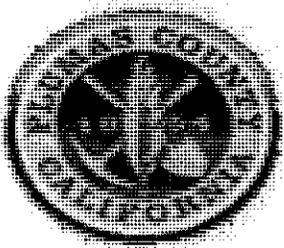


# **Plumas County System Improvement Plan 2011-2014**



# Amador County System Improvement Plan (SIP)

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## A. The SIP Narrative

### i. Process for Conducting the Plumas County System Improvement Plan

#### a. The SIP Planning Process and Team Membership

The Plumas County Department of Social Services (DSS) utilized the data and community feedback gathered from the following processes and activities for the purpose of developing the System Improvement Plan:

- Peer Quality Case Review (PQCR)
- County Self Assessment (CSA)
- SIP Planning Community Meeting

The PQCR and CSA executive summaries are provided in the Appendix section of this report.

The County's PQCR was conducted during the week of April 20-22, 2010, and the report was finalized on June 22, 2010. A diverse group of agency personnel, community partners and consumers participated in the PQCR process. Focus Groups/Interviews were conducted with the following agency and community representatives:

- Foster family agency foster parents
- CWS youth currently in foster care
- Probation youth currently in foster care
- Probation Supervisor
- CWS Supervisor

The County's CSA Community Meeting was held on September 24, 2010, and was attended by the following Community representatives, which included representatives from CAPIT/ CBCAP/PSSF partners for the purpose of integrated planning:

- Plumas County Department of Social Services/CPS
- Plumas County Probation
- Plumas County Health Department
- Plumas Children's Council (Child Abuse Prevention Council)
- Plumas Crisis Intervention Resource Center
- Environmental Alternatives Foster Family Agency
- Plumas Rural Services
- University of CA Cooperative Extension
- Mountain Circle Foster Family Agency
- Court Appointed Special Advocate Agency (CASA)
- Plumas Unified School District
- UC Davis Northern CA Training Academy
- Parent/Family Advocate

Finally, a SIP Planning Community Meeting was held on March 18, 2011, for the purpose of obtaining county agency, community partner and stakeholder input for SIP development. The following representatives attended this meeting:

- Plumas County Department of Social Services/CPS
- Plumas County Probation
- Plumas County Health Department
- Plumas Children's Council (Child Abuse Prevention Council)
- Plumas Crisis Intervention Resource Center
- Environmental Alternatives Foster Family Agency
- Parent/Family Advocate
- Resource Family
- Greenville Rancheria
- Plumas Rural Services
- Mountain Circle Foster Family Agency
- Court Appointed Special Advocate Agency (CASA)
- Plumas Unified School District
- UC Davis Northern CA Training Academy
- Parent/Family Advocate
- ILP Coordinator
- Healthy Touch Coordinator

Invitations to attend the SIP Planning Community Meeting were extended to the Plumas County Superior Court bench officers and youth served in the Child Welfare and Probation systems, but representatives were unable to attend. The PCQR processes did include participation from these key partners and stakeholders.

The SIP planning process has utilized the information gathered from each of the above described inclusive processes to identify the key outcome areas of focus for the System Improvement Plan.

### Data Sources

Data was acquired from the CWS Outcomes System Summary Reports published by UC Berkeley Center for Social Services Research (CSSR) and Safe Measures during the PQCR and CSA process and for the purposes of SIP planning.

Data Source Cite for CWS Outcomes System Summary Reports:

Needell, B., Webster, D., Armijo, M., Lee, S., Dawson, W., Magruder, J., Exel, M., Glasser, T., Williams, D., Simmerman, K., Simon, V., Putnam-Hornstein, E., Frerer, K., Cuccaro-Alamin, S., Winn, A., Lou, C., & Peng, C. (2009). *Child Welfare Service Reports for California* for Plumas County.

Retrieved from University of California at Berkeley Center for Social Services Research website.  
URL: [http://cssr.berkeley.edu/ucb\\_childwelfare](http://cssr.berkeley.edu/ucb_childwelfare)

Data Source Cite for SafeMeasures:

Children's Research Center Safe Measures Data, Plumas County CWS/CMS Reports from Children's Research Center website.  
URL: [www.safemeasures.org/ca](http://www.safemeasures.org/ca)

CWS Outcomes System Summary data was provided to the PQCR and CSA team members to assist in the development of system strengths and challenges. Q2 2010 data was used by the County in making the final decisions necessary to select the focus outcome areas for the SIP planning process. Additionally, as stated above, quantitative and qualitative information from the PQCR, CSA and SIP Planning Community meeting was also utilized to identify, select and prioritize the SIP focus outcome areas.

#### b. Decision Making

Decision making and the prioritization of selected outcome areas occurred after data and information was gathered from the above described collaborative processes that involved key agency and community partners and stakeholders. The CWS Program Manager, Juvenile Probation Supervisor and Plumas Children's Council Coordinator took the lead roles in the planning and drafting of the SIP. Discussion occurred at multiple levels and at different intervals with other team members and included consultation with California Department of Social Services staff representing the Outcomes and Accountability branch as well as the Office of Child Abuse Prevention (OCAP).

Child welfare outcome data, available local services and current performance of CPS and Probation were all considered in determining the plan for the next three years.

#### ii. Outcomes Identified for Improvement

A review of the Plumas County PQCR and CSA reports provided the County with key performance data and an analysis of system strengths and challenges that were reviewed and considered in the selection of SIP Focus Outcomes.

##### a. The Peer Quality Case Review (PQCR)

The PQCR, conducted in April, 2010, revealed areas in which improvement was indicated for **Child Welfare** children and youth related to Placement Stability, Measure C4.3. The data at the time of review indicated that 29% of the children and youth in care at least 24 months had stable placements in contrast to the National Standard of 41%.

The PQCR focus area selected for **Probation** was the agency's efforts related to the Aftercare/Transition to Adulthood for Youth Measure. This focus area was selected after a survey revealed that Probation youth in placement do not have a Health and Education Passport and youth transitioning from the Probation system are not provided with health and education information.

b. County Self Assessment (CSA)

The CSA was completed in March, 2011. This collaborative assessment and analysis of outcome performance indicated the child welfare areas needing improvement were as follows:

**Child Welfare Participation Rates: In care rate**

**Definition:** A point in time count of children in Child Welfare supervised foster care compared to the county child population.

Point in time data obtained for the Plumas CSA Report indicated that 62 children were in care under the supervisor of Child Welfare and 12 youth in care under the supervision of Probation which represents a 16.1% In Care Rate which is the highest of all counties in California.

**2B.2: Timely Response (10 day Response Compliance)**

**Definition:** Of all referrals requiring an immediate response, what percentage was responded to within 10-days.

The County's performance in this Safety outcome was found to be 86%, falling below the State Standard of 95%. Performance in this outcome area has fluctuated over time with improvement occurring for 10-day response at a steady pace since March, 2005, with the exception of a dip in performance between March, 2009, and March, 2010.

**C2.2 Median Time to Adoption (exit cohort) within 6 months -Federal Standard>27.3%**

**Definition:** The median stay (in months) for children discharged to adoption (Age 0 to 17 years).

The County's performance in this outcome measure was 37.4% which fell below the Federal Standard of 27.3%. This is a cohort area in which the

number of children that meet the measure definition is very small and there have been periods in which there have been no children in the cohort.

**C2.3 Adoption within 12 Months (17 months in care)-Federal Standard<22.3%**

**Definition:** The percentage of children in foster care for 17 continuous months or longer on the first day of the year, who were then adopted within 12 months. (Age 0 to 17 years)

The County's performance in this outcome area has consistently fallen below the National Standard since March, 2001. Q1 2010 data indicated that 11.1% of children in foster care for 17 continuous months or longer on the first day of the year were discharged to a finalized adoption by the last day of the year.

**C2.4 Legally Free within 6 Months (17 months in care)=Federal Standard >10.9**

**Definition:** Of all the children in foster care for 17 continuous months or longer and not legally free for adoption on the first day of the year, what percent became legally free within the next 6 months?

The County's performance in this outcome measure area for the September, 2009, report period was 0% of a possible 19 children. The County's performance in this outcome area has been inconsistent over time.

**C2.5 Adoption within 12 Months (Legally Free)-Federal Standard >53.7%**

**Definition:** Of all the children in foster care who became legally free for adoption during the year, what percent were then discharged to a finalized adoption in less than 12 months?

According to the Q1 2010 data report, 0% of a possible 9 children in foster care for 17 continuous months or longer on the first day of the year were discharged to a finalized adoption within 12 months which falls below the Federal Standard of 53.7%.

**C3.1 Exits to Permanency (24 Months in Care)-Federal Standard>29.1%**

**Definition:** Of all children in foster care for 24 months or longer on the first day of the year, what percent were discharged to a permanent home by the end of the year and prior to turning 18?

The County's performance in March, 2010, fell below the Federal Standard in that of the 19 children in this cohort, 3 or 15.8% were

discharged to a permanent home by the end of the year and prior to turning 18.

**C3.3 In Care 3 Years or Longer (Emancipated/Age 18)-Federal Standard <37.5%**

**Definition:** Of all children in foster care during the years who were either discharged to emancipation or turned 18 while still in care, what percent had been in foster care for 3 years or longer?

In March, 2010, 50% of the 6 children in this cohort had been in care 3 years or longer.

**C4. 1 Placement stability-Federal Standard>86%**

**Definition:** Of all children served in foster care during the year that were in foster care for at least 8 days, but not longer than 12 months, what percent had two or fewer placement settings?

The County's performance in this outcome measure was 84.4%, just slightly below the Federal Standard of 86%.

**C4. 2 Placement stability-Federal Standard>65.4%**

**Definition:** Of all children served in foster care during the year that were in foster care for at least 12 months, but not longer than 24 months, what percent had two or fewer placement settings?

The County's performance in this outcome measure area was 58.8%, which fell below the Federal Standard of 65.4%

**C4. 3 Placement stability-Federal Standard>41.8%**

**Definition:** Of all children served in foster care during the year that were in foster care for 24 months or longer, what percent had two or fewer placement settings?

The County's performance in this outcome measure area was 30.4%, which fell below the Federal Standard of 41.8%

c. Outcomes Selected for 2011-2014 SIP

The SIP Outcome selection was prioritized by reviewing outcome performance data over time and using the county agency, community partner and stakeholder feedback obtained through the PQCR, CSA and SIP Planning Community Meeting.

## **Child Welfare Selected SIP Outcome - In Care Rate**

*Rationale for Selection of In Care Rate:* This outcome measure was selected as a SIP area of focus because the County's In Care Rate of 16.1%, currently the highest of all counties in California, indicates there is a need for strengthening and building the capacity of the families in the community to care for their children safely. The collaborative SIP planning process provides an opportunity for county agencies and community partners to collaboratively plan and implement strategies to mobilize formal and informal resources and interventions that will support family development within the Plumas County community. This outcome measure is also selected because research indicates that strong prevention efforts, coupled with supports and services that enable families to build on their own strengths and capacities promotes the safety and health of children and youth which, in turn, has the potential to positively impact other Child Welfare safety, permanency and well-being measures.

*Improvement Targets or Goals for C1.4:* Q2 2010 data indicated that 16.1% of Plumas County children and youth are in care. The improvement target for this outcome area is 11.1%. This goal will be reviewed at the Annual SIP Update and revised if indicated.

## **Child Welfare Selected SIP Outcome-Permanency: Measure C4.1, 2 and 3, Placement Stability (8 days-12 months, 12-24 months, longer than 24 months)**

*Rationale for Selection of C4.1, .2 and .3:* Plumas County has not met this outcome area on a consistent basis for children and youth in placement. This is a critical outcome measure area because data shows that the longer a child/youth is in care and the more times a child moves, the likelihood that the child will achieve permanency is less. By focusing on this area of placement stability, it is anticipated that there will also be improvements in other permanency outcomes.

*Improvement Targets or Goals for C4.1:* The Federal Standard for this outcome area is >86%. Q2 2010 data indicates Plumas County's performance is 78.1%. The improvement target for this outcome area is 86%. This goal will be reviewed at the Annual SIP Update and revised if indicated.

*Improvement Target or Goal for C4.2:* The Federal Standard for this outcome area is >65.4%. Q2 2010 data indicates that Plumas County's performance is 58.8%. The improvement target for this outcome area is 65.4%. This goal will be reviewed at the Annual SIP Update and revised if indicated.

*Improvement Target for Goal C4.3:* The Federal Standard for this outcome area is 41.8%. Q2 2010 data indicates that Plumas County's performance is 30.4%. The improvement target for this outcome area is 41.8%.

**Child Welfare and Probation Selected SIP Outcome-Well-being: 8A Aftercare/Transition to Adulthood for Youth Measure**

*Rationale for Selection of Aftercare/Transition to Adulthood for Youth measure:* Child Welfare and Probation selected this outcome area as a focus area for improvement in the PQCR to ensure that older youth in foster care and group home care receive the necessary services, tools and support to successfully transition to adulthood. Child Welfare Exit Outcomes for Youth Aging Out of Foster Care summary data obtained from the CA Department of Social Services, Child Welfare Data Analysis Bureau report for the period April through June, 2010, indicates that Child Welfare supervised youth are doing well overall in this outcome area, although only 75% of youth exiting foster care have graduated from high school and only 25% have secured employment. Child Welfare will use the SIP planning process to support strategies that strengthen performance in these key area for older foster care youth over the next 3 years.

The outcome data for Probation supervised youth is not currently available through the report cited above. However, a review of Probation cases during the County PQCR process indicates that key health and education information is not provided to the caregivers of older youth in the system in the form of a Health and Education Passport, an indicator that improvement is needed in the area of providing youth and their caregivers with the information that is necessary to support the youth's transition from the foster care system. Probation views the SIP planning process as an opportunity to develop and implement systemic strategies to ensure that transition/aftercare services, supports and tools are provided to older youth in placement. It is expected that Probation will have the Child Welfare Exit Outcomes for Youth Aging Out of Foster Care summary data report available for Probation Supervised Youth within the next year and can use that report as a tool to assist in measuring performance improvements in this critical outcome area for older foster youth.

*Improvement Targets of Goals for 8A-Aftercare/Transition to Adulthood for Youth Measure :* The SIP goal for this target area is 100% for the following measure areas: Completed High School or Equivalency, Youth w/Housing Arrangement, Youth Received ILP Services, Youth with Permanency Connection. The SIP goal is 50% for the Obtained Employment measure area.

#### d. Literature Review

##### **Preventing Recurrence of Child Abuse and Neglect**

A summary of the review of literature titled *Predicting and Minimizing Reabuse* prepared by the Northern California Training Academy, The Center for Human Services, August, 2009, explored several issues related to foster care and child maltreatment: to examine the factors that predict repeated episodes of abuse or neglect, and to identify factors and practices that may limit the potential for the recurrence of maltreatment. This particular review is cited as the reduction of reabuse is instrumental in reducing the In Care Rate for children and youth. A summary of the findings follows.

Maltreatment of children is a major social welfare problem and public health concern. The long term consequences of maltreatment include poor developmental outcomes for children such as increased risk for anxiety, depression and aggressive behavior (Gilbert, et al, 2009). Despite being a great social concern and a topic of sustained research for 40 years, maltreatment is still not well understood. Issues related to prevalence, psychological and physical consequences, and risk factors are still in need of more intense empirical study.

Distinct factors at the level of child, parent, family and community were found to be influential in predicting future episodes of abuse and/or neglect. It was also learned that physical abuse, sexual abuse and neglect were found to have peculiar treatment issues related to each. Several practices and strategies related to lowered recurrence of maltreatment were considered in the course of the review and specific practices pointed to the importance of early intervention, the offering of voluntary services to unsubstantiated cases and the provision of substance abuse treatment as a means of reducing future abuse. The review also revealed that evidence pointed to the limited potential of parent or family therapy in affecting substantive and permanent change.

Two studies reviewed (Brook & Macdonald, 2009, Hindley, et al., 2006) identified reabuse factors from an ecological framework citing the following variables with causal influence on maltreatment:

- Child factors--age, gender, development. A number of studies found that younger children are more likely to experience recurrence of abuse, especially in a large family. Girls are found to be at more risk than boys, and the stress of providing for a child with disabilities can result in an increased prevalence of abuse or neglect.
- Family--Characteristics that may increase the prevalence of child abuse and neglect include parental substance abuse, the presence

of mental health issues, domestic violence, lack of parenting skills, financial stressors.

It was also noted that a major predictor of reabuse is time, and the probability of reabuse declines over time. It was also noted that some of the factors related to recurrence of abuse, such as parental substance abuse and parenting skills, respond to effective interventions; whereas, other broader factors such as neighborhood crime and poverty cannot be changed so easily.

As noted above, the type of abuse is also believed to have influence on the recurrence of maltreatment. Of the three types of abuse, physical, neglect and sexual abuse, sexual abuse was found to be the least likely to reoccur because of the intensive response and treatment associated with sexual abuse cases. The recurrence of neglect was found to be the most likely re-reported type of abuse.

Specific practices and techniques were identified as principles or interventions for minimizing the potential of reabuse:

- Emphasis on early intervention
- Voluntary services for unsubstantiated cases
- Substance abuse treatment
- Parental therapeutic intervention

It is important to note that a variety of therapeutic interventions and their impact on repeated neglect were studied but only Cognitive Behavior Therapy (CBT) was found to be effective in reducing the probability of abuse. This therapy focuses on the careful and rigorous examination of deeply rooted beliefs and behavior with the goal of changing them.

### **Placement Stability**

A summary of the review of literature titled *Placement Stability in Child Welfare Services: Issues, Concerns, Outcomes, and Future Directions* prepared by the Northern California Training Academy, The Center for Human Services, August, 2008, indicates the following:

It is important to minimize the number of changes children experience as multiple placements can have ramifications for a child or youth's development. Placement stability is important for children and youth to develop healthy, secure relationships. Youth who experience minimized placement changes are more likely to experience fewer school changes, less trauma and distress, less mental health and fewer behavioral problems and have increased probability for academic success.

Literature also indicates that the initial phases of placement are when children are at greatest risk for experiencing placement instability. The following factors are noted as impacting placement stability:

- Characteristics of the home and the presence and age of other foster and biological children
- Children's Characteristics, i.e., age, race/ethnicity, mental health and behavioral health
- Type of placement
- Foster parent characteristics
- Worker and agency characteristics
- Worker retention

The literature revealed the following key findings:

- Behavior problems, especially aggressive behavior, is a strong predictor of placement disruption.
- High rates of case turnover are related to increases in child placement disruption.
- Placement type is importantly related to placement stability.
- The first 6 months of initial placement is the greatest time in which children experience placement disruption.
- As the number of placements increases, the more likely it is that children will experience later placement disruptions.

Some key strategies for improving practices that will increase the probability for placement stability include these:

- Strong tracking and case planning to ensure that "foster drift" is avoided to achieve permanence
- Concurrent Planning
  - ✓ Expedites permanency and reduces time in foster care
- Early intervention when placement issues arise
- Increasing the availability and use of placement choice
  - ✓ It is essential that children are moved because of their identified needs, not because of unavailability of placements.
- Increasing multi-agency support
  - ✓ There is strong and conclusive evidence that providing support to foster parents (and kin) reduces the likelihood that placement disruption will occur.
- Provide support and training for foster parents.
- Provide placement specific services.
- Provide child specific services.
- Increase caseworker retention.

## Aftercare/Youth Transition to Adulthood

A summary of the review of literature titled *Transition to Independent Living* prepared by the Northern California Training Academy, The Center for Human Services, June, 2009, indicates the following:

Emancipating foster youth are some of the most vulnerable citizens in California. Overall, former foster youth have higher rates of high school drop-out, greater risk for being homeless upon exiting foster care at age 18, greater risk of hospitalization for injury, greater risk of juvenile justice or criminal involvement, and greater risk for mortality and morbidity. In addition, former foster youth are proportionately more likely to die from violence and accidents than non foster youth.

The research review also notes that, most often, youth leave foster care when they are reunited with their families, adopted or emancipated. Alternate routes of exiting foster care include running away, incarceration, entering a psychiatric hospital or death. The research reviewed also found that children experiencing a discharge between July 1, 1991, and December 31, 1992, who were at least 17 years old at exit, had spent at least 18 months in foster care and the majority of other types of exits in their study were attributable to running away or refusing services. Many of the exiting youth were likely to include special populations of foster youth that included those diagnosed with physical and mental health disabilities and dual status youth, youth involved in both the child welfare and juvenile justice systems, concluding that transition programs must start early to capture some of the most at-risk youth.

The research highlighted a study by Daining and DePanfilis (2007) that examined resilience factors for foster youth during the transition to adulthood and independent living. The following factors and characteristics identified were related to resilience during transition:

- Older, female
- Perceived lower level of stress
- High level of social support from friends and family
- Spiritual support

The study recommended that caseworkers make efforts to assist transitioning youth in identifying supportive relationships and maintaining these relationships during the transition to independent living.

The research overview also looked at a study (Naccarato & DeLorenzo, 2008) that examined placement issues that impact outcomes for transitioning youth and found a discrepancy between foster family agency

and group home placement on independent living outcomes. The study indicated it was likely that youth with more serious problems are placed in group homes and therefore would have poorer outcomes. That assumption was found to be true in a study by Chamberlin and Reid (1998) in which youth placed in foster homes had significantly more positive behavior changes and fewer short term negative outcomes than youth placed in group care leading to the implication that Independent Living programs targeted to youth in group homes should include services such as intensive mental health services to meet the needs of the most troubled youth.

The research overview included information from a study (Abrams, Shannon and Sangalang 2008) that specifically evaluated transition services for incarcerated youth, including dual status. The 6-week Transitional Living Program (TLP) was not found to reduce rates of recidivism one year after transition; their mixed-method study yielded noteworthy results. Qualitative analysis revealed that youth noted benefits of the TLP such as practical skills, positive relationships and cognitive-based refusal skills. However, the youth also noted that the TLP aftercare was non-existent, and they expressed a need for ongoing contact with, and support from, staff with whom they had a relationship with as well as ongoing assistance with housing, employment and education.

Recommendations for Independent Living Programs (ILPs) were made in the study by Naccarato and DeLorenzo (referenced above) and include the following:

- Develop and provide ILPs tailored to the needs of each youth with clear goals and outcomes.
- Provide aftercare services post-discharge, especially case management and crisis intervention.
- Collaborate with caregivers, other service providers and supports responsible for youth.
- Develop and maintain sufficient housing programs.
- Set high expectations for foster youth.
- Share information about effective ILP strategies and practices among ILP coordinators

No best practices were identified in the research overview summary as there has been a limited amount of research assessing ILPs. One promising practice that was highlighted in the overview was the use of mentors or advocates to promote success during the transition to independence. Additionally, several studies argued that youth need ILP services and should be involved in outlining their need for services long before they are ready to emancipate. The importance of tailoring ILPs to the needs of individual youth so that the plans are more closely matched

with the strengths and challenges of each youth was also mentioned in studies that were reviewed.

e. Summary of Current Activities in Place or Partially Implemented

In March, 2010, the Plumas County Department of Social Service (DSS) began the implementation of Family Team Conferencing in Child Welfare. The conference includes parents, family members, significant people in the lives of the family and providers who are currently working with or prior to a child's detention. The focus of the meeting is to identify the best placement option for the child through identification of relatives and non-related extended family members as well as addressing each child's health, educational and social needs. Information obtained from the conference is included in the Jurisdictional and/or Dispositional Report.

Child Welfare currently utilizes Treatment Team Meetings for families in the Family Reunification process and for children who are placed in care. Meetings occur on a monthly or as-needed basis to address compliance of the case plan, placement issues and factors unique within each case. The treatment team members can include CASA, mental health therapists, school officials, foster parents, FFA Social Workers and/or other providers who are involved in the case.

Child Welfare is currently using Structured Decision Making. The intent is to utilize these tools in all stages of referral and case management to improve assessments, to create greater consistency and to improve outcomes. The County is also in the process of utilizing Signs of Safety when working with families involved in the Court. By identifying safety issues, the intent is to address such issues and improve outcomes.

During the past three years, Child Welfare has utilized Differential Response. DSS collaborates with area providers who work together in coordinating case plan services. Collaboration with agencies occurs at the Family Team Meeting, Treatment Team Meetings and referrals to local resource centers for services in each community.

Data indicates that self-care measures positively influence staff retention, which in turn impact placement stability. DSS realizes the influence of self-care and has taken steps to implement self-care practices and education of self-help practices. These practices include a monthly lunch for staff to "de-stress" and allow a feeling of cohesiveness, time for processing stress in weekly staff meetings and participating in a yearly retreat. DSS has also held trainings on Secondary Trauma and Stress Reduction.

Child Welfare is vested in ensuring all families within the community can participate in Parenting Education. Currently, parenting education classes occur in all four areas of the county: Portola, Quincy, Greenville and Chester. The Department refers voluntary clients as well as those mandated to participate through the Court process. Teaching parents effective parenting skills can reduce the number of families who participate in the child welfare system as well allowing family members to learn parenting skills that will allow for the child's return and facilitate family reunification.

In October, 2008, the Plumas County Alcohol and Drug Department ceased operation. Since that time, the Department has contracted with Plumas County Mental Health for group drug and alcohol services. The GRIP (Getting Recovery Into Perspective) Group occurs weekly for a ten-week duration. The group can be repeated as needed and therapists from Mental Health are available for aftercare services. This group is limited to those parents involved in the Child Welfare System.

DSS contracts with the Plumas Crisis intervention Resource Center (PCIRC) who provides the Independent Living Skills Program. The Program is available to all foster youth, age 16-19, who are placed in Plumas County. The ILP Program offers monthly ILP classes at the local community college. Each youth is paired with a college youth as a mentor. The program provides information on varying topics. These topics include cooking, financial literacy, banking, housing, how to be a good tenant, resumé building, what to wear on a job interview, etiquette, etc. The program also engages guest speakers throughout the year from local community resources. The ILP Program was able to host the first annual Foster Youth Educational Summit in 2010, which was very successful. The event occurred at Grizzly Ranch in Portola, California, and encompassed a family camping theme. Foster parents were encouraged to participate and camp with their foster youth and engage in activities together as a family. Social Workers, CASA volunteers and other area partners also were in attendance. The event was facilitated through the UC Davis Training Academy. It is hoped that funding will be available to make this a yearly event.

Child Welfare currently utilizes THPP (Transitional Housing Placement Program) for youth who are 16 and older and remain Dependents of the Court. The county contracts with Environmental Alternatives and Mountain Circle Foster Family Agency for transitioning age services. The child remains in school while the THPP Host provides mentoring in cooking, shopping and other life skills. The child must be an active participant of the ILP Program as well as have weekly contact with the FFA Social Worker.

In 2009, Child Welfare implemented the THPP Plus Program. The Program allows foster children ages 18 to 21 to participate in a transitional

housing program for two years. During that time, the youth continues his/her education or participates in employment while continuing to work with the Independent Living Skills program in learning transitioning skills. DSS contracts with Mountain Circle Foster Family Agency and Environmental Alternatives, both of whom provide the needed services. In 2010, the DSS applied for two additional slots. Unfortunately, the application for two additional slots was not granted due to decreased funding.

DSS currently employs a part-time foster care nurse to address the health issues of foster children while in care. The foster care nurse is also responsible for ensuring each foster parent/relative caretaker is given a health and education binder which includes the health and education passport. This information is updated on a regular basis. Currently, wards that are placed through Probation, do not possess a health and education passport.

For several years, the practice of the Probation Department has been to staff a minor's needs and placement alternatives with the Probation Officer, the family, the mental health therapist and any other provider involved with the family. The purpose of this meeting is as identified in paragraph one of this section and similar to that of a Treatment Team Meeting. Once the ward is placed in the foster care system, the team further includes the minor and the placement agency social worker, therapist and other involved staff. They meet on a monthly basis. Family members are encouraged to, and often do, participate in treatment and strategizing discussions. They are also included in the development of the case plan. The case plan, and the TILPs for those minors sixteen years or older, are reviewed and updated every six months. Additionally, pertinent medical information is forwarded to the part-time foster care nurse located at the Department of Social Services. He has assisted in meeting the treatment needs of minors requiring some type of specialized care. Additionally, for continuity of care, those minors returning to the community and their parents' care have the same Probation Officer supervising their case for a minimum of six months or until their wardship is terminated.

Due to the closure of the County's Alcohol and Drug Department in 2008, the Probation Department has utilized substance abuse counseling services through Plumas Rural Services, as funding has allowed, although those services have been limited. In addition, the Probation Department purchased certificates for on-line education classes that are free of cost to those minors that are referred to the Probation Department. The classes are entitled Parent Wise, Alcohol-Wise JV, Marijuana 101 and Under the Influence. Minors may also be ordered to participate in these classes by the Juvenile Court. Those minors with significant substance abuse issues are

placed in out of county group homes specializing in substance abuse treatment given the limited resources available in this county.

Minors, and their families, that are referred to the Probation Department and handled informally or placed on some type of Court-ordered probation, are referred to local resources such as parenting classes, counseling, mentoring programs, etc. They may also have conditions of probation when appropriate including, but not limited to, random drug testing, curfew, home detention, search, academic controls, etc.

The Probation Department also utilizes the ILP program. For minors placed out of county, ILP services are initiated in the placement county. Most group homes utilized by the Probation Department offer employment training, college prep, money management, household skills, etc. Any necessary ILP follow-through is provided by the Plumas County ILP coordinator, working closely with the Probation Officer

Also incorporated in the needs and services plan provided to wards of the Juvenile Court is placement in a THPP program. The Probation Department is selective in the utilization of this program as a result of prior experience; however, at this time, the Department is placing wards in an excellent program offered through one of the local FFAs.

In 2010, the Probation Department implemented a pro-active, preventive program entitled "Girls Circle." This program services middle-school-aged girls and has been very successful thus far. It is a voluntary program but can be court-ordered, and in the first year of its implementation, approximately 35 girls county-wide participated weekly. This year, approximately 70 girls county-wide are participating in the program. The Probation Department is providing this program to thirteen girls who participated in the original group last year, through graduation, as a means of monitoring the program's success at reducing school referrals, law enforcement contact, and both personal and academic success. The Department attempted to initiate the same type of program for middle-school-aged boys; however, due to unforeseen circumstances, the program was unable to be implemented for the entire year. The goal is to re-establish the program in the schools during the 2011-2012 school year.

f. New Activities

The PQCR, CSA and SIP Community Meeting processes have identified several activities over the course of the next three years to achieve improvement in the identified focus outcomes area. Many of those key activities have been integrated into strategies and milestones in the Plumas County SIP Matrix and include the following: The identification of Individualized drug and alcohol treatment, training for relatives and non-

related extended family members, family finding efforts, parenting education for all parents who have children in care and services for transitioning youth.

In addition, the Probation Department will be utilizing the PACT assessment tool, a risk assessment tool that identifies a minor's criminogenic needs and will be utilized in the development of case plans. This tool is evidenced-based and all staff is required to attend training to learn how to use it properly and cohesively with the 15 other counties involved in what is called the Northern California Probation Consortium (NCPC). The Department is currently in the process of implementing the tool and intends to have an assessment of all juveniles on probation completed by the end of August 2011. However, the case plan is still in the development stage and will hopefully be accessible and implemented by the end of the physical year.

The Probation Department is also in the process of being trained to utilize the CMS/CWS system. This system will be helpful in the data entry of foster care placements, health and education information, etc. Once staff training is completed, the Department will be able to utilize this system and have all information input by the end of the physical year.

g. Integration Between CSA, PQCR, CWS/Probation Planning Process and CAPIT/CBCAP/PSSF Plan

The information gathered during the PQCR and CSA for Child Welfare and Probation was considered and integrated as appropriate with the CAPIT/CBCAP/PSSF plan for the upcoming three year SIP. The unmet Child Welfare needs will drive the funding over the next three years in Plumas County. The Plumas County Department of Social Services Director oversees the CAPIT/CBCAP/PSSF contracts that are administered through DSS.

The DSS has established policies and procedures for maintaining programmatic and fiscal oversight of all contract activity including the CAPIT/CBCAP/ PSSF funded programs. Contractors are monitored quarterly by the Program Manager. The internal monitoring activities include review of the required annual reports and onsite monitoring of appropriate program and financial documentation. The document is reviewed for the purpose of determining compliance with contract terms and conditions as well as applicable laws and regulations.

The Child Welfare Program Manager and the Children's Council Coordinator provide technical assistance as needed to the contractors to ensure effective program operation and tracking. If corrective action is required, the Program manager oversees a process that includes formally

identifying the compliance issues and providing timelines and review of corrected action.

Fiscal accountability of CAPIT/CBCAP/PSSF and funds are managed within the Plumas County Department of Social Services fiscal unit. The process involves a review of the monthly expenditures at the Children's Council meeting. Any discrepancies are brought to the attention of the Program Manager by the Children's Council Coordinator.

CAPIT/CBCAP/PSSF funded programs currently provide services to prevent families from coming into the child welfare and probation systems. These services include in-home visitation (CAPIT/PSSF), an after school program (CAPIT), family support and strengthening services using a "time bank" model (CAPIT) and prevention coordination, training and community outreach activities (CBCAP).

Future services funded by CAPIT/CBCAP/PSSF will support all community children, youth and families including biological families and relative caregivers. The services will support the focus areas of prevention and safety (In Care Rates), placement stability and aftercare for youth transitioning to adulthood. The SIP Matrix and Part II of the SIP Report provide additional information on the planned use of these funds over the next three years.

The Plumas County Department of Social Services is the fiscal and administrative intermediary for the CAPIT/CBCAP/PSSF prevention funding. The Plumas Children's Council (serving as the Child Abuse Prevention Council--CAPC) is the pass through agency via the Children's Trust Fund for the County's CAPIT/CBCAP/PSSF funding. The funding is used to contract with agencies that provide key prevention services in the county. A Request for Proposal (RFP) process was utilized to select these agencies that included a formal bid process followed by a review and selection process by an RFP evaluation committee that was composed of at least two individuals from an outside agency. The agreement for services was negotiated by the evaluation committee and received final approval from the Plumas County Board of Supervisors.

h. PQCR and CSA Summaries

Please see Attachment E for PQCR and CSA Executive Summaries.

i. Data Sources

The SIP Narrative contains data from the following data source:

Needell, B., Webster, D., Armijo, M., Lee, S., Dawson, W., Magruder, J., Exel, M., Glasser, T., Williams, D., Zimmerman, K., Simon, V., Putnam-Hornstein, E., Frerer,

K., Cuccaro-Alamin, S., Winn, A., Lou, C., & Peng, C. (2009). *Child Welfare Services Reports for California*. Retrieved [month, day, year], from University of California at Berkeley Center for Social Services Research website. URL: [http://cssr.berkeley.edu/ucb\\_childwelfare](http://cssr.berkeley.edu/ucb_childwelfare)

**California's Child and Family Services Review  
System Improvement Plan**

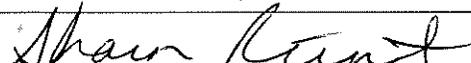
<b>County:</b>	Plumas
<b>Responsible County Child Welfare Agency:</b>	Plumas County Department of Social Services
<b>Period of Plan:</b>	April 22, 2011-April 21, 2014
<b>Period of Outcome Data:</b>	January 10, Quarter 2, 2010 Extract
<b>Date Submitted:</b>	

**County System Improvement Plan Contact Person**

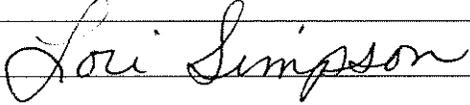
<b>Name:</b>	Leslie Mohawk
<b>Title:</b>	Program Manager
<b>Address:</b>	270 County Hospital Rd., Rm. 207
<b>Fax:</b>	(530) 283-6368
<b>Phone &amp; E-mail:</b>	(530) 283-6473 leslie.mohawk@cws.state.ca.us

**Submitted by each agency for the children under its care**

<b>Submitted by:</b>	<b>County Child Welfare Agency Director (Lead Agency)</b>
<b>Name:</b>	Elliott Smart, Director
<b>Signature:</b>	

<b>Submitted by:</b>	<b>County Chief Probation Officer</b>
<b>Name:</b>	Sharon Reinhart, Chief
<b>Signature:</b>	

**Board of Supervisors (BOS) Approval**

<b>BOS Approval Date:</b>	5-17-11
<b>Name:</b>	
<b>Signature:</b>	

## **i. CWS/Probation Narrative**

The PQCR, CSA findings and SIP Planning Community Meeting results were discussed and considered in the SIP planning process. The Executive Summary for the PQCR and CSA reports are attachments to this plan. In-Care Rates and Placement Stability have been identified as outcome areas of focus for Child Welfare in the SIP plan. Both Child Welfare and Probation have selected Aftercare/Transition to Adulthood for Youth as a shared area of focus. Strategies and milestones that support improved performance in these outcomes areas will be identified in the SIP Plan.

Data from the Center for Social Services Research, University of California at Berkeley website, was reviewed including the Composite Planner feature of the website that was used to compare the County's outcome performance to the National Standard. Plumas County has an In-Care Rate of 16.1%, which is currently the highest of all California counties. Plumas County has fallen below the National Standard in each of the Placement Stability composite areas, C4.1, C4.2 and C4.3. Child Welfare and Probation both strive to ensure improved outcomes in each of the Aftercare/Transition to Adulthood for Youth areas for all Plumas County youth in care.

A Literature Review of the three selected outcome areas was also considered and reviewed during the SIP planning process. The data from both noted sources was used to inform the needed strategies, rationales and milestones for the three year plan which is described in detail in the SIP Matrix.

The selected improvement goals parallel the intended outcomes of the State PIP in safety, permanence and well-being for all children/youth. Sustained and enhanced interventions to improve outcomes will be implemented throughout the continuing of care for children and youth supervised by Child Welfare and Probation. Strategies will be implemented toward the goal of improving performance in each focused outcome area.

The following activities and interventions were identified in the SIP planning process as potential strategies for achieving the focused outcome goals:

- **Prevention and Safety**
  - Aftercare services
  - Wraparound services
  - Differential Response
  - Safety and risk assessment process (Structured Decision Making--SDM)
  
- **Family engagement**
  - Family Strengths and Needs Assessment (FSNA)
  - Participatory Case Planning

- Family Group Meetings
- Visitation in home/in community
- Signs of Safety (SofS)
  
- Permanency
  - Family Finding
  - After Care and Transition Plan
  - Emancipation Conferences
  - Transportation
  - Local Housing
  - Support Services
  - Respite
  
- Placement Stability
  - Thorough assessment and matching of needs to resources
  - Use of SDM to identify needed services
  - Recruitment of foster homes in county
  - Foster parent and relative/NREFM training
  - Support and family activities
  - Crisis intervention and support
  - Participatory Case Planning
  - Increase relative placements
  - Increasing placement resources for Native American children and youth
  - CASA support and advocacy
  
- Aftercare/Transitions to Adulthood
  - After Care and Transition Plan
  - ILP Services
  - Emancipation Conferences
  - Transportation
  - Local Housing
  - Aftercare/Support Services
  - Health and Education Passport
  
- Community Connections and Support
  - Targeted advertising
  - Mandated Reporter Trainings
  - Community Public Service Announcements (PSA)
  - Improved information sharing between private and public partners throughout the continuum of care
  - Training of all partners regarding culture of poverty and rural lifestyles
  - Cross/training and orientation of all community partners
  - Semi-annual consortiums for community planning

Per the SIP Literature Review, the In-Care Rate, Placement Stability and successful Transition of Foster Youth to Adulthood are improved through strong community preventions programs; utilizing family engagement strategies; providing individualized, strength-based care plans and services; participatory case planning; keeping children and youth connected to their families and community and ensuring that youth emancipating from foster care have the tools and support necessary to be successful in adulthood. Many of the strategies identified above align with the services and practices that can be expected to improve permanency outcome performance and will be integrated into the CWS/Probation SIP Matrix.

ii. CWS/Probation Matrix

**Outcome/Systemic Factor: In-Care Rates**

**County's Current Performance:**

In Care Rates for a given year are computed by dividing the Point In Time count of children in child welfare supervised foster care by the child population and then multiplying by 1,000. Q2 2010 data indicates a 16.1% in care rate for Plumas County. The improvement target for this outcome area is 5%.

**Improvement Goal 1.0**

The goal is to improve the care rate for Plumas County from 16.1% to 11.1%.

**Strategy 1.1**

Community Parent Education

**Strategy Rationale**

Knowledge of appropriate discipline techniques and methods of evidence based parenting models will assist parents in raising their children in a safe and effective manner. Parenting Education in all areas will allow community support and connections for parents.

<input checked="" type="checkbox"/>	CAPIT
<input type="checkbox"/>	CBCAP
<input checked="" type="checkbox"/>	PSSF
	N/A

Milestone	Time Frames	Assigned to
<p><b>1.1.1</b> R.F.Ps for parenting education will be announced for application. Parenting education shall focus on all members of the community (mandated and non-mandated) with the opportunity for parents to develop community supports.</p>	May 1, 2011	Children's Council Coordinator CPS Program Manager
<p><b>1.1.2</b> Parenting education will be implemented in the county in all communities using CAPIT funding.</p>	July 1, 2011	Children's Council Coordinator CPS Program Manager
<p><b>1.1.3</b> Child Protective Services, Probation, and community partners will refer families to parenting classes for education and support</p>	July 1, 2011	CPS Program Manager, Children's Council Coordinator, Probation Supervisor, CPS Supervisor, Social Workers, Probation Officers, community partners

<p>1.1.4 The parenting program will be evaluated every quarter by the CPS Program Manager, and Children's Council Coordinator. The RFP for Parenting Classes requires post interviews with participants, quarterly reports, and pre and post participation surveys. A meeting will occur with the Parent Educators on a twice-yearly basis to review the goals and objections of the program.</p>	<p>January 1, 2012</p>	<p>CPS Program Manager, Children's Council Coordinator, Parent Educators</p>								
<p><b>Strategy 1.2</b> Community-Based Services</p>	<table border="1"> <tr> <td><input checked="" type="checkbox"/></td> <td>CAPIT</td> </tr> <tr> <td><input type="checkbox"/></td> <td>CBCAP</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>PSSF</td> </tr> <tr> <td></td> <td>N/A</td> </tr> </table>	<input checked="" type="checkbox"/>	CAPIT	<input type="checkbox"/>	CBCAP	<input checked="" type="checkbox"/>	PSSF		N/A	<p><b>Strategy Rationale</b> Prevention and early intervention services that focus on the five protective factors: knowledge of child development, resiliency, respect – non judgment, connection to community, and social and emotional development of self, help parents to develop parenting skills, emotional resiliency, and community support. : The goal will be to support parents so they do not come to the attention of CPS or Probation, thus reducing the care rate.</p>
<input checked="" type="checkbox"/>	CAPIT									
<input type="checkbox"/>	CBCAP									
<input checked="" type="checkbox"/>	PSSF									
	N/A									
<p><b>1.2.1</b> R.F.Ps for prevention and early intervention services will be announced for application.</p>	<p>May 1, 2011</p>	<p>Children's Council Coordinator CPS Program Manager</p>								
<p><b>1.2.2</b> Community-based prevention services will be implemented.</p>	<p>July 1, 2011</p>	<p>CPS Program Manager, Children's Council Coordinator, Probation Supervisor, CPS Supervisor, Social Workers, Probation Officers, community partners</p>								
<p><b>1.2.3</b> Community-based prevention services will be evaluated every quarter by the CPS Program Manager, and Children's Council Coordinator. The RFP for services requires quarterly reports, and pre and post participation surveys. A meeting will occur with the providers on a twice-yearly basis to review the goals and objections of the program.</p>	<p>June 1, 2012</p>	<p>CPS Program Manager, Children's Council Coordinator</p>								
<p><b>Strategy 1.3</b> Alcohol and Drug Therapy</p>	<table border="1"> <tr> <td><input type="checkbox"/></td> <td>CAPIT</td> </tr> <tr> <td><input type="checkbox"/></td> <td>CBCAP</td> </tr> <tr> <td><input type="checkbox"/></td> <td>PSSF</td> </tr> </table>	<input type="checkbox"/>	CAPIT	<input type="checkbox"/>	CBCAP	<input type="checkbox"/>	PSSF	<p>The Plumas County Alcohol and Drug Program closed in October 2008. Mental Health provides group alcohol and drug services for DSS clients. Substance abuse is involved</p>		
<input type="checkbox"/>	CAPIT									
<input type="checkbox"/>	CBCAP									
<input type="checkbox"/>	PSSF									

	X	N/A	in over half of the Department's referrals. Providing additional alcohol and drug services will increase the likelihood that parents will become clean and sober and have the ability to provide a safe and nurturing environment for their children.
	Complete by July 1, 2012		CPS Program Manager, CPS Supervisor, Social Workers
1.3.1 Social Workers shall participate and complete "Helping Child Welfare Workers Support Families with Substance Use, Mental, and Co-Occurring Disorders" through the U.C. Davis Training Academy.	July 11, 2011		Social Services Director, CPS Program Manager, CPS Supervisor, Supervising Probation Officer, Children's Council Coordinator
1.3.2 Support re-establishing drug and alcohol services within the County. The Department of Social Services, Probation, and Children's Council will make themselves available for input into the re-establishment of the program when drug and alcohol services are implemented.	January 1, 2012		CPS Program Manager, CPS Supervisor, Probation Officer, Children's Council Coordinator.
1.3.3 Identify alcohol and drug treatment options available in the county as well as residential treatment facilities outside the County that accept Medi-Cal. A completed list of residential treatment facilities that accept Medi-Cal shall be maintained at the Department of Social Services.			
<b>Milestones</b>	<b>Time Frames</b>	<b>Assigned to</b>	

**County's Current Performance:**

C4.1: For children in foster care at least 8 days but not longer than 12 months with two or fewer placements, Plumas County Child Protective Services' performance was 84.4%, just slightly below the Federal Standard of 86%

C4.2: For children in foster care at least 12 months, but not longer than 24 months with two or fewer placements, Plumas County Child Protective Services' performance was 58.8%, which fell below the Federal Standard of 65.4%

C4.3: : For children in foster care at 24 months or longer with two or fewer placements, Plumas County Child Protective Services' performance was 30.4%, which fell below the Federal Standard of 41.8%

**Improvement Goal 2.0**

The goal is to meet the federal standard in the areas of performance indicated in C4.1, and C4.2. The goal is to improve the area of placement indicated in C4.3 by 10%. Data indicates that the more times a child moves, the less likely the child will achieve permanency. By

focusing on placement stability, it is anticipated that there will be improvements in other permanency outcomes.		Children experience trauma by disrupted placements and multiple placement changes. Behavior problems, especially aggressive behaviors, are a strong predictor of placement disruption. Trained and supported foster parents, relative caregivers and NREFM caregivers have more reasonable expectations and more skills when handling and understanding the behavior problems of the children in their care.	
Strategy 2.1 Provide training and support to foster parents, relatives and non-related extended family members (NREFM) to minimize placement disruptions and to maintain children in their own community.		<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A	<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF
<b>Milestone</b>  <b>Strategy 2.2</b> Implement Family Finding and other "diligent search" activities.	<b>2.1.1</b> Assess whether training provided by local foster family agencies for foster parents could be utilized to provide training for relatives and non-related extended family members	Completed by September 1, 2011.	Assigned to
	<b>2.1.2</b> Identify and assess trainings that are available within the county that identify parenting education and the needs of at-risk youth. Explore availability of web-based trainings. Take into consideration that relatives and foster parents caring for Juvenile Probation youth may have needs different from those providing care of CPS children	Completed by December 31, 2011.	
	<b>2.1.3</b> Implement Training for Relative and non-related extended family members (NREFM)	June 1, 2012	
	<b>2.1.4</b> The CPS Program Manager, CPS Supervisor and Supervising Juvenile Probation Officer shall meet with the service provider to ensure all new relative and NREFM caregivers are receiving relative caregiver training. These meetings shall occur on a quarterly basis.	Completed by August 1, 2012	
<b>Staff from Environmental Alternatives FFA and Mountain Circle FFA, CPS Program Manager, CPS Supervisor, and Juvenile Probation Supervisor</b>  <b>CPS Supervisor, CPS Program Manager, Juvenile Probation Supervisor, community partners</b>  <b>CPS Program Manager, CPS Supervisor, Juvenile Probation Supervisor, community partners.</b>  <b>CPS Social Workers and Juvenile Probation Officers, oversight provided by supervisory staff</b>			

<input checked="" type="checkbox"/> N/A	placement and support. The process of finding lifelong connections needs to be a continuous process throughout the involvement of child welfare services.
<input checked="" type="checkbox"/>	<p>Complete by June 30, 2011.</p> <p>Complete by December 31, 2011.</p> <p>Complete by March 1, 2012.</p> <p>Complete by July 1, 2012</p> <p>Completed by August 1, 2012</p>
<b>Milestone</b>	<p>2.2.1 Explore family finding strategies being utilized by other counties.</p> <p>2.2.2 Develop family finding protocol for CPS and Juvenile Probation staff to utilize at the front end of cases. Consider utilizing support staff or outside resources in assisting with searches.</p> <p>2.2.3 Provide training for CPS and Juvenile Probation staff to facilitate family finding protocol.</p> <p>2.2.4 Family Finding Protocols will be implemented.</p> <p>2.2.5 Social Workers and Probation Officers will document family finding efforts and results in case records (including in CWS/CMS for CPS staff) and in court reports. The CPS Social Worker and Supervising Probation Officer shall insure efforts are documented in CWS and at the time of the filing of the Dispositional Report</p> <p><b>Strategy 2.3</b> Establish a Treatment Team for each foster child while utilizing the Treatment Team Meetings to identify possible placement disruptions and to access support and services to maintain placements.</p>
<b>Time Frames</b>	<p>CPS Program Manager, Juvenile Probation Supervisor</p> <p>CPS Program Manager, CPS Supervisor, Juvenile Probation Supervisor, Juvenile Probation Support Staff</p> <p>CPS Program Manager, Juvenile Probation Supervisor</p> <p>CPS Social Workers and Juvenile Probation Officers, oversight provided by supervisory staff</p> <p>CPS Social Workers and Juvenile Probation Officers, oversight provided by supervisory staff</p>
<b>Assigned to</b>	<p><b>Strategy Rationale</b> Increasing multi-agency support and collaborative efforts among community partners enhances the services provided to children and their families. The Treatment Team Meetings that currently exist in Plumas County for families in reunification have been highly effective in identifying barriers to services and removing those barriers. The Treatment Team can become instrumental in providing early intervention and support to relative and non-relative caregivers in order to promote stability of placements, as well as serving as a support system for the youth.</p>
<input type="checkbox"/> CAPIT <input type="checkbox"/> CBCAP <input type="checkbox"/> PSSF <input checked="" type="checkbox"/> N/A	

Milestone	Time Frames	Assigned to
2.3.1 Identify which individuals or agencies that could be included in the Treatment Team collaborative.	Complete by October 1, 2011.	CPS Program Manager, CPS Supervisor, Supervising Juvenile Probation Officer
2.3.2 Meet with the Plumas Unified School District Superintendent to develop a protocol for representation in the Treatment Team to recommend that Treatment Team membership include a representative from each school as well as the educational liaison to allow for the child's academic needs to be addressed.	Complete by November 1, 2012	CPS Program Manager, CPS Supervisor, Supervising Juvenile Probation Officer, Plumas Unified School District Superintendent
2.3.3 Ensure all Social Workers and Probation Officers are trained in the treatment team process.	Complete by February 1, 2012	CPS Program Manager, CPS Supervisor, Supervising Juvenile Probation Officer
2.3.3 Implementation of Treatment Team Meetings, using a team approach. Treatment Team Meetings will occur on a regular basis; prior to a 7-day notice being given by the FFA, relative or NREFM; and when a placement disruption appears possible. Treatment Team Members will be included in all Court Reports	Complete by March 1, 2012	Treatment Team members

**Outcome/Systemic Factor: Aftercare/Transition to Adulthood for Youth**

8 A

**County's Current Performance:**

Child Welfare Data Analysis Bureau report for the period April through June 2010 indicates that Child Welfare supervised youth are doing well overall in this outcome area, however, only 75% of youth exiting foster care have graduated from high school and only 25% have secured employment. The outcome data for Probation supervised youth is not currently available through the report cited. However, a review of Probation cases during the County PQR process indicated that key health and education information is not provided to the caregivers of older youth in the system in the form of a Health and Education Passport. Aftercare services are needed for children leaving foster care in both the Child Welfare and the Probation system.

**Improvement Goal 3.0**

The goal is for all children in foster care (100%) to have completed high school or equivalency; have housing arrangements; received ILP Services; have a health and education passport; and have a permanent connection with a caring adult. The goal is



Milestones		July 1, 2012		CPS Program Manager, CPS Supervisor, Juvenile Probation Supervisor, Probation Officers, Social Workers, ILP Coordinator
<p><b>3.2.1</b> Ensure that all Child Welfare and Probation youth have a Transitional Independent Living Plan (TILP) that is tailored to each child's specific needs, as well as a 90-Day Transition Plan before leaving care. Each plan will include educational, employment and personal goals and will be developed by the youth in collaboration with the ILP Coordinator and Probation/Social Worker. Biological and Foster Parents can also participate.</p> <p>The Plumas County Department of Social Services, Probation and IOP Coordinator shall meet quarterly to ensure that all children in care are participating in ILP services and have a current ILP.</p>	Complete by March 1, 2012		Juvenile Probation Supervisor, Juvenile Probation Officers	
<p><b>3.2.2</b> Probation will input the Transitional Independent Living Plan (TILP) into the CWS/CMS system once the Department has implemented the system.</p>	Complete by December 31, 2012		ILP Coordinator	
<p><b>3.2.3</b> The ILP Coordinator will meet with the local community college to identify housing options for foster youth who are transitioning to their campus.</p>	Complete by June 1, 2012		ILP Coordinator, Foster Family Agencies, CPS Program Manager, Juvenile Probation Supervisor	
<p><b>3.2.4</b> The ILP Program will provide a yearly summit that will be provided to all Transitional Age Youth. The Summit will provide information on education, employment, and transitioning to adulthood.</p>	Complete by December, 2012		ILP Coordinator, CPS Program Manager, Juvenile Probation Supervisor	
<p><b>3.2.5</b> The ILP Program, Child Welfare and Probation will meet with the local housing authority to determine housing options for transitioning youth in the community.</p>				

**Describe any additional systemic factors needing to be addressed that support the improvement plan goals.**

Despite available services and positive community resources, the County has struggled to provide individual drug and alcohol services and residential drug and alcohol treatment. Many of the families that come within the jurisdiction of Section 300 and 600 of the Welfare and Institutions Code are encountering drug and alcohol addictions and use with few resources to address addiction. Participation rates will continue to remain high if parents are unable to receive treatment within the county that will address their addictions and allow them to safely care for their children.

Parents who possess the five supportive factors of: knowledge of child development, resiliency, respect – non judgment, connection to community, and social and emotional development of self, help parents to develop parenting skills, emotional resiliency, and community support. Parenting education classes that provide education while developing community supports should help reduce participation rates. Parenting education should not only focus on “mandated” parents but all parents in the community who wish to increase their knowledge of parenting and establish community connections.

CPS staff turnover has presented challenges in the past in consistently meeting outcomes. Four new social workers were hired into the child welfare unit within the past 2 years with one child welfare social worker recently transferring to the adult services unit. Social Workers who leave the Department cite ever-increasing caseloads and the constant demands that the position encompasses. During the past five years, ILP Services have been expanded. Transition plans for teenagers are needed, and Differential Response, Safe Measures, Signs of Safety and Structured Decision Making have been implemented. With the time mandates involved in Court Reports, social worker contacts, CWS/CMS input and ensuring services for clients, the job is often viewed as one whose mandates can never be met in a timely and professional manner. Social workers also report Secondary Trauma, stress and the barriers of receiving services for families within a rural setting. While there are always innovative ideas for additional services, funding has been cut, including the CWS/OIP funding, which would provide such services, leaving few or no funds for alternative services. Social Workers and probation officers within the departments will continue to encounter high work demands and the necessity to comply with established and new Departmental and State mandates. Retaining staff is crucial in providing consistent services for families and children. Ongoing training, case conferencing and supportive management will help aid in retaining social workers and probation officers.

The County has been hit hard by the recent economic downturn that has resulted in increased unemployment, homelessness and general overall stress on children, youth and families. At the same time, there has been a decrease in the number and availability of key county services that serve at risk children/youth and families. The lack of medical and dental providers available to provide services to children/youth and families is also a system challenge.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**

The Child Protective Services staff has begun Signs of Safety Training and are planning to continue training to reinforce learning. The Northern California Training Academy has been instrumental in this process as the social workers develop their skills. Staff will also participate in “Helping Child Welfare Workers Support Families with Substance Use, Mental, and Co-Occurring Disorders” that is outlined in the plan and is provided by the Northern California Training Academy.

Child Protective Services and Juvenile Probation staff has participated in Family Finding training in the past. Further training is necessary in this area to increase placement options and to provide children with family support.

The Probation Department is in the process of obtaining access to CWS/CMS: the child welfare information system. During the coming year, Probation staff will need training in order to effectively utilize the program in providing positive outcomes for children.

**Identify roles of the other partners in achieving the improvement goals.**

Continued collaboration among community partners will be critical for the success of this System Improvement Plan. The local foster family agencies and community partners will need to work together alongside CPS and Juvenile Probation staff to evaluate and to improve the training and support provided to our substitute care providers.

Child Welfare Services in Plumas County rely heavily on the Multi-Disciplinary Team in the form of Treatment Team Meetings to identify family needs, family strengths, barriers to services and the needs of our youth. This collaboration will continue with a focus on treatment teams for every child in care.

Child Protective Services will continue to rely on the training opportunities provided by the Northern Training Academy.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**

None.

The SIP contains data from the following data source:

Needell, B., Webster, D., Armijo, M., Lee, S., Dawson, W., Magruder, J., Exel, M., Glasser, T., Williams, D., Zimmerman, K., Simon, V., Putnam-Hornstein, E., Freer, K., Cuccaro-Alamin, S., Winn, A., Lou, C., & Peng, C. (2009). *Child Welfare Services Reports for California*. Retrieved [month, day, year], from University of California at Berkeley Center for Social Services Research website. URL: [http://cssr.berkeley.edu/ucb\\_childwelfare](http://cssr.berkeley.edu/ucb_childwelfare)

### C. CWSOIP Narrative

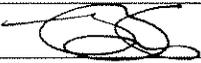
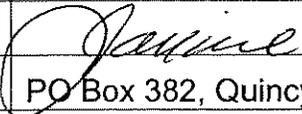
The Plumas County Department of Social Services has utilized CWSOIP funds to support Parenting Education, Differential Response and the Independent Living Skills Program over the past three years.

In order to fulfill System Improvement Goals, the Plumas County Department of Social Services will be utilizing CWSOIP funds to provide education to relative and NEFRM caretakers. The education can include parenting, navigating the legal system, behavioral issues, child development, health and education needs, child rights, and supporting the child while in care. It is the goal to educate caretakers regarding the issues of being a foster child and to gain an understanding of the challenges that these young people face. Through education, caretakers can learn skills and understanding in order to reduce placement disruption and changes in care.

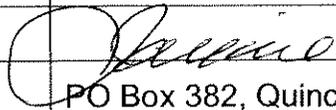
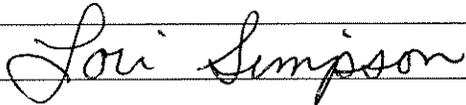
Finding relatives and extended family members for which a child can be placed is often a challenge. Often family members live out of State and their existence to the Department of Social Services and Probation is unknown. Social Services and Probation will be utilizing funds in Relative Finding efforts. These funds include training for Social Workers and Probation Officers in relative finding efforts, and well as funding for outside resources which can locate family members. Research indicates that children have fewer placement disruptions if placed with a family member or someone with whom they share a relationship.

The Plumas County Department of Social Services and Probation are committed in aiding transitional age youth. The ILP Program will continue to be supported using CWSOIP funds. This includes partial funding the ILP Coordinator, and funding for the Yearly Foster Care Summit at Grizzly Ranch. Transitioning from foster care to adulthood is a challenging time in a young person's life. In order to provide education, support, and access to resources, transitioning youth need the services that the Independent Living Skills Program offers.

D. Part II-CAPIT/CBCAP/PSSF

<b>CAPIT/CBCAP/PSSF Contact and Signature Sheet</b>	
<b>Period of Plan:</b>	April 22, 2011- April 21, 2014
<b>Date Submitted:</b>	
<b>Submitted by:</b> Board of Supervisor Designated Public Agency to Administer CAPIT/CBCAP/PSSF programs	
<b>Name &amp; title:</b>	Elliott Smart, Director Plumas County Department of Social Services
<b>Signature:</b>	
<b>Address:</b>	270 County Hospital Rd., Rm. 207
<b>Fax:</b>	(530) 283-6368
<b>Phone &amp; E-mail:</b>	(530) 283-6350 <a href="mailto:elliottsmart@countyofplumas.com">elliottsmart@countyofplumas.com</a>
<b>Submitted by:</b> Child Abuse Prevention Council (CAPC) Representative	
<b>Name &amp; title:</b>	Janine, Coordinator, Plumas Children's Council
<b>Signature:</b>	
<b>Address:</b>	PO Box 382, Quincy, CA 95971
<b>Fax:</b>	(530) 283-5333
<b>Phone &amp; E-mail:</b>	(530) 283-5333 <a href="mailto:Janine@PlumasChildren.org">Janine@PlumasChildren.org</a>
<b>Submitted by:</b> Parent Consumer/Former Consumer (Required if the parent is not a member of the CAPC)	
<b>Name &amp; title:</b>	
<b>Signature:</b>	
<b>Address:</b>	
<b>Fax:</b>	
<b>Phone &amp; E-mail:</b>	

**CAPIT/CBCAP/PSSF Contact and Signature Sheet (continued)**

<b>Submitted by:</b>	<b>PSSF Collaborative Representative, if appropriate</b>
<b>Name &amp; title:</b>	Janine, Coordinator, Plumas Children's Council
<b>Signature:</b>	
<b>Address:</b>	PO Box 382, Quincy, CA 95971
<b>Fax:</b>	(530) 283-5333
<b>Phone &amp; E-mail:</b>	(530) 283-5333 Janine@PlumasChildren.org
<b>Submitted by:</b> <b>CAPIT Liaison</b>	
<b>Name &amp; title:</b>	Leslie Mohawk, Program Manager
<b>Address:</b>	270 County Hospital Rd., Rm. 207, Quincy, CA
<b>Fax:</b>	(530) 283-6368
<b>Phone &amp; E-mail:</b>	(530) 283-6473 Leslie.Mohawk@CWS.state.ca.us
<b>Submitted by:</b> <b>CBCAP Liaison</b>	
<b>Name &amp; title:</b>	Leslie Mohawk, Program Manager
<b>Address:</b>	270 County Hospital Rd., Rm. 207, Quincy, CA
<b>Fax:</b>	(530) 283-6368
<b>Phone &amp; E-mail:</b>	(530) 283-6473 Leslie.Mohawk@CWS.state.ca.us
<b>Submitted by:</b> <b>County PSSF Liaison</b>	
<b>Name &amp; title:</b>	Leslie Mohawk, Program Manager
<b>Address:</b>	270 county Hospital Rd., Rm. 207, Quincy, CA
<b>Fax:</b>	(530) 283-6368
<b>Phone &amp; E-mail:</b>	(530) 283-6473 Leslie.Mohawk@CWS.state.ca.us
<b>Board of Supervisors (BOS) Approval</b>	
<b>BOS Approval Date:</b>	5-17-11
<b>Name:</b>	
<b>Signature:</b>	

i. CAPIT/CBCAP/PSSF Plan

a. SIP Team and Plan Overview

The Plumas County SIP planning team includes members from the Plumas Children's Council that acts as Plumas County's Child Abuse Prevention Council (CAPC). Other key agencies and individuals participate through the PQCR, CSA and SIP Community Planning Meeting process. The CAPC envisions and is committed to a county-wide network of services that are designed to prevent child abuse and support the safety, permanency and well-being of children, youth and families throughout the community.

Those involved in the planning of the SIP reviewed existing services and identified gaps and overlaps in services when planning for the CAPIT/CBCAP/PSSF 3-year plan. The needs assessment included a review of the results of the PQCR and CSA processes including feedback from focus groups, a large community meeting and survey results. The needs eligible to be met by CAPIT/CBCAP/PSSF funding that could not be met with other funding were the following:

- Parent Education using an evidence-based curriculum (CAPIT).
- Community based services that actively engage parents and community members and that promote building the 5 Protective Factors (CAPIT).
- Coordination and Outreach activities (CBCAP).
- Services supporting Family Preservation, Family Support, Time-limited reunification, and Adoption promotion and support (PSSF)

For the 2011-14 CBCAP plan, Plumas County will utilize CBCAP and other Children's Trust Fund monies to support the activities of the Plumas Children's Council (CAPC). These activities will include Council Coordination, Community Outreach and Education, Trainings, Child Abuse Prevention Month activities and the annual Children's Fair. When funding allows, the Council will also provide mini-grants that support and encourage Parent and Community Involvement that help build Protective Factors.

In its 2011-14 CAPIT plan, Plumas County has decided to focus on parenting education that increases knowledge of child development and parenting skills. A variety of services will be offered and tailored to reach parents who are not currently receiving services (primary prevention), families offering relative placements, foster parents and those required to participate as part of their case plan. Special emphasis will be placed on increasing participation of those not currently receiving services.

For PSSF, Plumas County will focus on services that support Family Preservation, Family Support, Time limited reunification, and Adoption Promotion and Support.

Both CAPIT and PSSF funds will be awarded based on a competitive process.

#### 1. CAPC

The CAPC consists of 17 members including a Chairperson, Vice Chairperson, Secretary and Treasurer. The CAPC Coordinator is employed as an independent contractor. Members are solicited based on their interest or by the relevance of the programs they manage. Interested individuals are nominated by a member of the Council and then voted on by the entire Council.

The Council includes representatives from Social Services, Head Start, Feather River College Child Development Center, a parent, Family Resource Centers, First5Plumas, the Local Child Care and Development Planning Council (LPC), UC Cooperative Extension/4H, Child Abuse Treatment (CHAT), Court Appointed Special Advocates (CASA), Cal Works, Mental Health, Public Health and Probation.

The general membership is open to any interested community member. The only paid position is the Coordinator. The Coordinator position is salaried based on an average of 10 – 15 hours a week.

The majority of the Council's budget comes from CBCAP, the County Children's Trust Fund, and donations made directly to the trust fund. A small amount of funding comes from the rental of booth space at the Children's Fair, registration for trainings and Kids Plates. The Coordinator, an independent contractor, is responsible for providing a computer, internet access and office space.

Relevant funding for CAPC below:

<b>Funding</b>	<b>Dollar Amount</b>
CAPIT	\$71,000
CBCAP	\$27,404
PSSF	\$11,327
CCTF	\$2,500 (estimate for 2010-2011 FY)
Kids Plate	\$495
Other	\$12,000 approx. in donations to the CCTF

2. PSSF Collaborative

Plumas County utilizes the CAPC as the PSSF Collaborative.

3. CCTF, Commission Board or Council

The County Children’s Trust Fund is held by the Plumas Children’s Council (CAPC) which is the BOS identified body to administer the CCTF. The CBCAP allocation, Children’s Plate revenue, and all donations are held in trust in this account. This funding is for use in general prevention coordination and activities as overseen by the CAPC.

The CCTF information is collected annually in preparation for the annual report to the Plumas County Board of Supervisors and OCAP. This information is reviewed monthly at CAPC meetings and is available to the public upon request. Because the Plumas CAPC is a separate county department, all funding goes through the county auditor’s office. Our CCTF budget is included in the county budget that is available on the county website.

4. Parent/Consumer Involvement

The CAPC has one parent member. This member is involved in general prevention activities of the CAPC. This parent was unable to participate in the CSA and SIP process. However, the CAPC parent member was available during the development of CAPC strategic planning and participated in the RFP review and selection process for the programs funded with prevention dollars. The parent member is also involved in the following prevention activities: attending CAPC meetings that include in-service training for members, participating in parent groups, providing input on topics for the monthly meetings, participating in the Local Child Care Planning Council and participating

in Child Abuse Prevention Month activities to raise community awareness of child abuse prevention in the community. The parent representative is given opportunities to attend cost free trainings that are offered through the Regional Child Abuse Prevention Coalition. The goals of these trainings are to increase the understanding of child abuse prevention, leadership abilities and the role in the local prevention community. The Plumas CAPC does not provide stipends for its parent member at this time. The CAPC continues to actively seek additional parent members.

## 5. Designated Public Agency

### i. Role of Designated Agency

The Plumas County Department of Social Services (DSS) is the County Local Government Agency responsible for CAPIT/CBCAP/PSSF program administration. The DSS has appointed the Program Manager to act as the CAPIT/CBCAP/PSSF liaison. Recipients of CAPIT and PSSF funds are chosen via an RFP process. An independent committee reviews applications and makes recommendations for services to the DSS Director who then makes recommendations for funding to the County Board of Supervisors.

## 6. CAPIT/CBCAP/PSSF Liaison Role

The Liaison will work closely with the CAPC Coordinator to draft the RFP, accept grant applications, offer technical assistance and collect outcomes and evaluation data. The data will be compiled and reported annually in the OCAP Report. The CAPC Coordinator will receive and review all CAPIT and PSSF quarterly reports with the Liaison. The Liaison will provide oversight of the CAPC Coordinator; Coordinator will receive quarterly invoices from grantees, will prepare claims for payment from the CCTF and will submit copies of these claims to the DSS fiscal department. DSS will then submit claims for reimbursement from the State.

Technical training and assistance will be provided one-on-one to contractors who request it. If neither the Liaison nor the CAPC Coordinator can meet their needs, arrangements will be made for others to provide assistance.

## 7. Fiscal & Outcomes Narratives

### i. Fiscal Narrative

Plumas County assures that the funds received will supplement, not supplant, other State and local public funds and services provided. It is Plumas County's intention to leverage CAPIT/CBCAP/PSSF funds. However, until the RFP is released and the contracts are granted, we will not know what funds the community based organizations will leverage. CAPIT and PSSF funds are awarded to eligible agencies (e.g., non-profit or educational agencies) in response to an RFP to provide the services identified in the needs assessment. CBCAP funds are used by the County to support the Children's Council (CAPC).

The fiscal unit maintains accounting of CAPIT and PSSF funds and reports expenditures on the County Expense Claim. CBCAP payments are approved by the CAPC and are paid from the County Children's Trust Fund.

## ii. RFP Process

### Competitive Bid Process for Service Delivery

CAPIT/PSSF funds are used to fund services throughout the county. The services funded are identified as ones that fill geographic or service gaps.

Agencies requesting CAPIT/PSSF funding are required to provide letters of support showing community support for the proposed services.

When applications for CAPIT/PSSF are reviewed, priority is given to agencies that show that they are using a curriculum that is evidence-based (e.g., home visiting by trained staff) or that can show they have provided successful programs before (even if funded by other sources).

The county will assure that technical assistance and trainings will be developed and offered to grantees in order to help them achieve the goals and standards required by OCAP. Training will be provided by the CAPC Coordinator when possible or by the Liaison if not.

- a. The CAPC Coordinator, with approval from the Liaison, will advertise a Request for Proposals to cover the three year period of the grant. The RFP will include the activities specified in the 3-year plan including evaluation. Proposals will be due within three weeks of releasing the RFP. All proposals will be evaluated by an independent committee made up of at least two knowledgeable outside advisors. Committee members will make recommendations for services and funding amounts and the recommendations will be sent to the DSS Director for approval.

The CCTF information will be collected quarterly in preparation for the annual report for the Plumas BOS and OCAP. Expenditures will be reviewed monthly by the CAPC and will be available to the public upon request.

Proposals will be compared to criteria set forth in the RFP, and one or more appropriate proposals will be chosen for funding for the following fiscal year. The RFP states the County may award all or a portion of the amount requested.

Priority will be given to private, non-profit agencies with programs that serve the needs of children at risk of abuse or neglect and who have demonstrated effective prevention and intervention activities.

Selected agency(ies) will be required to provide evidence that demonstrates broad-based community support and that proposed services are not duplicated in the community, are based on the needs of children at risk and are supported by a local public agency.

The County will assure that the funded projects are culturally and linguistically appropriate, reflect minority populations in the service population and target the needs of children and youth in the community with a focus on those who are 5 years of age and younger.

The funded projects will comply with federal requirements to ensure that anyone who has or will be awarded funds has not been suspended or debarred from participation in an affected program.

The CAPC Coordinator will ensure that selected non-profit subcontract agencies have the capacity to transmit data electronically.

The Coordinator will work with the Liaison to generate a contract, to be signed by all appropriate parties, in time to begin services July 1 of the applicable year.

- b. The CAPC Coordinator and the CAPIT/CBCAP/PSSF Liaison will update contract amounts after the State Budget is approved. The RFP will include, but not be limited to, the activities specified in the 3-year plan including evaluation.

When funding permits, an RFP for Mini-Grants is released in the Fall for monies donated to the Children's Trust Fund. Mini-Grant Proposals will be evaluated by a committee chosen by the Child Abuse Prevention Council. Proposals will be compared to criteria set forth in the RFP, and appropriate programs will be chosen to recommend to the County Board of Supervisors (BOS) for funding. For agreements approved by the BOS, the CAPC Coordinator will generate an agreement to be signed by all parties. Mini-Grants are awarded for a period of one year.

### iii. Priority Populations

Plumas County has deemed that the priority populations to be served are youth and families at high risk of abuse or neglect, impoverished families, families with limited access to services and those with

disabilities. This targets families and youth with children 5 and under. The County assures that the selected group is culturally and linguistically appropriate to the population served. The county's population is primarily white and almost entirely English speaking while broadly falling within the category of impoverished.

The needs of the major minority populations, Native Americans and Hispanics, were considered. Minority populations are included in the services funded by CAPIT/CBCAP/PSSF.

iv. Outcomes

*Goals/Outcomes/Evaluation*

Engagement goals will be measured by the number of individuals initially seeking Parenting Education and other services.

Short-term goals will be measured by the number of families continuing with the services after initially accessing services.

Intermediate goals will be measured by the number of families whose skills are increased, or whose children are returned to the home, as a result of participating in home-based services.

Long term goals will be measured by looking for a decrease in the number of families who re-enter the CWS system after participating in services and the number of families who voluntarily access the services but never enter the CWS system.

Peer Review between community service providers and/or between similar programs in other counties has not taken place. The Plumas CAPC at one time proposed conducting a peer review with a CAPC in another county, but distance and schedules prevented this from taking place. Other ideas for Peer Review have been proposed, such as between one FRC and another, but follow through has been lacking. Our CAPC is currently completing its strategic plan and a Peer Review will be included and carried out in the coming year. (Please see references to this issue in our 2010 annual report.)

*County CAPIT/CBCAP/PSSF Program Accountability and Oversight*

The County will oversee and monitor the CAPIT and PSSF grantee(s) via contracts which specify certain activities and by quarterly reporting. There are final reports at the end of the grant period that are completed in the format requested by OCAP.

CBCAP monies are used to fund the county's CAPC. The coordination of services, oversight of programs, trainings, Children's Fair and Mini-Grants are provided by the CAPC Coordinator and overseen by the CAPIT/CBCAP/PSSF Liaison. The monthly Children's Council meeting serves as a peer review of CBCAP activities.

The County will ensure that the agencies funded through CAPIT funding will demonstrate the existence of a 10% cash or in-kind match other than funding provided by the State Department of Social Services.

In both CAPIT and PSSF programs, grantees are expected to report on consumer satisfaction and/or changes in skills due to participating in the funded program.

For PSSF, the county will track expenditures for services provided while obtaining the following information:

- Children detained
- Children in voluntary placement
- Detained children reunified within 15 months
- Children in voluntary placement who are reunified
- Children receiving voluntary family maintenance services
- Families receiving voluntary family maintenance services

#### *County Reporting*

Both the RFP and the contracts for CAPIT and PSSF will include reporting requirements: data collection in the format chosen by OCAP and narrative questions intended to extract short and long-term outcomes. The CAPC Coordinator will compile the data received from the grantees and, after it is approved by the Liaison, will send it to OCAP each year in accordance with OCAP's instructions.

The recipients of CAPIT funds are expected to report the numbers served, and any other pertinent information regarding the funded program, to the Coordinator on a quarterly basis. This information is then reviewed with the CAPIT/CBCAP/PSSF Liaison.

For PSSF, the services and number of children and families in each category are tracked.

All grantees must have the ability to transmit data electronically.

#### v. Service Array

The Plumas County DSS provides a network of services and resources directly and through collaborations with community providers. Direct services include but are not limited to public welfare, Medi-Cal, CalFresh, Child Protective Services, In Home Supportive Services, Adult Protective Services and Welfare to Work. Additional services are offered through other county departments and community based organizations and include, but are not limited to, Public Health, Mental Health, food banks, faith based supports, crisis center, family resource centers, child and respite care, parenting and life skills education,

individual and family counseling, housing, transportation, nutritional support/food assistance and case management.

The Plumas County Health Department provides an array of health related services to support community safety and well-being that include home visiting, immunizations, California Children's Services, School-based outreach and tobacco education. Child Welfare utilizes a Public Health Nurse who assesses and tracks ongoing medical and dental needs for children in out of home care.

Plumas County Mental Health provides a broad range of services to people with mental illness in the county. Priority populations include seriously mentally ill adults and children, older adults at risk of institutionalization, children in special education or at risk of out-of-home placement and people of any age in major crisis. Group and individual therapy are available to adults. Individual treatment is available for children and youth. The department is responsible for providing needed mental health services to all individuals who are eligible for Medi-Cal. The Mental Health Department also provides a ten-week group alcohol and drug treatment program for parents who are working with Child Welfare. The "Getting Recovery Into Perspective" (GRIP) Group can be repeated as necessary and aftercare Services are available through the mental health therapist.

With CAPIT/CBCAP/PSSF funding, Plumas County has provided a myriad of child abuse prevention and intervention services to ensure the health and well-being of children and families. This has included an after school program utilizing the Peace Builders Curriculum, Home Visitation to families who have children with disabilities using the Healthy Touch model, the Community Connections Time Bank Program that organizes volunteers to provide family services, drug testing for CWS clients, and adoption and reunification support. Services that have been provided are available to families in need of crisis intervention, preventive services, transitional services and/or maintenance services.

The Plumas County Department of Public Health provides regular meetings of the Home Visitors Coalition. This is a forum for all home visitors to meet, coordinate services, and share ideas about best practices. The Healthy Touch home visitor works closely with the Plumas Unified School District and the Family Resource Centers. Community Connections also works closely with our five FRCs to help coordinate volunteers county wide. All partners are aware of other available services/programs and refer when appropriate.

CAPIT/PSSF contractors are reminded of the need for adopting evidence-based practice models relevant to child welfare in order to

ensure that the interventions and services available to families are well tested and supported by research. Evidence-based contracted services maximize resources and help to achieve outcomes that contribute to safety, permanency and well-being.

The CAPC provides education and outreach to the community such as providing training on topics of interest to parents, providing speakers on child abuse prevention at community meetings and community outreach at fairs and events. The CAPC sponsors the annual Children's Fair event and participates in several other community events each year to bring further awareness of issues affecting children and families. Additional prevention activities include the proclamation made to the BOS for Child Abuse Prevention Month.

The Plumas County School District, Head Start, Early Head Start and State preschools provide prevention and early intervention services at multiple school sites. Agency staff work in collaboration with the school district, First Five Commission, and local non-profit agencies and foundations to increase parents involvement in their children's education with the hope of improving the health, safety and academic, social and emotional success of pre-school and school aged children.

The Independent Living Skills (ILP) program contracted through Plumas Crisis Intervention Resource Center (PCIRC) provides Independent Living Program services to qualified foster youth to assist them to develop life skills that will better prepare them for successful emancipation. ILP has a one on one approach providing services to each youth that are tailored to fit his/her individual needs. In addition, classes are offered for groups of youth. Topics youth may be assisted with include, but are not limited to, education, employment and life skills, college placement and financial aid, social skills, financial skills, money management, health/nutrition issues and housing. Post emancipated youth are invited to continue to participate in the Independent Living Program.

The Plumas County Department of Social Services utilizes Far Northern Regional Center services for individuals and families with developmental disabilities. Far Northern Regional Center also provides early intervention services to infants between birth and three years of age who are developmentally delayed or believed to be at high risk of having a developmental disability.

All social workers and probation officers are trained on ICWA. The inclusion of ICWA experts as witnesses is ensured when necessary. The Maidu Tribe, which has a Rancheria in Greenville, is available as a resource when addressing the needs and planning for their tribal

children. Currently there are no children in placement who come within the Indian Child Welfare Act.

1. Expenditure Summary and Program Summary Attachment

Please see separate attachments to this report.

RESOLUTION NO. 11-7697

**A RESOLUTION APPROVING THE PLUMAS COUNTY CHILD WELFARE SERVICES 2011-2014 SYSTEM IMPROVEMENT PLAN**

**WHEREAS**, the State of California Department of Social Services requires that the Board of Supervisors must make a resolution approving the counties System Improvement Plan; and

**WHEREAS**, the System Improvement Plan is a guiding document in the county's Children's Systems of Care for the next three years, as part of the states triennial cycle; the document has been created jointly by Child Welfare and Probation in cooperation with other local agencies and CDSS; and

**WHEREAS**, Plumas County wishes to continue to receive funding for its Child Welfare and Probation programs; and

**NOW, THEREFORE, BE IT RESOLVED AND ORDERED** that the Plumas County System Improvement Plan 2011-2014 is approved.

Upon motion of Supervisor Thrall, seconded by Supervisor Kennedy, and on the following vote, to-wit:

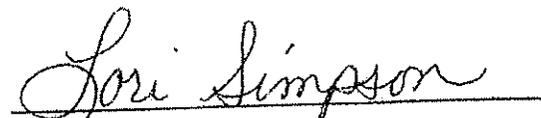
**AYES:** Supervisors Swofford, Thrall, Meacher, Kennedy, Simpson

**NOES:** None

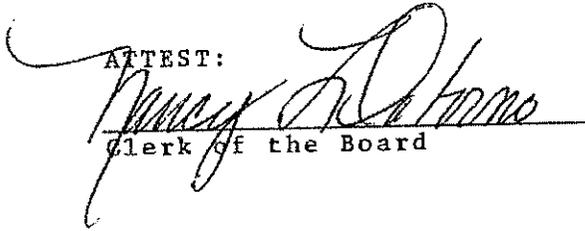
**ABSENT:** None

**ABSTAINING:**

The foregoing resolution is hereby adopted:

  
Chairperson

ATTEST:

  
Clerk of the Board

RESOLUTION NO.

11-7696

RESOLUTION DESIGNATING THE PLUMAS  
COUNTY CHILD ABUSE PREVENTION COUNCIL  
TO ADMINISTER THE CHILDREN'S TRUST FUND

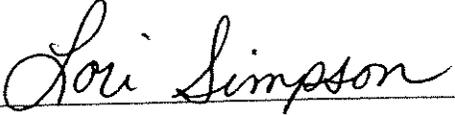
WHEREAS the Plumas County Child Abuse Prevention Council, also known as the Plumas Children's Council, was formed in 1988 to advise and assist the Plumas County Board of Supervisors in matters relating to the prevention of child abuse, endangerment and neglect as well as family preservation and support services and to administer the Children's Trust Fund; and,

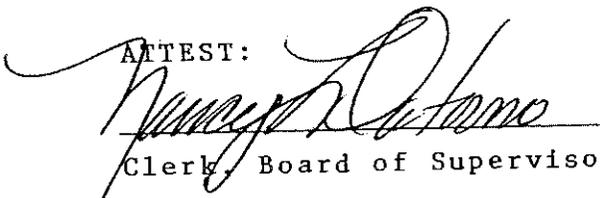
WHEREAS the California Department of Social Services, Office of Child Abuse Prevention requires a specific resolution stating that the Plumas County Child Abuse Prevention Council is the designated Council to administer the Children's Trust Fund;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Plumas, State of California, that said Board does hereby designate the Plumas County Child Abuse Prevention Council as the recognized body having the responsibility for the administration of the Children's Trust Fund.

I hereby certify that the foregoing is a true copy of the resolution adopted by the Plumas County Board of Supervisors in a meeting thereof held on May 17, 2011 by the following:

AYES: Supervisors Swofford, Thrall, Meacher, Kennedy, Simpson  
NOES: None  
ABSENT: None

  
\_\_\_\_\_  
Chairperson, Board of Supervisors

ATTEST:  
  
\_\_\_\_\_  
Clerk, Board of Supervisors

**Attachment C: CAPC Roster Executive Board Roster/CCTF Roster  
 If necessary a new resolution regarding the CCTF collaborative will be  
 submitted for approval; possibly at the same time that the SIP  
 is submitted for BOS approval.**

Name	Title	Agency
Janine	Coordinator	Plumas Children's Council (CAPC)
Susan Rhodes	Supervisor	Cal Works – Social Services
Heather Caiazzo	Therapist	Child Abuse Treatment - CHAT
Joyce Scroggs	Coordinator (Council Secretary)	Local Child Care Planning Council
Shelley Morrison	Director	Child Development Center – Feather River College
Pat Leslie	Director	Children's Systems of Care – Mental Health
Leslie Mohawk	Program Manager	Plumas County Department of Social Services
Ellen Vieira	Director (Council Chairperson)	First 5 Plumas
Jaye Bruce	Home Visitor	Healthy Touch – Head Start/First5Plumas
Aimee Heaney	Parent (Council Vice-Chairperson)	Plumas Children's Council
Ann Krinsky	Director	Plumas CASA
Dennis Thibeault	Executive Director	Plumas Crisis Intervention and Resource Center
Monica Richardson	Probation Officer	Plumas County Probation
Paula Johnston	Chief Operating Officer (Council Treasurer)	Plumas Rural Services
Monica Corona	Tutor/Admin. Assistant	Roundhouse Council Indian Education Center
Merle Rusky	Program Manager	SCFO – Head Start
Lucia Biunno	Director	UC Extension/4H
Michelle Beaman	Director	Women's Mountain Passages

### SIP Planning Committee Roster

<b>System Improvement Plan Steering Committee</b>	<b>Name</b>	<b>Job Title</b>	<b>Agency/Dept.</b>	<b>Participation Requirement</b>
	Elliott Smart	Director	Plumas County Department of Social Services	Core Requirement
	Sharon Reinert	Chief Probation Officer	Plumas County Probation	Core Requirement
	Leslie Mohawk	Program Manager	Plumas County Department of Social Services	Core Requirement
	William Snitkin	Social Work Supervisor	Plumas County Department of Social Services	Core Requirement
	Ruth Caldwell	Probation Supervisor	Plumas County Probation	Core Requirement
	Janine	Chairperson	Plumas Children's Council (CAPC)	Core Requirement
	Geri Wilson	Consultant	UC Davis Northern Training Academy	Additional Contributor

<b>SIP Contributors</b>	<b>Name</b>	<b>Job Title</b>	<b>Agency/Dept</b>	<b>Participation Requirement</b>
	Cynthia Roper	Social Worker	Plumas County Department of Social Services	Core Requirement
	Vikki Nick	Parent Advocate	Plumas Resource Center	Additional Contributor
	Leslie Wall	Community Connection Coordinator	Plumas Resource Center	Additional Contributor
	Joyce Scroggs	Child Care Coordinator	Plumas Unified School District	Additional Contributor
	Linda Pettit	Case Manager	Mountain Circle	Additional Contributor
	Neal Caiazzo	Social Worker	Plumas County Department of Social Services	Core Requirement
	Michelle Keily	Social Worker	Environmental Alternatives	Additional Contributor
	Kelly Holland	ILP Coordinator	Plumas Crisis Intervention Resource Center	Additional Contributor

	Keevin Allred	Probation Officer	Plumas County Probation	Core Requirement
	Heather Caiazzo	Therapist	Plumas Rural Services-CHAT	Additional Contributor
	Kandice Doerring	Therapist	Plumas Rural Services-CHAT	Additional Contributor
	Paula Johnston	Chief Operation Officer	Plumas Rural Services	Additional Contributor
	Dennis Thibeault	Director	Plumas Crisis Intervention Resource Center	Additional Contributor
	Audra Goldstein	Social Worker	Plumas County Department of Social Services	Core Requirement
	Terry Schillinger	Foster Parent	Mountain Circle Foster Family Agency	Core Requirement
	Vicky Schillinger	Foster Parent	Mountain Circle Foster Family Agency	Core Requirement
	Charla Johnson	Social Worker	Mountain Circle	Additional Contributor
	Mimi Hall	Director	Plumas County Public Health	Core Requirement
	John Sebold	Director	Plumas County Mental	Core Requirement
	Gonzalo Gonzalez	Social Worker	Greenville Rancheria	Core Requirement
	Marlene Mullin	Family Advocate	Roundhouse Children's Council	Core Requirement
	Jaye Bruce	Coordinator	Healthy Touch	Additional Contributor
	Randy Schwartz	Social Worker	Plumas County Department of Social Services	Core Requirement

### PQCR Peer Reviewers

<b>PQCR Peer Reviewers</b>	<b>Name</b>	<b>Agency</b>
	Teresa Dominguez	Calaveras County CWS
	Janice Morgan	Tehama County CWS
	Dianne O'Mailligan	Butte County CWS
	Carol Hobson	Amador County CWS
	Tommy Pazhempallil	San Francisco County CWS
	Cinnamon Lampi	Tuolumne County Probation Dept.
	Ruth Caldwell	Tuolumne County Public Health
	Sherrie Sperry	Calaveras County Probation Dept.
	Jennifer Allen	Sutter County CWS

**Attachment D: BOS Notice of Intent**

STATE OF CALIFORNIA – HEALTH AND HUMAN SERVICES AGENCY CALIFORNIA DEPARTMENT OF SOCIAL SERVICES  
**NOTICE OF INTENT  
CAPIT/CBCAP/PSSF PROGRAM CONTRACTS  
FOR AMADOR COUNTY**

**PERIOD OF PLAN (MM/DD/YY): 04/22/11 THROUGH (MM/DD/YY) 04/21/14**

The undersigned confirms that the county intends to contract, or not contract with public or private nonprofit agencies, to provide services in accordance with Welfare and Institutions Code (**W&I Code Section 18962(a)(2)**).

In addition, the undersigned assures that funds associated with Child Abuse Prevention, Intervention and Treatment (CAPIT), Community Based Child Abuse Prevention (CBCAP), and Promoting Safe and Stable Families (PSSF) will be used as outlined in statute.

The County Board of Supervisors designates Plumas County Department of Social Services as the public agency to administer CAPIT and CBCAP.

**W&I Code Section 16602 (b) requires that the local Welfare Department shall administer PSSF.** The County Board of Supervisors designates Plumas County Department of Social Services as the public agency to administer PSSF.

**Please check the appropriate box.**

- The County intends to contract with public or private nonprofit agencies to provide services.
- The County does not intend to contract with public or private nonprofit agencies to provide services and will subcontract with \_\_\_\_\_ County to provide administrative oversight of the projects.

In order to receive funding, please sign and return the Notice of Intent with the County's System Improvement Plan:

California Department of Social Services  
Office of Child Abuse Prevention  
744 P Street, MS 8-11-82  
Sacramento, California 95814



County Board of Supervisors Authorized Signature

Date

5-17-11

ELLIOTT SMART

Print Name

Title

Director

## Attachment E: Executive Summaries

### i. CSA (March 2010) Executive Summary

#### *Background*

In 2001, the State Legislature passed the Child Welfare System Outcomes and Accountability Act (AB 636) which mandates the continual system of improvement for all California counties. The County Self Assessment (CSA) is one of the three required components: the Peer Quality Case Review (PQCR), the County Self-Assessment (CSA), and the System Improvement Plan (SIP).

Plumas County Child Welfare Services and Probation are the lead agencies for conducting these system improvement processes. They have the overall responsibility for the completion of the PQCR, CSA and the SIP. In addition, the local Child Abuse Prevention Council (CAPC) and any representative of the County Board of Supervisors' designated commission, board or council whose duties are related to child abuse and neglect prevention and intervention services shall be active participants in the development of the CSA and SIP.

#### *Purpose*

The CSA is the next process in the continual system improvement process. It is guided by an analysis of child welfare data. Input is solicited from a wide range of child welfare stakeholders, including community and prevention partners, reviewing the broad range of services from both Child Welfare and Probation within the county. The information that is acquired through this focused process, the quarterly data reports, and the PQCR findings, the CSA then becomes the foundation for the next step of developing the next county three year SIP.

#### *Summary Assessment Findings*

The Plumas County Self-Assessment process provided the County the opportunity to conduct a thorough analysis of the County's performance in key child welfare outcome areas. An overarching theme that emerged throughout the assessment process reflects that, even with the limited resources afforded a small, rural and relatively isolated County, core child welfare county staff, private partners and stakeholders, work collaboratively to maximize available services as to achieve positive outcomes for children, youth and their families. Additional Plumas County strengths included the availability of services provided throughout the county by a strong faith based network of community support and the acknowledgement that the ability of Child Welfare and Probation to provide vertical case management services allows for family engagement and service continuity that supports positive outcomes for children/youth and families. Lastly, the work of a weekly multi-disciplinary team that brings together county agencies and prevention and services partners who are committed to sharing local resources to meet the needs of Plumas County families helps to keep collaboration strong and supports Child Welfare and Probation efforts in key outcome areas.

The CSA process revealed that challenges for Plumas County include the limited number of resources available locally that are key to assisting children, youth and families in achieving success. Also, the economic downturn at the State and County level over the past 18 months was reported to have resulted in a loss of valuable resources. Additional information and outcome data emerged through the assessment process that indicated the County faces challenges in meeting performance outcomes in the area of permanency and stability for older youth. The CSA process also noted that there is room for improvement in the area of relative placements. A more detailed discussion of system strengths and challenges can be found in the CSA report.

The following are initial strategies that were identified in the CSA to be developed or strengthened further by Child Welfare and Probation in the next County Improvement Plan to build on identified system strengths and address outcome areas that need improvement:

#### Safety Outcome 1& 2

Improvement efforts will focus on the following:

1. Reinforcing safety as a priority by ensuring the staff resources to respond in a timely manner to all abuse and neglect referrals
2. Continuing to utilize the Multi-disciplinary Team process to staff and support meeting child and family needs and include Continuing to utilize SDM to assist in response, safety and risk determinations (Child Welfare)
3. Strengthen prevention efforts
4. Provide in-home evidence-based practices that offer support, coaching and modeling
5. Expand wraparound services
6. Integrate the Signs of Safety (SoS) with Structured Decision Making (SDM) to strengthen safety and risk assessment and care planning through family and youth engagement

#### Permanency Composite 1: Reunification Measures

Improvement efforts will focus on:

1. Continuing to utilize SDM and Safe Measures to provide a solid foundation for thorough and timely case planning and services (Child Welfare)
2. Continuing to utilize the Multi-disciplinary Team process to staff and support meeting child and family needs
3. Working collaboratively within the Multi-disciplinary Team and other forums with private agency partners to identify and develop services for family aftercare and support
4. Providing training to Child Welfare and Probation staff to develop family engagement practices and motivational interviewing skills
5. Working with the local FFAs to expand foster family home recruitment efforts
6. Engaging families in concurrent planning throughout the life of a case
7. Utilizing in-County placement resources when available

8. Increase the use of relative placements

Composite 2: Adoption Measures

Improvement efforts will focus on the following:

1. Strengthening the collaborative relationship with State Adoptions
2. Exploring the process for the Plumas County Department of Social Services to become a licensed adoption agency
3. Utilizing Concurrent Planning more consistently and from the point of intake to support concurrent planning efforts
4. Providing Concurrent Planning training to staff

Permanency Composite 3: Long Term Measures

Improvement efforts will focus on the following:

1. Utilizing Structure Decision Making (SDM) to improve service and placement planning for older youth
2. Utilizing concurrent planning when all youth first enter the system
3. Continuing to use vertical case management to support consistency of case planning and stability
4. Training and education for foster parents and relative caregivers of older youth
5. Increasing the number of youth placed with relatives

Permanency Composite 4: Placement Stability Measures

In concurrence with the PQCR findings, Improvement efforts will focus on the following:

1. Establishing a system to expedite the approval of relative placements
2. Working with the local FFAs to expand foster family home recruitment efforts
3. Utilizing SDM to ensure service needs of children and youth in placement are met
4. Maintaining an on-call system to provide crisis intervention and support
5. Utilizing County Multi-disciplinary Team and the weekly Treatment Team Meeting to identify resources to support placement stability

Permanency 2: Family Relationships

In concurrence with the PQCR recommendations for Probation related to increasing relative placements, improvement efforts will focus on the following:

1. Providing training to Probation Officers related to developing family engagement practices and motivational interviewing skills
2. Utilizing CAPIT/CBCAP/PSSF funded services to support family members willing to serve as caregiver for a relative minor
3. Working with the local FFAs to expand foster family home recruitment efforts and providing ongoing training to foster parents to support reunification efforts
4. Continuing collaborative effort with FFAs to ensure sibling are placed together whenever possible
5. Explore ways to increase services and support for ICWA identified youth

### Well-being 3: Physical Exams, Dental Exams, Psychotropic Meds

Improvement efforts will focus on the following:

1. Working in partnership to identify Medi-Cal dental providers
2. Ensuring that staff are trained in how to record Dental exam data in CWS/CMS
3. Develop a process for providing the caregivers of all youth with a Health and Education Passport

#### ii. **PQCR (March 2010) Executive Summary**

##### *Background*

All counties are mandated to complete a Peer Quality Case Review (PQCR) every three years, as part of the Outcomes and Accountability System effective January 2004. It is an integral extension of the County Self-Assessment (CSA) and the System Improvement Plan (SIP). The purpose is to provide a deep understanding of actual practices in the field by bringing in outside experts to help shed light on the strengths and challenges for CWS delivery systems and social work practices. For Probation, the goal of the PQCR is to identify key patterns of agency strengths and challenges for services for youth in out-of-home care. Both CWS and Probation benefit by using peer reviewers that can offer objectivity to the process and also serve as a training resource to the county.

The Plumas County Peer Quality Case Review was conducted during the week of April 20-22, 2010. The focus areas for Child Welfare and Probation and the summary of PQCR recommendations are outlined below:

##### **Measure C4.1.2 and 3: Placement Stability**

Following a review of Safe Measures and quarterly CWS/CMS data reports, Child Welfare, in collaboration with the CDSS State Consultant selected Measure C4.1, 2 and 3: Placement Stability, as the Child Welfare PQCR Focus Area. The data illustrated that Plumas County met the State standard of performance for children and youth in care less than 12 months, but fell below the national Standard for children and youth placed in care longer than 12 months.

**The Child Welfare portion of the PQCR identified a number of system strengths and challenges that impact performance related to Placement Stabilization. The areas of strength included the following:**

- Children reported they felt supported by multiple positive adults in their lives and social workers confirmed they value assuring that all children have positive, life-long connections before their transition into adulthood.
- Treatment Team Meetings were held with the parents, foster parents, children and service providers to discuss case plan development and progress in services.
- The maintenance of family connections was a priority for social workers, children, and some foster parents.

- There were substantial mental health services available for children, including county funded services and the CHAT program.
- The social workers, supervisors and foster parents all indicated that they try to support the children in multiple ways.
- Family Reunification services were available to the parents in the community and the court encourages families to participate in Reunification services.
- The local Foster Family Agencies (FFA's) play a large role in providing support for children and foster parents.

The areas of challenge were listed as:

- The formal methods of assessments being used when social workers were determining the safety, risk and family strengths and needs were not being used consistently after the Detention and Emergency Response phases of a case
- Foster parents did not believe they were provided with adequate information about the children's history and needs prior to placement.
- There is no consistent method for maintaining and monitoring children's belongings.
- Social workers would benefit from additional concurrent planning training.
- Lack of foster parent training to address child behavioral issues.

Specific recommendations for performance improvement included the following:

- Develop and implement formal policies for utilizing SDM throughout all stages of the case.
- Hold Treatment Team Meetings prior to detention or immediately after to provide foster parents with relevant information about the child.
- Establish a formal method for conducting concurrent planning from the point of intake.
- Encourage foster parents to develop positive relationships with parents.
- Maintain positive and open communication with Foster Family Agencies.
- Access and utilize Specialize Care Increment rates based on needs of children.

#### **Aftercare/Transition to Adulthood for Youth Measure**

In December 2009, the Placement Coordinator and Deputy Probation Officer conducted an informal survey regarding juveniles in placement having a Health and Education Passport. At the time of the survey, no juvenile or placement facility housing Plumas County probation youth maintained a prepared Health and Education Passport.

As of February 2, 2010, Transitioning Probation youth are not provided with health and educational information as they leave the foster care system. There is a need to examine why transitioning youth are not provided with information and county resources to address their health and education information and needs.

**The Probation portion of the PQCR identified a number of system strengths and challenges that impact performance related to Aftercare/Transition to Adulthood for Youth. The areas of strength include the following:**

- The case plans were developed regularly by the probation officers with the input from the youth and their families.
- The education, including life skills, was available for youth in their respective placements and was highly valued by Probation.
- Probation officers encouraged positive participation of family in service delivery and goal attainment for the youth.
- The probation officers were dedicated to assuring that youth had appropriate mentors and positive adults in their life prior to termination of their probation.
- Despite the lack of local resources, probation officers were able to access all of the available necessary services to support the youth's needs, primarily involving on-going substance abuse treatment and individual therapy.

The specific areas of challenge to the County's performance related to Aftercare/Transition to Adulthood were listed as the following:

- Although the youth were seen regularly by their probation officers, there was no standard rule or procedure for the probation officers to return telephone calls as indicated by youth reporting probation officers were not always available or were difficult to make contact with outside of their regular contacts.
- There was minimal available documentation or understanding for the need to document health information (immunizations, medical history) in the case files.
- The probation officers would benefit from on-going training in prioritizing and addressing the needs presented by the youth.
- The lack of local resources creates multiple challenges and barriers for probation and increasing community resources would decrease the barriers in providing services to youth on a local level.
- An increased number of probation officers would provide further support for the youth, as they would have more time to contact the youth.

Specific recommendations for performance improvement included the following:

- Collaborate with the Foster Care Public Health Nurse to develop a procedure for obtaining medical, dental, and immunization information for the Health and Education Passports and adequate recording of health history. While this was already done on a regular basis further work was needed to ensure the PH foster care nurse meets regularly and quarterly with the placement officer.
- Consider implementation of Team Decision Making and assess plausibility of implementation to increase communication between youth parents, Probation Officer, Mental Health, substance abuse treatment providers and any other support persons.

- Coordinate with Child Welfare and the ILP Coordinator to develop an Independent Living Program that serves the needs of youth transitioning into adulthood that includes aftercare services.
- Evaluate the possibility of ensuring that services available in Juvenile Hall, accompany the youth to their placement or home for at least thirty days prior to release, to assist with successful integration into the community.

## Attachment F: Acronym Guide

AB36	Assembly Bill 36 Child Welfare Outcomes and Accountability Act
AODS	Alcohol and Other Drug Services
APPLA	Another Permanent Planned Living Arrangement
BHS	Behavioral Health Services
CalSWEC	California Social Worker Education Committee
CAPC	Child Abuse Prevention Council
CAPIT	Child Abuse Prevention, Intervention, and Treatment
CBCAP	Community-Based Child Abuse Prevention
C-CFSR	California Child and Family Services Review
CCL	Community Care Licensing
CDSS	California Department of Social Services
CPS	Children and Family Services / Department
CWDA	County Welfare Directors Association
CWS/CMS	Child Welfare System/Case Management System
DR	Differential Response
DV	Domestic Violence
ER	Emergency Response
ETO	Efforts to Outcome
F2F	Family to Family
FFA	Foster Family Agency
FGM	Family Group Meeting

FRC	Family Resource Center
HHS	Health and Human Services/ Agency
ICWA	Indian Child Welfare Act
IEP	Individual Education Plan
ILP	Independent Living Skills Program
LFH	Licensed Foster Home
LGH	Licensed Group Home
LNE	Low Number Event
MDT	Multi-Disciplinary Team
MFI	Medically Fragile Infant
MFT	Marriage and Family Therapist
MH	Mental Health
MHP	Mental Health Plan
MOU	Memorandum of Understanding
MRT	Mandated Reporter Training
NREFM	Non-Relative Extended Family Member
NRCAPCC	Northern Regional Child Abuse Prevention Council Coalition
NTA	Northern Training Academy
NP	Nurturing Parenting Program
PACT	Positive Achievement Change Tool
PEI	Prevention/Early Intervention
PI	Program Improvement
PIT	Point in Time

PQCR	Peer Quality Case Review
PSSF	Promoting Safe and Stable Families
Q2 2009	July 2008-June 2009
QA	Quality Assurance
RCL	Rate Classification Level
SDM	Structured Decision Making
SIP	System Improvement Plan
TBS	Therapeutic Behavioral Services
TC	Trinity County
TCOE	Trinity County Office of Education
TDM	Team Decision Making
THP-Plus	Transitional Housing Program Plus
TILP	Transitional Independent Plan Living
TOL	Transfer of Learning
UCB	University of California Berkeley
UCD	University of California Davis