
FFYs 2025-2029 Child and Family Services Plan
FFY 2026 Annual Progress and Services Report



Utah Department of
Health & Human Services
Child & Family Services

June 30, 2025

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ATTACHMENTS

Attachment A.

- 1.1 CFS-101 Part I Signed
- 1.2 CFS-101 Part II
- 1.3 CFS-101 Part III Signed
- 1.4 CFS-101 Excel Version
- 1.5 CFS-101 Reallotment Request

Attachment B. Foster and Adoptive Parent Diligent Recruitment Plan

Attachment C. Healthcare Oversight and Coordination Plan

Attachment D. Emergency Response and Recovery Plan

Attachment E. Training Plan

Attachment F.

- 1.1. SFY 2025 DCFS Results Based Accountability Plan
- 1.2. SFY 2025 Results Based Accountability Plan Indicators and Measures

Attachment G. CPS Citizen Review Panel Annual Report, Calendar Year 2024

Attachment H. State Attorney General's Letter, CAPTA Review

Attachment I. 2025 Utah Legislative Session Statutes Applicable to CPS

Attachment J. Number of Youth and Young Adults Who Received ETV Awards in the 2023-2024 And 2024-2025 School Years.

INTRODUCTION

The Utah Department of Health and Human Services (DHHS) Division of Child and Family Services (DCFS) is submitting its first Annual Progress and Services Report (APSR) for the 2025-2029 Child and Family Services Plan (CFSP) in accordance with ACF-ACYF-CB-PI-25-01. This report provides an update and report on progress.

I. VISION AND COLLABORATION

No substantive changes have been made in the past year within the state agency administering child welfare programs or in the vision, mission, and practice model identified in the CFSP.

Collaboration

In implementing the 2025-2029 CFSP, DCFS has consulted and collaborated with youth, families, tribes, and a wide variety of system partners as part of overall CQI/QA efforts.

- Youth, families, and system partners have provided feedback on agency performance or assisted with evaluations through the CFSR process and through the Youth Advisory Council and Child Welfare Improvement Committee. Also, regular meetings have been conducted with tribal partners, with a focus on addressing service needs, such as through prevention activities and domestic violence services.
- Updating of goals, objectives, and interventions has been informed through a variety of collaborative activities, such as receiving family feedback in response to Family Action Meetings (FAM), engagement of caseworkers and community partners in activities associated with prevention, family engagement, kinship initiatives, and the state and region results based accountability plans.
- DCFS has been an active partner in ongoing collaboration with state courts and members of the legal and judicial community. Multiple staff participate actively in the court improvement committee and its subcommittees, which are addressing topics such as Indian Child Welfare Act (ICWA) documentation for AFCARS reporting, cross-organization training on child welfare programs and child welfare legal issues,

and coordination on Title IV-E funding for legal representation for children and parents of children, and collaboration with the Children's Justice Act grantees through coordinated activities with children's justice centers.

- DCFS has engaged in extensive collaboration related to gaps in services and CQI/QA, particularly regarding placements of children and youth in foster care. For behaviorally complex youth, ongoing, intensive collaboration has occurred with Medicaid, the Office of Substance use and Mental Health (OSUMH), Utah State Hospital, Utah Developmental Center, Integrated Services, and the Youth Providers Association. In addition, for children and youth with disabilities, ongoing collaborative work has occurred with Medicaid and the Division of Services for People with Disabilities.

II. ASSESSMENT OF CURRENT PERFORMANCE IN IMPROVING OUTCOMES

Utah is utilizing the Round 4 Online Monitoring System in preparation for its Round 4 CFSR, scheduled for FFY 2027. DCFS is in the early stages of the Statewide Assessment and taking steps to prepare for a state-led CFSR.

Child and Family Outcomes

Safety Outcome 1: Children are first and foremost protected from abuse and neglect.

Safety Outcome 1 Current Performance Data

Item 1: Timeliness of Initiating Investigations of Child Maltreatment Reports

- CFSR Item 1, Timelines of Initiating Investigations of Child Maltreatment Reports, decreased from 95% in 2023 to 90% in 2024.
- Utah provided statewide in-person training for child welfare staff at each DCFS office this year, focusing on Items 1, 2, and 3. In addition, reviews of QA tools have been initiated to address meeting expectations regarding timeliness of initiating investigations and to improve understanding of reasons for noncompliance.

Statewide Data Indicators – Maltreatment in Care

The February 2025 Data Profile table shows Utah's most recent (August 2024 Data Profile) Risk Standardized Performance (RSP) adjustment at 16.79. This rate is higher than the National Performance Standard of 9.07; however, the rate has decreased since the last Data Profile report.

Statewide Data Indicators – Recurrence of Maltreatment

The February 2025 Data Profile table shows Utah's most recent (August 2024 Data Profile) performance rate for the recurrence of child maltreatment to be 8.8% which is a decrease from the previous year. However, with the RSP adjustment, the reported performance rate is 12.1%, which is above the desired national performance standard of 9.7% and does not meet the goal. Over the last three years, internal data shows a slight improvement.

Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.

Safety Outcome 2 Current Performance Data

Item 2: Services to protect children in the home and prevent removal or re-entry into foster care

- CFSR Item 2, Services to Protect Children in the Home and Prevent Removal or Re-entry into Foster Care, saw a decrease from 75% in 2023 to 62% in 2024.
- Utah provided statewide in-person training for child welfare staff at each DCFS office this year, focusing on Items 1, 2, and 3, including assisting permanency caseworkers in creating and monitoring safety plans.

Item 3: Risk and Safety Assessment and Management

- Utah Item 3, Risk and Safety Assessment and Management, decreased from 65% in 2023 to 58% in 2024.
- Utah provided statewide in-person training for child welfare staff at each DCFS office this year, focusing on Items 1, 2, and 3. Emphasis was also made on risk and safety assessment and safety plans during this training.

Permanency Outcomes

Permanency Outcome 1: Children have permanency and stability in their living situations.

Permanency Outcome 1 Current Performance Data

Item 4: Stability of Foster Care Placement

- Item 4, Stability of Foster Care Placement, saw an improvement in placement stability from 69% in 2023 to 71% in 2024.
- This year, Utah focused on kinship placements where possible; increased placement stability assistance by clinical consultants and resource/kinship family consultants; and improved data measures and tracking of placement stability.

Item 5: Permanency Goal for Child

- Item 5, Permanency Goal for Child has shown steady improvement over the last three years, reaching 85% in SFY 2024..
- Utah is continuing to implement the bench card to improve the quality of hearings developed by the CIP, which supports permanency and stability for children.

Item 6: Achieving Reunification, Guardianship, Adoption, or Other Planned Permanent Living Arrangement

- Item 6, Achieving Reunification, Guardianship, Adoption, or Other Planned Permanent Living Arrangement, has also shown improvement, reaching 73% in each of the past three years.
- Utah is continuing to implement the bench card to improve the quality of hearings developed by the CIP, which supports permanency and stability for children.

Statewide Data Indicators – Placement Stability

Despite seeing an improvement in CFSR Item 4 scores, the Statewide Data Indicator for Placement Stability and internal data shows an unwanted upward trend. Utah's performance of 6.27 in the February 2025 Utah Data Profile is above the desired national performance standard of 4.48 moves/1,000 days in care.

Statewide Data Indicators – Permanency Data from 12, 12-23, and 24+ Months

Utah continues to do well on the three national measures for permanency. The February 2025 Data Profile shows that timeliness of achieving permanency for children within 12 months is at 46.4% (above the national performance measure of 35.2%), 12-23 months is at 61.7% (above the national performance measure of 43.8%), and 24+ months is at 35.8% (statistically no different than the national performance measure of 37.3%).

Statewide Data Indicators – Re-entry to Foster Care within 12 months

The February 2025 Data Profile indicates that the percentage of children who entered foster care and were subsequently discharged from care within 12 months to reunification, living with a relative, or living with a guardian (including guardianship or custody to a foster parent or other non-relative), then re-entered foster care within 12 months is 7.1%. Utah's performance is statistically no different from national performance measure of 5.6%.

Permanency Outcome 2: Continuity of Family Relationships and Connections is Preserved for Children

Permanency Outcome 2 Current Performance Data

Item 7: Placement with Siblings

- Item 7, Placement with siblings, saw an increase from 94% in 2023 to 97% in 2024.
- Utah statute supports placing sibling groups together in foster care by allowing foster care licensing variances to accommodate large sibling groups, even if there is already an unrelated child in the home and placing biological siblings together when one or more of the siblings have been adopted by the family being considered for placement.

Item 8: Visiting with Parents and Siblings in Foster Care

- Item 8, Visiting with Parents and Siblings in Foster Care, saw an increase from 71% in 2023 to 78% in 2024.
- DCFS created and has implemented a visitation module in the CANS-based Utah Family and Children Engagement Tool (UFACET) to assess the quality of parent-child interactions and parents' attendance and demonstration of parenting skills during visits.

Item 9: Preserving Connection

- Item 9, Preserving Connection, saw an increase from 73% in 2023 to 76% in 2024.
- DCFS policies support preserving connections for children in foster care, when possible and desirable, including connections to extended family members, community, school, medical providers, religious organizations, tribes, and friends. One role of the Child and Family Team is to discuss the child's connections and how to best support those connections.

Item 10: Relative Placement

- Item 10, Relative Placement, saw an increase from 79% in 2023 to 82% in 2024.
- DCFS remains proactive in working with its kinship teams to improve efforts to locate kin and assist frontline caseworkers with engaging kin. Identifying and locating kin with whom children may be placed is a high priority. Each of Utah's five regions has positions dedicated to assisting with the kinship process.

Item 11: Relationship of Child in Care with Parents

- Item 11, Relationship of Child in Care with Parents, saw an increase from 58% in 2023 to 70% in 2024.
- DCFS policy requires staff to notify parents of medical appointments, school meetings, and other activities in the child's life and to encourage parents to attend activities in which the child participates. DCFS assists parents in addressing available transportation options to support attendance at these events.

Wellbeing Outcomes

Wellbeing Outcome 1: Families Have Enhanced Capacity to Provide for their Children's Needs

Wellbeing Outcome 1 Current Performance Data

Item 12: Needs and Services of Children, Parents, and Foster Parents

- Item 12, Needs and Services of Children, Parents, and Foster Parents, remained steady between 2023 and 2024 at 47%, as an overall score for this item.
- Utah utilizes its Practice Model as a foundation for caseworker skill development. The Practice Model focuses on five key areas of practice. These areas are engaging, teaming, assessing, planning, and intervening. The Practice Model key areas aligning with Item 12 include assessing and service delivery.

Item 12A: Needs assessment and services to children

- Performance on Item 12A, Needs Assessment and Services to Children, saw a decrease from 85% in 2023 to 79% in 2024.

- Practice Model training supports assessment and service activities, as indicated in Item 12 above. Annual caseworker UFACET recertification also supports needs assessments for children and guides case planning for services.

Item 12B: Needs assessment and services to parents

- Item 12b, Needs Assessment and Services to Parents, saw an increase from 47% in 2023 to 49% in 2024.
- Practice Model training supports assessment and service activities, as indicated in Item 12 above. Annual caseworker UFACET recertification also supports needs assessments for parents and guides case planning for services. The DCFS 2025 RBA Plan focuses on increasing parent engagement. Additionally, parent engagement is one of three primary goals in Utah's 2025-2029 CFSP.

Item 12C: Needs assessment and services to foster parents

- Item 12c, Needs Assessment and Services to Foster Parents, saw an increase from 76% in FFY 2023 to 82% in FFY 2024.
- Practice Model training supports assessment and service activities, as indicated in Item 12 above. Annual caseworker UFACET recertification also supports needs assessments for caregivers and guides case planning for services. DCFS is realigning roles for key staff to maximize support for foster parents and kin caregivers and have initiated work with child placing foster providers to ensure caregivers are receiving sufficient training and support.

Item 13: Child and Family Involvement in Case Planning

- Item 13, Child and Family Involvement in Case Planning, saw a decrease from 71% in 2023 to 56% in 2024, with children decreasing from 89% to 83%, mothers decreasing from 85% to 81%, and fathers decreasing from 68% to 52%.
- Utah utilizes its Practice Model as a foundation for caseworker skill development. The Practice Model key area aligning with Item 13 is planning. In addition, DCFS developed and provided training for a new child and family plan template in CCWIS in the past year. Utah has also collaborated with the Department of Corrections to

facilitate virtual involvement of incarcerated parents in child and family team meetings.

Item 14: Caseworker Visits with Child

- Item 14, Caseworker Visits with Child, saw an overall increase from 82% in FFY 2023 to 86% in FFY 2024. An increase in this item has consistently occurred in the last five years.
- Utah utilizes its Practice Model as a foundation for caseworker skill development. The Practice Model key area aligning with Item 14 is engaging. In the past year, DCFS updated its visitation guide to provide clarity to caseworkers on best practices for visits with children and parents.

Item 15: Caseworker Visits with Parents

- Item 15, Caseworker Visits with Parents, saw a decrease from 51% in 2023 to 45% in 2024.
- Utah utilizes its Practice Model as a foundation for caseworker skill development. The Practice Model key area aligning with Item 15 is engaging. Utah has also collaborated with the Department of Corrections to facilitate in-person and virtual caseworker meetings with incarcerated parents. In addition, DCFS updated its visitation guide to provide clarity to caseworkers on best practices for visits with children and parents and made changes to policy to require monthly face to face contact with parents who live outside of the county.

Wellbeing Outcome 2: Children receive appropriate services to meet their educational needs.

Wellbeing Outcome 2 Current Performance Data

Item 16: Educational Needs of the Child

- Item 16, Educational Needs of the Child, saw a decrease from 92% in 2023 to 73% in 2024. DCFS scored higher in educational needs assessment (82%) than in concerted efforts to address the child's educational needs through appropriate services (69%).

- Utah utilizes its Practice Model as a foundation for caseworker skill development. The Practice Model key areas aligning with Item are assessing and service delivery. Efforts were made to clarify roles and provide training for caseworker to address student needs for an Individualized Educational Plan (IEP) and to improve collaboration between schools, providers, and DCFS, to ensure timely school enrollment and support for students in care.

Wellbeing Outcome 3: Children receive adequate services to meet their physical and mental health needs.

Wellbeing Outcome 3 Current Performance Data

Item 17: Physical Health of Child

- Item 17, Physical Health of the Child, has remained steady with a score of 92% in 2023 and 91% 2024.
- DCFS has continued to utilize co-located Fostering Healthy Children (FHC) program nurses assigned to foster children to ensure that physical and mental health needs of foster children are met, to regularly review with foster parents children's treatment, including prescribed medication, and to assess children's health status.

Item 18: Mental/Behavioral Health of Child

- Performance on Item 18, Mental/Behavioral Health of Child, saw a decrease from 64% in 2023 to 50% in 2024.
- DCFS has collaborated extensively to address mental health services for youth with behaviorally complex needs. DCFS region representatives also meet quarterly with local mental health service providers to communicate needs and address barriers to service provision, particularly regarding gaps in services in rural areas. The Utah Psychotropic Oversight Panel (UPOP) has continued to oversee psychotropic medications for Utah foster children.

Systemic Factors

Systemic Factor 1: Statewide Information System

Systemic Factor 1 Current Performance Data

Item 19: Statewide Information System

- Item 19 was rated as a strength in CFSR Round 3 and continues to be a strength.
- In March 2025, Classic SAFE, Utah’s original SACWIS System, was retired. Current plans are to retire a second legacy system, DCFS WebSAFE, in 2026. This will leave DCFS SAFE, Utah’s Comprehensive Child Welfare Information System (CCWIS) as the sole information system. DCFS is continuing to address data-sharing needs, including required data exchanges, and is continuing its work to improve accurate and timely data entry. DCFS has converted to cloud-based QuickSight, for data reporting and analysis.

Systemic Factor 2: Case Review System

Systemic Factor 2 Current Performance Data

Item 20: Written Case Plan

- Item 20 was rated as a strength in CFSR Round 3 and continues to be a strength.
- DCFS uses the UFACET and child and family team meetings to assess needs and inform development of the written case plan. The DCFS CCWIS system includes a child and family plan template that ensures required elements are included in each plan. Teaming has been added to the CFSR+ process to assess if workers are engaging with parents and children in the planning process.

Item 21: Periodic Reviews

- Item 21 was rated as a strength in CFSR Round 3 and continues to be a strength.
- In Utah, child welfare court reviews are held quarterly, and some cases are monitored more frequently. Recently, an evaluation was completed of the quality hearing bench card, designed to encourage more parent and child engagement at

court hearings and reviews, as well as discussions about safety, parent and sibling visitation, and permanency goals. Findings show that the bench card has been impactful. The courts and DCFS will continue to encourage use of the bench card to ensure quality hearings.

Item 22: Permanency Hearings

- Item 22 was rated as a strength in CFSR Round 3 and continues to be a strength.
- Permanency hearings are generally held every six months and include an in-depth review of progress toward permanency goals. The quality hearing bench card also supports this item.

Item 23: Termination of Parental Rights

- Item 23 was rated as a strength in CFSR Round 3 and continues to be a strength.
- During SFY 2024, there were 250 cases identified for termination of parental rights. Of the 250 cases, 69% of TPR petitions were filed and a pre-trial was scheduled within 45 calendar days, with the most common reason for delay being stipulation of parties.

Item 24: Notice of Hearings and Reviews to Caregivers

- Item 24 was rated as an area needing improvement in CFSR Round 3 and continues to be an area needing improvement.
- Utah continues to struggle with having a systematic mechanism in place to ensure that foster parents, pre-adoptive parents, and relative caregivers of children in foster care are notified of and have a right to be heard in any review or hearing held with respect to the child. SFY 2024 stakeholder interviews found that alternate caregivers are having mixed experiences with judges providing opportunities to be heard

Systemic Factor 3: Quality Assurance System

Systemic Factor 3 Current Performance Data

Item 25: Quality Assurance System

- Item 25 was rated as a strength in CFSR Round 3 and continues to be a strength.
- Utah is continuing QA system components, the CFSR+ case review process, data analysis, stakeholder interviews, regional level QA processes, and state-led CFSR Round 4 preparation. Also see APSR section IV. *Quality Assurance System* for a summary of Utah's CQI/QA system.

Systemic Factor 4: Staff and Provider Training

Systemic Factor 4 Current Performance Data

Item 26: Initial Staff Training

- Item 26 was rated as a strength in CFSR Round 3 and continues to be a strength.
- Practice Model continues to be the foundation in-person training for new caseworkers, which focuses on five key areas of practice: engaging, teaming, assessing, planning, and intervening. DCFS is continuing to use a Learning Management System that provides tracking of new-hire and ongoing training for all staff.

Item 27: Ongoing Staff Training

- Item 27 was rated as needing improvement in CFSR Round 3. DCFS believes that this item would be a strength, if reviewed today, based on improvements made in the last five years.
- DCFS is continuing to use a Learning Management System that provides tracking of new-hire and ongoing training for all staff. DCFS has also implemented its curriculum for training leaders in supervising roles, Leadership Empowerment and Development (LEAD). LEAD provides training in 10 modules, focused on essential skills and practice for effective supervision in child welfare.

Item 28: Foster and Adoptive Parent Training

- Item 28 was rated as a strength in CFSR Round 3 and continues to be a strength.
- DCFS continues to contract for training of foster and adoptive parents. Numerous training courses are available to foster and adoptive parents that address the skills and knowledge base needed to carry out their duties. For additional information, see the *Foster and Adoptive Parent Diligent Recruitment Plan*.

Systemic Factor 5: Service Array and Resource Development

Systemic Factor 5 Current Performance Data

Item 29: Array of Services

- Item 29 was rated as an areas needing improvement in CFSR Round 3. These items continue to be challenging for DCFS.
- DCFS, in partnership with DHHS, has made concerted efforts to expand the array of evidence-informed and evidence-based services and programs for children, youth, and families involved with DCFS, including kinship caregivers. Examples of services that have been developed or expanded include the intensive care coordination program, stabilization mobile response program, primary prevention education expansion, kinship navigator services, in-home adaptive parenting, Functional Family Therapy, Parent Child Interaction Therapy, Families First-Utah Youth Village, SafeCare, and Systematic Training for Effective Parenting. Despite these efforts, challenges still exist related to access and availability, including wait lists, particularly in rural areas.

Item 30: Individualizing Services

- Item 30 was rated as an area needing improvement in CFSR Round 3. This item continues to be challenging for DCFS.
- Utah's Practice Model and policies are the foundation for individualization of services to meet the needs of children and families. Established processes, such as CFTMs, support caseworkers' efforts to tailor services. DCFS, in partnership with DHHS, has made concerted efforts to establish support resources for service access,

such as the independent assessment team, integrated support team, and intensive care coordination program to assist with identifying services specific to a client's needs. Despite these efforts, challenges still exist related to access and availability, which affects individualization of services.

Systemic Factor 6: Agency Responsiveness to the Community

Systemic Factor 6 Current Performance Data

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

- Item 31 was rated as a strength in CFSR Round 3 and continues to be a strength.
- Stakeholder interviews show that DCFS continues to be very responsive to community needs and participate in many committees and community collaborations. DCFS has good relationships with local law enforcement agencies and Children Justice Centers (CJC), community non-profits, and Utah Tribes, and federal agencies, such as the Social Security Administration and Head Start.

Item 32: Coordination of CFSP Services with Other Federal Programs

- Item 32 was rated as a strength in CFSR Round 3 and continues to be a strength.
- DCFS coordinates with a variety of other agencies that provide services and benefits through other federal or federally assisted programs serving the same populations, including Temporary Assistance to Needy Families (TANF), Early Intervention Programs, Head Start Programs, Medicaid, the Division of Services for Persons with Disabilities, WIOA, the State Offices of Education, Housing Services, the Office of Substance Use and Mental Health, and Women, Infants and Children. DCFS also coordinates with federal agencies, such as the Children's Bureau, Family Violence Prevention and Services Administration, and the Social Security Administration.

Systemic Factor 7: Foster and Adoptive Parent Licensing, Recruitment, and Retention

Systemic Factor 7 Current Performance Data

Item 33: Standards Applied Equally

- Item 33 was rated as a strength in CFSR Round 3 and continues to be a strength.
- In Utah, standards are applied equally to all licensed or approved foster family homes, child-placing agencies, and childcare institutions. The DHHS Division of Licensing and Background Checks, Office of Licensing (OL), is responsible for ensuring that approved foster family homes and childcare institutions comply with state standards.

Item 34: Requirements for Criminal Background Checks

- Item 34 was rated as a strength in CFSR Round 3 and continues to be a strength for foster family homes. In Utah's Title IV-E Foster Care Eligibility Review, it was determined that application of Utah's law and rules for background screening was not sufficient to meet federal requirements for childcare institutions.
- Background screening processes will continue as currently specified in state laws and rules. Utah requested approval from the Children's Bureau for an alternate methodology for background screening for childcare institutions, but it was not approved. Next steps are being analyzed. In the meantime, Title IV-E claiming for childcare institutions and QRTPs has been discontinued.

Item 35: Diligent Recruitment of Foster and Adoptive Homes

- Item 35 was rated as a strength in CFSR Round 3 and continues to be a strength.
- DCFS currently contracts with Utah Foster Care to provide diligent recruitment of foster and adoptive families who reflect the Utah children for whom foster and adoptive homes are needed. The contract for this service is currently in the bid process and a new contract is expected to begin on July 1, 2025.

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

- Item 36 was rated as an area needing improvement in CFSR Round 3. Utah is confident that this area would now be rated as a strength, as is evidenced by NEICE and internal data.

The ICPC team will continue to process ICPC requests in a timely manner and assist caseworkers with the ICPC process. In addition, DCFS continues to contract with Wendy's Wonderful Kids with the Dave Thomas Foundation for assistance in facilitating adoption placements, including those across regions or out of state.

III. PLAN FOR ENACTING THE STATE’S VISION AND PROGRESS MADE TO IMPROVE OUTCOMES

Goals, Objectives, and Measures

GOAL #1: Parent Engagement – DCFS will increase and improve the quality of parent and alternate-caregiver engagement in all areas of child welfare involvement, including prevention.

No changes were made to Goal #1 or to the objectives associated with this goal. Outcome measures for this goal have informed CQI/QA efforts.

Objective 1.1. DCFS will increase and improve the quality of its prevention-focused parent engagement efforts by Utah’s Community Based Child Abuse Prevention-funded (CBCAP) and Children’s Trust Account (CTA)-funded community prevention programs with mothers, fathers, and alternate primary caregivers.

Objective 1.1. Measures and Benchmarks/Timetables:

1.1.a. # of parents who engage in the receipt of Utah’s CBCAP- and CTA-funded community prevention program services during each SFY. Other sub-objectives are still in progress.

Individuals Served Through the Child Abuse Prevention Program CFSP Measure 1.1.a.							
	Children	Children with Disability	Adults	Adults with Disability	Families Served	Total Clients	Total Clients with Disability
SFY 2023 Baseline Data							
CBCAP	642	80	577	143	479	1,219	223
CTA	4,040	81	3,782	61	3,719	7,822	142
TOTAL	4,682	161	4,359	204	4,198	9,041	365
SFY 2024							
CBCAP	1,316	128	1,192	164	914	2,508	292
CTA	32,719	158	32,511	86	32,291	65,230	244
TOTAL	34,035	286	33,703	250	33,205	67,738	536

Objective 1.2. DCFS will increase and improve the quality of early parent engagement through the continued implementation and refinement of FAM on CPS cases.

Objective 1.2. Measures and Benchmarks/Timetables:

1.2.a. For each annual reporting period, report the cumulative total # of FAM meetings and the cumulative total # of mothers and fathers who participated in the FAM meetings, since the launch of FAM on August 1, 2021.

Cumulative Number of FAM Meetings			
<i>Measure 1.2a</i>			
SFY Year	Fam Meetings	Mothers	Fathers
2022-2024 ¹	347	312	234
2025	Pending	Pending	Pending
<i>NOTE: ¹Baseline data includes SFYs 2022-2024.</i>			

Objective 1.3. During CFSP years one and two, DCFS will analyze its state level infrastructure associated with caseworker engagement of mothers, fathers, and alternate primary caregivers to identify and address opportunities for system-level improvement or barriers.

Objective 1.3. Process Measures and Benchmarks/Timetables:

1.3.a. State level infrastructure assessment associated with caseworker engagement of mothers, fathers, and alternate primary caregivers is complete by July 1, 2026, including identification of system-level improvement or barriers that must be addressed.

During FFY 2025, the DCFS CQI/Practice Improvement Administrator completed an initial analysis. Components of parent and caregiver engagement infrastructure analysis and actions taken include meeting with DCFS leadership and stakeholders to review data and discuss barriers and options; review existing statute, rules, and practice guidelines; review caseworker training and hiring practices; and initiate process to specify staff competencies.

Additional measures for this objective include CFSR Item 15, caseworker visits with mothers and fathers, engagement of mothers and fathers in needs assessment and in case planning, and child and family team meeting participation.

Goal #2: Kin-first Culture - DCFS will formalize a kin-first culture in all areas of child welfare involvement.

No changes were made to Goal #2 or to the objectives associated with this goal. Outcome measures for this goal have informed CQI/QA efforts.

Objective 2.1. During CFSP years one and two, DCFS will (1) define what a kin-first culture means, (2) identify desired components of Utah’s kin-first culture, (3) analyze the state level infrastructure needed for existing kin-first culture components, and (4) assess readiness for new kin-first culture components. Measures for this goal will be reported in 2026.

Objective 2.2. DCFS will continue implementing FAM throughout the state.

Objective 2.2. Measures and Benchmarks/Timetables:

DCFS has 28 office locations; there are now 21 DCFS offices across the state in urban and rural areas that are actively engaged at varying degrees of using the FAM process with a total of 9 staff. Through 2025, 478 FAM meetings have been held. 84% of participants agreed that it was “helpful to bring the family together to address the situation.”

Cumulative Number of FAM Participants by Relationship to Child		
FAM Participants by Relationship to Child	SFY	
	2022-2024 ¹	2025 ²
Child/Youth	323	631
Mother	312	552
Father	234	428
Stepparent	35	97
Adult Sibling	66	119
Grandparents	620	1,043
Aunt, Uncle, or Cousin	746	1,193
Family Friend or Neighbor		607
Other		222
TOTAL Family Participants	2,336	4,892

NOTE: ¹Baseline data year includes SFYs 2022-2024. ¹Baseline includes SFYs 2022-2024. ²SFY 2025 data is current; however, due to a minor reporting lag, SFY 2025 data may experience an increase. If so, the SFY 2025 data will be adjusted in next year’s report. ³These groups were counted from FAM’s inception in 2022, but the data was inadvertently not included in the baseline data and is now represented in the cumulative totals, beginning with 2025 data.

Objective 2.3. DCFS will continue to contract for kinship navigator services statewide through the Children’s Service Society of Utah’s GrandFamilies Program.

DCFS has contracted with the CSS GrandFamilies Program for both Title IV-E and Title IV-B subpart 2 Kinship Navigator Services. In the past year, 100% of clients responding to a CSS survey indicated that kinship navigator services were helpful.

GrandFamilies Kinship Navigator Program			
SFY	New Families	Adults	Children
2023 ¹	184	304	345
2024	251	421	447

Goal #3: DCFS will successfully address the strategies and objectives of its annual Results Based Accountability Plan.

No changes were made to Goal #3 or to the objectives associated with this goal. See Attachment F for details on the RBA plan and progress measures. Outcome measures for this goal have informed CQI/QA efforts.

Staff Training, Technical Assistance, and Evaluation

- The Child Welfare Institute held in March 2025 included training for caseworkers specific to parent engagement and kinship culture, both of which are goals in the CFSP.
- Technical assistance was provided to the state office and regional staff in the development of tactics for the implementation of the Results Based Accountability plan, which also included local efforts for parent and caregiver engagement, kin culture, and staff support.
- In the coming year, planned training and technical assistance activities include a safety summit to address safety assessment and planning throughout child welfare cases, a child welfare institute for child welfare employees statewide to address critical topics and continuing technical assistance for RBA work.
- DCFS has continued its partnership with local universities on several research projects related to the CFSP, including a kinship navigator program study of GrandFamilies, evaluation of SafeCare as a part of Utah’s Title IV-E Prevention Plan, and evaluation of Utah’s FFSA family-based substance use residential treatment program. Each of these projects will continue in the coming year.

IV. QUALITY ASSURANCE SYSTEM

Enhancements in Continuous Quality Improvement (CQI)/Quality Assurance (QA) Capacity and Onsite Review Instrument

- Utah has continued utilizing the CFSR+ Qualitative Case Review (QCR) process, which is a hybrid tool created from a combination of the CFSR Onsite Review Instrument (OSRI) and the elements of teaming and satisfaction from Utah's former QCR process. Region staff appreciate use of a single CQI tool and the tool's focus on agency "concerted efforts" in evaluating performance. The CFSR+ process efforts are helping DCFS better prepare for CFSR Round 4.
- The DHHS RBA process has also enhanced CQI/QA efforts. DCFS' RBA plan includes key strategies, tactics, and indicators related to DCFS priorities and key areas of practice and aligns with CFSR+ areas needing improvement and serve as a CQI/QA of primary priorities, projects, and practice.
- DCFS CQI staff also collaborating with other states and jurisdictions as part of the national child welfare CQI/QA community. Projects and areas of focus in the next year include new AFCARS submission requirements and preparation for Round 4 of the CFSR.

CCWIS Enhancements and Updates Used to Support CQI/QA

- Utah is updating its child welfare data information system from a Statewide Automated Child Welfare Information System (SACWIS) to a Comprehensive Child Welfare Information System (CCWIS), achieving the goal of moving from the main frame system this year. This effort has created opportunities to improve data reporting through cloud-based business intelligence solutions.
- CCWIS Data Quality Plan and Biennial Review strategies align with ongoing CQI/QA activities. The new user experience includes dashboards with user interactions, dynamic visualization, assorted graphic visualizations, hierarchies, pivot tables, and basic tables. New reports are being developed to show status, performance, and outcome data and data quality tools are being updated, built on the AFCARS 2020 requirements. The data quality reports for the National Child Abuse and Neglect

Data System (NCANDS) and National Youth in Transition Database (NYTD) are also being updated in the new platform. CCWIS Data Quality Plan and Biennial Review strategies align with ongoing CQI/QA activities.

Case Review Instruments and Preparation for State-Led Review for CFSR Round Four

- The federal Onsite Review Instrument (OSRI) is the foundational instrument in the state's CFSR+ QCR process. The OSRI instrument and instructions guide reviewers in their information-gathering on items necessary to complete CFSR+ case review. Information gathered from case-specific interviews of key informants and a review of the case record is entered into the Online Monitoring System.
- Utah also utilizes its own tool for the Case Process Review (CPR), which measures compliance with State policy and statute and federal law.
- The findings of two key QA processes, the CFSR+ and CPR, are reported annually to key oversight stakeholders, including the Child Welfare Legislative Oversight Panel (CWLOP), Utah's Court Improvement Program (CIP), the statewide Child Welfare Improvement Council (CWIC), and regional Quality Improvement Committees, who provide oversight and make recommendations for system improvement to DCFS. Many members participate in the reviews, which strengthens their involvement in the CQI process.
- DCFS is in the early stages of development in the Statewide Assessment and is taking steps to prepare for a state-led CFSR-Round 4.

V. SERVICE DESCRIPTION

Stephanie Tubbs Jones Child Welfare Services Program (Title IV-B, Part 1)

No significant changes have been made since submission of the CFSP in child welfare services offered. These services include prevention, child protective services, in-home services, foster care and reunification services, kinship care, transition to adult living, adoption and guardianship services, and domestic violence services. The estimated number of individuals and families served is reported in the CFS-101, along with the estimated funding, populations, and geographic areas.

Services and Data for Children Adopted from Other Countries

No changes have been made to services available to children adopted from other countries since submission of the CFSP.

Children Adopted from Other Countries Who Entered Foster Care ¹				
FFY	Placement Agency	Country of Origin	Reason for Disruption/Dissolution	Status/Plan for the Child
2020	Private adoption	Unknown	Ungovernable	Reunification
2020	LDS Adoption Services	Ethiopia	Adoptive Failure Non-State	Guardianship (non-relative)
2021 ²	None			
2022 ²	None			
2023 ²	None			
2024	Amharic adoption agency	Ethiopia	Parent Condition/Absence	Reunification
2024	Amharic adoption agency	Ethiopia	Parent Condition/Absence	Reunification

NOTE: ¹ Each row represents one child. ² No children with foreign adoptions entered foster care.

Services for Children under the Age of Five

- DCFS strives to reduce the length of time that young children under age five are in foster care and without a permanent family. Efforts are made to reunify children with their parents as early as is safe for the child. While workers provide

reunification services, they also identify a concurrent permanency goal, which includes efforts to identify a permanent family for the child if reunification is not successful.

- To attain permanency for a child under five whose parents' rights have been terminated and for whom a permanent family has not been identified, the caseworker, assisted by the placement committee seek permanency through kin, current caregivers, foster-to-adopt families, the Adoption Exchange and AdoptUSKids website.
- In the past year, a higher percentage of children have had a goal of reunification. The average time for reunification has remained steady, while adoption and custody to a guardian relative have increased slightly.

Permanency Goal for Children Under Five in Foster Care on the Last Day of the Federal Fiscal Year										
Permanency Goal	FFY 2020		FFY 2021		FFY 2022		FFY 2023		FFY 2024	
	Count	Percent								
Reunification	253	56.1%	312	56.8%	390	67.7%	287	62.3%	317	69.7%
Adoption	197	43.7%	236	43.0%	183	31.8%	160	34.7%	125	27.5%
Guardianship (relative)	1	0.2%	1	0.2%	3	0.5%	14	3.0%	10	2.2%
Guardianship (non-relative) ¹	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.9%
TOTAL Children Under Five	451		549		576		461		455	
NOTE: ¹ Guardianship with a non-relative is not a permanency goal for children under five, thus the count and percent for this category is listed as zero.										

Permanency for Children Under Age Five Percent Exiting by Permanency Reason and Average Months in Custody										
FFY	Reunification		Adoption		Custody Guardianship to a Relative		Custody Guardianship to a Non-Relative		Other	
	Percent	Average Months	Percent	Average Months	Percent	Percent	Percent	Average Months	Percent	Average Months
2020	42.4%	10	40.2%	15	13.2%	6	0.4%	9	3.8%	1
2021	43.2%	10	39.3%	17	12.7%	8	0.3%	2	4.5%	2
2022	40.6%	10	47.3%	18	8.2%	7	0.0%	N/A	3.8%	1
2023	45.0%	10	36.7%	18	13.9%	9	0.9%	18	3.5%	3
2024	46.6%	10	32.2%	19	11.3%	9	0.6%	10	9.4%	5
5-Year Average		10		17.4		8		10		2

- DCFS seeks to actively address the developmental needs of all vulnerable children under age 5 who are receiving Title IV-E or Title IV-B in-home, foster care, or community-based services through timely assessment of developmental needs through the Utah Children and Families Engagement Tool (UFACET) and the ASQ and the ASQ-Social Emotional (ASQ-SE). These assessments guide case planning and referrals for additional services from community providers.

Efforts to Track and Prevent Child Maltreatment Deaths

Steps to Compile Complete and Accurate Information on Child Maltreatment Deaths Reported to National Child Abuse and Neglect Data System

- DCFS obtains information on child maltreatment deaths through a variety of sources, such as CCWIS records, DHHS Certificates of Death for all children between the ages of birth and 21 years who die in Utah, the Office of the Medical Examiner, and the Office of Vital Records and Statistics.
- DCFS does not have a process for capturing and reporting child maltreatment fatalities in instances where there are no surviving siblings and/or no history with the agency. However, when DCFS is made aware of such a child fatality, the fatality information is added to the agency file so that it can be appropriately reported to the NCANDS.

- A DHHS Fatality Review Coordinator regularly follows up with the Medical Examiner’s Office and law enforcement on fatalities in which the cause of death was pending a final report from the Medical Examiner or there was an ongoing investigation by law enforcement. The coordinator will notify DCFS if confirmation is obtained that a prior death was due to maltreatment, and this information is reported in the agency file as part of the NCANDS submission.

Steps to Develop and Implement a Comprehensive Statewide Plan to Prevent Child Maltreatment Fatalities

- Efforts have continued to implement the state’s plan to prevent child maltreatment, as specified in the CFSP. To prevent accidental or unintentional deaths, DCFS has continued to provide families with lockboxes for ammunition and medication, gun locks, and pack n’ plays for parents of newborns. CPS workers also complete a safe sleep assessment for all infants in the home and educate parents on safe sleep. DCFS staff also regularly conduct suicide screeners during the first home visit and in conjunction with UFACET every six months, or whenever there is a concern.

Mary Lee Allen Promoting Safe and Stable Families Program
(Title IV-B, Subpart 2)

Promoting Safe and Stable Families (PSSF) Service Descriptions

No significant changes have occurred in plans for the use of PSSF services since submission of the CFSP.

- Family Preservation Services funding continue to be used for services such as parenting skills, behavioral and mental health services, transportation and concrete supports to help parents to safely care for their children in the home as well as to help stabilize families with children who have returned home from foster care.
- Family Support Services funding continues to be used for parenting skills services, including Families First-Utah Youth Village and In-Home Adaptive Parenting Services.
- Family Reunification Services funding continues to be used to support reunification services for children in foster care or who have left foster care, such as mental

health or counseling services, substance use services, parent skills training, transportation, and peer parent services.

- Adoption Promotion and Support Services funding is utilized to support families adopting children from foster care, and may include such things as parent skills training, mental health services, concrete support, respite care, and other special needs.

As noted above, the estimated number of individuals and families served is reported in the CFS-101, along with the estimated funding, populations, and geographic areas.

Distribution of Promoting Safe and Stable Family Funding

DCFS plans to spend at least 20% of the FFY 2026 award in each of the four PSSF categories. For FFY 2023, the plan was also to spend at least 20% of the award in each of the four PSSF categories. The actual amounts were very close to the planned expenditures with family preservation being just over 40%, family support and family reunification each at 20%, and adoption promotion and support being about 19%.

Populations at the Greatest Risk of Maltreatment

DCFS has continued to use the qualitative and quantitative data specified in the Child and Family Services Plan to track needs of specific populations and to adapt its services provided to children and families. Utah's review of the data showed that the populations identified as most vulnerable to maltreatment in the CFSP have not significantly changed in the last year. Service efforts have continued as specified in the plan, with focus this year to expand evidence-based services for families with children under age five and to strengthen relationships and service availability to tribes.

Kinship Navigator Funding Title IV-B, Subpart 2

- DCFS contracts with the Children's Service Society of Utah (CSS) to provide kinship navigator services under both Title IV-B subpart 2 and Title IV-E. Kinship navigator funds have been used for services to sites operating the evidence-based Foster Kinship Navigator model under Title IV-E and one county continuing to use the CSS developed Grandfamilies model under Title IV-B subpart 2.

- DCFS has contracted with the University of Utah College of Social Work Social Research Institute to evaluate the GrandFamilies kinship navigator program model. This evaluation is being paid for with Title IV-B Part 2 Kinship Navigator funds and state general funds. Every effort has been made to have the study design meet the rigor required by the Clearinghouse.
- Kin caregivers are made aware of kinship navigator programs through a variety of methods, such as CSS outreach, DCFS referrals, 211 phone and online, word of mouth by kin caregivers and community providers, and through the CSS GrandFamilies website at <https://cssutah.org/services/kinship-care/>.
- In its annual 2024 report, CSS reported providing kinship navigator services to 251 new families, which included 421 adults and 447 children. They also assisted 319 persons in obtaining guardianship, providing 18 support groups to 171 adults and children, hosting 102 friend-to-friend events for 780 adults and 1327 children, and providing outreach, advocacy, and clinical services to kin families.

Monthly Caseworker Visit Formula Grants and Standards for Caseworker Visits

- In the past year, Monthly Caseworker Visit grant funds were primarily used to strengthen caseworker capacity and practice through the Child Welfare Institute, a statewide conference held in March 2025.
- During FFY 2024, Utah met the performance standards for monthly caseworker visits to foster children, with 98.1% of visits completed and 99.8% of visits occurring in the home. Existing practice requiring monthly visits will continue in the coming year.

Other Grants and Requirement Coordinated through the CFSP/APSR

Adoption and Legal Guardianship Incentive Payments

- In the past year, Adoption and Legal Guardianship Incentive Payment funds were used for staff training, expanding capacity for PSSF allowable services, infrastructure

for telehealth services, kin search and adoption finding activities, and for foster care maintenance payments for children who are not Title IV-E eligible.

- In the next year, Adoption and Legal Guardianship Incentive Payment funds are planned to be used for PSSF allowable services, telehealth infrastructure, and foster care maintenance payments for children in foster care who are not Title IV-E eligible.
- A challenge with this funding is the variability in availability and amounts from year to year, which makes it difficult to plan for use for ongoing services.

Adoption Savings, Methodology, and Expenditures

- This year adoption savings were used for costs allowable under Title IV-E or Title IV-B of the Social Security Act, particularly services and activities to support children being safely remaining in the home, including post-adoption services. Services funded with adoption savings this year include evidence-based in-home parent skills training, mental health services for children and parents who are not Medicaid eligible, and temporary, intensive, out of home post-adoptive care for adoptive children to help stabilize the child and support parents in caring for their children. Savings were also used for foster care maintenance costs for children that are not Title IV-E eligible.
- The same types of services will be provided with adoption savings in the next year.
- Utah has saved over \$14.5 million in adoption savings, and of that savings, there were no unspent funds as of September 30, 2024.
- Generally, Utah has not experienced barriers or challenges when allocating or spending adoption savings. Each year, an estimate of expected savings is prepared, and planned expenditures are budgeted based on that estimate. To the extent feasible, adoption savings are expended during the state fiscal year in which the savings occur. Any funds not spent during the current state fiscal year are rolled forward and budgeted in the subsequent fiscal year.
- Utah is continuing its use of an alternate approved Adoption Savings Methodology, submitted previously.

Family First Prevention Services Act Transition Grants (FFTA)

- Family First Transition Act Grant funds were used to support the transition to FFPSA. Funds were used to help pay for initial provider training and coaching for evidence-based Title IV-E prevention plan services, including Functional Family Therapy, Parent Child Interaction Therapy, Motivational Interviewing, and SafeCare; to support evaluation costs for Title IV-E kinship navigator services; and to help prospective QRTP programs to become accredited.
- In addition to the costs listed above, the funds were used for foster care maintenance costs for children in foster care that were not eligible for Title IV-E, as was allowable under the waiver. The children served were under age 18 and placed by the courts into the custody of DCFS or JJYS, due to an inability to safely remain in the home.
- \$3,957,600 in FFTA funds were used to support costs previously covered under the waiver, specifically foster care services for children that were not Title IV-E eligible. State general funds will be used to cover these expenses for children that are not Title IV-E eligible in the future.
- All FFTA funds will be spent by September 30, 2025.

Family First Transition Act Funding Certainty Grant

- Funding certainty grant (FCG) funds were not used to implement FFPSA. They have been used for costs allowable under Title IV-B and Title IV-E.
- FCG funds were used for developing and implementing the Family Action Model (FAM), a modification of Family Group Decision Making. FAM provides upfront supports to better engage families receiving child welfare services to help reduce entry into foster care. See Goal #1 above, Objective 1.2, for details of families served through the FAM program.
- FCG funds were used for foster care maintenance costs for children in foster care that were not eligible for Title IV-E, as was allowable under the waiver. The children served were under age 18 and placed by the courts into the custody of DCFS or JJYS,

due to an inability to safely remain in the home.

\$2,801,200 in FCG funds were used to support costs previously covered under the waiver, specifically foster care maintenance and foster care administrative costs for children that were not Title IV-E eligible. State general funds will be used to cover these expenses for children that are not Title IV-E eligible in the future.

- All FCG funds will be spent by September 30, 2026.

V. JOHN H. CHAFEE FOSTER CARE PROGRAM FOR SUCCESSFUL TRANSITION TO ADULTHOOD

Description of Program Design and Delivery

- Transition to Adult Living (TAL) services delivered to youth who have experienced foster care at age 14 or older are provided throughout the state. There have been no significant changes or additions in services provided since submission of the CFSP. Transitional services for youth in foster care focus on building skills related to career and education, financial management, daily life, health, communication, and making meaningful connections with a caring adult. Aftercare services are offered for youth up to age 23, offering support and services to complement their own efforts to achieve self-sufficiency.
- Youth and young adults continue to be involved in implementation of the Chafee program, as described in the CSFP. This include a program coordinator with lived experience and support of a Youth Advisory Council (YAC) whose voice informs program activities, agency leadership, and presents to caseworkers, foster parents, and the community at local and national conferences and events.
- NYTD reports are used to inform stakeholders about barriers youth face when they exit foster care. The reports are shared annually with the YAC, the Child Welfare Improvement Council (CWIC), new CIP employees during onboarding training, other relevant statewide training, community partners, and other stakeholders.

Serving Youth across the State

- Chafee services are available statewide, as described in the CFSP, through coordinators in each of the five DCFS regions. Regions have flexibility to develop and provide services that are specific to the needs of the youth in their areas.
- Youth who were in foster care from other states may receive Chafee services through the region coordinator in the geographic area in which they reside.

Serving Youth of Various Ages and Stages of Achieving Independence

- As described in Utah's CFSP, the state's Milestone Guidelines are used to ensure that youth have the skills needed to transition successfully to adulthood at a level equivalent to the youth's age and ability. Incentives are provided to support the completion of activities.
- Annual Milestone Guidelines training is provided to TAL caseworkers, supervisors and coordinators, and to community partners including judges, Court Appointed Special Advocates, Utah Board of Education Youth in Custody mentors, and other partners upon request.

Collaboration with Other Private and Public Agencies

DCFS continues to involve the public and private sectors in helping youth in foster care achieve independence, as described in the CFSP. The Chafee administration has continued as a member of a multi-agency collaboration, which addresses issues related to human trafficking. In addition, significant collaborative efforts have taken place to develop protocols and support for youth in care that are undocumented and seeking legal status, and to address homelessness. Collaboration has also continued with the University of Utah First Star Academy, the Department of Workforce Services (DWS) for Education and Training Vouchers (ETV), Supplemental Nutrition Assistance Program (SNAP), and employment, Medicaid, substance abuse and mental health, the Department of Public Safety Driver License Division, and JJYS.

Determining Eligibility for Benefits and Services

- No changes have been made since submission of the CFSP in the criteria for determining eligibility for benefits and services. All foster youth ages 14 and older automatically qualify for Chafee programs and services. Former foster youth who live out of state or who move to Utah from out of state are also provided services through the Chafee program. Utah is a reciprocal state and collaborates with other states to ensure Chafee support is received.

- The Chafee program collaborates with the Workforce Innovation and Opportunities Act (WIOA) program to ensure that youth are eligible for and able to obtain the ETV vouchers. All eligible youth have access to the same ETV funds, based upon their educational need. There is no current waiting list for services or funding.

Education and Training Vouchers Program

- There have been no significant changes or additions to ETV services provided since the CFSP was submitted. ETV continues to be an important support for former foster youth to achieve educational and career goals beyond high school.
- The service continues to be administered through DWS, which is the state WIOA agency. During the past year, the Chafee administrator met regularly with DCFS TAL coordinators and DWS to identify strengths and barriers to the ETV enrollment process.
- See Attachment J for the number of youth and young adults who received ETV awards in the 2023-2024 and 2024-2025 school years.

VI. CONSULTATION AND COORDINATION BETWEEN STATES AND TRIBES

Gathering Input from the Tribes

- The DHHS Office of American Indian Alaska Native Health and Family Services (DHHS) is the primary point of contact with Utah Tribes. The Director and ICWA Liaison lead efforts to create reciprocal and collaborative relationships with Tribes and Tribal organizations and frequently engage DCFS state and local leadership in meetings with tribes. In the past year, DHHS engaged with all eight of the federally recognized tribes in Utah for child welfare related purposes in virtual and in-person meetings:
 - October 2023, In Person – Uintah Ute Tribal Council Business Committee. Requested DCFS access to child victims who are not tribal members but live on the reservation. Amendments to the IGA to grant this request are in process.
 - November 2023, In Person - Ute Family Services. Provided introductions on roles.
 - December 2023, In Person – Navajo Nation Department of Justice Peacemaking Conference. Provided overview of Peacemaking Program.
 - February 2024, In Person – San Juan Southern Paiute Tribe. Included Utah Commission on Criminal and Juvenile Justice Safe at Home Program Manager, the Utah State University Education Liaison, and the University of Utah Director of Indigenous Social Work Scholars. Programs shared information on available services.
 - May 2024, In Person - State Agency Liaison Meeting was held by the Utah Division of Indian Affairs (UDIA), attended by Utah’ eight federally recognized Tribes. Preparation for annual reports.
 - June 2024, In Person –Utah Native American Summit. Attendees included Utah’s Governor, Lieutenant Governor, and representatives from by Utah’ eight federally recognized Tribes. Annual report presented by ICWA liaison.
 - August 2024, In person –47th National Child Welfare Law Conference, National Association of Council for Children attendees. ICWA was included as a conference session.
 - September 2024, In person –Navajo Nation Division for Children and Family Services Tri-state (Arizona, New Mexico, and Utah) Collaboration Meeting.

DCFS and JJYS leadership also attended. Intergovernmental Agreements (IGA) were discussed.

- October 2024, In person and virtual –2024 ICWA Conference, University of Utah College of Law.
- Quarterly meetings focus on include:
 - Navajo Nation ICWA Department and DCFS ICWA Case Staffing, including tribal and DHHS, DCFS region staff, GALs, and AAGs.
 - Uintah Ute Tribe Quarterly Collaboration Meeting, including Ute Family Services staff, DHHS, and DCFS region staff.
 - Paiute Tribe Quarterly Staffing, including tribal and DCFS regional staff.
 - UDIA Tribal Leaders Meeting, including tribal leaders and DHHS staff.

Ongoing Coordination and Collaboration

- Utah will continue ongoing coordination and collaboration with tribes as described in the CFSP. The DHHS Office of American Indian Alaska Native Health and Family Services (DHHS), including the Director and ICWA Liaison, as well as DCFS state office and regional leadership will participate in both in-person and virtual meetings based on availability and interest of Tribes. The most important barriers to coordination is sustaining relationships, particularly due to changes in Utah’s Tribes leadership. Focus will continue on building relationships with Tribal leaders and educating and coordinating on services to children and families.

Update on Roles and Responsibilities

- No substantial changes have been made since submission of the FFY 2025-2029 CFSP on the arrangements jointly developed with tribes as to roles and responsibilities for providing child welfare services and the protections delineated in section 422(b)(8) of the Act to Tribal children, whether under state or tribal jurisdiction. Some discussions for changes are underway.
 - A revision to the Ute Tribe IGA is in final review, addressing the needed DCFS response on the Ute reservation, with DCFS being permitted to enter the reservation when it cannot reach Tribal leaders or Ute Family Service.
 - The Navajo Nation has requested a change to its contract with DCFS to expand use of the contract to prevention services, in addition to the current provisions for the Nation to provide CPS services to children residing in the Utah strip.

State Measures to Comply with ICWA

- No significant changes have been made in the process for monitoring ICWA compliance specified in the CFSP. The DHHS ICWA Liaison continues to be responsible for monitoring DCFS compliance with ICWA through reviewing cases in each region, assessing responses to questions reviewers ask during CFSR+, and consulting with Utah Tribes to identify any areas of ICWA compliance that may need to be addressed.
- An update in SAFE functionality was completed in 2024 to allow ICWA workers to flag and retrieve reports on Native American Children to whom ICWA applies. Work has also been initiated with the CIP to address new ICWA reporting requirements in federal regulations. In addition, ICWA resource website and a toolkit on ICWA cases for caseworkers was completed.
- Training for DCFS staff is an important component to supporting compliance with ICWA. An interactive online training for ICWA was released in 2024, which includes verification of worker competency. In addition, three virtual and in-person ICWA training sessions were held in the Salt Lake Valley region to educate new caseworkers. Workers are also invited to attend the annual ICWA conference, which was held on October 18, 2024.
- Quarterly in person meetings were held with the DHHS ICWA Liaison and DCFS Region ICWA Specialists to address ICWA best practice, ICWA-compliance related issues, and Tribal concerns.
- DCFS continues to contract with Utah Foster Care (UFC) for recruitment and retention of foster parents. UFC has a Native American Specialist that actively seeks Native American foster families. As of January 1, 2025, Utah had 15 licensed Native American foster families.

Eligibility for Chafee and ETV Benefits and Services

- The DHHS Office of American Indian Alaska Native Health and Family Services has been the lead for consultations with the eight federally recognized tribes in Utah. The Adolescent Services Program Administrator has begun coordination with this office to more effectively address Chafee and ETV services for each tribe. The DHHS

ICWA Liaison will be extending an invitation to tribal child welfare program staff for a monthly meeting, which will create a regular opportunity for DCFS Program Administrators and local TAL coordinators to share information on available services, such as Chafee, ETV, prevention and domestic violence.

- In the past year, coordination for Chafee and ETV services have primarily been discussed in local level staffing meetings between Tribes and DCFS. For example, in the Navajo Nation ICWA Department and DCFS ICWA Case Staffing, an Eastern Region supervisor presented information regarding TAL/ETV services to meeting attendees. Also, the Adolescent Program Administrator is coordinating with the DHHS ICWA Liaison to be added to the Uintah Ute Tribe Quarterly Collaboration Meeting.
- Any services available under the Chafee/TAL program or ETV program are available to Indian children residing within the borders of the state. DCFS Region TAL coordinators serve as the access point for Chafee services for youth residing in the region, including Indian children. DWS is the access point for ETV services. 2024 TAL consultation efforts with Tribes have resulted in an increase in Tribal youth participation in TAL services from two youth from one Tribe receiving financial incentives and financial assistance payments in FFY 2023 to 18 youth from six Tribes in FFY 2024.
 - One youth from the Blackfoot Tribe participated in TAL milestone classes and activities and was a member of the Salt Lake Valley (SLV) Region YAC, receiving incentive payments.
 - From the Navajo Nation, 10 youth participated in TAL services through attending milestone classes and activities, receiving incentive payments; two youth received transitional living needs payments to assist them in their preparation for independent living; and one aftercare youth received financial support for stabilization of housing.
 - One youth from the Northern Arapaho Tribe participated in the Eastern Region YAC and the State YAC, receiving incentive payments.
 - One youth from the Ute Tribe of the Uintah and Ouray participated in TAL services through attending milestone classes and activities, receiving incentive payments.
 - One aftercare youth from the Paiute Tribe received financial support for stabilization of housing.

- One aftercare youth from the Apache Tribe received financial support for stabilization of housing.
- No Tribe has requested to develop an agreement to administer, supervise, or oversee the Chafee or an ETV program with respect to eligible Indian children or to receive an appropriate portion of the state's allotment for administration or supervision.

Exchange of Documents

The DHHS ICWA Liaison continues to be responsible for providing copies of the APSR and CFSP to Utah's Tribes. Tribes can also access plans and reports on the DCFS website at dcfs.utah.gov/reports.

VII. CAPTA STATE PLAN REQUIREMENTS AND UPDATES

Changes to State Law or Regulations

The State Attorney General's Office completed its review of changes in state law, including laws related to the prevention of child abuse and neglect, and determined there were no changes that affect the state's eligibility for the Child Abuse Prevention and Treatment Act (CAPTA) State Grant.

See Attachment H. *State Attorney General's Letter, CAPTA Review* and Attachment I. *2025 Utah Legislative Session Statutes Applicable to CPS*.

Significant Changes from the State's Previously Approved CAPTA Plan in How Funds will Support 14 Program Areas

Except as noted below, CAPTA funds will be used for the same purposes specified in the previously approved plan to improve the child protective services system under CAPTA Section 106(a). Program administrators funded by CAPTA will adapt efforts based on changes indicated below:

Completed Goal:

Program Area #1: Intake, assessment, screening, and investigation.

- 1.1 DCFS will conduct mandatory in-person Structured Decision Making (SDM0 training for all frontline staff.

Added Goals:

Program Area #1: Intake, assessment, screening, and investigation.

- 1.2 Provide mandatory in-person Safety Planning training for all frontline staff.
- 1.4 Enhance internal tools and trainings for Intake and CPS teams through job shadowing; flowcharts, decision trees, and educational materials to facilitate intake information gathering and decision-making; and a comprehensive Intake data dashboard.
- 1.5 Enhance Intake's external tools for the community through improving the DCFS website for reporting child abuse and neglect and the online reporting form.
- 1.6 Improve standardization of the Intake QA process.

How CAPTA Grant Funds Were Used to Support Program Purposes

During FFY 2024, CAPTA grant funds were used to improve and support Utah's CPS system as follows:

- Salaries for CPS Program Administrator, Intake Program Administrator, and Intake staff.
- Training for CPS and Intake program staff.
- Support for the CPS Citizen Review Panels (CWIC and QICs).
- Medical consultation for CPS caseworkers to improve child abuse and neglect determinations.
- Technical assistance for FAM program development and implementation.
- Pass through funding to the State Office of the Attorney General to support nurses at Children's Justice Center facilities that provide medical examinations.

CPS Citizen Review Panel Annual Report

See Attachment G. *CPS Citizen Review Panel Annual Report, Calendar Year 2024.*

Addressing Needs of Infants Affected by Illegal Substances or with Fetal Alcohol Spectrum Disorder

- No changes were made in the past year to the state's policies and procedures for addressing the needs of infants affected by illegal substances or with fetal alcohol spectrum disorder. DCFS has continued implementation of the policy to refer pregnant women with substance use disorder that did not meet criteria for a DCFS investigation to the Office of Substance Use and Mental Health (OSUMH).
- The CAPTA state grant is supporting plans of safe care for substance-exposed infants and affected family or caregivers by funding staff capacity to collaborate with partners in developing the plans of safe care processes, identify health care entities to operate through, train child welfare staff, and support prevention strategies currently in use prior to birth events.
 - Plans of safe care are primarily developed through DCFS caseworkers after referrals are received for substance-exposed infants.

- If referrals are received prior to the birth of a child, families are deferred to OSUMH so that local providers can offer services to pregnant women who have a substance use disorder.
- In the past year, safety plan training has also been provided to DCFS staff statewide, which includes information about working with substance-exposed infants and affected family members of caregivers.
- Program administrators for DCFS have collaborated with numerous partners to find ways to support plans of safe care for substance-exposed infants and affected family or caregivers.
 - DCFS, OSUMH, Family Health Services, Maternal and Infant Health Program, including the Utah Women and Newborn Quality Collaborative, Utah Home Visiting Program, and other groups from DHHS continue to work together regarding programs and services available to children and their parents, particularly for substance use disorder prevention and treatment.
 - Collaboration has expanded outside of DHHS to include local mental-health authorities, substance-use authorities, health departments, hospitals, physician groups and other private providers to engage in development of a plan of safe care response and to access wrap around services for families. This includes collaboration with the Substance Use in Pregnancy Recovery Addiction Dependence (SUPeRAD) Clinic at the University of Utah; the Recovery Doula program, 211 resource help line, and the newly formed Peripartum Addiction Treatment and Healing (PATH) clinic that is being piloted at select locations within Intermountain Healthcare, one of Utah's largest hospital systems.
- DCFS' current process for plans of safe care is centered around children and families involved in child welfare due to referrals for substance-exposed infants or referral for substance use concerns prior to birth.
 - When ongoing services are provided voluntarily or through court order, DCFS caseworkers establish plans with families to address child safety and challenges related to substance use or other concerns.
 - If referrals are received prior to a child's birth, families are referred to OSUMH so that local providers can offer services to pregnant women who have a substance use disorder, including the provision of a plan of safe care.

- Challenges in implementation of the plan of safe care provisions have continued. Despite extensive efforts to collaborate with public and private partners and to reach out to health care providers serving this population, it has become clear that several organizations operate their own services, as envisioned under the plan of safe care, with their own funding. These organizations have denied requests to participate in a formalized plan of safe care process under CAPTA. Models from other states have been reviewed and additional means of expanding plan of safe care beyond child welfare continue to be explored, such as the Tree of Life and Recovery Doula programs. With its partners, DCFS is working to ensure services are available and gaps are eliminated. Efforts are ongoing and will continue to expand as funding, programs, and opportunities for service connections grow.
- DCFS believes it is effectively in compliance with Sections 106(b)(2)(B)(ii) and (iii) of CAPTA and does not expect to require any federal technical assistance to improve current practice.

Statistical and Supporting Information

CAPTA Annual State Data Report

Information on Child Protective Services Workforce Education, Qualifications, and Training Requirements

In SFY 2024, Governor Spencer Cox discontinued mandatory educational requirements for the purpose of hiring in Utah, allowing experience to be utilized for the purpose of determining qualifications for positions. CPS caseworkers generally have a bachelor's degree in social work or a related field but may also be hired based on commensurate experience in working with children and families.

All new caseworkers must complete practice model training at the start of employment, which includes child protective services. Caseworkers must also complete 20 hours of training annually. Supervisors are generally hired from within the existing agency caseworker pool, based on their experience and satisfactory work.

Child Protective Services Personnel Demographic Information

The two tables below contain demographic information for the DCFS child protective services workforce, including Intake and CPS caseworkers and supervisors for FFYs 2020-2024.

Child Protective Services Workforce Gender Demographics (Intake and CPS Caseworkers and Supervisors)										
	FFY 2020		FFY 2021		FFY 2022		FFY 2023		FFY 2024	
Gender	Number	Percent								
Female	413	78.10%	429	78.30%	413	78.10%	429	78.30%	461	83.4%
Male	116	21.90%	119	21.70%	116	21.90%	119	21.70%	92	16.6%
TOTAL	529		548		529		548		553	

Child Protective Services Workforce Race Demographics (Intake and CPS Caseworkers and Supervisors)										
	FFY 2020		FFY 2021		FFY 2022		FFY 2023		FFY 2024	
Race	Count	Percent								
American Indian or Alaska Native	3	0.60%	4	0.70%	3	0.60%	4	0.70%	1	0.2%
Asian	6	1.1.0%	6	1.1.0%	6	1.1.0%	6	1.1.0%	6	1.1.%
Black or African American	4	0.80%	5	0.90%	4	0.80%	5	0.90%	6	1.1.%
Hispanic or Latino Origin	46	8.70%	50	9.10%	46	8.70%	50	9.10%	67	12.1%
Multiracial	9	1.70%	8	1.50%	9	1.70%	8	1.50%	15	2.7%
Native Hawaiian or Other Pacific Islander	8	1.50%	7	1.30%	8	1.50%	7	1.30%	6	1.1.%
Unknown, Declined to Disclose	41	7.80%	43	7.80%	41	7.80%	43	7.80%	55	9.9%
White	412	77.90%	425	77.60%	412	77.90%	425	77.60%	397	71.8%
TOTAL ¹	529		548		529		548		553	
Average Age:	39		39		40		38			

NOTE: Total Percent may not equal 100%, due to rounding.

CPS Caseload Data for CPS Workers and Supervisors

The table below reflects caseload information for CPS caseworkers who are considered full-time, having at least eight open cases on the first day of each month during FFY 2024.

CPS Workers with Eight or More Open Cases on the First Day of Month in Each Month of FFY 2024												
Cases Open on the First Day of the Month	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024	Aug 2024	Sep 2024
Total Number of Open Cases	2169	2305	2411	2234	2215	2222	2316	2221	2195	1768	1781	2135
Number of Cases Open to Caseworkers with 8 or More Open Cases	1677	1854	1899	1731	1773	1738	1762	1770	1780	1217	1257	1688
Caseworkers with 8 or More Open Cases	110	120	113	106	111	115	113	119	115	86	90	117
Supervisors of Caseworkers with 8 or More Open Cases	45	46	44	42	42	43	42	38	39	37	33	42
Average Open Cases per Worker	15	15	17	16	16	15	16	15	15	14	14	14
Average Open Cases per Supervisor	37	40	43	41	42	40	42	47	46	33	38	40
Maximum Open Cases to a Caseworker	34	36	46	38	38	41	39	35	40	47	29	29
Maximum Open Cases to a Supervisor	121	141	160	182	192	172	171	160	199	98	87	121

Juvenile Justice Transfers

In FFY 2024, 11 children (0.8%) under the care of Utah’s child protection system transferred to state juvenile justice system custody upon exit from DCFS custody. The source of the data is SAFE, Utah’s CCWIS System.

State Liaison Officer for CAPTA

The following individual is the State Liaison Officer for CAPTA and may be contacted regarding questions related to CAPTA or child abuse and neglect:

Daniel Rich
 Division of Child and Family Services
 195 North 1950 West
 Salt Lake City, UT 84116
 Phone: (801) 244-7848
 E-mail: djrich@utah.gov

VIII. FINANCIAL INFORMATION

Payment Limitation: Title IV-B, Subpart 1

DCFS does not use IV-B subpart 1 funding to pay for childcare, 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 2023. Therefore, DCFS has complied with the requirement not to spend more title IV-B subpart 1 funds in FFY 2023 for these purposes than it did in FFY 2005.

Likewise, since DCFS did not use federal IV-B, subpart 1 FFY 2023 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 2023 state match for foster care maintenance payments under Title IV-B subpart 1 did not exceed the amount of the FFY 2005 match.

The maximum amount of Title IV-B subpart 1 funds that will be claimed for administrative costs, as specified in section 422(c) of the Social Security Act, will be limited to 10%.

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.

The maximum amount of Title IV-B Part 2 funds that will be claimed for administrative costs, including caseworker visitation funds, will be limited to 10% as specified in section 434(d) of the Social Security Act.

FFY 2023 IV-B Subpart 2 - Payment Limit Non-Supplantation Requirements [45 CFR Parts 1357.15(F)]

DCFS will not use federal funds awarded under Title IV-B Part 2 to supplant federal or state funds for existing family support, family preservation, family reunification, or adoption support services based upon the SFY 1992 expenditures. See the table below.

IV-B Subpart 2 - Payment Limit Non-Supplantation Requirements

	State	Federal	Total	75% of SFY	State	Federal	Total	25% of SFY	FFY 1992
Homemaker Services	25,600	28,900	54,500	19,200	25,600	32,900	58,500	6,400	25,600
Family Preservation Services	139,800	150,900	290,700	104,850	125,600	86,300	211,900	31,400	136,250
In-home Services	52,400	46,500	98,900	39,300	57,000	13,800	70,800	14,250	53,550
Parenting Skill Services	8,500	25,600	34,100	6,375	14,200	19,900	34,100	3,550	9,925
Crisis Nursery Services	0	134,229	134,229	0	139,500	428,118	567,618	34,875	34,875
Subsidized Adoptions (non-IV-E)	139,200	294,500	433,700	104,400	54,776	347,615	402,391	13,694	118,094
Children's Trust Fund	350,000		350,000	0	350,000	0	350,000	0	350,000
Total	715,500	680,629	1,396,129	274,125	766,676	928,633	1,695,309	104,169	728,294
					State	Federal	Total		Total Expenditures FFY 2023
Homemaker Services (HHMK)					0	0	0		0
Family Preservation Services (PSSF)(HFFP)					279,022	837,067	1,116,089		1,116,089
In-home Services (HIHS)					189,248	567,743	756,991		756,991
Parenting Skill Services (FFS and PPC)					370,415	1,111,244	1,481,659		1,481,659
Crisis Nursery Services (HCSN)					2,318,111	579,528	2,897,639		2,897,639
Subsidized Adoptions (non-IV-E-HSAO)					3,396,031	0	3,396,031		3,396,031
Adoption Assistance (HSAN)					5,599	0	5,599		5,599
Children's Trust Fund (HNTE)					313,777	0	313,777		313,777
Total					6,872,203	3,095,582	9,967,784		9,967,784

Chafee Program

DHHS certifies that no more than 30% of allotted federal Chafee funds will be expended for room and board for youth who left foster care after the age of 18 and have not yet attained age 23. Utah operates an extended foster care program and has chosen to exercise the Chafee option to serve youth up to age 23.