total		12,986		10,534		9,410		9,304		9,851	
Hispanic or Latino Origin		2,968	23%	2,396	23%	1,957	21%	1,915	21%	2,046	21%

*Due to rounding errors, percentages may total more than 100%



Victim Age											
	Percent of Utah Population	FFY '10 Number	FFY '10 Percent of Total Victims	FFY '11 Number	FFY '11 Percent of Total Victims	FFY '12 Number	FFY '12 Percent of Total Victims	FFY '13 Number	FFY '13 Percent of Total Victims	FFY '14 Number	FFY '14 Percent of Total Victims
0-5 years	33%	5,416	42%	4,316	41%	3,645	39%	3,586	39%	3,810	39%
6-10 years	23%	3,435	27%	2,837	27%	2,553	27%	2,479	27%	2,663	27%
11-13 years	13%	1,767	14%	1,561	15%	1,431	15%	1,408	15%	1,395	14%
14-17 years	17%	2,222	17%	1,838	17%	1,799	19%	1,850	20%	1,999	20%
18+ years	14%	23	0%	18	0%	12	0%	11	0%	13	0.1%
Total	100%	12,823	100%	10,534	100%	9,410	100%	9,304	100%	9,851	100%

CPS caseworkers promote the protection and safety of children by conducting timely investigations during which they perform accurate assessments that evaluate protection, risk, and the safety needs of a child as well as the family's strengths, needs, and challenges. Assessments also help the caseworker gauge the capability and willingness of the family to provide for and protect the child.

Based on their investigation and assessment, CPS caseworkers identify available resources that can help keep children safe from further abuse and neglect or that can help parents as they strive to achieve safety, permanence, and well-being for their children.

It is expected that CPS will conduct approximately 20,000 investigations of which approximately one-third will be supported.

CHANGES TO STATE LAW OR REGULATIONS

No new laws were enacted during Utah's 2014 legislative session that could affect the state's eligibility for the CAPTA state grant

USE OF CAPTA GRANT FUNDS

During FFY 2014, CAPTA grant funds were used to improve and support Utah's child protective services system. Funds from the grant were also used to provide training to program staff, to pay for community-based child abuse prevention services, and for activities related to the development and implementation SDM.

CITIZEN REVIEW PANELS

Utah's QICs act as Citizen Review Panels (CRP), required entities mandated by CAPTA. In accordance with provisions specified in Section 107.c of that act, QICs examine policies, procedures, and practices proposed, developed, or implemented by DCFS. QICs also have the ability to review specific CPS cases and evaluate the extent to which the CPS system is successfully discharging its protection responsibilities. Members have a stake in the outcome of services provided to children and families and are considered "informed evaluators" who give DCFS the best, most objective analysis of issues that face the state's child welfare system. They have the knowledge and ability to identify organizational obstacles, have the ability to recognize system strengths, and have the authority to communicate those strengths to the community.





This year, the State QIC and the Child Abuse Advisory Council merged to form the Child Welfare Improvement Council (CWIC), which now serves as the conduit for information and ideas presented by region QICs and responds to all recommendations, questions, and concerns delivered to it. Also this year, the Southwest Region consolidated its remaining two area QICs into one regional committee. As a result, each of the five DCFS regions now support one QIC that is chaired by a member not directly employed by DCFS. Each committee is composed of citizen and provider partners living or practicing within the state office or region's jurisdiction and receives support from state office or region DCFS staff.

Each QIC meets monthly to discuss systemic problems that affect children and families and advocate for unique solutions to community needs. During meetings, members are responsible for being informed evaluators who ask hard questions and for making recommendations that they believe will improve agency processes or client outcomes.

At least quarterly, each QIC is asked to review CPS related data and identify issues that affect CPS. QICs are also encouraged to meet yearly with the following agencies, which provide reports that focus on child welfare trends or the status of child welfare services:

- The Office of Services Review (OSR), which reports on Qualitative Case Review (QCR) and Case Process Review (CPR) outcomes
- The Office of Child Protection Ombudsman (OCPO), which tracks client and consumer complaints and reports on consumers' satisfaction with DCFS services
- The Department of Human Services Fatality Review Committee, which presents results of the Fatality Review.

Each QIC is responsible for producing minutes of monthly meetings that include a description of:

- Data reviewed
- Public relation activities
- Special studies conducted
- CPS and domestic violence related child abuse (DVRCA) issues
- Other issues they address.

Because QIC meetings fall under the *Open and Public Meetings Act*, each meeting is now recorded. These recordings and written minutes are available to the public via the Public Notices Website located at <http://www.utah.gov/pmn/index.html>.



CHANGES TO 14 PROGRAM AREAS (CAPTA, SECTION 106)⁴

Program Area 1-Intake, assessment, screening, and investigation of reports of abuse and neglect.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/ Group(s) Responsible	Achievements
1-Intake, assessment, screening, and investigation of reports of abuse and neglect.	CPS Workgroup, Children’s Justice Centers, AGs, Office of the Guardian ad Litem, Safe & Healthy Families, AGs office	Develop a screening process that will track juveniles that have sexual contact out-of-home or with a non-relative. This process will: <ul style="list-style-type: none"> • Determine if a case needs to be generated. • Appropriately report referrals and services delivered. • Identify if a juvenile commits multiple acts of sexual abuse. 	To be determined		September 2016	CPS Program Administrator	
		a. Add a field in SAFE under the IHS service code (or another code) that will allow caseworkers to document incidences of juvenile sexual abuse and track offenders.		A new SAFE field(s) is available to track cases			
		b. Modify Intake, in-home, or out-of-home Practice Guidelines to include the new screening and reporting protocols.		Practice Guidelines are updated.			

⁴ FFY 2014 accomplishments and changes made to goals or objectives during FFY 2014 or beyond are highlighted in grey.



Program Area 4-Enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/Group(s) Responsible	Achievements
Program Area 4- Enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols.	CPS Workgroup, Children's Resource Center	Develop a new Safety Assessment and planning protocol.			June 30, 2017	CPS Program Administrator	FFY 2014-The CPS Program Administrator worked with the NRC for CPS and the CRC to revise the current SDM assessment.
		a. Review and revise the plan to be used to implement the new assessment and protocol.					FFY 2014-The CPS Program Administrator developed guidelines that describe the new case transfer process. This process will be introduced to each region at the same time <i>HomeWorks</i> is rolled out. The new process strives to make case transfers from CPS to in-home workers as seamless as possible. It is also designed to eliminate gaps in the time it takes to deliver services.
		b. Develop and disseminate Practice Guidelines that will guide workers' as they use the new assessment and protocol.					FFY 2014-The CPS Program Administrator identified the Practice Guidelines needing revision and began to edit each guideline.
		c. Identify and suggest modifications to state rules and statutes that will ensure maximum benefit from the new assessment and protocol.					
		d. Develop or enhance data collection tools that will allow the collection of relevant data.					FFY 2015-The CPS Program Administrator is working with the SAFE team to program the new SDM to into SAFE and ensure that the tool allows staff to enter and retrieve needed data.
		e. Package, distribute and communicate to agency partners and service providers the value of the new assessment and protocol.					
		f. Integrate the application and use of the new assessment and protocol into existing training.					



Program Area 5-Developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/ Group(s) Responsible	Achievements
Program Area 5- Developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allow interstate and intrastate information exchange.		Develop new and revise existing modules within SAFE to accommodate changing policies, procedures, practices, as well as the need for data to substantiate the quantity and quality of services delivered to clients.	SAFE currently has approximately 25 modules The SAFE Team typically publishes 4 or 5 SAFE releases a year, approximately 2 per year that affect CPS.	Modules in SAFE meet the needs of caseworkers, supervisors, administrators, data staff, and others that require verification of services delivered as well as data that supports the quantity of services delivered.	Ongoing	Information Systems, Research, and Evaluation Team	SAFE is currently migrating from a Sybase to a SQL server database platform. Over time the front end of the database will move from a PowerBuilder client-server application to an internet web-based application FFY 2014-The SAFE Team continues to work on the migration of this portion of the SAFE database from Sybase ASE to Microsoft SQL Server.
	Program and Practice Improvement Team Safety Assessment Workgroup	a. Include recording and data modules that accommodate the new SDM Risk-Assessment and SDM Safety Assessment.		SAFE includes SDM Risk-Assessment and Safety Assessment Modules	June 30, 2013-2015	SAFE Team	Completed FFY2012-SAFE now includes modules that record the SDM assessment and risk-reassessment. This objective will be eliminated in the FFY 2015 APSR.
	DJJS, Juvenile Courts, SAFE Team	b. Streamline the process used to expunge Juvenile CPS records from both the DCFS (SAFE) and DJJS data collection systems by working with regions to issue timely notices of error and with courts to ensure that notices of expungement are provided to either or both DCFS and DJJS.		Expungements are completed in a timely manner.	June 30, 2017	CPS Program Administrator	



Program Area 6-Developing, strengthening, and facilitating training including training regarding research-based strategies to promote collaboration with the families, training regarding the legal duties of such individuals, and personal safety training for caseworkers, training in early childhood, child, and adolescent development.

Training is developed by the division’s training staff, is acquired through purchase or agreement with an outside entity, or is created through a contract for development. Training is provided to CPS workers by DCFS trainers located in the state office or in each of the five DCFS regions.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/ Group(s) Responsible	Achievements
Program Area 6-Developing, Strengthening, and facilitating training including training regarding research-based strategies to promote collaboration with the families, training regarding the legal duties of such individuals, and personal safety training for caseworkers, training in early childhood, child, and adolescent development	Professional Development Team, HomeWorks Waiver Leadership Team	Provide CPS supervisors with Coaching and Supervision Training in coordination with the IV-E child welfare waiver demonstration project.	No previous training provided.	Coaching and Supervision Training has been provided to all supervisors.	September 30, 2016	Professional Development Team	FFY 2014-Supervisors in the Northern, Southwest Regions have received training. FFY-2015 Supervisors in the Salt Lake Valley Region received training. Training is scheduled in the Eastern and Western Regions during the latter part of FFY 2015 and in early 2016.

Program Area 8-Developing and facilitating training protocols for individuals mandated to report child abuse or neglect.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/ Group(s) Responsible	Achievements
Program Area 8-Developing and facilitating training protocols for individuals mandated to report child abuse or neglect.	Community Partners	Provide mandatory reporting training that will help government, non-profit, and private entities identify what constitutes abuse and neglect, their responsibility to report abuse or neglect, and when and how to report.	No baseline	Mandatory reporting training is provided as needed	Ongoing	Intake Manager	FFY 2014-The Intake Manager provided mandatory reporting training to the Family Support Centers, Centro De La Familia, Family Advocates, Utah Housing Authority, Employees of 211, Planned Parenthood, YWCA, Office of Rehabilitation, LDS Bishop’s hotline, Head Start, IHC Medical Social Workers.



Program Area 13-Supporting and enhancing interagency collaboration between the child protection system and the juvenile justice system for improved delivery of services and treatment, including methods for continuity of treatment plan and services as children transition between systems.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/ Group(s) Responsible	Achievements
Program Area 13- Supporting and enhancing interagency collaboration between the child protection system and the juvenile justice system for improved delivery of services and treatment, including methods for continuity of treatment plan and services as children transition between systems.	Utah Courts, SDM Workgroup	Continue to collaborate with the Court Improvement Project and legal partners on the development, implementation, and evaluation of the Decision-Making Model and on other initiatives important to both agencies.	None	-DCFS and Court Improvement Project report effective collaboration exists. -Decision-Making Model is implemented and evaluated.	Ongoing	DCFS Administrative Team	FFY 2014- The CPS Program Administrator participated in the Court Improvement Conference during which participants received information about <i>HomeWorks</i> and clarification about SDM processes. The Waiver Leadership Team contacted judges in Northern, Southwest and Salt Lake Regions and oriented them to the SDM process and <i>HomeWorks</i> goals and objectives.
	Children's Justice Centers	Continue to collaborate with the CJC's on initiatives important to both agencies.		DCFS and CJC's report effective collaboration exists	Ongoing	CPS Program Administrator	FFY 2014- The CPS Program Administrator collaborated with the CJC's to develop and implement the Children's Justice Act Grant. As part of that grant DCFS now provides interviewing training to CJC staff. DCFS also helps CJC review and resolve staff issues, a variety of community relations issues, and support legislative initiatives that affect the CJC.



Program Area 14-Supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

Program Area	Inputs	Goal/Objective	Baseline	Process/Outcomes Measure	Time-Frame	Person(s)/Group(s) Responsible	Achievements
Supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services (including linkages with education systems) and to address the health needs, including mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.	Department of Health, Fatality Review committee	a. Collaborate to review child fatalities.		Yearly Fatality Review Report published.	Ongoing	Intake Program Administrator	Ongoing-The Intake Manager sits on the Fatality Review Board. See Attachment 2 Fatality Review Report for further information.
	Tribes, Contract Partners, Community Agencies, Community Collaborations	b. Collaborate with Utah tribes to ensure consistent information is provided to them regarding CPS Intake and CPS protocols and services, especially those that relate to Indian children.		Tribes are aware of current CPS policies and procedures	Ongoing	CPS Program Administrator/ Intake Program Administrator	
	Medical Providers	III. Collaborate with medical facilities and medical providers to ensure that consistent information is provided to them regarding CPS Intake and CPS protocols and services.		Medical providers are aware of current CPS policies and procedures	Ongoing	Intake Program Administrator	FFY 2013 to 2014-The Intake Program Administrator provided training to medical facilities that included information relating to DCFS and how a case is processed. Explained providers' responsibilities when dealing with suspected cases of abuse or neglect and identified when and how to contact CPS.
	Utah State Courts, Law Enforcement, UCASA, Primary Children's Hospital	c. Collaborate to address issues related to the response to child/youth victims of human trafficking.			June 30, 2019	CPS Program Administrator	FFY 2014- The CPS Program Administrator developed Practice Guidelines that relate how caseworkers will respond to victims of human trafficking and identify means that will help workers avoid criminalizing victims. CPS Program Administrator collaborated with law enforcement and the Utah Commission on Criminal Juvenile Justice to provide human trafficking training. Negotiations are taking place with the CCJJ to identify who will be responsible for providing future training.
		I. Determine the need to track cases involving first time offenders and if needed set up a special case type that will make it possible for CPS to track incidences of child/youth human trafficking.		Process and procedures to track human trafficking cases are developed.	June 30, 2015		FFY 2015-A human trafficking case type (HIS) has been set up in SAFE. The data field includes a drop down where caseworkers can select human trafficking as the reason for opening a case. As a result, staff can now retrieve data from SAFE that identifies how many reports were generated and what ongoing services have been provided. This objective is complete and will not be addressed in future reports.



CHAFEE FOSTER CARE INDEPENDENCE PROGRAM (CFCIP)

TRANSITION TO ADULT LIVING (TAL) PROGRAM

PROGRAM DESCRIPTION

DCFS oversees programs and services funded by Title IV-B and Title IV-E and consequently administer the CFCIP. The Adolescent Foster Care Program Administrator is responsible for planning and execution of all CFCIP services and activities as well as for supporting community providers delivering services to youth in foster care.

Demographics of Youth Receiving TAL Services											
		FFY '10 Number	FFY '10 Percent of Total	FFY '11 Number	FFY '11 Percent of Total	FFY '12 Number	FFY '12 Percent of Total	FFY '13 Number	FFY '13 Percent of Total	FFY '14 Number	FFY '14 Percent of Total
Race	American Indian/Alaska Native	109	6%	111	6%	99	6%	90	5%	82	5%
	Asian	17	1%	17	1%	12	1%	12	1%	16	1%
	Black	129	7%	133	7%	137	8%	127	7%	118	7%
	Pacific Islander	23	1%	23	1%	19	1%	17	1%	18	1%
	White	1,575	87%	1,555	87%	1,523	87%	1,508	88%	1,417	88%
	Total	1,811		1,789		1,749		1,718		1,613	
Gender	Hispanic or Latino Origin	423	23%	396	22%	375	21%	366	21%	372	23%
	Male	931	51%	869	48%	810	46%	795	46%	886	45%
	Female	880	49%	946	52%	939	54%	923	54%	727	55%
	Total	1,811		1,789		1,749		1,718		1,613	

TAL services are provided throughout the state and are coordinated by TAL caseworkers and supervisors located in each region. Once a youth in foster care reaches the age of 14, region TAL caseworkers, youth, and the youth's Child and Family Team (which the youth leads once they reach 16 years of age) work to prepare the youth for their transition from out-of-home care. All youth receive a continuum of training and services as identified by the Child and Family Team and as outlined in their TAL Plan. Services provided to youth are numerous but generally fall within five major categories including:

- Education or training
- Career exploration
- Physical, mental health, and emotional support
- Transportation
- Housing supports (not room and board).⁵

⁵ More information on the TAL process and services delivered to youth can be found in DCFS Practice Guideline 303.7 located at <http://hspolicy.utah.gov/files/dcf/DCFS%20Practice%20Guidelines/300-%20Out-of-Home%20Services.pdf>



Percent of Youth 14 and Older Exiting Custody to Permanent Placements				
Closure Reason	Adoption	Custody/ Guardianship to Relative	Custody/ Guardianship to foster parent/other non-related	Reunified with parent/ primary caretaker
FFY 2010	5%	12%	3%	32%
FFY 2011	4%	10%	1%	36%
FFY 2012	5%	10%	3%	38%
FFY 2013	6%	14%	4%	35%
FFY 2014	6%	15%	3%	35%

DCFS expects that more than 1,600 youth will receive TAL services during FFY 2016.

For youth that exit state custody, time-limited financial support, through the Young Adult Resource Network (YARN) is available to those who meet eligibility requirements and require temporary assistance.

Number of Youth Emancipating	
	Number
FFY 2010	200
FFY 2011	207
FFY 2012	190
FFY 2013	204
FFY 2014	179

To complement a youth’s efforts to achieve self-sufficiency and to assure that a youth recognizes and accepts their personal responsibility to prepare for and then make the transition from adolescence to adulthood, up to \$2,000 in annual assistance can be provided to eligible youth through YARN. These funds are designed to help youth pay for housing, counseling, employment, education, and other appropriate services.

Number of Youth Receiving YARN Services	
	Number
FFY 2010	760
FFY 2011	797
FFY 2012	855
FFY 2013	788
FFY 2014	766

ACCOMPLISHMENTS ACHIEVED IN THE EIGHT PROGRAM AREAS

Purpose Area 1-Assist youth to transition to self-sufficiency.

During FFY 2014, DCFS continued to help youth create permanent and meaningful relationships that will guide them after they transition out of foster care. Specifically, DCFS initiated contracts with the three major credit reporting agencies and is now pulling credit reports on all youth in out-of-home care. Likewise, DCFS is helping youth freeze and repair their credit if discrepancies are found on any credit agency report.





In addition, to support the needs of tribes in the State of Utah and the children they care for, the Adolescent Foster Care Administrator participated in the 2014 ICWA conference—attended by approximately 100 tribal and state leaders—during which she led a discussion on the needs of Native American youth.

Purpose Area 2-Help youth receive the education, training, and services necessary to obtain employment.

As outlined in a Memorandum of Understanding between DCFS and the DWS-Workforce Incentive Act Program (WIA Youth), youth are referred to WIA Youth at the age of fourteen. This program helps youth currently or formerly in foster care access ETVs and makes it possible for enrolled youth to participate in paid internships or obtain financial support as they search for a job or take steps to build a career.

Youth between the ages of 14 and 16 who are more than one grade level behind may also be referred to WIA Youth for academic support, which can help them improve their performance in school, help them graduate high school on time, or help them achieve the skills they need to enter an institution of higher education.

The Program Administrator worked with the Coordinating Council for Youth in Care to evaluate youth's proficiency in a number of educational realms, which helped determine to what degree youth in the TAL program are college ready. She also made a presentation at the high school counselors' summit during which she emphasized the need to provide consistent and appropriate services to youth in custody.

In addition, she met with the Mental Health Center of Denver youth navigator program, which provided invaluable insight into the role of youth navigators as well as provided guidance on how to coordinate youth navigator activities. This information will be used to refine Utah's youth navigator program.

During FFY 2014, the Adolescent Foster Care Program Administrator supported the new Check and Connect Program funded through the Utah Office of Education's Youth in Custody program. Check & Connect is a model of sustained intervention that promotes students' engagement at school. Developed at the University of Minnesota, the program strives to increase youth's attendance, persistence in school, accrual of credits, and school completion rates.

Under this program, youth in custody in Utah are now connected with a youth mentor who assures youth receive services that will help them stay in school. To date, results show that dropout rates have decreased by more than seven percent.

In support of this effort, the Adolescent Foster Care Program Administrator and the Office of Education are developing plans that will result in the ability of both agencies to share educational data. While the DCFS data in SAFE is available to share, the Office of Education is still in the process of building their system. Once completed, it is expected that members of each agency's IT teams will develop the interface that will allow the transfer of data.

Purpose Area 3-Help youth prepare for and enter post-secondary training and educational institutions.

The Adolescent Services Program Administrator worked with DWS to hire five Higher Education Navigators—now located in four of the five DCFS regions—who will assist youth pursuing secondary



education or training. Specifically, the navigators will work directly with campus services to recruit, retain, and aid students, all in an effort help youth stay in school and succeed in their education.

Purpose Area 4-Provide personal and emotional support to youth aging out of foster care.

In collaboration with Christmas Box International, youth exiting foster care receive a Lifestart Kit, which contains all of the necessities a youth may need when moving out on their own. Christmas Box International solicits donations from local businesses and the public to pay for these kits. The foundation also works with local chapters of the Boy Scouts of America to obtain new backpacks filled with school supplies. These supplies are then handed out to youth who attend the Youth Leadership Summit.

During FFY 2014, the TAL program investigated and is developing a strategy to implement the CSSP get R.E.A.L. (Recognize. Engage. Affirm. Love) program, which will be used to address issues faced by LGBTQ youth. The get R.E.A.L initiative is designed to transform child welfare policy and practice in way that will promote the healthy development of all children and address youths' race, ethnicity, disability, sexual orientation, gender identity, and gender expression.

This year, the Adolescent Foster Care Program Administrator collaborated with the Volunteers of America (VOA) to address the needs of homeless youth. VOA, which operates the only outreach center in the state, now contacts a TAL coordinator if a youth in foster care asks for VOA assistance. To support more homeless youth, VOA will be opening a new youth resource center next year. This new center will house 30 homeless youth in addition to providing an expanded array of services.

A TAL workgroup is reviewing gender specific programming for young women, especially regarding issues related to trauma. Specifically, the workgroup is striving to reduce the trauma experienced when youth are incarcerated, are placed in a group home or in a residential treatment setting, or receive services that are a perceived threat.

Also relating to trauma, DCFS will be implementing the CSSP Youth Thrive Framework and the promotive factors (Youth Resilience, Social Connections, Knowledge of Adolescent Development, Concrete Support in Times of Need, Cognitive and Social-Emotional Competence) that form the core of that framework. Youth Thrive is an initiative that examines how foster youth can be supported in ways that advance healthy development and well-being all while reducing the impact of negative life experiences. The overarching goal of the Youth Thrive Framework is to achieve positive outcomes by mitigating risk and enhancing healthy development and well-being for youth ages 9-26.

The Adolescent Foster Care Program Administrator is rewriting Practice Guidelines relating to how caseworkers are to respond to runaway youth. In addition, she is working with our legal partners and law enforcement on cross training that will ensure that agencies coordinate their responses to runaway youth, especially those suspected of being involved in sex-trafficking.

The Adolescent Foster Care Program Administrator attended the national Foster Family Treatment Association's (FFTA) annual conference during which she participated in a discussion that compared the benefits of family based treatment and residential care. Utah is now an FFTA affiliate and will be promoting FFTA activities statewide.

Finally, as part *HomeWorks*, the division's IV-E child welfare demonstration project, the University of Utah Social Research Institute is evaluating the efficacy of services delivered by contract providers. In at



least one instance, a non-evidence based program providing services to youth proved to have little effect on youth's wellbeing and as a result lost their contract.

In an effort to increase the funding of evidence-based services, the Contract Team and the Adolescent Foster Care Program Administrator are writing a new RFP for residential treatment services that integrates the findings of the research conducted by the Social Research Institute.

Purpose Area 5-Provide financial, housing, counseling, employment, education and other appropriate support and services to former foster care recipients between 18 and 21 years of age.

Youth that exit foster care after the age of 18 are able to receive aftercare services through their regional DCFS TAL Coordinator who will help a youth develop an action plan that identifies what their current needs are and what goals they have for the immediate future. The TAL Coordinator will also help the youth find and access community resources that fit their needs.

Chafee aftercare funds may be used to help a youth access a service or may be used to meet a youth's emergency needs. Since Utah is a reciprocal state, a youth in Utah foster care that lives in another state can access Chafee aftercare or ETV resources by contacting a TAL Coordinator in the state in which they are living.

To prevent youth exiting foster care from becoming homeless, Family Unification Vouchers offered through the Salt Lake County Housing Authority are available to eligible youth. These vouchers allow for 18 months of continued case management and rental assistance while a youth continues their education.

In cooperation with the Salt Lake County's Milestone Program, DCFS coordinates services that help youth meet their housing needs. Similarly, youth who are in crisis or facing homelessness can access resources and supports through the Salt Lake County Homeless Youth Resource Center, sponsored by the VOA.

During FFY 2014, the Adolescent Foster Care Administrator worked with the CWIC on a recommendation delivered to the DCFS Director relating to the difficulty regions have in providing financial assistance to youth, especially when a youth is experiencing an emergency need for funds. In response to that recommendation the Adolescent Foster Care Administrator was tasked with working with a financial institution that can issue pre-paid debit cards to youth. U.S. Bank has offered to issue those cards and is currently developing software that will enable them to issue the cards and bill DCFS for their services.

Purpose Area 6-Make available vouchers for education and training, including postsecondary education to youth who have aged out of foster care.

Utah continues to experience steady growth in the number of youth enrolling in WIA Youth and who are receiving ETVs. In support of this alliance, DWS and DCFS continually meet to evaluate outcomes, review program expenditures and coordinate services.

The DWS-WIA Youth continues to support advocates who act as ETV navigators. Navigators help youth currently or formerly in care access ETV funding and mentor youth as they deal with the complexities of college life. They focus on recruiting youth who may benefit from ETV funding as well as on retention



of youth already attending institutions of higher education who for a number of reasons may be considering dropping out.

Purpose Area 7-Provide services to youth who, after attaining 16 years of age, have left foster care for kinship, guardianship, or adoption.

Youth who are adopted after the age of 16 or who achieve legal permanency after being placed with kin or in a placement with a guardian continue to be eligible for ETVs and the Olene S. Walker Transition to Adult Living Scholarship. Youth are also eligible to receive YARN aftercare funds up to 21 years of age.

While attending Child and Family Team Meetings prior to their achieving legal permanency, youth and their caregivers learn about available TAL services. During these meetings, the Child and Family Team link youth and families to needed resources and services that can help meet a youth's needs until the youth can qualify for ETV or aftercare funds.

Post-adoption services may also be available and can help youth navigate relationships with biological family members, link youth to educational services, provide youth with mental and physical health services, and provide youth with referrals to trauma related services or referrals to beneficial financial services.

Purpose Area 8-Ensure children who are likely to remain in foster care until 18 years of age have regular, on-going opportunities to engage in age or developmentally-appropriate activities as defined in section 475(11) of the Act.

In 2014, the Utah State Legislature passed HB 346-*Foster Children Amendments*. Supported by the Youth Provider's Association and the state's Youth Council, this legislation requires DCFS and private providers to make efforts to normalize the life of a child and enables a caregiver to approve or disapprove a child's participation in activities.

Normalization of activities for youth placed in any out-of-home setting, including settings serving dually adjudicated (DCFS/DJJS) youth, was a focus of the recent DHS Transitions Academy and is being addressed as part of the DHS System of Care. Specifically, the Systems of Care is focusing on the following areas pertinent to youth where normalization is relevant:

- Work, career planning, and education
- Home life and daily living
- Self-care, health care, and mental health care
- Housing and money management
- Social relationships and managing families.

USE OF NYTD DATA

To provide Utah with a complete view of youths' experiences, DCFS continuously collects data regarding youth turning 17 while in foster care and surveys youth formerly in foster care at age 17, 19 and 21 years of age. Surveys continue to show that housing, education, access to health care, and incarceration are areas of special concern to youth.

Utah has used the NYTD data to inform stakeholders about barriers youth face when they exit foster care. NYTD data is also shared with legal partners and is used by the State Youth Council to identify areas



where system improvements can be made. Utah has also used this data in presentations made to the Utah State Legislature. Specifically, data has been used to highlight the need to improve educational outcomes and access to health care services.

During FFY 2014, the Adolescent Foster Care Program Administrator attended the National Pathways Conference and learned about the successes experienced by other states. Of particular value was learning about the plethora of ways that states capture and use NYTD data.

In addition, in discussion with the Uintah Ouray Tribe relating to the initiation of a tribal administered TAL program, the Program Administrator provided an overview of NYTD and outlined NYTD requirements. During future meetings she intends to clarify the data collection process and discuss ways the state can support the tribe in collecting this information.

COLLABORATION WITH OTHER PRIVATE AND PUBLIC AGENCIES

The private sector continues to provide innovative programs and services delivered to youth in foster care. Operation Kids and Christmas Box International continue to supply Lifestart Kits that are filled with personal and household items needed by youth who are setting up a new home.

Christmas Box House International is now administering the former Utah Mentor Project and soon intends to deliver services statewide. Privately funded, this program matches mentors with youth aging out of foster care. Mentors agree to meet at least once monthly with youth via phone, email, or text message. Youth and mentor relationships are based on a strength-based approach to youth development, an approach that stresses the development of a genuine friendship rather than the formation of a relationship that centers on finding solutions to a youth's problems.

The Utah Educational Savings Plan continues to distribute Olene S. Walker Transition to Adult Living Scholarships, which help qualified youth transitioning out of foster care complete a post-secondary education program (degree or certificate) at one of the Utah System of Higher Education institutions or Applied Technical Centers.

The Salt Lake City Housing Authority Family Unification Program continues to work with the DHS Discharge Planning Committee and local DCFS TAL Coordinators to ensure that youth exiting foster care receive a portion of available transitional Section 8 housing. DCFS provides case management and YARN funding to youth who receive these housing vouchers. The agency has also been working with the Salt Lake County Housing Authority and the Ogden City Housing Authority to try to increase the number of Family Unification Program vouchers available in those areas.

DCFS works closely with the Homeless Youth Resource Center, a program administered by the VOA. The Resource Center operates two transitional housing programs. The Young Women's Transition Home is an 18-month, all female program designed to provide support, guidance and structure to homeless youth. The Young Men's Transition Home houses young men ages 18-23 and works to help them become self-sufficient by providing a safe, stable and consistent environment. Also, as noted above, VOA will be opening a new youth resource center next year. This new center will be able to house 30 homeless youth in addition to providing an expanded array of services.

DCFS also works with Salt Lake County Youth Services which manages the Milestone Housing Program. Milestone serves young men and women ages 18 to 21 who are facing homelessness in Salt Lake County



and have two shelter locations. The Milestone house houses six females in West Valley City and five males in a house in Sandy.

The Adolescent Foster Care Program Administrator continues to collaborate with Youth Futures, located in Ogden, Utah, which is evaluating measure to curb youth homelessness in that city. She also is a member of the Coalition to End Utah Homelessness. Founded by a doctoral student at Utah State University, this coalition is working with DWS and the Department of Community and Culture to fund programs that serve homeless youth.

Other agencies with which TAL staff collaborate include:

- DWS, which manages services provided through the ETV program and coordinates food stamps and additional employment training.
- DOH, which coordinates Medicaid services delivered to youth.
- The Division of Substance Abuse and Mental Health (DSAMH), which refers youth to services that help them resolve mental health and substance abuse issues.
- The Department of Public Safety Driver's License Division, which provides assistance in obtaining a driver's license.
- DJJS, which works with DCFS to identify dually adjudicated youth who have received services through both systems. These youth may qualify for Chafee funded supports and may be eligible to receive other services provided by the DWS, Vocational Rehabilitation, Mental Health, or through the various county housing authorities.

COORDINATION OF CFCIP WITH STATE AND FEDERAL PROGRAMS FOR YOUTH

DCFS works closely with local coordinating councils administered by regional Juvenile District Courts. The purpose of these councils is to identify appropriate placements and services for youth whose infractions do not meet the sentencing matrix required for placement of a youth in a secure facility. They also address cost sharing between agencies providing services to delinquent youth.

In cases where youth require placement in an out-of-home setting the responsibility for placement—as recommended by the local coordinating councils—is divided between the Juvenile Court, DJJS, and DCFS. In the case where the “dually adjudicated youth” come into the custody of DCFS staff conduct assessments, attend court hearings, and in concert with the DJJS case manager, monitor a youth who has been placed in foster care.

DCFS also coordinates with a number of state agencies or partners that utilize federal funds. Those agencies include:

- DWS WIA Youth, which provides ETV funds to youth.
- Job Corps, which provides housing to youth attending an institution of higher education or who may be receiving skills or technical training.
- DOH, which coordinates Medicaid services and, through a contract with DCFS, provides access to a nurse case manager who tracks the medical needs of youth in foster care.

Coordination of Programs and Services to Victims of Human Trafficking

In the 2015 legislative session, the Utah Legislature passed House Bill 254-*Human Trafficking Victim Amendments*, which provides that a child is not subject to a delinquency proceeding for engaging in



prostitution unless a law enforcement officer has referred the child to DCFS on at least one prior occasion for an alleged act of prostitution or sexual solicitation.

Historically, these youth have been arrested when caught soliciting sex. With the growing recognition that these youth are actually victims, the legislature wants to ensure they are being treated as victims of sexual abuse upon their first arrest.

The CPS Program Administrator is currently working with a collaboration of individuals representing the Utah State Courts, law enforcement, UCASA, Primary Children's Hospital, and others to identify measures that will help avoid re-victimizing victims of human trafficking.

To date, it has been determined that DCFS will have the responsibility to track cases of youth involved in human trafficking. Upon contact with law enforcement, DCFS will open an in-home services case and will code it in the SAFE data management system with an identifier that indicates the child is a victim of human trafficking. This will allow DCFS to track whether a victim has previously received services as a victim of human trafficking and will ensure that DCFS provides a more victim-friendly response.

For youth in custody that run away from an out-of-home placement and may become involved in human trafficking, Utah is adopting protocols that will help caseworkers determine if the youth has been involved in human trafficking as well as will help caseworkers assess a youth's need for mental health treatment or other community services.

If specific sexual perpetrators are identified, DCFS may open a CPS case. If a CPS case is opened, a record will also be opened in our licensing database that will include information about the suspected perpetrator. This will assure that no placements will be made with the suspected perpetrator.⁶

TRAINING

Currently, a 5-hour segment of the *New Employee Practice Model Training* focuses on youth services provided through the TAL Program as well as on community resources available to youth.

DCFS anticipates that it will continue to provide Foundations for Youth: Supporting Foster Parents Web-Training to staff that request it. As they complete this training participants review the latest research relating to adolescent development and learn about the impact that abuse or neglect—including trauma—has on youth. They study adolescent behavior, both normal and trauma-related, as well as learn how to engage, provide appropriate interventions, and plan with youth. They are also introduced to the Casey Life Skills assessment (CLS) and learn how to support youth as they transition to adulthood.

UFCF also refers foster or foster to adopt parents to the Foundations for Youth: Supporting Foster Parents Web-Training, especially those that will be fostering or adopting youth over the age of 14. Foster parents can use this training to meet their mandatory retraining requirements.

DHS also sponsors the Transitions Academy (five program areas) that addresses the needs of youth who are receiving services through one or more divisions within the department. Training delivered through the Transitions Academy provides workers with information about how to involve youth in transition planning, how to integrate the requirements included in the Normalcy Bill into transition planning, how

⁶ This issue is also addressed in the CAPTA section under [Program Area 14](#) and in [research](#) being conducted by Lindsay Gezinski and Rob Butters.



the Foster Youth Bill of Rights applies to transitioning youth, and how to use the CLS assessment to inform the transition plan.

Finally, during FFY 2014, the Adolescent Foster Care Administrator conducted focus groups with DCFS caseworkers, supervisors, and community service providers during which participants discussed LGBTQ training to be provided to caseworkers, foster parents, and other providers. During caseworker focus groups, participants also debated whether caseworkers that serve LGBTQ clients should specialize in those services or whether generalists are sufficient to meet client needs.

Involvement of Youth

DCFS continues to support the State Youth Council, which adds a much needed “youth voice” to the child welfare system. Through this council, youth discuss issues that impact their lives, set goals and objectives designed to resolve the problems they face, and—in concert with DCFS administrators—develop policies and procedures that ultimately affect the support they receive.

During FFY 2014, youth testified at the Child Welfare Oversight Panel and followed the legislative process that led to the successful passage of HB 346—the Normalcy Bill—that requires DCFS and its providers to make efforts to provide normalizing activities to youth in foster care.

In addition, during a CWIC meeting members addressed barriers to care for youth 14 years of age and older. Most notably, they worked with the DCFS Adolescent Foster Care Administrator on the Practice Guidelines that address requirements outlined in the Normalcy Bill.

Western Region held a youth retreat during which they established their local youth council. During that retreat, twelve youth volunteered to spearhead the effort. During subsequent meetings they also set goals and identified service projects in which they intend to participate.

This year, each region arranged their own youth leadership summit to which legislators, DHS administrators, DCFS administrators, representatives from the Utah Youth Mentor Project, Christmas Box International, DWS, and QICs were invited. In all, more than 50 youth attended the Western Region summit, 40 attended the Southwest Region summit, 100 attended the Northern Region summit, 150 attended the Salt Lake Valley Region’s summit, and 20 attended the Eastern Region’s summit.

Each summit invited an adult who had been a youth in foster care, or an individual that provides services to youth in foster care, to provide the keynote address. An employment or education workshop was held during each summit as was an activity that highlighted the creativity of youth attending. For instance, those attending the Northern Region’s summit participated in a song writing contest during which participants had to collaborate on writing the melody and lyrics. Finally, at the end of each summit, youth assessed the dynamics of “being in a family” and discussed the importance of family in their lives.

CONSULTATION WITH TRIBES

As mentioned above the Adolescent Foster Care Program Administrator met with Ute Social Services to consider the consequences of the tribe initiating their own TAL program. During that meeting she reviewed CFCIP guidelines, proposed measures the tribe could take to obtain CFCIP funding, and reviewed services—from assessment to transition—that the tribe might want to implement. The collaboration is expected to continue through FFY 2016 during which the Program Administrator will, if



appropriate, guide the tribe as it initiates services.

Also as previously mentioned, the Adolescent Foster Care Administrator participated in the 2014 ICWA conference during which she led a discussion on the needs of Native American youth. While no tribe has made a request to develop an agreement where DCFS will administer or supervise the tribe’s CFCIP or ETV programs, all DCFS TAL and ETV services continue to be available to Indian children age 14 or older who are in state custody or who have transitioned out of foster care.

EDUCATION AND TRAINING VOUCHERS (ETV) PROGRAM

PROGRAM DESCRIPTION

Education and Training Vouchers (ETV) are available to youth meeting the following requirements:

- Be an individual in foster care who has not yet reached 21 years of age, or
- Be an individual no longer in foster care, but who received 12 months of TAL services after the age of 14 while in foster care and the court terminated reunification, or
- Be an individual no longer in foster care who reached 18 years of age while in foster care and who has not yet reached 21 years of age, or
- Be an individual adopted from foster care after reaching 16 years of age and who has not yet attained 21 years of age.

And:

- Have an individual educational assessment and individual education plan completed by the division or their designee.
- Have submitted a completed application for the ETV Program.
- Be accepted to a qualified college, university, or vocational program.
- Have applied for and accepted available financial aid from other sources before obtaining funding from the ETV Program.
- Have enrolled as a full-time or part-time student in the college, university or vocational program.
- Have maintained a 2.0 cumulative grade point average on a 4.0 scale or equivalent as determined by the educational institution.

Number of Youth Receiving ETV Awards					
	SFY 2010	SFY 2011	SFY 2012	SFY 2013	SFY 2014
Number of Youth	93	100	109	166	157

Eligible youth may receive vouchers up to a maximum of \$5,000 per year through the ETV Program. Specific awards are determined by the cost of tuition at specific educational institutions and the youth’s enrollment status.

ADMINISTRATION OF THE ETV PROGRAM

There have been no changes in how the ETV program is administered. DCFS contracts with DWS to manage the ETV program. Youth make an application through DWS and complete the screening process. Once the screening process is completed, applicants receive written notice of approval or denial of their





application. If denied, a written form is provided stating the reason for denial. That form also includes instructions about how to appeal the decision.

Once an applicant is approved and becomes eligible to receive support through the ETV program DWS coordinates Individual Education Assessments and Individual Education Plans, which are completed for each eligible applicant.

DWS also makes it possible for enrolled youth to participate in paid internships or obtain financial support as they search for a job or take steps to build a career. It also helps youth (between the ages of 14 and 16 who are more than one grade level behind) receive academic support, which can help those youth improve their performance in school as well as help them graduate from high school on time.

STEPS TO EXPAND AND STRENGTHEN THE ETV PROGRAM

In FFY 2014, DWS provided DCFS with Temporary Assistance to Needy Families funding that was used to hire five new higher education navigators. Navigators help youth currently or formerly in care access ETV funding and mentor youth as they deal with the complexities of college life. They focus on recruiting youth who may benefit from ETV funding as well as on retention of youth already attending institutions of higher education who for a number of reasons may be considering dropping out. In addition, navigators will be responsible for building strong relationships with campus admitting staff and counselors to assure that those staff are aware of needs of youth in foster care and are capable of addressing any issues that arise.

STATISTICAL AND SUPPORTING INFORMATION

INFORMATION ON CHILD PROTECTIVE SERVICE WORKFORCE

The average DCFS employee is 42 years of age (one year higher than in FFY 2013) and has now worked for the agency an average of 123.3 months (almost 8 months longer than last year). All caseworkers have at least a Bachelor's Degree in Social Work, Psychology, Sociology, or closely related field of study and are encouraged to obtain at least a Social Service Worker (SSW) license within a year of being employed.

All DCFS direct service staff are required to complete the 180-hour *New Employee Practice Model Training* before they can work independently with children and families. During this training students learn about the foundations of child welfare, receive an orientation to DCFS, and are introduced to the division's Mission, Practice Model, Practice Skills and Practice Principles. Training includes technical instruction relating to child abuse and neglect, worker safety, child interviewing, motivational interviewing, audio-import, removal of children, developmental screening, child and adolescent needs and strengths (CANS), Casey Life Skills assessment, structured decision-making, legal aspects of child protections (provided by the Office of the Attorney General), secondary traumatic stress, trauma and attachment, effects of trauma on child development, trauma informed care, cultural responsiveness, and on use of the SAFE database.

Also, during New Employee Training participants apply new knowledge, tools, and skills as they review relevant casework and work side by side with experienced Intake, CPS, In-Home, Foster Care or TAL caseworkers.



To keep their skills current, all direct services staff are required to complete 40 hours of additional training annually. Not only are they able to attend specialized courses provided by the Professional Development Team but are encouraged to attend outside training opportunities during which they learn new service delivery techniques and skills as well as interact with direct service, clinical, and administrative staff employed by other agencies.

Child Welfare Workforce		
Reflects all employees as of May 21, 2015		
Sex	Number	Percentage of Total
Male	223	22%
Female	809	78%
Unknown	1	
Race		
American Indian/ Alaska Native	8	1%
Asian	14	1%
Black	4	0%
Unknown/ Decline to Disclose	20	2%
Two or more Races	2	0%
Hispanic/Latino	61	6%
Native Hawaiian or other Pacific Islander	3	0%
White	921	89%
Total	1,033	

To ensure that the Practice Model is universally understood and applied, support staff are also required to attend the five-hour Practice Model Training for Support Staff and are required to take at least 20 hours of additional agency related training each year.

In addition, regardless of whether they are direct or support staff, all staff must complete periodic department and state mandatory administrative training including harassment, driver’s safety, and use of technology training.

DCFS has adopted and generally conforms to national casework caseload standards.⁷ For in-home services a caseload formula is used to calculate a caseworker’s in-home caseload by comparing the weighted measures of risk level (determined using the SDM Risk Assessment) against the number of children and/or adults in the family.

⁷ The Child Welfare League of America (CWLA) caseload standards are available at <http://66.227.70.18/newsevents/news030304cwlacase-load.htm>



WORKLOAD UNITS

CASE TYPES	WEIGHTING/ WORKLOAD UNITS PER	CASELOAD IN CASES	WORKLOAD IN UNITS	JUSTIFICATION
CPS, PAT, PSI, IHS, CCS, CIS, HW -LOW, HW-NO SDM, HW-NOT REUNIFICATION GOAL	1	15	15	Consistent with prior legislative caseload standards, national CWLA standards
SCF, HW—Moderate, HW—Kin with reunification goal	1.25	12	15	Consistent with prior legislative caseload standards, national CWLA standards. HW kin is included because there are two sets of parents to work with. HW— Moderate because they have an additional visit a month
HW-High	1.5	10	15	Increased contact standards. Review of study on workload weighting in in-home.
HW—Very High	1.875	8	15	Increased contact standards. Review of study on workload weighting in in-home.

- ◊ HW stands for HomeWorks case and includes PSS, PSC, PFP, PFR
- ◊ Multiplier of 0.2 per case with large sibling groups (4 or more)
- ◊ Multiplier of 0.25 per new case (less than 45 days)

JUVENILE JUSTICE TRANSFERS

Juvenile Justice Transfers		
	Number of Cases	Percent of all youth exiting custody
FFY '10	46	2.2%
FFY '11	48	2.30%
FFY '12	51	2.59%
FFY '13	53	2.57%
FFY '14	33	1.69%

SOURCES OF DATA ON CHILD MALTREATMENT DEATHS:

The Department of Health provides the DHS Fatality Review Coordinator with Certificates of Death for all children between the ages of birth and 21 years who die in the State of Utah. The Fatality Review Coordinator uses those death certificates to determine if the deceased child or their families have received services through DHS within 12 months of the child's death and will conduct a review of cases that meet that stipulation. She also reviews cases where a newborn (who received no services) dies and whose family is currently or has previously been involved with a division within DHS.

The Fatality Review Coordinator examines a number of documents when reviewing each death. Those documents include:

- Autopsy Reports
- Deceased Client Reports provide by divisions within DHS
- Office of the Medical Examiner Infant/Child Death Notices
- Child Death Decedent Information reports provided by the University of Utah Medical Center
- Newspaper Obituaries
- Police/Sheriff Reports when applicable
- The decedent's case file.





Once each case has been reviewed, the Fatality Review Coordinator generates a written summary of the family's history of involvement with DHS and analyzes case practice to determine if the agency has any culpability. Reports are forwarded to the appropriate fatality review committee (DCFS Child Fatality Review Committee; DSPD Fatality Review Committee; or DJJS Fatality Review Committee), which review reports and, if necessary, recommends changes to practice.

If a child is in DCFS custody, but is residing in a placement outside of Utah, it is expected that either the caregiver will inform DCFS of the death or that the ICPC or courtesy worker in the receiving state will notify DCFS of the death. When notified, the caseworker or ICPC Administrator completes a Deceased Client Report and submits it to the Fatality Review Coordinator for her review.

A report is published yearly that reviews the deaths of all individuals for whom there is an open DHS case at the time of death or in cases where the individuals or their families have received services through DHS within 12 months preceding the death. The 2014 [Fatality Review Report](#) indicated of the 37 fatalities reported by DCFS, 28 formal committee reviews were held. No significant changes to policies or procedures resulted from those reviews.

INTER-COUNTRY ADOPTIONS:

FFY 2014 Inter Country Adoptions				
Child Number (names not required)	Placement Agency	Country of Origin	Reason for Disruption/ Dissolution	Status/Plan for the Child
1	Not Applicable	Nicaragua	Mental Illness/Treatment	Child is currently in foster care with a goal of Individualized Permanency, due to the child being 18 years old.
2	Unknown	Samoa	Delinquent Behavior	Child was returned home with court-ordered in-home services (PSS).
3	Unknown	Russia	Mental Illness/Treatment	Child is currently in foster care with a goal of Individualized Permanency, due to the child being 18 years old.
4	Wasatch International Adoptions	Haiti	Mental Health/Behavioral Issues	Child is currently in foster care with a goal of Adoption, due to the parents' unwillingness to participate in reunification.
5	International Adoption Net	Ethiopia	Mental Health/Behavioral Issues	Goal was Reunification and the child returned home.
6	Private Adoption	Ukraine	Mental Health/Behavioral Issues	Child is currently in foster care with a goal of Reunification.



ANNUAL REPORTING OF EDUCATION AND TRAINING VOUCHERS AWARDED

Name of State: Utah

	Total ETVs Awarded	Number of New ETVs
Final Number: 20123-2014 School Year (July 1, 2013 to June 30, 2014)	157	66
2013-2014 School Year* (July 1, 2014 to June 30, 2015) TO DATE of 5/28/15	105	35

INTERSTATE COMPACT ON ADOPTION AND MEDICAL ASSISTANCE (ICAMA)/ INTERSTATE COMPACT ON THE PLACEMENT OF CHILDREN (ICPC)

ICAMA Medical Adoption FFY 2014			
	Incoming	Outgoing	Total
Referrals	137	165	302

ICPC FFY 2014			
	Incoming	Outgoing	Total
All Adoptions	208	264	503
Foster Care	145	69	214
Parent	69	92	161
Kinship	107	166	273
All Residential	1,860	31	1,891
Closures (the number of closures that occurred during the year)	1,325	1,969	3,294

Timely Home Studies FFY 2014			
Study Type FFY-2013 (10/1/12-9/30/13)	Completed within 60 days	Completed between 60 and 75 days	Completed over 75 days
ICPC Adoption Home Study	15	9	29
ICPC Foster Home Study	18	11	76
ICPC Parent Home Study	13	3	39
ICPC Relative Home Study	34	10	55
TOTAL	80	33	198

During FFY 2014, the ICPC/ICAMA Team:

- Provided ICPC training in 3 of 5 DCFS regions, to new hires attending New Employee Training, and to the Kinship workgroup.
- Updated the ICPC website on which all training materials are posted.
- Conducted an assessment and report on the division’s capacity to provide ICPC services.
- Developed, in conjunction with the SAFE team, a SAFE module used to notify the Department of Health when a child needs a well-child checkup.



In FFY 2016, the ICPC/ICAMA Team will:

- Review and, if appropriate, implement the National Electronic Interstate Compact Enterprise data collection system.
- Offer training in each region every year and provide specialized training to foster care workers, supervisors, and ICPC coordinators.
- Continue to work with OL and the Association of Residential Treatment Centers on training that will decrease placement disruptions from residential care.
- Support the Interstate Commission on Juveniles and the local state council as the coalition develops and implements the Interstate Compact on Juveniles.

FINANCIAL INFORMATION

PAYMENT LIMITATION: TITLE IV-B, SUBPART 1:

DCFS does not use IV-B subpart 1 funding to pay for child care, foster care maintenance, or adoption assistance payments and did not do so in FFY 2005. No Title IV-B subpart 1 funding was used for these purposes in FFY 2005 or in FFY 2014. Therefore, DCFS has complied with the requirement not to spend more title IV-B subpart 1 funds in FFY 2014 than it did in FFY 2005 for those payments.

Likewise, since in FFY 2014 DCFS did not use federal IV-B, subpart 1 funds for foster care maintenance payments, nor did it do so in FFY 2005, it did not allocate state funds as a match for federal funds. Therefore, DCFS has complied with the requirement that the FFY 2014 state match for foster care maintenance payments did not exceed the amount of the FFY 2005 match.

PAYMENT LIMITATION: TITLE IV-B, SUBPART 2:

As noted under [Expenditure of PSSF Funding](#), DCFS plans to expend at least 20% of total PSSF funds in each of the four service categories.