

CALIFORNIA'S
TITLE IV-B
CHILD AND FAMILY SERVICES PLAN

FEDERAL FISCAL YEAR 2005-2009

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California Department of Social Services
Children and Families Services Division
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Sacramento, CA 95814

IV-B PLAN FFY 2005-2009

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**Vision:
Safety, Permanence, and Well-Being
for
California's Children and Families**

Vision: Safety, Permanence, and Well-Being for California's Children and Families

The mission of the California Department of Social Services (CDSS) is to ensure that needy and vulnerable children and adults are served, aided and protected in ways that strengthen and preserve families, encourage personal responsibility and foster independence.

Our vision is that every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities. This vision is reflected in, and supported by CDSS' departmental Strategic Plan, the work of the Redesign – now known as the Child Welfare Services System Improvements, California's new Outcomes and Accountability Initiative - the California-Children and Family Services Review, and in this new five year Title IV-B Child and Family Services Plan (CFSP).

Executive Summary

Executive Summary

In this new five year Title IV-B Plan (Plan), the California Department of Social Services (CDSS) lays out how CDSS intends to carry out its mission and vision, and meet its goals and objectives to 1) ensure the safety of children; 2) sustain permanence for children; and 3) promote the well-being of children.

Additionally, this document describes activities planned to continue improvements in the following areas: 1) Promoting Safe and Stable Families; 2) Indian Child Welfare Act; 3) the Title IV-E Waiver Demonstration Project; 4) Adoptions Promotion; 5) Foster Care/Adoption Recruitment; 6) Training and Staff Development; 7) Evaluation; and 8) Quality Assurance. This also includes the Child Abuse Prevention and Treatment Act Services application and the applications of the Chafee Foster Care Independence Program and the Education and Training Vouchers Program. The Annual Budget Request and Summary are also included.

Over the past three years, CDSS has engaged in three major efforts to help meet its stated goals and objectives. These efforts include the:

Child Welfare Services System Improvements (Redesign)

This is a comprehensive plan that aligns the current child welfare services (CWS), that use evidence based practices, community partnerships, performance indicators, and fairness and equity to ensure that every child in California is living in a safe, stable, permanent home nurtured by healthy families and strong communities.

CFSR Program Improvement Plan (PIP)

This is CDSS' plan and commitment to improve the child welfare services outcomes and systemic factors that have been identified through the federal Child and Family Review (CFSR). California's PIP will continue and be completed by June 30, 2005. The State's goals and objectives include the PIP items that will carry into the first year of the CFSP.

California-Children and Family Services Review (C-CFSR)

Consistent with the requirements of the Child Welfare System Improvement and Accountability Act of 2001 (Assembly Bill 636, Chapter 678, Statutes of 2001, Steinberg), the State's new quality assurance system the California – Child and Family Services Review (C-CFSR) system establishes an outcomes-based review system, patterned after the federal CFRS, using County Self-Assessments and System Improvement Plans to monitor and track county child welfare services performance and improvements.

Everything in this new five year Plan is a merging of the recommendations of the participants in these comprehensive efforts described above: the Child Welfare Services Stakeholders' Group, the Child and Family Services Review (CFSR) and subsequent

Program Improvement Plan development team, and the Child Welfare Outcomes and Accountability Workgroup. Additionally, the CAPTA grant application outlines the collaboration of the agencies specified in the Keeping Children and Families Safe Act of 2003.

The active involvement of statewide representatives has been a key to the development of this five year plan as demonstrated by the efforts described above. The Stakeholders' Group, which began the work of developing the plan for carrying out the Child Welfare Services System Improvements, was comprised of 60 individuals representing all aspects of the public and private child welfare community and organizations having policy and practice influence in the system, including front line CWS caseworkers, program managers, directors, probation officers, and union representatives; former foster youth; foster and kinship caregivers, group home providers; Tribes; juvenile court judges, Court Appointed Special Advocates and the Judicial Council of California, Administrative Office of the Courts; law enforcement; county counsels; child advocates; the legislature; community and faith based organizations; educational experts; mental health experts; governmental financing experts; prevention specialists; CWS training consultants; researchers; philanthropists; other State agencies; and Region IX.

The C-CFSR self assessment and subsequent PIP development teams involved key participants that included the County Welfare Directors Association of California; Chief Probation Officers of California; the University of California at Berkeley, Center for Social Services Research; the Judicial Council of California, Administrative Office of the Courts, and included interview groups such as birth parents, juvenile courts judges, Tribal members, child advocates and others.

The Child Welfare Outcomes and Accountability Workgroup included members representing: foster and kinship caregivers; foster youth; Tribes; foster care service providers; researchers; social workers; probation officers; mental health; education; child advocates; the Legislature; counties; foundations; and other state agencies.

In recognition of the current negotiations status, the upcoming conclusion of the PIP in June 2005, and a new federal CFSR sometime after the conclusion of the current PIP, CDSS may modify its objectives and related activities in subsequent Annual Progress and Services Reports.

California's Child Welfare Services System: Overview

California's Child Welfare Services System: Overview

The California Department of Social Services (CDSS) supervises the administration of programs that are federally funded, State directed and locally operated. The CDSS is responsible for the supervision and coordination of programs in California funded under federal Titles IV-B, IV-E, and XX of the Social Security Act.

The CDSS, Children and Family Services Division (the Division) plays a vital role in the development of policies and programs that implement the goals of CDSS mission. Oversight of the State's CWS system is the responsibility of the Division. In developing policies and programs, the Division collaborates with other State and local agencies, Tribal representatives, foster/kinship caregivers, foster youth, foster care service providers, community-based organizations, the Judicial Council, researchers, child advocates, the Legislature, and private foundations to maximize families' opportunities for success.

Child Welfare Services System

The child welfare service system is the primary intervention resource for child abuse and neglect in California. Existing law provides for child welfare services which are directed toward the accomplishment of the following purposes: protecting and promoting the welfare of all children, including handicapped, homeless, and dependent children; preventing, remedying, or assisting in the resolution of problems that contribute to the exploitation or delinquency of children; preventing the unnecessary separation of children from their families where the removal of the child(ren) can be prevented by identifying family needs and assisting families in resolving those issues that lead to child abuse and neglect; reunifying families whose children been removed, whenever possible by providing necessary services to the children and their families; maintaining family connections when removal cannot be prevented by identifying children for whom Tribal placement and relative placement are preferred and most appropriate; and assuring permanence for dependent children, who cannot be returned home, by promoting the timely adoption, guardianship or alternative permanent placement for these children.

Oversight of California's child welfare services system is provided by the various branches of the Division.

- The Child Protection and Family Support Branch (CPFBS) has primary responsibility for the emergency response, pre-placement and in-home services policy components, including child abuse prevention, and the Title IV-E Waiver Demonstration projects. The CPFS Branch is also responsible for statewide training and staff development activities. The CPFBS includes oversight of statewide child abuse prevention and family support services. The child abuse prevention and family support services component of the service delivery system

is administered by CDSS' Office of Child Abuse Prevention (OCAP) within the Division. This component consists of a wide range of community-based services, including child abuse prevention and treatment services that promote the safety and well-being of children and families. These services are designed to increase family strengths and capacity to provide children with a stable and supportive family environment, and to enhance child development. OCAP serves as a statewide center for public and private child abuse prevention, intervention and treatment programs. OCAP also administers programs funded under the Child Abuse Prevention and Treatment Act (CAPTA), Child Abuse Prevention Grant (CAPG) and the Promoting Safe and Stable Families (PSSF) Act.

- The Children Services Operations and Evaluation (CSOE) Branch is responsible for maintaining the integrity of child and family services by monitoring the uniform implementation of laws and regulations governing the provision of child welfare services by the 58 California counties. In addition, this branch has primary responsibility for the implementation of the Child Welfare Services System Improvements; the C-CFSR; operating State Adoption District Offices; reviewing, maintaining, managing and ensuring the confidentiality of all California adoption records; and providing post adoption services.
- The Child and Youth Permanency (CYP) Branch supervises the delivery of services to children removed from their homes and placed into foster care or kinship care. CYP Branch responsibilities include program management through regulation development and policy directives related to out-of-home care and permanency for dependent children.
- The Case Management System (CMS) Support Branch is responsible for providing support, and oversight of the Child Welfare Services/Case Management System (CWS/CMS). The CWS/CMS is a personal computer (PC)-based Windows™ application that supports the case management business needs of all of California's child welfare social workers. As the CDSS' primary point of contact for CWS/CMS, the CMS Support Branch is responsible for facilitating the development of CWS programmatic changes and improvements to the system, pursuant to State and federal policy and regulation. The CMS Branch also works closely with the counties to assure programmatic consistency and clarity and to respond to collective county questions regarding system policy.
- The Foster Care Audits and Rates Branch is responsible for ensuring that children placed into foster care in group homes and by foster family agencies are receiving the services for which providers are being paid; that provider payment levels are established appropriately; that overpayments are minimized; and that federal, State and county payment and funding systems are appropriately administered.

The following major components comprise the child welfare services system:

Prevention: service delivery and family engagement processes designed to mitigate the circumstances leading to child maltreatment before it occurs.

Emergency Response: a response system designed to provide in-person response, 24 hours a day, to reports of abuse, neglect, or exploitation for the purpose of investigation and to determine the necessity for providing initial intake services and crisis intervention to maintain the child safely in his/her own home, or to protect the safety of the child through emergency removal and foster care placement.

Family Maintenance: time-limited services that are designed to provide in-home protective services to prevent or remedy neglect, abuse or exploitation for the purpose of preventing the separation of children from their families.

Family Preservation: intensive services for families whose children, without such services, would be subject to risk of out-of-home placement, would remain in existing out-of-home placements for longer periods of time, or would be placed in a more restrictive out-of-home placement.

Family Reunification: time-limited services to children in out-of-home care to prevent or remedy neglect, abuse or exploitation when the child cannot remain safely at home and needs temporary foster care while services are provided to reunite the family.

Foster Care: services designed to serve and protect those children who cannot remain in their homes. Current placement options include family homes (relatives or foster family homes), certified homes of foster family agencies and group homes. Foster care maintenance also includes payments to cover the cost of providing food, clothing, shelter, daily supervision, school supplies, a child's personal incidentals and reasonable travel, including travel to the child's home for visitation.

Permanent Placement: alternative family structures for children who, because of abuse, neglect or exploitation cannot remain safely at home, and/or who are unlikely ever to return home. These services are provided when there has been a judicial determination of a permanent plan for adoption, legal guardianship (including the Kinship Guardianship Assistance Payment Program), independent living arrangement for adolescent children, or other alternative permanent placement.

When adoption is the permanent plan for a child, potential adoptive families are home studied, approved and children are placed with them. Services include recruitment of potential adoptive parents; financial assistance to adoptive parents to assist in the support of special needs children; and direct relinquishment and independent adoption.

Independent Living: education and services for foster youth based on an assessment of needs and designed to help youth transition successfully from foster care to living independently. Services are provided to enhance basic living skills, as well as career development skills.

Title IV B Plan Goals and Objectives

Title IV B Plan

Goals and Objectives

The California Department of Social Services (CDSS) is committed to ensuring that children are, first and foremost, protected from abuse and neglect; that children are maintained safely in their homes whenever possible and appropriate; that children are protected from repeated maltreatment when they are under the care of their families; and that children who are in the custody of the State and are placed in foster care are also protected from further maltreatment.

The CDSS, moreover, sets among its highest priorities that children have permanency and stability in their living situations, continuity of family relationships, and that on-going connections to siblings, family, friends, and community are preserved. To this end, CDSS will recruit and retain resource families (foster parents and relative caregivers) who live in at-risk children's neighborhoods, and who will be trained and able to help children transition out of the system. The CDSS will focus on ensuring that, for children who cannot remain safely in their homes, reunification, adoption, guardianship, alternative permanent placement, or transition from foster care to independent living occurs in a timely manner.

The following sections set forth the specific goals and objectives CDSS has established for the Child and Family Services Plan for the new five year period. While these are the primary and standard goals of all child welfare services, CDSS' goals, objectives and specific benchmarks, reflect a plan blending the major efforts of the last three years in consultation with the County Welfare Directors Association (CWDA), the Chief Probation Officers of California (CPOC), the California Youth Connection (CYC), statewide foster parent associations, child advocates, foster care providers (group home and foster family agencies), Tribal members, philanthropic organizations, the judiciary, legislature and other State departments.

The CDSS is developing strategies to improve the array of services and resources available to assist children and families who come to the attention of the child welfare services system. The long range goal is that child safety is the shared responsibility of an interconnected system of resources and opportunities. The CDSS will continue to utilize the partnerships that have been formed over the last three years to assist counties and communities build capacity to prevent child abuse and neglect whenever it may be at-risk of occurring, and to build county capacity to serve children and families promptly and appropriately with the least amount of disruption to family and community structures. State and local networks will continue to be formed through a process of community engagement that ensures resources and opportunities are aligned with the needs and cultural values of families whose children are at-risk of abuse and neglect. Consequently, communities will no longer rely on child welfare service agencies as the sole entity responsible for the protection of children.

In January 2004, CDSS began the implementation of the California – Child and Family Services Review (C–CFSR) system. On June 30, 2004, each of the 58 counties submitted their County Self-Assessment (SA), which identify their system strengths and areas needing improvement based on the results of the review of county system indicators. By September 30, 2004, counties will submit County Self-Improvement Plans (SIP) that will detail how the county will address the areas identified as needing improvement. By 2007, CDSS will fully implement the tri-annual C-CFSR process. (See Section XII, Quality Assurance).

The CDSS will utilize the newly implemented C-CFSR system to continue to monitor progress in achieving the specific targets set in the federal Child and Families Services Review – Program Improvement Plan (PIP) and the progress made in achieving the outcomes set by the State’s C-CFSR. While the targets and expected outcomes overlap, this five-year plan speaks to overall planned Child Welfare Services System Improvements. The State has developed projections of statistically significant improvements for achieving the federal outcomes over the next five years.

The CDSS will continue to promote promising evidence-based practices by providing training and technical assistance to child welfare and probation staff and supervisors regarding safety and risk assessments; comprehensive assessment of all children’s needs, (including physical, educational and mental health needs); quality case planning (including all family members, and children and youth, as appropriate); the setting and keeping an appropriate child and parent visitation schedule (including social worker visits to both children and parents); fairness and equity at every decision point in the life of a case, and cultural competence; permanency planning throughout the duration of a child’s child welfare case; and essential documentation of assessments completed and services provided. The CDSS will also continue to provide training to Resource Families to prepare them to care for children removed from their families and to assist in the children’s permanency goals.

Goal I
Ensure the Safety of Children

Child Safety Outcomes

Over the past two decades, California has experienced high numbers of child abuse reports that have grown increasingly complex and challenging to the Child Welfare Services (CWS) system's capacity to respond effectively. The complexity of the issues facing child welfare families reaches beyond the CWS system's ability to handle alone and requires participation by other partners who have responsibility in these areas. Thus, CDSS' emphasis herein is on system reform and collaborative action.

The CDSS is committed to ensuring that children are first and foremost, protected from abuse and neglect; that children are maintained safely in their homes whenever possible and appropriate; that children are protected from repeated maltreatment when they are under the care of their families; and that children who are in the custody of the State and are placed in foster care are also protected from further maltreatment. CDSS recognizes that critical decisions are made by the CWS system, which has a profound impact on the safety, permanence and well-being of the children who come in contact with the CWS system. To achieve this goal, CDSS will continue to promote the use of promising, evidence-based practices, including but not limited to intensive services that actively engage families in quality case planning; build on family strengths and improve parental skills; promote partnerships across disciplines and agencies to address the complex needs of high-risk families; and appropriate services to support a family before it is necessary to remove the child, or when a child is returned home.

Goal 1: Children are first, and foremost, protected from abuse and neglect, that they are safely maintained in their homes whenever possible and appropriate, and that services are provided to protect them.

The CDSS has set the following objectives for this goal:

Objective 1: By June 30, 2009, the State will achieve a minimum statewide improvement over June 2004 data of 1.10 percentage points, or better, in the percent of children who experience repeat maltreatment. *

By June 30, 2005, the State's objective is to reach the PIP target of 8.9 percent for repeat maltreatment of children. [PIP SO1; Item 2A]

Objective 2: By March 31, 2005, the State's objective is to reach the PIP target of a decrease of two percentage points in the rate of recurrence of abuse or neglect in cases where children are not removed from the home. [PIP SO 2, Item 3 &4]

Objective 3: By January 31, 2006, the State will determine a baseline and a statistically significant target for improvement in the data indicator for child abuse or neglect in foster care based on an improved data indicator. By June 30, 2005, the State's objective is to reach the PIP target of a reduction of .053

* This represents a statistically significant change from the baseline period of June 2004.

percentage points in the data indicator for child abuse or neglect in foster care based on the existing data indicator. [PIP SO1, Item 2B]

To achieve these goals, CDSS' efforts will focus on:

- the implementation of a Standardized Safety Assessment System, and
- the development of an early intervention – Differential Response Intake Structure.

1. Implementation of a Standardized Safety Assessment System

The CDSS will implement a Standardized Safety Assessment System to assess safety, risk, and family protective capacity throughout the duration of a child welfare services case. The goal of the standardized safety assessment is to improve the protection of children by identifying specific factors that are most commonly associated with the immediate safety of a child. A uniform set of criteria to enable more consistent decision-making at critical decision points will be established, and training will be provided to CWS workers to begin the implementation of the Standardized Safety Assessment System.

Eleven, self-selected counties, that represent 42 percent of the total population of children in the CWS system statewide (Contra Costa, Glenn, Humboldt, Los Angeles, Placer, Sacramento, San Luis Obispo, San Mateo, Stanislaus, Tehama and Trinity), will be required to include in their county System Improvement Plans (SIPs), their plan to implement and validate the Standardized Safety Assessment System process. The CDSS will utilize the SIP process to evaluate the applicability and effectiveness of the new Standardized Safety Assessment process in the 11 counties. Part of the evaluation will include identification of changes in practice, statutes, and regulations, as well as resources (staffing/funding/community support) needed to implement the Standardized Safety Assessment System statewide.

The CDSS will utilize the county Self Assessment (SA) SIPs process to monitor the performance of the 11 counties in achieving the desired safety outcomes. The CDSS will facilitate the development of the standardized safety, risk, and parental capacity assessment system and the training of the CWS staff in the 11 counties.

Further, CDSS will utilize the SIP process and the C-CFSR Quarterly Data Reports to evaluate the applicability and effectiveness of the Standardized Safety Assessment System in the 11 counties. Part of the evaluation will include identification of changes in practice, statutes, and regulations, as well as resources (staffing/funding/community support) needed to implement the Standardized Safety Assessment System. The CDSS will also begin planning for necessary changes to the CWS/CMS system to support the use of the new Standardized Safety Assessment System.

Benchmarks:

By June 30, 2005, a minimum of 11 counties will have implemented and begun validation of a consistent approach to the assessment of safety, risk, protective capacity and family strengths.

By June 30, 2006, CDSS will, based on the experience of the 11 counties, make recommendations to the administration and legislature via the State budget process, regarding phasing in additional counties to begin implementation of the Standardized Safety Assessment System.

By June 30, 2006, CDSS will report, in the Annual Progress and Services Report (APSR), its findings and plans for the appropriate next steps regarding the phasing in of additional counties to begin implementation of the Standardized Safety Assessment System or the elimination of this strategy to achieve the objectives for this goal.

By June 30, 2006, CDSS will, based on the experience of the total participating counties, and the approval of the administration and legislature via the State budget process, begin phasing in 15 additional counties to begin implementation of the Standardized Safety Assessment System.

By June 30, 2007, CDSS will, based on the experience of the total participating counties, and the approval of the administration and legislature via the State budget process, begin phasing in 16 additional counties to begin implementation of the Standardized Safety Assessment System.

By June 30, 2008, CDSS will, based on the experience of the total participating counties, and the approval of the administration and legislature via the State budget process, begin phasing in 16 additional counties to begin implementation of the Standardized Safety Assessment System.

By June 30, 2009, barring any unforeseen barriers to full implementation, the new Standardized Safety Assessment System will be utilized in all counties in California.

On a quarterly basis, CDSS will utilize the county Quarterly Data Reports to monitor the performance of the 11 counties implementing and validating the Standardized Safety Assessment System; in reducing the recurrence of abuse or neglect in cases where children are not removed from the home; and the repeat maltreatment of children in foster care. This information will be used to support statewide implementation.

Additionally, CDSS, on a quarterly basis, will utilize the county Quarterly Data Reports to monitor the performance of all 58 counties in reducing the recurrence of abuse or neglect in cases where children are not removed from the home, and the repeated maltreatment of children in foster care.

Quarterly Data Reports will be accessible to DHHS – ACF and the public via the University of California Berkeley webpage: <http://cssr.berkeley.edu/CWSCMS/reports>.

2. Develop an Early Intervention – Differential Response Intake Structure for the CWS System

The CDSS will develop a Differential Response Intake Structure that provides for a flexible, customized approach within identified response paths to reports of child abuse or neglect, based on the comprehensive assessment of safety and risk, parental protective capacity and family needs. The Differential Response Intake Structure will focus on engaging families both to recognize behaviors that place or keep their children at risk, and to change those behaviors through the assistance of appropriate supports and services. The Differential Response Intake Structure will incorporate known promising practices for family engagement such as team-based decision making, family conferencing, etc. The services will be timely, flexible, coordinated and accessible to families, delivered principally in the home or the community, and will be delivered in a manner that respects and builds on the strengths of the family, community and culture.

The Differential Response Intake Structure will allow CWS to respond earlier, with greater flexibility, and with customized services and supports for families ensuring child safety and preventing further entry into the CWS system. The Differential Response Intake Structure is intended to move CWS from a “one size fits all” approach that is “crises-driven” to a more flexible three-tiered approach for responding to reports of child abuse and neglect. The Differential Response Intake Structure will include specific protocols for three service delivery paths (CWS High Risk, CWS with Community, and Community).

The CDSS will utilize the C-CFSR SIP process and county Quarterly Data reports to evaluate the applicability and effectiveness of the Differential Response Intake Structure in the 11 counties. Part of the evaluation will include identification of changes in practice, statutes, and regulations, as well as resources (staffing/funding/community support) needed to implement the Differential Response Intake Structure statewide. Further, the evaluation will be used to determine whether statewide implementation is recommended and can be achieved.

Benchmarks:

By June 30, 2005, CDSS will have established a uniform screening system that utilizes the safety, risk and family protective capacity assessment process, and establishes criteria for each differential response path.

By June 30, 2005, each of the 11 counties will have developed the community resource capacity to respond to service referrals in targeted communities.

By June 30, 2005, a minimum of 11 counties will have begun implementation and validation of the Differential Response Intake Structure in specific, targeted communities.

By January 30, 2006, CDSS will, based on the experience of the 11 counties, have determined and evaluated the factors (cost, statutory and/or regulatory changes, practice changes, resources: staffing/funding/community support, etc.) necessary to implement the Differential Response Intake Structure in additional counties.

By June 30, 2006, CDSS will, based on the evaluation of implementation experience of the 11 counties, make recommendations to the administration and legislature via the State budget process, regarding phasing in additional counties to begin implementation of the Differential Response Intake Structure.

By June 30, 2006, CDSS will report, in the Annual Progress and Services Report, its findings and plans for the appropriate next steps regarding the phasing in of additional counties to begin implementation of the Differential Response Intake Structure or the elimination of this strategy to achieve the objectives for this goal.

By June 30, 2006, if implementation is identified as appropriate and doable, and budgeted in the State Budget, CDSS will begin phasing in an additional 15 counties to implement the Differential Response Intake Structure.

By June 30, 2007, if implementation is identified as appropriate to continue and budgeted in the State Budget, CDSS will begin phasing in an additional 16 counties to implement the Differential Response Intake Structure.

By June 30, 2008, if implementation is identified as appropriate and doable, CDSS will begin phasing in an additional 16 counties to implement the Differential Response Intake Structure.

By June 30, 2009, barring any unforeseen barriers to implementation; and if budgeted in the State Budget, CDSS will have implemented the Differential Response Intake Structure in all 58 counties.

On a quarterly basis, CDSS will utilize the county Quarterly Data Reports to monitor the performance of the 11 counties in the implementation and validation of the Differential Response Intake Structure. This information will be used to support decisions regarding statewide implementation.

Additionally, CDSS, on a quarterly basis, will utilize the Quarterly Data Reports to monitor the performance of all 58 counties in reducing the recurrence of abuse or neglect in cases where children are not removed from the home, and the repeat maltreatment of children in foster care. Quarterly Data Reports will be accessible to DHHS – ACF and the public via the University of California Berkeley webpage: <http://cssr.berkeley.edu/CWSCMS/reports>.

Goal II

Sustain Permanence for Children

Permanency Outcomes

Permanence for children is one of California's primary goals, especially, permanence in a home in where the child is safe and can grow into a healthy adult. California is committed to ensuring that children have permanency and stability in their living situations, continuity of family relationships, and on-going connections to family, friends, and community. The CDSS is committed to ensuring that, for children who cannot remain safely in their homes, reunification, adoption, guardianship, alternative permanent placement, or transition from foster care to independent living occurs in a timely manner. Further, CDSS is committed to ensuring that children's primary connections to extended family, friends, community and racial heritage are preserved.

The application of non-adversarial approaches to engage the vast majority of families whose children are in out-of-home care is the underlying philosophy for our approach. This includes placing an emphasis on reunification of families through a variety of steps and supports, including a team-based approach to case planning, involvement of families in the case planning process, support and facilitation of birth parent's visits with their children, and recruitment and retention of resource families in at-risk children's neighborhoods.

If reunification is unsuccessful, alternative permanency will be expeditiously pursued, with emphasis on practices critical to achieving legal and emotional permanency for the child. To this end, CDSS will continue to provide counties technical assistance (such as early identification of permanent homes for children of all ages and special needs) and funding for the Adoption Assistance Program and Kinship Guardianship Assistance Payment Program.

The CDSS will continue to conduct focused training regarding the Indian Child Welfare Act (ICWA); and will continue to work with counties to promote the integration of fairness and equity in all decisions made by the child welfare service system. Promising evidenced-based practices will continue to play a key role in California's child welfare framework. The CDSS will continue to promote such practices including concurrent planning; Family to Family; the role of resource families (foster parents and relative caregivers) in supporting reunification and permanency; and the regular reassessment of each foster child for permanency to ensure all permanency options are considered at each permanency planning review hearing.

Goal 1: Increase the timely establishment of permanency goals for children, reduce the amount of time they are in foster care, maintain their primary connections to siblings, extended family and the community, and preserve their racial heritage.

The CDSS has set the following objectives for this goal:

Objective 1: By June 30, 2009, the State will achieve a minimum statewide improvement over June 2004 data of 3.43 percentage points or better, in the rate of children re-entering foster care within 12 months of

reunification.* By June 30, 2005, the State's objective is to reach the PIP target of decreasing the rate of children re-entering foster care within 12 months of reunification to 9.4 percent. [PIP PO 1, Item 5]

Objective 2: By June 30, 2009, the State will achieve a minimum statewide improvement over June 2004 data of 3.73 percentage points or better, in the percentage of children who have two or fewer foster care placements in the first year of their latest removal.* By June 30, 2005, the State's objective is to reach the PIP target to increase the percentage of children who have two or fewer foster care placements in the first year of their latest removal by 3.8 percentage points. [PIP PO1, Item 6]

Objective 3: By June 30, 2005, the State's objective is to reach the PIP target to improve the timely establishment of appropriate permanency goals from 82.7 percent. [PIP PO1, Item 7]

Objective 4: By June 30, 2009, the State's objective is to achieve a minimum statewide improvement over June 2004 data of 2.88 percentage points or better, in the proportion of children who exited to reunification and did so within 12 months of the latest removal.* The State met the PIP objective in this area on December 10, 2003. [PIP PO1, Item 8]

Objective 5: By June 30, 2009, the State has set an overall objective of a minimum statewide improvement over June 2004 data of 1.34 percentage points or better, in the proportion of children who exited to adoption and did so within 24 months.* The State met the PIP objective in this area on December 10, 2003. [PIP PO 1, Item 9]

Objective 6: By June 30, 2005, the State's objective is to reach the PIP target to reduce the proportion of children with a goal of long-term foster care at two years after entry will be reduced to 36.9.percent. [PIP PO1, Item 10]

Objective 7: By June 30, 2005, the State's objective is to reach the PIP target to increase from the baseline survey by three percentage points, the percentage of children whose primary connections are preserved. [PIP PO2, Item 14]

Objective 8: By June 30, 2005, the State's objective is to reach the PIP target that in Family to Family will be available in those counties whose caseload combined represents 60% of the CWS caseload statewide. [PIP SF3, Item 25]

* This represents a statistically significant change from the baseline period of June 2004.

Objective 9: By June 30, 2005, the State's objective is to reach the PIP target to decrease the proportion of children in care for 17 of the most recent 22 months without a TPR, by two percent. [PIP SF2, Item 28]

To achieve these objectives, CDSS will focus on:

- The development of quality case planning, team-based decision making and service delivery protocols; and
- Quality case planning protocols that include family engagement; child and youth involvement; and preservation of primary connections.

Benchmarks:

By June 30, 2005, CDSS will have developed and implemented quality case planning and service delivery protocols that include team-based approaches to promote family engagement, such as team decision-making, family conferencing, etc., in each of the 11 counties for targeted cases in each county.

By June 30, 2005, CDSS, in partnership with the 11 counties, will have developed and implemented protocols to include children and youth in case and transition planning.

By June 30, 2006, CDSS will, based on the experience of the total participating counties, begin phasing in an additional 15 counties to implement the quality case planning and service delivery protocols.

By June 30, 2007, CDSS will, based on the experience of the total participating counties, add an additional 16 counties to begin implementation of the quality case planning and service delivery protocols.

By June 30, 2008, CDSS will, based on the experience of the total participating counties, add an additional 16 counties to begin implementation of the quality case planning and service delivery protocols that include team-based approaches to promote family engagement, such as team decision-making, family conferencing, etc.

By June 30, 2009, CDSS will have implemented the quality case planning and service delivery protocols in all 58 counties.

On a quarterly basis, CDSS will utilize the county Quarterly Data Reports to monitor the performance of the 11 counties in the development and implementation of quality case planning and service delivery protocols that include team-based approaches to promote family engagement, (such as team decision-making, family conferencing, etc.) and the inclusion of children and youth in case and transition planning, for targeted cases in each county.

Additionally, CDSS will, on a quarterly basis, utilize the C-CFSR Quarterly Data Reports to monitor the performance of all 58 counties in increasing the timely reunification, reducing multiple placements; reducing the rate of foster care re-entries; and decreasing the length of time to achieve adoption.

Quarterly Data Reports will be accessible to DHHS – ACF and the public via the University of California Berkeley webpage: <http://cssr.berkeley.edu/CWSCMS/reports>.

Goal III
Promote the Well-Being
of
Children and Families

Promote the Well-Being of Children and Families

California is committed to the well-being of children and families. The CDSS will initiate an integrated approach to the well-being of children and families by implementing a Standardized Safety Assessment System and a Differential Intake Structure that provides increased services and supports. This approach relies on a network of supports and services in the community that share, with the child welfare system, responsibility for the well-being of children and families, with the child welfare system. It places an emphasis on providing children and families with services the first time a child abuse report is made, rather than after problems have escalated.

This approach provides a comprehensive assessment that focuses on parental capacity, and the needs of the child and family. Finally, it shifts practice to a non-adversarial approach that engages families through effective case planning and family support. There is an increased focus on customizing case plans with a greater emphasis on individual services. The services enhance well-being by making them accessible through local community agencies; maintaining appropriate family relationships and connections; utilizing team decision making; giving active participatory voice to children, youth and families in the case planning process; and providing culturally relevant services (including ensuring compliance with the provisions of the Indian Child Welfare Act). Such efforts will focus on family well-being and mitigation of circumstances that lead to child abuse and neglect. Assessments will identify the physical, mental health and educational needs of the child, and case plans will be developed to address those needs and ensure they are met. Assessments will also identify specific ways to meet family needs including: housing, substance abuse treatment, mental health, health, education, job training, child care and informal support networks.

Child Welfare Services (CWS) agencies and the community will engage families with individualized responses to help preserve and strengthen families' capacity to provide ongoing safety and stability for their children, and to restore their capacity to care for their children after removal. Children will be maintained in their own homes whenever possible and appropriate by identifying and meeting individual and family needs. To this end, CDSS has established the following objectives:

Goal 3: Children are safely maintained in their homes whenever possible and appropriate, families have enhanced capacity to provide for their children's needs, children, youth and families are active participants in the case planning process, and children receive adequate and appropriate services to meet their educational, physical and mental health needs.

The CDSS has set the following objectives for this goal:

Objective 1: By June 30, 2005, the State's objective is to reach the PIP target to increase by three percentage points, the percentage of children, parents

and caregivers whose needs were assessed and who received services to meet those needs. [PIP WB1, Item 17]

Objective 2: By June 30, 2009, the State's objective is to achieve a minimum statewide improvement over June 2004 data of 0.81 percentage points or better, the percentage of children, parents, and caregivers involved in case planning.* By June 30, 2005, the State's objective is to reach the PIP target to increase by three percentage points, the percent of children, parents and caregivers involved in case planning. [PIP WB1, Item 18]

Objective 3: By June 30, 2005, the State's objective is to reach the PIP target to increase by three percentage points the percentage of compliance by workers with planned parent visit schedules; the percentage of parents whose ability to meet their case plan goals was promoted/assisted by social worker visits; the percentage of parents whose ability to safely parent the in-home child was promoted/assisted by social worker visits. [PIP WB 1 Item 20]

Objective 4: By June 30, 2005, the State's objective is to reach the PIP target to increase by three percentage points, the percent of all children in the home, or in out-of-home placement, who were assessed and received services for educational needs. [PIP WB 2, Item 21]

Objective 5: By June 30, 2005, the State's objective is to reach the PIP target to increase by three percentage points, the percent of all children in the home, or in out-of-home placement, who were assessed and received services for mental health needs. [WB 3, Item 23]

To achieve these objectives CDSS' efforts will focus on implementing:

- A team based decision-making process in the 11 counties,
- a family participation protocol in targeted case in the 11 counties, and
- a protocol to include youth in case and transition planning in the 11 counties.

Additionally, CDSS' efforts will focus on developing community resources that will be available to help preserve and strengthen families' capacity to provide ongoing safety and stability for their children, and to restore their capacity to care for their children after removal.

Benchmarks:

By June 30, 2005, CDSS will have developed and implemented quality case planning and service delivery protocols in each of the 11 counties for targeted cases in each county.

* This represents a statistically significant change from the baseline period of June 2004.

By June 30, 2005, CDSS, in partnership with the 11 counties, will have developed and implemented protocols to enhance family participation in case planning.

By June 30, 2005, CDSS, in partnership with the 11 counties, will have developed and implemented protocols to include children and youth in case and transition planning.

By June 30, 2006, the 11 counties will develop strategies for community resource development to better serve children and families in targeted cases.

By June 30, 2006, CDSS will, based on the experience of the total participating counties, begin phasing in an additional 15 counties to implement the quality case planning and service delivery protocols; the protocols to enhance family participation in case planning; the protocols to include children and youth in case and transition planning; and develop strategies for community resource development to better serve children and families.

By June 30, 2007, CDSS will, based on the experience of the total participating counties, begin phasing in an additional 16 counties to implement the quality case planning and service delivery protocols; the protocols to enhance family participation in case planning; the protocols to include children and youth in case and transition planning; and develop strategies for community resource development to better serve children and families.

By June 30, 2008, CDSS will, based on the experience of the total participating counties, begin phasing in an additional 16 counties to implement the quality case planning and service delivery protocols; the protocols to enhance family participation in case planning; the protocols to include children and youth in case and transition planning; and develop strategies for community resource development to better serve children and families.

By June 30, 2009, CDSS will have implemented the quality case planning and service delivery protocols; the protocols to enhance family participation in case planning; the protocols to include children and youth in case and transition planning; and develop strategies for community resource development to better serve children and families in all 58 counties.

The CDSS will utilize the C-CFSR county Quarterly Data reports to monitor the performance of the 11 counties in the development and implementation of protocols for quality case planning; family, child and youth participation; and strategies for community resource development.

The CDSS will utilize the C-CFSR county Quarterly Data reports to monitor the performance of counties needing improvement in the assessment and meeting the needs of children, parents and caregivers; the engagement of children, youth and families in the case planning process; the placement of siblings together in foster care when appropriate and possible; meeting ICWA placement requirements; and developing

and keeping scheduled social worker visits with parents and children. Quarterly Data reports will be accessible to Department of Health and Human Services - Administration of Children and Families (DHHS-ACF) and the public via the University of California Berkeley webpage: <http://cssr.berkeley.edu/CWSCMS/reports>.

To address the State's actions related to the PIP System Factors, this section has been included here.

Systemic Factors

- Objective 1: By June 30, 2009, the State's objective is to fully implement the new outcomes-based quality assurance system; and complete a review of all 58 counties. [PIP SF3, Item 31]
- Objective 2: By June 30, 2009, all new child welfare workers and supervisors will be trained to a common set of learning objectives. By June 30, 2005, the State's objective is to reach the PIP target that a core curriculum is developed and delivered by all training entities statewide. [PIP SF 4, Item 32]
- Objective 3: By June 30, 2005, the State's objective is to meet the PIP target that statewide minimum requirements for the ongoing training of existing staff will be established and implemented. [PIP SF 4, Item 33]
- Objective 4: By June 30, 2005, the State's objective is to meet the PIP target that a standard core curriculum will be developed and used to train caregivers in all counties. [PIP SF4 Item 34]
- Objective 5: By June 30, 2009, the State has set an overall goal that all 58 counties will have identified and addressed at least one service gap identified in the C-CFSR process. By June 30, 2005 the State's objective is to meet the PIP target that where service gaps are identified by counties in the C-CFSR process, 20% of the counties will have addressed at least one identified service gap. [PIP SF 5, Item 36]
- Objective 6: By June 30, 2005, the State's objective is to meet the PIP target that of counties where improvement is needed, as identified in the C-CFSR process, for (1) service array for youth and Native American and African American children, and (2) case plans are generic and lack an individualized approach, 20% of the counties will have addressed at least one identified service gap. [PIP SF 5, Item 37]
- Objective 7: By June 30, 2005, the State will ensure that all State/county licensing and approving staff are trained on and apply the same licensing/approval standards to all foster family homes. [PIP SF7, Item 42]
- Objective 8: By June 30, 2005, the State's objective is to reach the PIP target that each county will implement a state-approved recruitment plan that reflects the racial and ethnic diversity of children in care. [PIP SF 7, Item 44]

Promoting Safe and Stable Families

Promoting Safe and Stable Families

California plans to continue to use the PSSF grant to establish, expand and operate a program of family preservation services, community-based family support services, time-limited family reunification services and adoption promotion and support services. California allocates eighty-five percent (85 percent) of the PSSF grant to the counties for community provision of direct services and sets aside fifteen percent (15 percent) of the total PSSF grant for State operated programs and administrative costs (no more than ten percent (10 percent) of the total grant).

Services currently available to children and families for each of the following:

Family preservation

Family support

Time-limited family reunification

Adoption promotion and support services

California requires all counties to develop plans for use of the PSSF funds on a three-year cycle, with the current cycle ending September 30, 2005. The California Department of Social Services (CDSS) will develop the instructions for the new three-year cycles of October 1, 2005 through September 30, 2008 and October 1, 2008 through September 30, 2011. The CDSS will continue to require identification of the services to be provided in each of the four categories.

The services described below are funded with PSSF and a variety of other fund sources to maximize the breadth and depth of the service array targeted by communities to meet their specific needs within the categorical framework.

- Family Preservation

Services include pre-placement preventive services programs, such as in-home services for at-risk children and their families; service programs designed to provide follow-up care to families to whom a child has been returned after a foster care placement, such as integrated case management and intensive home visiting; and, strength-based parenting services designed to improve parenting skills by reinforcing parents' confidence in their strengths.

- Family Support

Services include, but are not limited to, health screenings, physical examinations, kindergarten health check-ups, nutrition education classes, family assessment and referral services, strength-based parenting and parent leadership services, individual and group counseling, mentoring, gang intervention, and other services designed to enhance student success, such as Kindergarten Boot Camp and youth enrichment programs.

- Time-Limited Family Reunification

Services include, but are not limited to, individual, group and family counseling; inpatient, residential and outpatient substance abuse treatment; mental health; domestic violence; temporary child care; therapeutic services for families, including crisis nurseries; transportation to and/or from services; family assessment and referral services; case plan development; supervised and guided visitation services; father involvement services; in-home support; crisis intervention for children at risk of removal (emphasizing reunification and long term planning in the best interest of the child(ren)); and, aftercare services to reunifying families.

Unless specifically tailored for reunifying families (such as specially targeted aftercare, case plan development and supervised visitation), these services are also available under the other three categories.

- Adoption Promotion and Support Services

Services include, but are not limited to, adoptive parent recruitment, including public service announcements; orientations for pre-adoptive families to prepare them for adoptive home studies; parenting skills; and, training programs for adoptive parents.

A description of the extent to which each service is available and being provided in different geographic areas and to different types of families.

Service provision is determined based on community needs assessments. For example, there is a greater need for family preservation and support services in rural areas where isolation is a challenge to families, but the size of the population does not support a wide variety of adoption services. Greater parity among categories of service are found in the urban areas where the larger population increases the need for, and provision of, family reunification, adoption and adoption support services.

The CDSS will require counties to provide more specific descriptions of their community needs and service information. Instructions regarding the need for this additional information will be included in CDSS' next All-County Letter on PSSF county plans.

The attached CFS-101, PART II: Annual Summary of Child and Family Services chart includes specific data on the estimated number of individuals and/or families to be served and the estimated expenditures by fund source for the services.

A description of the identified gaps in service, including mismatches between available services and family needs, as identified through baseline data, including the CFSR results and the consultation process.

The CFSR and CDSS' contacts with the counties found that not all services are accessible to families in all geographic regions of the State. Particularly in rural areas, lack of readily accessible transportation can impede service delivery. Limited

availability of appropriate foster family homes makes it more difficult to access and provide time-limited family reunification services. The smaller populations make adoptive parent recruitment and provision of post-adoption services more challenging. Both the CFSR and CDSS county contacts also revealed gaps in culturally appropriate services specifically suited to Native American communities.

The CFSR noted the following additional service gaps, which relate to the four categories of service to be provided through PSSF:

- Supervised visitation resources for children
- Substance abuse treatment facilities for parents with young children
- Post-adoption services
- Respite care, and
- Affordable housing

County Self-Improvement Plans (SIP's) will be used to address service gaps identified in the CFSR along with the county PSSF plans. Counties develop and submit PSSF plans to CDSS OCAP for review and approval on three-year cycles with annual updates. New county plans are due by September 30, 2005. OCAP will provide technical assistance to the counties addressing the need for consistency and coordination between county SIP's and three year plans. OCAP will review the plans for that, in addition to other required elements, prior to approving the plans and authorizing PSSF allocations.

The specific percentages of PSSF funds to be spent on actual delivery of family preservation, community-based family support, time limited family reunification and adoption promotion and support. A rationale must be provided for each decision. If the percentage for expending the funds is below 20 percent for any one of the four service categories, an “especially strong rationale” must be provided for each category.

California plans to achieve and maintain compliance with the requirement to spend a minimum of twenty percent per category on a statewide basis. Although the counties make their local categorical decisions based upon local needs, CDSS will continue to instruct counties on the categorical spending requirement, to monitor county expenditure data and to provide the technical and/or administrative assistance necessary to correct any issues.

The CDSS OCAP will provide technical assistance to the counties during the development of their new three-year PSSF plans, due by September 30, 2005 with respect to meeting the categorical expenditure requirement. Each county situation will be examined as to the reasonableness of meeting the goals on a county basis. If there are reasons for not meeting each of the goals, the specific county goals and the associated justifications will be documented. The CDSS OCAP will also consider each county's information in relation to the state in total to ensure that the goals are met on a statewide basis. The CDSS OCAP will monitor county expenditures quarterly to

determine if additional technical assistance or development of a corrective action plan is necessary for any county not meeting its goals.

The primary issue with respect to the State's current inability to achieve the twenty percent spending requirement is the PSSF expenditure pattern of Los Angeles (LA) County. LA County has not used PSSF funds for its time limited family reunification or for adoption promotion and support services. This is highly significant for the State, since LA receives the largest county allocation (thirty-one percent (31 percent) of the total county allocation for FFY 2003).

Thus, CDSS will continue an elevated level of technical assistance with LA County. The focus of that technical assistance will be on how to braid LA County's other fund sources such that funding for both its time limited family reunification, and adoption and support services will include at least twenty percent (20 percent) of its PSSF allocation for each of the two categories of service. The CDSS will be instructing LA County to develop a corrective action plan acceptable to CDSS no later than January 1, 2005. The corrective action plan will include tasks, timelines and measurable outcomes.

Pending the progress of LA's procurement effort and demonstrated results through the expenditure data for the County, CDSS may also consider restructuring LA's PSSF allocation. Such restructuring could be that it is no longer one total allocated amount, but instead, an allocation of at least twenty percent for each of the service categories. One other option may be to reduce the County's allocation to only the twenty percent portion needed for Family Preservation and Support Services. A redistribution of the funds for the other two categories would be made to the remaining counties for the specific purpose of providing time-limited family reunification and adoption promotion and support services.

An explanation of how PSSF funds will be used to develop or expand family support and family preservation services.

The services will be developed and/or expanded based on local needs. The CDSS will continue to provide technical assistance to support the counties on this issue. The CDSS OCAP will provide instructions and technical assistance to the counties as they develop their new county plans, due by September 30, 2005. The instructions and technical assistance will include direction based on the findings of the CFSR, the PIP and the county SIP's.

An explanation of how the expanded family support and family preservation services will be related to existing family support and family preservation services.

Expanded family support and family preservation services will continue to be linked based on local needs. The CDSS will continue working with the counties to identify linkages with existing family support and family preservation services.

An explanation of how these expanded services will be linked to other services and the child and family services continuum.

Counties, like the State, braid and blend funds from available sources, including federal PSSF, Child Abuse Treatment Act (CAPTA) and Community-Based Child Abuse Prevention (CBCAP) funds, the State Child Abuse Prevention, Intervention and Treatment Fund, the local Children's Trust Funds and private donations to provide for a continuum of services for children and families from all serving agencies.

The counties continue to link these services based on local needs. It is expected that the California activities related to the CFSR Program Improvement Plan and the Child Welfare System Improvements efforts including implementation of early intervention/new intake structures (differential response) and the focus on interagency and community partnerships will strengthen existing linkages and establish linkages where there are gaps. For example, it is expected that differential response will result in stronger partnerships among public and private sector agencies to provide services for at-risk families and children as they could be referred for physical and/or mental health, educational, substance abuse and parent training services. The CDSS will utilize the experience of the 11 counties implementing and validating the differential response intake system and developing strategies for the development of community resources to guide future direction in this area.

The CDSS OCAP will provide instructions and technical assistance to the counties as they develop their new county plans, due by September 30, 2005. The instructions and technical assistance will include direction for more formally documenting and reporting these linkages in the county plans and the associated annual updates and reports.

Describe how CAPTA funds are coordinated with and integrated into the child and family services continuum.

CAPTA funds are used in a variety of ways to strengthen child abuse prevention services and support various demonstration projects that implement best practices for integration with the local child and family services continuum. The emphasis is on child abuse prevention services, including family preservation and support. For example, CAPTA funds are used to provide training and technical assistance that focuses on family resource centers and the wide variety of child and family services they provide; the development and support of citizen review panels in selected counties; and the development and implementation of the Supporting Father Involvement (SFI) Study as a promising practice. The SFI Study is testing a particular family-based intervention that is designed to enhance the positive involvement of fathers with their children and to enhance the organizational culture of family resource centers to be more inclusive of fathers. In addition to the outcomes of the intervention, it is anticipated that the study will increase parent engagement into FRCs services due to increased outreach and training/technical assistance for staff on skills related to community engagement, retention of families, and expertise in referral strategies.

Describe how family support programs in the state were selected for funding and how these agencies meet the requirement that family support services be community-based.

California allocates approximately eight-five percent (85 percent) of its PSSF grant directly to counties to ensure an equitable population-based distribution of the funds across the State. The State engages the counties in a three-year plan process based that is based upon county needs assessments. The counties then conduct procurement activities in accordance with their local administrative requirements. Each county selects programs for funding in accordance with its own needs assessment. This occurs at least every three years since counties develop and submit PSSF plans to CDSS OCAP for review and approval on three-year cycles with annual updates. New county plans are due by September 30, 2005. OCAP will provide technical assistance to the counties addressing the need for consistency and coordination among the CFSSR, the county SIP's and the county three-year plans. OCAP will review the plans for that, in addition to other required elements, prior to approving the plans and authorizing PSSF allocations.

Initiatives

Small County Initiative II

This initiative builds upon the success of the Small County Initiative (SCI), which ended on December 31, 2002. It focuses on the unique needs of small counties by expanding and strengthening the existing county prevention infrastructure and capacity to deliver services to small rural communities. It also provides another link to local public and private prevention and family support activities.

A competitive process was conducted last year concluding with the selection of 11 counties to participate in the three-year Initiative. These counties include: Alpine, Amador, Calaveras, Del Norte, Glenn, Plumas, Siskiyou, Tehama, Trinity, Tuolumne and Yuba. The selection process was based on how well the county identified and submitted a plan and budget to meet its needs in accordance with the established guidelines.

The initiative was planned to be effective October 1, 2003, but was postponed until January 1, 2004 to accommodate the addition of activities consistent with the goals of SCI II, as well as the California Welfare Services System Improvements. The term is now January 1, 2004 through December 31, 2006. Funding is a combination of Promoting Safe and Stable Families (PSSF) and Community-Based Family Resource and Support (CBFRS).

Indian Child Welfare Act

Indian Child Welfare Act

The California Department of Social Services (CDSS) continues to work with the 109 federally recognized California tribes, as well as the approximate 40 tribes of California that are not currently federally recognized. CDSS has engaged in numerous efforts to increase knowledge of and compliance with ICWA. Various focused activities, developed with active consultation with Tribal, federal and county representatives, have resulted in increased effective compliance with the ICWA that are planned for continued implementation and maintenance in the next five years.

ICWA Specialist Positions: Two Specialist positions will continue to be available to provide assistance including: technical support to counties on ICWA; act as liaison between the tribes and county/state entities; facilitate cooperative working relationships on ICWA related issues; and provide training on ICWA.

ICWA Workgroup: The ICWA Workgroup was established by CDSS to provide for the active voice and participation in the direction of CDSS in improving the implementation of the ICWA. The workgroup has been instrumental in the furtherance of establishing more effective communication between tribal representatives and the State, counties, and the courts especially in identifying areas of deficiencies in ICWA compliance.

Training: An ICWA training curriculum has been developed, tested and validated for continued presentation to various affected groups including tribal representatives, tribal advocates, county child welfare workers, probation officers, judicial staff and others interested in the subject matter. The curriculum includes information on the substance of the law, the responsibilities of county child welfare, probation and judicial staff, as well as the rights and responsibilities of tribes and tribal representatives regarding the ICWA.

The CDSS will continue to conduct focused training regarding ICWA requirements and cultural considerations of Native American children for both county staff and tribal ICWA workers. Additionally, CDSS will continue to support the annual California ICWA Conference to enhance the relationship between tribes, and federal, State and local governments. The CDSS will measure ICWA compliance using the C-CFSR process.

Consultation with the Tribes in developing the steps or activities planned for the next reporting period to comply with the Indian Child Welfare Act (ICWA)

The CDSS utilizes its ICWA Workgroup, which is currently comprised of 20 representatives from tribes and tribal organizations as well as representatives from the Bureau of Indian Affairs, counties and the State, as a means of consulting with tribes. The tribal members of the workgroup were chosen by the California tribes as their representatives to CDSS. The Workgroup meets bi-monthly to discuss ICWA issues and make recommendations on how to better ensure implementation of the Act. Consultation with the Workgroup also occurs via electronic mail. The Workgroup

provided consultation and made recommendations regarding all ICWA related activities in this plan.

Arrangements made (jointly developed with the Tribes) for the provision of child welfare services and protections to Indian children under both State and Tribal jurisdictions

There are very few Indian children in California under tribal jurisdiction as only a small number of tribes have tribal courts and social services departments that could provide necessary services, partly due to the size of the tribes and the lack of adequate funding to the tribes for these services. For those tribes that do take jurisdiction, most often the initial contact regarding a family is made to the local child welfare agency who then contacts the tribe to allow them to take jurisdiction.

Many tribes and county child welfare agencies have developed protocols whereby they work together to provide child welfare services. A number of counties and tribes have convened ICWA roundtables/working groups, which meet on a regular basis to discuss issues relative to the provision of child welfare services and how to better protect children. Some counties contact the tribal social services worker when an emergency response call is received allowing for both parties to respond to the family. Some tribes have services that can be provided early in the case to allow for the children and families to remain together.

Extent to which State and Tribal IV-B Plans and APSRs have been shared

Only two California tribes, Hoopa and Yurok, have Tribal IV-B plans. This is due to the fact that most of the tribes do not have a large enough population to meet the minimum threshold for funding. The two Tribes have not shared their IV-B plans with the State.

The Department uses the ICWA Workgroup as a means of sharing information regarding the State IV-B Plan. ICWA Workgroup members have participated in the Stakeholders Group and the Outcomes and Accountability Workgroup. Through their participation in these workgroups and in the ICWA Workgroup, Tribal representatives set the priorities for the ICWA related activities included in the CFSP for FFY 2005 to 2009. The final CFSP was discussed with the ICWA workgroup in May 2004 and the CFSP was also sent to ICWA Workgroup members. Hearing no opposition by June 9, 2004, the CDSS noted acceptance as written. Several Workgroup members commented that the Plan was consistent with the recommendations by the ICWA Workgroup.

Title IV-E Tribal/State Agreements

The CDSS is in the final stages of negotiations of a tribal/state agreement with the Washoe Tribe of Nevada and California to provide child welfare services to their member children and receive Title IV-E reimbursement for these services. Extensive work has been done internally to develop infrastructural evaluation and processes for the implementation of the agreement that are being planned for the Washoe agreement

and that provide the foundation for entering into similar agreements with other tribes. CDSS sent the final proposed Memorandum of Understanding (MOU) to the Washoe Tribe on July 9, 2004. The Tribe is completing its review of the MOU to ensure it meets the needs of its Tribal members. The State has achieved the steps necessary to implement the agreement and will respect the Tribe's timeline for achieving this agreement.

Several other tribes have approached CDSS expressing interest in beginning negotiations of tribal/state agreements. An informational package is being prepared to give to interested tribes.

A copy of the draft agreement with the Washoe Tribe of Nevada and California was provided to Region IX on August 13, 2004. Additionally, a copy of the "informational packet" to be given to interested Tribes was sent to Region IX on the same day. When Division 31 Regulations pertaining to ICWA clarifications are completed, a copy will be sent to Region IX.

Title IV-E Waiver Demonstration Project

Child Welfare Waiver Demonstration Project

The current IV-E Waiver Demonstration Project has been extended through July 31, 2004 and the final evaluation will be submitted in July 2004. Additionally, a five year extension request is pending with the Department of Health and Human Services. On May 24, 2004, the California Department of Social Services submitted another demonstration project proposal. Many of the activities described in the Child and Family Services Plan are consistent with the goals and objective of the proposed demonstration project. The primary goals of the proposed demonstration project are:

- To increase child safety without an over reliance on out-of-home care,
- To improve permanency outcomes and timelines,
- To improve child and family well-being, and
- To improve the array of services for children and families, and to engage families through a more individualized approach that emphasizes family decision-making power in all aspects of case planning, delivery and evaluation of the services and supports they received.

The proposal will include Los Angeles County and up to 20 additional counties. Participating counties will be able to use IV- E funds, via a “capped allocation strategy” to provide direct services to children and families without regard to their federal eligibility or placement in out-of-home care. This strategy will afford local child welfare agencies the opportunity to create a more responsive array of services and supports for families typically funded using Title IV-B funds.

Adoption Programs

Adoption Programs

Inter-country Adoption

Activities that the State has undertaken for children adopted from other countries, including the provision of adoption and post adoption services.

Under California law, the provisions of services to facilitate an inter-country adoption fall exclusively within the purview of licensed private adoption agencies. California's inter-country adoption program provides for two kinds of adoptions, those finalized in the child's country of origin (Adopt Abroad) and those finalized in California. In each case, per the California Code of Regulations, a California adoption agency licensed in California to provide inter-country adoption services is required to have an agreement with a foreign agency that, in part:

- Verifies that the foreign agency is authorized to place children for inter-country adoption under the laws of it's country;
- Specifies the responsibility of the foreign agency for the care of the child, including medical care and financial support;
- Specifies the authority and responsibility of the foreign agency in relation to placement, disruptions, finalization of the adoption or the return of the child to his or her native country.

Based on such agreements, California licensed inter-country adoption agencies perform home studies on perspective adoptive parents, provide required post-placement supervision on adoptions finalizing in California, and provide post-finalization supervision as required by the child's native country if the adoption is finalized in that country. Agencies also assist with re-adoption if required by Homeland Security in the Adopt Abroad program. Additional information about the State's inter-country adoption program may be found in the California Code of Regulations Section 35241 et sec.

Children who are adopted from other countries and who enter into State custody as a result of the disruption of a placement for adoption or the dissolution of an adoption, including the number of children, the agencies who handled the placement or the adoption, the plans for the child, and the reasons for the disruption or dissolution.

In each case, per the California Code of Regulations, the California adoption agency licensed in California to provide inter-country adoption services, is required to have an agreement with a foreign agency that, in part:

- Verifies that the foreign agency is authorized to place children for inter-country adoption under the laws of it's country;

- Specifies the responsibility of the foreign agency for the care of the child, including medical care and financial support;
- Specifies the authority and responsibility of the foreign agency in relation to placement, disruptions, finalization of the adoption or the return of the child to his or her native country.

Based on such agreements, California licensed inter-country adoption agencies perform home studies on prospective adoptive parents, provide required post-placement supervision on adoptions finalizing in California, and provide post-finalization supervision as required in the child's native country if the adoption is finalized in that country. Agencies also assist with re-adoption if required by Homeland Security in the Adopt Abroad Program.

Furthermore, California Family Code Section 8903 provides that, "For each inter-country adoption finalized in this state, the licensed adoption agency shall assume all responsibilities for the child including care, custody, and control as if the child had been relinquished for adoption in this state from the time the child left the child's native country."

Based on the provisions of California law described above, a child that comes to California through an inter-country adoption process is not allowed to enter foster care if the adoption disrupts. Therefore, there will be no children who have come to the United States for the purpose of adoption who entered foster care prior to the finalization of the adoption. Similarly, since there can be no foreign born children in such circumstances, there will be no agency to identify, nor corresponding reporting on any plans for such children or reasons for the disruption of adoptive placements prior to finalization.

Adoption Incentive Payment

The following federally required information is provided on the Adoption Incentive Payment.

The federal adoption incentive funds, (over \$17.6 million), that California received from increased adoptions in FFY 1998 and 1999, were targeted to provide increased post-adoption services to families adopting foster children. The funds were allocated to the counties for the provision of post-adoption services. Services provided to adoptive families as reported by the county adoption agencies included:

1. Purchase of adoption books to created a lending library
2. Adoption conferences
3. Learning seminars
4. Support groups and mentors for adoptive parents and adopted children and youth
5. Training for adoption professional/therapists to increase the number of adoption-competent therapists who can provide therapeutic care for families.
6. Education and training about adoption issues

7. Case management such a referral services, facilitation between birth parents and adoptive parents, reassessments of Adoption Assistance Program benefits
8. Respite Care
9. Counseling and mediation for birth and adoptive families
10. Tutoring services
11. Remedial recreations and extra curricular activities or classes
12. Training regarding specific needs of children
13. Therapeutic camp for children and adoptive parents
14. Family conferencing for unstable finalized adoptions
15. Design of internet webpage to provide post-adoption resources

The federal adoption incentive funds California received from increased adoptions in FFY 2000, 2001 and 2002, were reinvested in the local public adoption programs through CDSS annual allocation to counties. These funds, which provide basic public adoption services to foster children, enabled California to avoid significant reductions in the level of adoption funding due to California's fiscal constraints. Subject to appropriation by the Legislature, any future funds earned by the State will be spent on activities allowable under Title IV-B and IV-E.

Foster Care/Adoption Recruitment Plan

Foster Care/Adoption Recruitment Plan

California counties are responsible for local foster and adoptive home recruitment. They conduct specialized recruitment for potential resource families based upon the needs of the children in care that require out of home placement. This includes targeted recruitment in the areas that children are received from, and recruitment to reflect the ethnic and racial diversity of the children in care. The counties annually report to CDSS on the activities performed locally.

Further, in the fall of 2003, CDSS requested training and technical assistance from the Collaboration to AdoptUSKids around the issues of recruitment and disproportionality to assist in identifying any gaps in the recruitment area. CDSS will be working with the National Resource Center to begin implementing the recommendations to develop a recruitment and retention model that can serve as a model for California counties. The CDSS is in the process of insuring that data on the ethnic background of a foster child's resource family is entered into the CWS/CMS data system. Also, the Family to Family Initiative is being implemented in 17 counties in California. A main strategy of this initiative is recruitment and retention of resource families. The UCB web site for the Family to Family Initiative provides this data by county that can be used to track performance.

Family to Family Initiative

To promote effective foster home recruitment, CDSS takes a leadership role, in partnership with the Anne E. Casey and the Stuart Foundation, in assisting counties that participate in the Family to Family (F2F) Initiative. CDSS contributes substantial resources to support the implementation of the F2F Initiative in 22 counties (listed below) that comprise 84 percent of the child welfare services population.

CWS/CMS will provide F2F outcomes by county. This will be the tool used to track by the counties implementation progress and determine where changes in policy and practice are needed. As F2F moves from targeted areas in a county to gradual countywide implementation self evaluation of the data will assist the county in measuring the success of their implementation and assist in identifying areas that need attention. All counties are required to complete a self assessment and program improvement plan as part of California's Outcomes and Accountability System. If a county identifies needs in the recruitment of resource families it must be identified and a plan developed to improve.

The F2F Initiative provides counties an opportunity to re-conceptualize, redesign and reconstruct their foster care systems to achieve a more family-centered, neighborhood-based approach to family foster care. The Initiative consists of four core strategies to achieve F2F goals and evidenced-based outcomes: Recruitment, Retention, Training and Support of Resource Families; Building Community Partnerships; Placement Team Decision Making; and Self Evaluation Data Analysis. Implementation of all four strategies supports a stronger recruitment effort.

The CDSS will continue to identify obstacles and barriers and explore strategies, solutions, and alternatives to assist counties in F2F implementation and issues such as CWS/CMS data collection for Team Decision Making meetings; Specialized Care Rates for resource families; licensing; on-line foster parent training; and fiscal challenges (matching funds for Title IV-E). CDSS will continue to provide counties technical assistance, obtained by contract with the Resource Center for Family-Focused Practice to provide curricula and training on the four F2F core strategies. The CDSS will also continue to provide and post extensive F2F Initiative implementation resources, county tips, tools, trends, as well as frequently asked questions to the California Family to Family webpage www.f2f.ca.gov.

For those counties implementing the F2F Initiative, CDSS will track county generated data on Child Welfare Services (CWS/CMS). Reports found at <http://cssr.berkeley.edu/CWSCMSreports/f2flinks.asp> provide F2F outcomes by county. The F2F Outcomes data will be the tool used to track county implementation progress and determine where changes in policy and practice are needed. Further F2F counties will report action steps and implementation progress in the California Child and Family Services Review Self Improvement Plans and will include implementation progress in the areas of 1) Building Community Partnerships; 2) Team Decision Making; and 3) Recruitment of, Training, and Supporting Resource Families.

The following is a list of the 22 California counties implementing Family to Family:

Los Angeles (1996)	San Francisco (2000)
Santa Clara (2000)	Alameda (2003)
Riverside (2003)	San Diego (2003)
San Mateo (2001)	Contra Costa (2001)
Stanislaus (2001)	San Luis Obispo (2001)
Santa Barbara (2001)	Monterey (2003)
Ventura (2003)	Fresno (2003)
Orange (2003)	San Bernardino (2003)
Tehema (2004)	Trinity (2004)
Glenn (2004)	Sacramento (2004)
Humboldt (2004)	Placer (2004)

Family Builders by Adoption (California Kids Connection) Program

The Family Builders by Adoption Program is the California on-line adoption exchange registry of (1) children whose placement plan is adoption and (2) qualified families approved for adoption by public and private agencies. The adoption exchange is an organized means of sharing information about available children and families searching to adopt. The exchange facilitates permanence on a local, regional, statewide and nationwide level for California's children. Services include an internet registry site, a photo-listing book, exchange meetings, matching events, and training for caseworkers. In addition, Family Builders is the California Resource and Recruitment Team for the National Adopt US Kids Campaign.

Timeline: Ongoing

Status: The contract was executed for Fiscal Year 03/04 and the contract for renewal for Fiscal Year 04/05 is under development.

Foster Care Initiative (Assembly Bill 2129):

Chapter 1080, Statutes of 1993 (Assembly Bill 2129), made funds available from the annual Governor's Budget to counties through CDSS to support county recruitment efforts. The counties are required to submit a year-end report outlining their recruitment, training and retention program data and accomplishments achieved during the fiscal year regardless if the activities are funded by Assembly Bill 2129 funds, county funds, grants, contributions, or other funding streams. This data is compiled into a comprehensive report for statewide distribution that can be used by the state and counties in planning future activities. The collaborative efforts of the community colleges, the counties and the foster parents associations are united to complete the report.

Timeline: Ongoing

Status: The year-end report for Fiscal Year 2002/2003 is currently being compiled and it is expected to be completed in mid-May 2004. The CDSS received 57 Resource Family Recruitment, Training and Retention Year-End reports for Fiscal Year 2002-2003, from county welfare departments. The year-end report for Fiscal Year 2003-2004 is expected to be distributed via an All County Letter to the counties in July 2004.

Toll-Free Hotline:

The CDSS funds a toll-free Adoption and Foster Care information telephone service with the goal of improving public access to resources, information and licensed adoption service providers throughout California. During normal business hours the 1-800-KIDS-4-US service provides a live public inquiry response service. Callers are referred to licensed or public foster care and adoption service providers for follow-up. An average of 300 calls are received, processed and recorded during the course of the average business month.

Timeline: Ongoing

Status: Currently, CDSS has a contract in place for Fiscal Year 2003-2004 with a vendor to this service. Contract negotiation is in process for Fiscal Years 2004-2005 and 2005-2006.

Options for Recovery Program:

The Options for Recovery Prenatal Program is administered by CDSS and operated by counties that choose to participate in this program. Provides specialized recruitment,

training and respite care services for foster parents, and federally-eligible relative and non-relative care providers, who care for court-dependent infants/children aged newborn to 60 months who are born substance-exposed and/or Human Immunodeficiency Virus (HIV) positive. The program offers specialized training in the areas of: Infant Development; special medical needs and disabilities; the effects of alcohol and other drugs, and HIV/AIDS on child development.

Timeline: Ongoing

Status: To date, 10 counties participate in the Options for Recovery program.

Specialized Training for Adoptive Parents Program:

The Specialized Training for Adoptive Parents program provides specialized recruitment, training and respite services to pre-adoptive/adoptive parents of children who are drug/alcohol exposed and/or HIV positive. The Specialized Training for Adoptive Parents program does not contain an age limitation.

Timeline: Ongoing

Status: To date, 10 counties participate in the Specialized Training for Adoptive Parents program.

Foster Care Awareness Month Activities:

In special recognition to foster and adoptive parents, the Governor has issued proclamations for the months of May and November, respectively, to honor the many families who give of themselves for the benefit of children in foster care. Many counties plan events during these months to acknowledge the extraordinary efforts and commitment put forth by local foster/adoptive parents.

Timeline: Ongoing

Status: The CDSS provides an electronic file copy of the annual proclamation(s) to all counties for their distribution at the county level.

Training and Staff Development

Training and Staff Development

California's State-supervised, county-administered child welfare services system presents unique challenges and opportunities for developing and delivering training to various professional and paraprofessional child welfare staff and providers throughout the State.

The 58 county child welfare services programs vary in many ways: from rural to highly urbanized; from a workforce of a few public child welfare workers to a staff of thousands; from no formal staff development organization to very sophisticated staff development departments. Meeting the evolving and diversified training needs for these programs will require a continuing innovative and multifaceted approach. The California State Department of Social Services (CDSS) lays out those training plans herein.

Welfare and Institutions Code (W&I C) section 16200 et. seq., (Chapter 1310, Statutes of 1987) requires CDSS to provide practice-relevant training for social workers, agencies under contract with county welfare departments, mandated child abuse reporters and all members of the child welfare delivery system. W&I C §16206 states the purpose of the program is to develop and implement statewide coordinated training programs designed specifically to meet the needs of county child protective service social workers assigned emergency response, family maintenance, family reunification, permanent placement, and adoption responsibilities. This training includes all of the following: crisis intervention, investigative techniques, rules of evidence, indicators of abuse and neglect, assessment criteria, the application of guidelines for assessment of relatives for placement, intervention strategies, legal requirements of child protection, requirements of child abuse reporting laws, case management, using community resources, information regarding the dynamics and effects of domestic violence upon families and children, Post Traumatic Stress Disorder (PTSD) and the causes, symptoms, and treatment of PTSD in children.

In recent years, the training program articulated in W&I C §16206, accounts for approximately 22 percent of all Title IV-E Training funds claimed by the State. The balance of the IV-E Training funds have been used to support workforce preparation in the following areas: approximately 4 percent for foster parent training, 26 percent for the MSW/BSW stipend program and 52 percent to support county staff development programs and county initiated training. This proportion is expected to be consistent during the duration of this new five-year plan.

Consistent with the CDSS' federally approved cost allocation plan training expenses are direct charged to the benefiting program. For costs allocated to IV-E the nonfederal discount will be applied to account for the non-federal caseload. Additionally, trainings are budgeted by the day rather than by the person. Thus, in some instances training days include trainees other than those identified in 45 CFR 1356.6(c)(1) and (2) but who have a direct interest in the foster care program at no additional cost to the state or to IV-E.

Training plays a vital role in the retention of foster family homes, as well as provides knowledge and understanding of child welfare services in California. The California Community Colleges provide training and technical assistance for foster parents through the Foster and Kinship Care Education Training program, funded by the Federal Title IV-E pass-through funding from CDSS. The CDSS has an interagency agreement with the Chancellor's Office of the California Community Colleges, and currently, 68 community colleges participate in the Foster and Kinship Care Education Program.

In addition to training provided to foster and adoptive parents through the California Community Colleges, there are many counties that provide foster and adoptive parent training such as Parent Resource for Information Development Education (PRIDE) or Model Approaches to Partnerships (MAPP). These training costs are claimed by the counties in the traditional manner.

Training is also provided to group home childcare staff. This training is required by Community Care Licensing regulations, and may include health and safety topics such as first aid and Cardio Pulmonary Resuscitation (CPR), as well as topics such as understanding the needs of children placed in out-of-home care. Costs for this training are not claimed under Title IV-E training funds.

The CDSS, the County Welfare Director's Association (CWDA), the Chief Probation Officers of California, and all training contractors are committed to meeting and providing the training needs of persons who provide, or support the provision of, child welfare services. The CDSS continues to recognize and identify the value of education and training for child welfare staff by implementing new policies and directives that meet the training needs of the State. The CDSS further understands the critical role training and staff development play in meeting the goals and objectives of the new five-year plan.

The CDSS, with assistance from California Social Work Education Center (CalSWEC) and with the concurrence of the CWDA, established the Statewide Training and Education Committee (STEC), which is comprised of representatives from: CDSS, CWDA, Regional Training Academies (RTAs), CalSWEC, Inter-University Consortium, Los Angeles County Department of Children and Family Services' Training Unit, county staff development, Title IV-E Stipend Program, representatives from tribes/tribal organizations and unions. The STEC will be utilized as a key component in achieving the State's new goals and objectives.

While the State, county and training community's commitment to workforce preparation cannot be underestimated, it is important to note that the practice of child welfare services is a dynamic process and there are many factors that influence the effective application of training. Caseload, supervision, local policies and procedures, and access to service providers are among the many factors, which compete with the effective transfer of learning. Additionally, the 58 county child welfare services programs vary in many ways: from very rural to highly urbanized; from a workforce of a

few public child welfare workers to a staff of thousands; from no formal staff development organization to very sophisticated staff development departments. The CDSS has engaged in much discussion regarding the training needs of child welfare workers as it considered improvements to the child welfare system that would enhance services to children and families. The principles and expected outcomes identified by the Administration for Children and Families have guided much of that discussion as the Program Improvement Plan (PIP) was developed in response to the federal Child and Family Services Review (CFSR), and in the development of California's new Child Welfare C-CFSR. The specific goals, objectives, strategies, training programs, services, and activities identified below constitute the five-year staff development and training plan.

Goal V Prepare and support the workforce to help children and families reach positive outcomes.

Objective 1: Develop and implement a core curriculum for all new child welfare workers and supervisors;

Objective 2: Establish minimum training requirements for ongoing training of existing staff; and

Objective 3: Develop and implement a standard core curriculum for caregivers.

Strategies include:

1. Identify and implement policies and practices that can be employed to build upon current training efforts in support of the Program Improvement Plan and the C-CFSR.
2. Develop and ensure that a competency-based common core curriculum for all new child welfare workers and supervisors is delivered by all training entities statewide by tracking and evaluating its effectiveness.
3. Establish and implement statewide minimum requirements for the ongoing training of child welfare staff.
4. Ensure coordination of all State and local training efforts by working closely with CalSWEC, the Statewide Training and Education Committee, and the RTAs to track and monitor training efforts.
5. Develop approaches for a regular statewide assessment of training needs that include input from managers, supervisors, and line staff by ensuring that the contracts with the RTAs include provisions requiring the academies to include training assessment strategies.

6. Develop/support RTAs that provide uniform, competency-based training; ensure a consistent “baseline” level of training for social workers statewide; and provide opportunities for advanced training for social workers.
7. Facilitate cross-training of social workers and other professionals who support the provision of services across the continuum of child welfare services, including, but not limited to, probation officers, mental health providers, group home and foster family agency providers, and Resource Families (foster parents and relative caregivers).
8. Enhance social workers’ knowledge/ability regarding multi-disciplinary approaches to service delivery and multi-agency approaches by providing this information during training sessions.
9. Develop/support training to facilitate community resource development and community collaboration/communication efforts by incorporating these components in training sessions.
10. Leverage/maximize training resources by strengthening the components of the RTAs and others providing training.

Ongoing Training Activities

A. Regional Training Academies (RTAs)

To meet the unique regional needs of counties, CDSS’ child welfare training program has evolved from a single provider of training to the establishment of Regional Training Academies. Four of the five training academies and CalSWEC are funded through Federal Title IV-E training funds, with matching State General Funds, and contributions from the State universities involved in this training program. The Inter-University Consortium, which serves the Los Angeles County’s workforce, is also funded with Federal IV-E funds and the requisite local match, but contracts directly with the County of Los Angeles.

Each RTA delivers a comprehensive, competency-based program that addresses the training needs of new and experienced social workers, supervisors and management staff. At the same time, in order to meet diverse county needs, the RTAs deliver services in a variety of modalities. These include classroom-based training, training events for a multidisciplinary audience of child welfare community professionals, support for individualized development, leadership development and capacity building. The RTAs address issues of staff retention, and collaborate with counties to strategize on how training could be used in the retention of staff.

Northern Region

The Northern California Children and Family Services Training Academy, located at the University of California at Davis, provides training tailored to the varied needs of 29 counties in Northern California: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Inyo, Lake, Lassen, Mendocino, Modoc, Mono, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, Yolo, and Yuba.

Bay Area Region

The Bay Area Academy, at California State University, San Francisco, serves 12 counties that are very diverse in size, challenges and internal resources. The Bay Area Academy provides professional development services for the following 12 counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma.

Central Region

Located at California State University, Fresno, the Central California Public Social Services Training Program (CCPSSTP) works collaboratively with 11 counties in the central region to develop training strategies and to implement the statewide training program. The CCPSSTP serves: Fresno, Kern, Kings, Madera, Mariposa, Merced, San Luis Obispo, Santa Barbara, Stanislaus, Tulare, and Ventura.

Southern Region

Based at California State University, San Diego, the Public Child Welfare Training Academy for the Southern Region provides a comprehensive, competency based in-service training program for the public child welfare staff of five Southern California counties: Imperial, Orange, Riverside, San Bernardino and San Diego.

The Inter-University Consortium (IUC)

The IUC is comprised of California State Universities, Long Beach and Los Angeles; University of California, Los Angeles; and the University of Southern California. The IUC is under contract with the Los Angeles County Department of Children and Family Services to provide comprehensive training for the county's child welfare professionals. Additionally, IUC contracts provide a Los Angeles County specific MSW stipend program that requires participants to work in Los Angeles County after graduation.

CalSWEC Coordination Project

The CalSWEC supports CDSS in its mission to coordinate training resources throughout the State via the RTAs. The CalSWEC conducts research and development projects, and coordinates and facilitates RTA Director meetings. To fulfill this requirement, CalSWEC has developed nine Coordination Teams as the primary vehicle for coordinating training efforts, conducting research, and curriculum development. These teams focus on: Supervisor Development, Manager Development, Distance Learning, Integrated Services, Mentor Development, Trainer Development, CWS/CMS Training, Macro Evaluation of Training, and Federal Review. The CalSWEC provides

logistical and technical support for the STEC to establish and implement standards for statewide public child welfare training.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation for and participation in judicial determinations; placement of the child; development of case plans; case reviews; and case management and supervision.

Setting/Venue

The RTAs and ICU provide training to all 58 counties at specified locations within their regions.

Training Duration

These training activities are short-term. The duration of specific training programs varies according to type of training offered and audience to be served.

Training Activity Provider

The RTAs and IUC, with coordination activities provided by CalSWEC.

Approximate Number of Days/Hours of Training Activity

The number of days and hours of training provided varies according to the training provided, however approximately 30,000 workers will be trained.

Training Audience

The RTAs provide training to new and experienced line child welfare employees, supervisors, managers, and others working with children and families receiving child welfare services. Foundational courses are provided for new child welfare workers and supervisors. Advanced courses for experienced line child welfare workers and supervisors are available. Specialty training is also provided that is focused on specific topics and worker needs, such as but not limited to, use of the Child Welfare Services/Case Management System; child welfare practice integration; the role of paraprofessionals and public health nurses in child welfare; etc.

Total Cost Estimate

\$10,000,000 RTA/CalSWEC (total funds), including university in-kind contributions. IUC funding is approximately \$9,000,000 (total funds), including university in-kind contributions.

Cost Allocation Methodology

The federal Title IV-E enhanced rate funding is matched by State General fund (SGF) and university contributions, proportions vary by University; for those costs allocated to IV-E the nonfederal discount will be applied to account for the non-federal caseload.

Contract	Contract Amount	University Contribution	IV-E	SGF
RTA/CalSWEC	\$7,105,675	\$2,480,681	\$5,392,327	\$1,713,348

Description of how training meets goals/objectives of the CFSP

The RTAs are addressing issues of standardization of training and curriculum as identified in the PIP, the Child Welfare Services System Improvements (Redesign) and the C-CFSR. As the PIP and the Child Welfare Services System Improvements are further implemented, the RTAs will look at adjusting curriculum and collaborating with CDSS and counties to meet identified needs.

B. CalSWEC Title IV-E BSW & MSW Stipend Program

The purpose of this project is to continue a statewide program of financial aid for graduate social work students committed to employment in California’s County Child Welfare Services. This project educates Bachelor of Social Work (BSW) and Master of Social Work (MSW) for county child welfare services agencies by providing financial aid to students who commit to a number of years of employment equal to the period for which they receive aid. Priority to financial aid is given to current county employees and members of under represented ethnic minority groups. The number of academic institutions to facilitate the increase of MSW social workers recruited has increased during this fiscal year and this project continues to dramatically increase the complements of BSW’s and MSW’s as child welfare workers in California by providing appropriate programs statewide.

Allowable IV-E

This training activity falls under the categories necessary for the administration of the IV-E foster care program; referral to services, preparation for and participation in judicial determinations, placement of the child; development of case plans, case reviews; case management and supervision and costs related to data collection and reporting.

Setting/Venue

Sixteen universities schools/departments of Social Work/Welfare throughout the state.

Training Duration

Duration of training varies according to the type of training offered for example, a full-time student would take two academic years, a part-time student would take three academic years to complete stipend program.

Training Activity Provider

The California Social Work Education Center (CalSWEC), a coalition of the sixteen graduate deans of social worker, the fifty eight county welfare directors, and representatives of Mental Health, the National Association of Social Workers and private foundations manage this project.

Approximate number of Days/Hours of Training Activity

The number of days and hours vary depending upon the duration of the program.

Target Audience

Current CWS employees and members of under represented ethnic minority groups.

Total Cost Estimate

\$ 23,970,000

Cost Allocation Methodology

This training is allocated to Title IV-E at the enhanced rate and local match is contributed by participating public institutions of higher learning.

Description of how training meets goals/objectives of the CFSP

This training emphasizes that case plans are developed jointly with parents and children/youth. The training also focuses on such topics as family engagement, good case planning, concurrent planning, visitation requirements and the termination of parental rights process.

C. Resource Center for Family-Focused Practice (RCFFP)

Beginning in 1999, an interagency agreement was negotiated with the Regents of the University of California to establish the Resource Center for Family Focused Practice for the purpose of promoting effective community-based, family-centered services. The RCFFP is operated out of the Center for Human Services Training and Development at the University of California at Davis. The RCFFP provides training and support for private and public providers who are involved in securing a safe home environment for children. The RCFFP builds local training capacity, develops research strategies that will identify promising practices and promote sound policy and programs that support the system change necessary for effective family-centered service approaches. The focus of the interagency agreement varies from year to year. The current focus is on enhanced training for child welfare staff as a part of the Department's Child Welfare Services System Improvements and the new C-CFSR process (AB 636).

One of the models now being implemented statewide, Family to Family, incorporates effective family centered approaches to improve the decision making process by including a variety of professional staff, family, extended family, and community members in the decision making process; and gives added support to individual caseworkers and supervisors. The CDSS will work with the RCFFP to ensure that probation officers receive priority training, as specified in the PIP, requirements on family engagement, good case planning, concurrent planning, visitation requirements and the termination of parental rights process.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the IV-E foster care program: referral to services; placement of the child; development of the case plan; case reviews; case management and supervision; recruitment and licensing of foster homes and institutions; and monitor and conduct periodic evaluations.

Setting/Venue

Training may be provided at the RCFFP, which is operated out of the Center for Human Services Training and Development at University California, Davis, as well as at specified locations.

Training Duration

This training activity is short-term. The duration of specific training programs varies according to type of training offered and the audience to be served.

Training Activity Provider

University California, Davis

Approximate Number of Days/Hours of Training Activity

One and Two-day training for counties

Training Audience

The RCFFP provides training, support to county child welfare workers, as well as private and public providers that are licensed by the state and serve Title IV-E eligible children.

Total Cost Estimate

\$1,003,109

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF, for those costs allocated to IV-E the nonfederal discount will be applied to account for the non-federal caseload.

Description of how training meets goals/objectives of the CFSP

This training emphasizes that case plans are developed jointly with parents and children/youth. The training also focuses on such topics as family engagement, good case planning, concurrent planning, visitation requirements and the termination of parental rights process.

D. Foster Parent and Relative Caregiver Education Program

Training of Resource Families (foster parents and relative caregivers) is provided through an interagency agreement between CDSS and the Chancellor's Office of the California Community Colleges (COCCC). Foster parent and kinship care education

training programs are conducted by the local community colleges statewide as required by State statutes. Training is geared to those who want to become licensed foster parents, approved relative caregivers, and in some cases adoptive parents. The education/training sessions include training topics, such as, but not limited to: 1) overview of the child protective system; 2) child development; 3) effects of child abuse and neglect on child development; 4) caregivers' role in the family reunification or permanent placement process for foster children and youth; 5) safety issues regarding contact with birth parents and 6) permanency options for children in relative care, including legal guardianship.

Allowable Title IV-E

This training activity falls under the recruitment and licensing of foster homes and institutions category necessary for the administration of the foster care program.

Setting/Venue

The training is held at community colleges located statewide.

Training Duration

This training activity is short-term. The duration of specific training programs varies according to type of training offered and audience to be served.

Training Activity Provider

Chancellor's Office of the California Community Colleges

Approximate Number of Days/Hours of Training Activity

Currently, the existing pre-service training is designed around the mandated topics of training according to Health and Safety Code 1529.2. It includes 12 hours of training before the placement of a child in the licensed foster home, and 8 hours of in-service training per year. The number of hours of training required varies from the minimum required hours. The number of hours of training required varies from the minimum of 8 hours to as high as 30, with most counties requiring 12 to 18 hours of pre-service training for foster parents. It is estimated that over 7,000 hours of training will be provided by community colleges under the COCCC.

Total Cost Estimate

The total Title IV-E funds budgeted for this training program over the next three years is \$16,960,047.

Cost Allocation Methodology

This training is allocated to IV-E at the enhanced rate, SGF and Proposition 98 funds. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the nonfederal caseload.

Description of how training meets goals/objectives of the CFSP

This training is designed to develop and support caregivers to enhance their ability to promote the health and safety of children and youth placed in foster care.

E. Specialized Training for Adoptive Parents (STAP) Program

California's STAP Program was established through the provisions of Statutes of 1998 (Assembly Bill 2198) to provide special training and services to pre-adoptive/adoptive parents of children born Human Immunodeficiency Virus (HIV) positive and/or substance exposed. The program is designed to assist the adoption of children who are medically fragile and who are dependent children of the court or who have an adoption case plan and reside with a pre-adoptive or an adoptive caregiver. Children with prenatal drug exposure are disproportionately represented in the foster care system and may be considered hard to place for purposes of adoption. Many of these children face a multitude of challenges and greatly benefit from an adoptive family who has the tools to help them adjust. Currently 10 counties receive funding for participation in the STAP program.

Allowable IV-E

This training activity falls under the placement of the child category necessary for the administration of the foster care program in order to facilitate the adoption of children who are HIV positive or born substance exposed to alcohol and/or drugs.

Setting

Varies, usually off-site

Training Duration

Varies, depending upon the type of training offered.

Training Activity/Provider

Counties participating in the STAP Program administer training activities independently.

Approximate Number of Days/Hours of Training Activity

Various

Target Audience

Pre-adoptive/adoptive parents

Total Cost Estimate

\$1 million in SGF is made available for the administration of this program, a portion of which is dedicated to training.

Cost Allocation Methodology

This training is allocated to the IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals and objectives of the CFSP

This training activity promotes the assessment of the child and family's needs, and assists in improving the availability of services.

F. Options for Recovery (OFR) Program

California's Options for Recovery Perinatal Program is an innovative, positive approach of dealing with the crisis of perinatal substance abuse. The philosophy of this program recognizes that drug and alcohol abuse is a disease that requires treatment and compassion. The OFR program is funded to provide specialized recruitment, training and respite care services to counties for foster parents and federally-eligible relative providers who care for infants and children aged newborn to 60 months who are born substance-exposed and/or Human Immunodeficiency Virus (HIV) positive and who are court-dependent children. Without an adequate number of proficient and specially trained providers that address the special needs of medically fragile/special needs children, the alternative of languishing in hospitals and group homes is not conducive to a healthy development. Currently 10 counties receive funding for participation in the OFR program.

Allowable IV-E

This training falls under the recruitment and licensing of foster homes necessary for the administration of the IV-E program

Setting/ Venue

Various

Training Duration

Various

Training Activity Provider

Counties participating in the OFR Program administer training activities independently.

Approximate number of Days/Hours of Training Activity

33 hours of core training curriculum is required from foster families upon initial participation in the program.

Target Audience

Prospective foster families with a special emphasis on caring for special needs/medically fragile infants.

Total Cost Estimate

A total of \$5,975,000 is made available for the administration of this program. Training is one component.

Cost Allocation Methodology

This training is allocated to IV-E at the enhanced rate and SGF, for those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals and/objectives of the CFSP

This training activity promotes the assessment of the child and family's needs and assists in improving the availability of services.

G. Family Resource and Support Training and Technical Assistance ("Strategies")

Strategies, a network of three regional training centers, was developed to enhance the quality of programs and services provided by family support programs and family resource centers (FRC). The regional training centers will deliver quality training and technical assistance to: improve the quality of programs and services; increase knowledge and skills of professionals, para-professionals, volunteers and parents; strengthen non-profit management and sustainability; develop leadership skills of family resource center staff; and, promote public-private partnerships/interagency collaboration. In conjunction with First Five and other collaborative partners, Strategies will support efforts for increased networking statewide amongst FRCs; and will provide a regional lending library of family support, home visiting, strategic planning and best practice materials.

Allowable Title IV-E

Not Applicable (NA)

Setting/Venue

Training is conducted in various settings statewide.

Training Duration

Duration of training varies depending on the type of training offered. This training project is short-term and will continue to operate during the period covered by this new five-year plan.

Training Activity Provider

Strategies; a network of three regional training centers programs

Approximate Number of Days/Hours of Training Activity

Length of training varies depending on audience to receive training.

Training Audience

The target audience includes staff from family resource centers/family support programs, community organizations, public/private agencies, and CDSS's Supporting Father Involvement Study sites.

Total Cost Estimate

\$1.5 million

Cost Allocation Methodology

This training is allocated to PSSF.

Description of how training meets goals/objectives of CFSP

This training activity assists in ensuring the safety of children, promotes the assessment of the child and family's needs, supports the participation of the child and family in case planning, and assists in improving the availability of services.

H. Child Abuse Prevention, Intervention and Treatment Training (CATTA)

The CDSS via the Office of Child Abuse Prevention (OCAP) is statutorily required to use private, non-profit agencies to provide training and technical assistance necessary for planning, improving, developing and carrying out programs and activities relating to the prevention, identification and treatment of child abuse and neglect; to disseminate information addressing issues of child abuse among multicultural and special needs populations; and to provide assistance and funding for the coordination and strengthening of county child abuse prevention councils (CAPCs). The State has been divided into regions that receive training, and technical assistance to coordinate CAPCs.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services and monitor and conduct periodic evaluations.

Setting/Venue

Training is offered regionally and held in local settings convenient to the community participants.

Training Duration

This training activity is short-term. The duration of specific training programs varies according to type of training offered and audience to be served.

Training Activity Provider

Sonoma State University, California Institute on Human Services

Approximate Number of Days/Hours of Training Activity

The individual training sessions vary in duration, typically from four hours to a maximum of three days.

Training Audience

Mentor families, community organizations, public/private child welfare agencies, and professionals in the field of child abuse and the OCAP's Small County Initiative II sites.

Total Cost Estimate

\$910,000

Cost Allocation Methodology

CAPIT \$200,000, CAPTA \$410,000, CBCAP \$20,000, and IV-E enhanced rate/SGF \$300,000; for those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

The CATTa project meets goals I (Safety Objectives 1 and 3) and III (Well-Being Objective1) of the CFSP. This training activity assists in ensuring the safety of children, and in the assessment of the child and family's needs.

I. Parent Leadership Training

The Parent Leadership program provides training, technical assistance, a newsletter and a statewide team of parents to support and promote parent leadership. The goal is to develop parent and professional partnerships at the county and local level to ensure quality services for children and families, including providing intensive training, technical assistance to a designated number of counties annually. The training is designed to provide technical assistance to project staff, regional coordinators and meet on a regular basis to discuss issues and develop strategies, which will assist with identifying, engaging and supporting the participation of parents in council activities.

Setting/Venue

Training is offered regionally and held in local settings convenient to the community participants.

Training Duration

Duration of training varies according to type of training offered, however the Parent Leadership Training Project is short-term and will continue to operate during the period covered by this new five-year plan.

Training Activity Provider

Parents Anonymous, Inc.

Approximate Number of Days/Hours of Training Activity

The series of training sessions provided are on average 1 day/8 hour sessions.

Training Audience

County child welfare staff, community based organizations and parents.

Total Cost Estimate

\$250,000

Cost Allocation Methodology

This training is allocated to CBCAP.

Description of how training meets goals/objectives of CFSP

This training is designed to develop parent and professional partnerships at the county and local level to ensure quality services for children and families, and to assist in strengthening families.

L. Family Support Training Model

The Family Support Training Model provides training and technical assistance (T/TA) to prevention/early intervention-focused family resource centers (FRC) and family support programs. The purpose of the T/TA is to disseminate information regarding, and to promote their use of, promising practices and to support quality improvements in the provision of children and family services. The FRCs offer core services such as, but not limited to, assessment, parent education, child development activities, resource and referral, drop-in availability, peer-to-peer supports, life skills, and advocacy. T/TA is designed to support the full spectrum of prevention and family support services provided by FRCs and public/private family support agencies.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; development of case plan; case reviews; case management and supervision.

Setting/Venue

Family Resource Centers located statewide.

Training Duration

Duration of training varies according to type of training offered. This training is short-term and will continue through the period covered by this new five-year plan.

Training Activity Provider

Youth for Change, Interface Children Family Services and the Children's Bureau of Southern California.

Approximate Number of Days/Hours of Training Activity

Approximately 250 training days per year. Training sessions vary from one to three days, and usually total seven hours. Training is also provided annually via eight, one to two hour tele-conference sessions. Technical assistance, including both on-site and telephone consultations, is available to agencies as needed.

Training Audience

Community agency workers, including paraprofessional staff providing intervention and prevention services for private/public child welfare services agencies statewide.

Total Cost Estimate

\$2,160,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF, PSSF, and CAPTA. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload. (\$800,000 Title IV-E/SGF, \$600,000 PSSF, and \$560,000 CAPTA)

Description of how training meets goals/objectives of CFSP

This training is designed to support the full spectrum of prevention and family support services provided by Family Resource Centers and public/private family support agencies, and to support quality improvements in the provision of children and family services.

M. Special Start Training Program

The Special Start Training Program was developed to provide a training program for community professionals in California about the developmental and behavioral needs specific to high-risk newborns, who are graduates of the newborn intensive care nursery. This training program is designed for use with high-risk newborns graduating from the intensive care nursery and spans development through 8 months corrected age in the home and community situation. In addition, the project trains multidisciplinary professionals throughout California to increase their skills in education and provides support for parents and caregivers of newborn intensive care nursery graduates, in order to facilitate enhanced parent-infant interactions and promote infant development and recovery. The Special Start Training Program utilizes the Family Infant Relationship Support Training (*FIRST, Browne, 1996*).

Allowable IV-E

This training activity falls under the following categories necessary for the administration of the IV-E foster care program: referral to services; placement of the child; development of case plan; case reviews; case management and supervision; a proportionate share of related agency overhead; costs related to data collection and reporting and monitoring and conducting periodic evaluations.

Setting/Venue

Training provided statewide.

Training Duration

Duration of training varies according to training offered and audience (professionals) to be served.

Training Activity Provider

Mills College

Approximate Number of Days/Hours of Training Activity

Total of 25 sessions provided and approximately 400 participants trained.

Target Audience

Foster parents, caregivers, including multidisciplinary professionals.

Total Cost Estimate

\$300,000

Cost Allocation Methodology

CDSS continues to use CAPTA funds for the Special Start Training Program (SSTP), which provides training to medical professionals, social workers and other disciplines, and foster /adoptive parents on assessment and developmental interventions for high-risk newborns discharged from intensive care nurseries.

N. Training to Mental Health and County Staff Serving Foster Children

The California Institute of Mental Health provides training to those Department of Mental Health (DMH) workers and county staff who provide services to foster children who are eligible for Title IV-E and Aid to Families with Dependent Children-foster care (AFDC-FC) funding. The training provided to DMH and county staff covers such topics as: cultural competence, managed care, children's system of care development, integrated services partnerships and preparation for psychological rehabilitation. The training will enhance the ability of social workers to provide more effective services for IV-E eligible foster children. This training is extremely critical because IV-E foster care is an important aspect of the interventions of county mental health programs. Additionally, this training helps support CDSS' goal that every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities. County mental health workers will be assisted in determining how to consistently and uniformly assess critical issues affecting the well-being of children who have been reported to be abused or neglected.

Allowable Title IV-E

This training activity falls under the referral to services category necessary for the effective administration of the foster care program.

Setting/Venue

Various locations offered statewide.

Training Duration

Duration of training varies according to type of training offered and audience. This training is short-term and will continue through the period covered by this new five-year plan.

Training Activity Provider

California Institute of Mental Health

Approximate Number of Days/Hours of Training Activity

Varies

Training Audience

4,000 county mental health direct and contract staff who provide services to Title IV-E eligible foster children.

Total Cost Estimate

\$226,000 (Title IV- E costs only)

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF and mental health funding sources. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training helps support the departmental vision that every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities. The training also enhances the ability of social workers to provide more effective services for foster children, as well as assist mental health workers in assessing critical issues affecting children who have been abused or neglected.

O. EMQ Family Partnership Institute

The Family Partnership Institute will provide tailored, solution-focused training to counties as they develop and adjust Wraparound programs that fit the counties' unique situation. This approach involves partnering with the family to identify their own unique needs and access the resources to meet these specific needs. Wraparound requires extensive collaboration among social service agencies and other child-serving entities in the community. The process of bringing all the agencies together to develop a Wraparound program that fits within each of the systems is challenging. The provider assists counties with the systemic integration of Wraparound and other initiatives.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation and participation in judicial determinations; placement of the child; development of the case plan; case management and supervision.

Setting/Venue

These trainings are usually offered at county sites statewide and provided regionally.

Training Duration

This training is on-going and short-term.

Training Activity Provider

EMQ Family Partnership Institute

Approximate Number of Days/Hours of Training Activity

One-time ½ day trainings to cover a specific issue, full days covering several topics, intensive practice family facilitator trainings (focusing case plan development), and a four day Training for Trainers curriculum (on the case planning approach).

Approximately 75-85 sessions will be provided, depending on number of days required for each session.

Training Audience

Staff representing county child welfare agencies, county probation, behavioral health, education, drug and alcohol, non-profit provider agencies licensed by the state, families, and interested community members.

Total Cost Estimate

\$360,000

Cost Allocation Methodology

This training is allocated to the IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training promotes safety of children by providing services to allow the child to remain at home, helps sustain permanence by reducing foster care re-entries, assists in ensuring that the needs of the family and child are assessed and appropriate services provided, and helps to ensure that case plans are developed jointly with parents and children/youth and supported by collateral agencies.

P. Structured Decision Making (SDM)

The purpose of the SDM project is to assist child welfare workers in assessing risk, to assist counties in targeting services to children who are at greatest risk of maltreatment, and to improve outcomes for children and families such as the reduction of the recurrence of child maltreatment. The services are being provided via contract by the Children's Research Center (CRC), a non-profit branch of the National Council on Crime and Delinquency (NCCD). The services include training county staff regarding the use of the SDM tools, which include an actuarial risk assessment to assist counties in improving their assessment and decision making and supporting counties in implementing SDM. Additional services include; monitoring and evaluating the SDM model in participating counties; providing ongoing technical assistance to participating

counties; processing data and management reports to assist counties in properly implementing and in the continued use of SDM tools by assessing operations through reviewing safety assessment results, response priority results, risk levels, etc.; and an assessment of the utility of the instruments in California.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the IV-E foster care program: referral to services; development of the case plan; case reviews; costs related to data collection and reporting and monitoring.

Setting/Venue

Training offered statewide

Training Duration

Training length may vary depending on type of training, audience and location. This training is short-term and on-going and will continue throughout the period covered in this five-year plan.

Training Activity Provider

Children’s Research Center/National Council on Crime and Delinquency

Approximate Number of Days/Hours of Training Activity

To be determined

Training Audience

Child welfare workers statewide

Total Cost Estimate

\$254,000

Cost Allocation Methodology

This training is allocated to the IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training activity supports the objectives of ensuring safety, and promoting permanency and well being. The training assists county child welfare staff in improving their assessment and decision making skills by providing risk, safety and needs assessment tools and training on the tools.

Q. CWS/CMS Training

The classroom training is to provide ongoing training for users of the CWS/CMS system and Business Objects. The training is delivered through classroom instructions at

various locations throughout the state. This training provides a standardized statewide curriculum available to all state and county staff working in the child welfare services program.

The CWS/CMS is currently operational in all 58 counties and serves approximately 19,000 state and county CWS workers. This system links the 58 counties to a common database with its primary purpose being to automate case management, child abuse investigation, services planning and information gathering functions of child welfare services.

A separate CWS/CMS training allocation (CWS/CMS staff development) is provided to counties to train staff on how to use the CWS/CMS. Counties use these funds to provide local system training to new staff, staff whose functions within the program are changing, or special training to meet county or individual staff member specific needs. Classes include both locally delivered training similar to that provided under the statewide contract curriculum as well as locally determined training priorities, which may not be readily available at a statewide level.

Allowable IV-E

This training falls under the following categories necessary for the administration of the foster care program: development of the case plan; case reviews; and monitor and conduct evaluations.

Setting/Venue

All counties that require CWS/CMS new user training, refresher/advanced training or Business Objects training (basic and intermediate). The training classes are held at various county sites throughout the State and at the county sites that have Training facilities that are strategically located to allow easy access to as many counties as possible.

Training Duration

Each training session can vary according to the type of training provided. The basic training contract extends for the period June 1, 2003 thru June 30, 2005

Training Activity Provider

The contract is currently with the University of California, Davis for the period identified above.

Approximate Number of Days/Hours of Training Activity

There are 140 days of proposed classes for the duration of the contract. This equates to 3920 hours dedicated for the classroom training. Course and type of classes offered are reviewed yearly and updated to meet the needs of the counties.

Training Audience

County and State personnel using the State's CWS/CMS system. Approximately 1680 students are trained to use the system.

Cost Allocation Methodology

This training is allocated to the IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non-federal discount will be applied in order to account for the non-federal caseload.

R. University of California, Berkeley – Performance Indicators/California Children’s Services Archive

The Performance Indicators Project at the Center for Social Services Research (CSSR) provides timely and useful data to California counties regarding children in the child welfare system. Through an interagency agreement with CDSS, CSSR receives quarterly extracts of data from the state’s SACWIS system, CWS/CMS, and reconfigures and analyzes the data to produce information at the state and individual county level. Data is posted on a public website at <http://cssr.berkeley.edu/CWSCMSreports>, and most tables are updated quarterly. Data that is posted includes but is not limited to the national standards used in the CFSR review and its resulting Program Improvement Plan (PIP) and additional outcome measures required by California’s child welfare Outcomes and Accountability System (AB636), which went into effect early in 2004. In addition to statewide and county specific totals for many measures, data are stratified and presented by age, race/ethnicity/ and gender. CSSR staff provides training to many state and county staff in a variety of ways.

Allowable IV-E

This training activity falls under the categories necessary for the administration of the foster care program: referral to services, preparation and participation in judicial determinations, placement of the child, development of care plan, case reviews, case management and supervision, recruitment and licensing of foster homes, proportionate share of related agency overhead and costs related to data collection and reporting.

Setting/Venue

Training is administered through the provision of data, updated quarterly, through telephone conference call trainings and through numerous on-site trainings throughout the state in individual counties, at County Welfare Directors’ Association (CWDA) regional meetings, at CWDA statewide Children’s Committee meetings, and for CDSS staff.

Training Duration

Short term

Training Activity Provider

CSSR

Approximate Number of Days/Hours of Training Activity

Virtually all of our work on the Performance Indicators Project is directly or indirectly a training activity. In addition to the time required to reconfigure, run, test, and post the data quarterly, CSSR staff spends much time creating training tools (e.g., PowerPoint presentations, excel spreadsheets with graphs, etc.), and working with state and county staff to understand the data and use the tools to themselves acquire the skill to present data to other child welfare staff and community partners. Since there are several types of training, durations vary. On site visits typically include either half day or full day sessions; County specific conferences generally include half-day sessions., telephone conference calls training can be anywhere from 1-3 hours in length. Email assistance is ongoing.

Training Audience

The audience is county administrators, managers, and line staff and state administrators and managers. In addition, since the website is public, advocates, legislators, and representatives from other agencies serving child and families have access to this information.

Total Cost Estimate

\$527,000

Costs Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied to account for the non federal caseload.

Description of how training meets goals/objectives of the CFSP

The major training aspect of this contract is tied to all three goals, Safety Outcomes, Permanency Outcomes, Well Being Outcomes and Systemic Factors. Without data and the requisite training CDSS and the counties that administer the foster care program would not be able to measure our progress in meeting each of these goals.

S. Interstate Compact on the Placement of Children (ICPC) Training

The training will provide participants with a clear understanding of ICPC requirements. The training would also provide information on the determination and redetermination of eligibility for a child placed out of state and supported by Title IV-E funding.

Allowable IV-E

ICPC training would cover Compact requirements, including: Continuing responsibility for the provision of the foster care program including: responsibility for placement determinations; referrals to services, case plan development; case reviews; financial and medical support of a child placed out-of-state, and applicable data reporting requirements.

Setting/Venue

Classroom format

Training Duration

Short term: The training will consist of five two to three day regional training sessions. Approximately 16 hours per regional training.

Training Activity Provider

To be determined—this will be a new training contract with a California organization that has experience in organizing statewide training sessions.

Approximate number of Days/Hours of Training Activity

Approximately five two to three day regional training sessions that would consist of 16 hours covered over 2-3 day period.

Target Audience

The State's ICPC liaisons in each county; placement supervisors that place in out-of-state group homes, and Department Adoption District Offices (75-125).

Total Cost Estimate

\$60,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied to account for the non federal caseload.

Description of how training meets goals/objectives of the CFSP

This training promotes appropriate placement; placement stability and a better understanding about the protection of children who are placed out-of-state while remaining under court jurisdiction. Without this training, there will continue to be statewide inconsistencies in ICPC compliance, including placements that have not been approved through the ICPC process. Noncompliance with the ICPC process could jeopardize a child's placement as well as benefits.

ANNUAL TRAINING ACTIVITIES**A. University of Oklahoma, National Resource Center (NRC) – Teen Emancipation Skills training**

California is one of several states to sponsor a Teen Conference for foster youth. The CDSS conference is a collaborative effort with NRC to provide foster youth statewide with an educational forum to learn about the Independent Living Program, the Transitional Housing Placement Program, Medi-Cal and educational opportunities and services. The conference is crucial and provides information to teens preparing to

emancipate from the system, provides youth with a unique opportunity to network socially with youth throughout the State and forge lasting relationships.

Allowable Title IV-E

This training activity falls under the referral to services category necessary for the administration of the foster care program.

Setting/Venue

A California State University or a University of California campus

Training Duration

The training is a short-term training.

Training Activity Provider

University of Oklahoma, National Resource Center (NRC)

Approximate Number of Days/Hours of Training Activity

Conference is 2 ½ days

Training Audience

Foster and former foster youth, ages 16-19 who are in need of information on independent living skills, emancipation programs and services.

Total Cost Estimate

\$100,000

Cost Allocation Methodology

This training activity is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training promotes our objective to ensure that case plans are developed jointly with parents and children/youth.

B. Independent Living Program (ILP) Training Institute

The CDSS contracts with the California State University, Sacramento Foundation to sponsor the annual ILP Training Institute. The Institute provides county ILP and other stakeholders with training to increase the knowledge necessary to comply with federal and State mandates regarding ILP, the Transitional Housing Placement Program and emancipation issues for foster youth. The institute exposes participants to best practice models for the implementation of programs that serve emancipated youth and provides CDSS with the greatest opportunity to reach the largest number of service providers and stakeholders.

Allowable Title IV-E

This training falls under the development of the case plan category necessary for the administration of the foster care program.

Setting/Venue

This training alternates annually between southern or northern California.

Training Duration

This training is a short-term training.

Training Activity Provider

California State University, Sacramento (CSUS)

Approximate Number of Days/Hours of Training Activity

Training is usually from two days to two a half days, and provides a total of fourteen hours of training. Approximately 300 – 400 participants attend annually.

Training Audience

Care providers who work with current and former foster/probation youth 16-21. Care providers such as ILP coordinators, foster care program managers, CWS social workers, probation staff, foster parents, child-care providers, transitional housing providers, Employment Development Department (EDD) One-Stop staff, educators, and mental health professionals.

Total Cost Estimate

\$100,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied.

Description of how training meets goals/objectives of CFSP

This training activity promotes our objective of the case plan being developed jointly with parents and children/youth and the objectives of promoting permanency and well being.

C. Annual ICWA Conference

For over eleven years, the California ICWA Conference has provided training and information to ICWA workers; tribal advocates, council members and community leaders; law enforcement; child welfare and probation staff; judges; attorneys; foster/adoption agencies; social services agency personnel; college students and other interested parties. The mission of the annual conference is to enhance the relationship between tribes, and federal, State and local governments for the benefit of all Indian children.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation for and participation in judicial determinations; placement of the child; recruitment and licensing of foster homes and institutions; and monitoring and conducting periodic evaluations.

Setting/Venue

This training alternates annually between southern and northern California, and is sponsored and organized by a host Tribe in the selected area.

Training Duration

This training is short-term.

Training Activity Provider

Contractor determined annually as stated above. The California Tribe selected to host and organize the training becomes the contractor.

Approximate Number of Days/Hours of Training Activity

The training is normally 2.5 days, for a total of approximately 20 hours.

Training Audience

ICWA workers; tribal advocates, council members and community leaders; law enforcement; child welfare and probation staff; judges; attorneys; foster/adoption agencies; social services agency personnel; college students and other interested parties.

Total Cost Estimate

\$60,000

Cost Allocation Methodology

\$15,000 is allocated to IV-E enhanced rate and SGF other costs are donated by Tribes/Tribal Organizations and generated through fees. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training assists county child welfare workers, Tribal ICWA workers, judges, resource families, and others to increase coordination and knowledge in implementing ICWA. It also promotes the safety of children, helps sustain permanence for children, and preserves cultural connections for children.

ACTIVITIES UNDER DEVELOPMENT/FUTURE TRAINING ACTIVITIES

A. Child Death Review Team Training

Senate Bill (SB) 525, (Chapter 1012, Statutes of 1999/2000) required the State to provide training to local child death review teams (CDRTs) and other relevant organizations. The statute required CDSS, in coordination with the Office of Criminal Justice Planning (OCJP), and the State Child Death Review Council, to contract with state or nationally recognized organizations to provide this training by SFY 2002/2003.

The CDSS supports SB 525's intent to improve the child protection system through accountability and systemic reviews and improvements for the prevention of child fatalities. Thus CDSS will execute a contract for SFY 2004/2005 to fulfill these goals and expectations. The CDRTs play a critical role in defining the underlying nature, systemic and programmatic scope of child fatalities with the child welfare system. The contractor conducts training sessions using an approved core curriculum that meets the unique needs of each region, and develops and continually updates a guide to assist the CDRTs in establishing an accountability framework.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: case planning, case management and supervision, monitoring and to conduct periodic reviews.

Setting/Venue

Training is provided statewide.

Training Duration

Training is short-term and provided on an annual basis.

Training Activity Provider

Inter-Agency Council on Child Abuse and Neglect

Approximate Number of Days/Hours of Training Activity

Four eight-hour days, for a total of 32 hours training

Training Audience

County child welfare staff and allied professional.

Total Cost Estimate

\$100,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training assists in establishing a community prevention framework to prevent child abuse and neglect whenever it may be at risk of occurring.

B. Compact on Adoption and Medical Assistance (ICAMA) Training for County Inter-State Liaisons

The ICAMA training will be a new training contract with a California organization that has experience in organizing statewide training sessions. The contractor will develop training designed to provide participants with a clear understanding of ICAMA requirements and develop an on-line training component. The training will provide county ICAMA liaisons with a forum for sharing and receiving State and national information related to adopted children that move from the State where their adoption assistance agreement was signed.

Allowable Title IV-E

This training activity falls under the category of determining eligibility and case management.

Setting/Venue

Training will be provided statewide.

Training Duration

Duration of training will vary according to topic of training offered and location. This training project is expected to be short-term.

Training Activity Provider

To be determined

Approximate Number of Days/Hours of Training Activity

To be determined by topic and audience to receive training.

Training Audience

Statewide ICAMA representatives; including judges, commissioners, referees, court personnel, and attorneys.

Total Cost Estimate

\$20,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E the non federal discount will be applied to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training will assist child welfare staff in engaging families with individualized responses to help them preserve and strengthen their capacities to provide safety and stability for their children.

C. National Council on Crime and Delinquency/Children's Research Center

The Children's Research Center has designed tools to support the new C-CFSR and will aid CDSS staff in providing training to all 58 counties. The training will focus on data collection and analysis, and reporting techniques aimed at ensuring compliance with all state and federal requirements.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: placement of the child; development of the case plan; case management and supervision; costs related to data collection and reporting and monitor and conduct periodic evaluations.

Setting/Venue

Training provided statewide.

Training Duration

This training is short-term.

Training Activity Provider

Children's Research Center

Approximate Number of Days/Hours of Training Activity

Number of days/hours will vary according to training topic offered and scheduled location of training for child welfare staff.

Training Audience

Child welfare workers

Total Cost Estimate

\$75,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training activity supports the objectives of ensuring safety, promoting permanency and improving the statewide quality assurance system. Counties and CDSS staff will be able to better track county and statewide data to monitor outcomes.

D. CWS System Improvements Implementation

In conjunction with CDSS, eleven Counties are in the process of implementing CWS System improvements that will create an outcome-oriented approach to reducing the incidence of families and children entering the CWS system. To ensure that the CWS system improvement efforts are successfully implemented, CDSS will provide intensive support through the development of topic specific curricula (see below). CDSS will focus training on the following program elements:

1. Safety Assessment: Counties will finalize and establish statewide elements for a comprehensive assessment of safety, risk and protective capacity;
2. Differential Response: Counties will develop protocol and test three paths of service delivery (CWS High Risk, CWS with Community and Community);
3. Permanency: Counties will improve permanency outcomes by developing a customized, inclusive and team based planning process for family restoration and transition planning; and
4. Fiscal Sustainability: Counties will ensure fiscal sustainability by receiving and implementing fiscal training components.

Allowable Title IV-E

This training activity falls under the following categories necessary for the administration of the foster care program: referral to services; preparation for and participation in judicial determinations; placement of the child; recruitment and licensing of foster homes and institutions; and monitoring and conducting periodic evaluations.

Setting/Venue

Statewide; to be determined.

Training Duration

This training will be short-term.

Training Activity Provider

To be determined

Approximate Number of Days/Hours of Training Activity

To be determined

Training Audience

County child welfare services staff.

Total Cost Estimate

\$ 2,600,000

Cost Allocation Methodology

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training prepares and supports the workforce to help children and families reach positive outcomes and ensure that case plans are developed jointly with parents and children/youth. Including ensuring the safety of children; sustaining permanency for children; promoting the well-being of children and families; developing and implementing a statewide quality assurance system that fully evaluates performance and tracks improvements; preparing and supporting the workforce to help children and families reach positive outcomes; and strengthen interagency partnerships to organize services on a continuum with links to a variety of supports.

F. Breakthrough Series Collaborative

The Breakthrough Series Collaborative (BSC) curriculum teaches counties how to effectively and efficiently study, test, evaluate and implement child welfare services practice changes. The training sessions are held over two days, with national experts as faculty who mentor the participating county teams. Counties will focus this effort on the following subjects:

- The intake structure as three pathways of service response; and
- A standardized approach to assessment of safety, risk, protective capacity and needs.

To assist counties in shared learning, the BSC has developed an extranet message board on which counties post implementation objectives and outcomes, and share information on lessons learned in the process.

In addition, the training will address a planning and evaluation component. Counties provide the BSC with structured monthly reports on their progress and collect data to monitor and evaluate outcomes. To make sure counties are consistent in their approach to practice change, the training will cross reference the BSC with the Self Assessment and System Improvement Plan as delineated in the C-CFSR.

There will be a total of 43 counties represented within the three groups receiving the training.

Allowable Title IV-E

This training is allocated to IV-E enhanced rate and SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Setting/Venue

Various locations

Training Duration

This training will be short-term. The duration of the training depends on the phase of implementation and the audience scheduled to receive technical assistance and/or training.

Training Activity Provider

East Bay Community Foundation

Approximate Number of Days/Hours of Training Activity

Number of days/hours varies according to training topic offered and scheduled location of training.

Training Audience

Community based organizations, agencies and public child welfare agencies representing child welfare staff.

Total Cost Estimate

Total funds are approximately \$1,385,000

Cost Allocation Methodology

\$497,000 allocated to IV-E enhanced rate/SGF, foundation funding and other state funds. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload.

Description of how training meets goals/objectives of CFSP

This training is consistent with the vision that every child lives in a safe, stable, permanent home and by preparing the workforce.

COUNTY STAFF DEVELOPMENT AND TRAINING

Counties provide various levels of in-service training to all their staff, which is described in an annual training plan. Counties are required to adhere to the Staff Development and Training regulations contained in CDSS Division 14 of the Manual of Policies and Procedures. These regulations serve as a guide to county welfare departments in the administration of county training programs. Division 14 provides the mandate and structure of county accountability in the development and implementation of training programs, annual training plans, evaluation and training need assessments. These

regulations establish claiming and cost reimbursement criteria and guidelines for allowable staff development cost and activities.

Allowable Title IV-E

County staff development and training cost are claimed pursuant to Division 14 Cost regulations.

Setting/Venue

County settings statewide

Training Duration

This training is on-going and short-term.

Training Activity Provider

County staff development organizations and/or contract providers

Approximate Number of Days/Hours of Training Activity

Length of training varies according to training topic of training and audience needs.

Training Audience

County welfare child workers

Total Cost Estimate

\$40 Million annually

Cost Allocation Methodology

Allocated to IV-E enhanced rate/SGF. For those costs allocated to IV-E, the non federal discount will be applied in order to account for the non federal caseload. Personnel costs are claimed at the 50 percent matching rate.

Description of how training meets goals/objectives of CFSP

This training supports the department's vision that every child in California lives in a safe, stable, permanent home, nurtured by healthy families and strong communities. Child welfare training provided directly by county agencies enhances the ability of social workers to receive comprehensive training.

Training Evaluation

As in previous years, CDSS will use a multiple pronged approach to the evaluation of training programs. Much of the evaluation will be based on participant's reaction to training. Due to the expense of assessing the acquisition of knowledge and skills will occur in a limited number of areas. County System Improvement Plans may highlight evaluation endeavors that may have broader implications.

To address the every increasing importance of evaluating training activities the Macro Evaluation Team was established and the membership is comprised of representatives from the California Department of Social Services (CDSS), counties staff development organizations, Regional Training Academies (RTAs), the Resource Center for Family Focused Practice (RCFFP), and the Inter-University Consortium (IUC) in Los Angeles. The team is charged with making recommendations about statewide child welfare services training evaluation that includes the development of a statewide training evaluation framework, as mandated by California's Program Improvement Plan (PIP). Counties and RTAs can also access technical assistance from CalSWEC and national experts in training evaluation via the Macro Evaluation Team.

Most evaluation will continue to be based on Kirkpatrick's Level I training evaluation. Evaluation at this level measures how participants in a training program react to it. It attempts to answer questions regarding the participants' perceptions about the training and its relevance to their work. A review of previous training contracts yielded that approximately 85 percent of contracts had an evaluation component of this type included in the scope of work. Level I evaluations are valuable to determine satisfaction with a trainer, a contractor or a curriculum. These evaluation influence decisions (but are not sole determinates) whether to continue in a particular direction with a specific person/organization. More importantly Level I evaluation help to refine training efforts. Assessing at the next level (Kirkpatrick's Level 2) moves the evaluation beyond learner satisfaction and attempts to assess the extent students have advanced in skills, knowledge, or attitude. Measurement at this level is more difficult and laborious than level one. Methods range from formal to informal testing to team assessment and self-assessment. If possible, participants take the test or assessment before the training (pretest) and after training (post test) to determine the amount of learning that has occurred. Some evaluations at this level will occur at the RTA and county levels. Additionally, CDSS, counties and many training contractors will increase the use of embedded evaluation uses exercises that are built into the training day, both to promote learning and to provide evaluative feedback. Designs for embedded evaluations range on a continuum from the relatively simple to the more complex. For example, the trainer might observe performance of a role-play and record performance on one or two key objectives on a checklist, or it might be more complex, where an outside evaluator administers the interview task with a set script and a trained actor playing the part of the client. Less complex embedded evaluation is most useful for providing feedback for course improvement and giving trainers an idea of how the class in general is picking up on key points. More complex embedded evaluation is required when the goal is to document (or certify) that individuals have met a specified standard of competency.

Embedded evaluation is most often used to evaluate skill-based competencies. Skill based competencies are competencies that define a desired behavior, activity or interaction; for example interviewing a child, assessing risk, identifying indicators of child maltreatment, writing a court report, writing a case plan, etc. Embedded skills evaluation often involves the observation of a behavior in the training room. However, it could also involve the evaluation of written materials if the skill being taught is to produce a written product such as a court report or case plan. It might also involve making judgments based on slides and written scenario materials when a demonstrating a skill like assessment. For obvious ethical and practical reasons, real children and families can't be present in the classroom. However, reasonable substitutes for skill demonstration are available, and include assessing risk from a written scenario, simulated initial reports, interview transcripts, safety assessment forms, or using slides to identify injuries possibly due to physical abuse. What is important is that the evaluation task mirrors the on-the-job use of the skill as closely as possible (Perry & Birdie, CalSWEC, 2004).

The CDSS, CalSWEC, the Regional Training Academies in conjunction with the Macro Evaluation Team and the Statewide Training and Education Committee will continue to move training evaluation forward. The following outcomes are expected in the upcoming year:

- Expand the number of items in the item bank of multiple choice test questions that is being developed and validated for a specific group of core competencies that the counties and RTAs could pull from to develop tests tailored to their curricula.
- Pilot test the item bank and the supporting software.
- Adapt the item bank to the Common Core Curriculum when developed.
- Use embedded evaluation to assess the acquisition of skill—the ability to recognize child maltreatment—in the Common Core Curriculum when developed.

The results of these training evaluation efforts will be described in subsequent APSRs.

Evaluation

Evaluation

Small County Initiative II

The CDSS OCAP has a contract with the University of California, Los Angeles (UCLA) to perform an evaluation of the Small County Initiative II (SCI II). The current contract will expire June 30, 2004 and a new contract with UCLA will begin July 1, 2004 for a three-year term. UCLA has completed the conceptual design for the SCI II evaluation and will work with the counties and the State to collect, analyze and report on variety of data in interim reports as well as the final report. The interim reports will be used to improve administration and support of the SCI II as it is in progress to maximize use of the resources involved in the project. The final report will be used not only to evaluate past performance, but to inform integration of activities on an ongoing basis and/or support a new initiative.

Supporting Father Involvement Study

The CDSS, OCAP has entered into an Interagency Agreement with the University of California, Berkeley to conduct a study to 1) determine the effectiveness of a particular intervention to increase positive father involvement; and, 2) measure organizational culture change to determine if the family resource center implementing the intervention becomes more inclusive of fathers in other programs and services. The study is being implemented in Sacramento, Santa Cruz, San Luis Obispo, Tulare and Yuba Counties. Grantees are the child welfare services agencies in these counties which are required to partner with a local family resource center for implementation. The target population are co-parenting couples with children age seven and younger. Families are randomly assigned into one of three conditions: 1) a one time educational presentation about how positive father involvement improves outcomes for children; 2) a sixteen week (2 hours per week) group meeting for fathers; and, 3) a sixteen week group for couples (2 hours per week). All project participants will receive case management services. Data will be collected through a battery of assessments that will be administered three times during each family's participation in the study. It is anticipated that the final report will be issued in the spring of 2007.

Quality Assurance

Quality Assurance System

Pursuant to Assembly Bill 636, Chapter 678, Statutes of 2000 (Steinberg), California has developed and implemented a new Child Welfare Outcome and Accountability System that meets the IV-B Plan Quality Assurance System requirements. This new comprehensive system is the primary tool for State program oversight and places an emphasis on continuous quality improvement. The California system contains similar features to the federal Child and Family Services Review oversight system and is called the California-Child and Family Services Review (C-CFSR). The C-CFSR was designed to be compatible with federal reporting and future federal reviews. However, the C-CFSR goes beyond the federal process to recognize additional areas important to the operation of California's Child Welfare Services (CWS) program.

The C-CFSR is a system designed for continuous quality improvement by county CWS agencies to promote better outcomes for children and families. As such, for the next five years the system will be utilized by CDSS on a quarterly basis to monitor each county's progress towards achieving not only the goals specified in their County System Improvement Plans (SIP) but their overall performance towards implementation of system change. While it may take over a year for a county to have a marked improvement in their outcome data the CDSS can oversee the implementation of specific measurable activities that impact the administration of services through the Quarterly County Data Reports, SIP and Peer Quality Case Review (PQCR) processes. Additionally, counties will have the opportunity on an annual basis to update their SIPs to realign activities or streamline processes that strengthen their efforts toward improvement. These Annual SIPs will be reviewed and approved by both the County Board of Supervisors and CDSS thereby establishing accountability for making improvements at both the local and state level.

The features of the C-CFSR include the quarterly reporting of State and county outcome data; a tri-annual county Self Assessment process; a county Peer Quality Case Review (PQCR) process; a county System Improvement Plan (SIP) process; and the California Department of Social Services (CDSS) monitoring of county performance

Once the C-CFSR is fully implemented, each county will perform a self-assessment of their CWS program, on a tri-annual basis, based on the State produced outcome data. The county Self Assessment tool, developed by CDSS, will guide county CWS agencies and their community stakeholders in assessing county performance. The county Self Assessment will be further enhanced by a PQCR process that will focus on high priority program areas identified by county outcome data. The PQCR is an in-depth look at targeted cases. The review will be performed by a team composed of a CDSS representative as the lead, staff from the county being reviewed, and expert staff from other California counties. The purpose of the PQCR is to provide qualitative information to inform the county of issues that would not be understood from looking exclusively at outcome indicators. After the county Self Assessment is completed, the county will develop a SIP that will reflect the priority area identified as needing improvement, and commits the county to measurable improvements. The SIP must be approved by both the County Board of Supervisors and the State. The SIP will be updated annually until the county cycle starts again. The CDSS will monitor counties progress in meeting their

SIP targets and will provide technical assistance to support counties in their improvement efforts.

With any newly implemented process there is a need for evaluation. The C-CFSR is no different. During the first year after implementation the oversight system will undergo a review by representatives of CDSS and counties to ascertain the need for modifying instructions, instruments and data collection methodologies. CDSS will use the subcommittee structure responsible for initial development of the process and instruments to revisit the core areas (Self Assessment/SIP, Peer Quality Case Review, Training and Data) and modify existing instruments/processes as necessary. CDSS will also use the monthly CWDA Operational Meetings to discuss the C-CFSR process and obtain feedback and suggested improvements. It is expected that as the PQCR's roll out to additional counties that counties will offer feedback based upon their own experiences that can improve the qualitative review of CWS. Secondly, the Data Oversight Committee will continue to meet regularly to identify data quality issues on the existing federal and state enhanced indicators. This committee, comprised of representatives of CDSS, the counties, Health and Human Services Data Center and University of California, Berkeley research staff, is also charged with the development of new state enriched data indicators which is expected to take the next two years. Finally, CDSS will, in the next year, develop a process whereby counties and the state can resolve disputes over targeted improvement goals identified in the SIP.

The CDSS will utilize the information from the C-CFSR Quarterly Data Report process to assess and manage the overall performance of California's CWS program. The information from both the county Self Assessments and the county SIPs will be gathered and utilized by CDSS to produce a comprehensive picture of State performance. This collective information will become the basis for future federal reviews and the State level self-assessment. Additionally, the county SIPs will be the basis for the State Program Improvement Plan. This information will guide the State in the development of statewide policy, establishing budget priorities, and plans for the provision of technical assistance and statewide training.

Further information about the C-CFSR (Outcomes and Accountability System can be found at http://www.childsworld.ca.gov/Outcomesan_848.htm.

STATE OF CALIFORNIA

**CHILD ABUSE PREVENTION
AND
TREATMENT ACT (CAPTA)**

**APPLICATION
for
FFY 2005**

CFS-101

June 30, 2004

State of California
Department of Social Services

CHILD ABUSE PREVENTION AND TREATMENT ACT

APPLICATION FOR FEDERAL FISCAL YEAR (FFY) 2004 FUNDING

PLAN FOR FEDERAL FISCAL YEARS 2005-2009

APPLICANT AGENCY: State of California, Department of Social Services

Organizational Unit: Office of Child Abuse Prevention
744 P Street, M.S. 19-82
Sacramento, California 95814

Designated Child Abuse and Neglect State Liaison Officer with NCCAN:

Susan Nisenbaum, Chief
Office of Child Abuse Prevention
(916) 651-6960

Application Information Contact:

Linda Hockman, Social Services Consultant III
Office of Child Abuse Prevention
(916) 651-6960

Applicant Agency's Employer Identification Number:

94-6001347

Introduction

The Child Abuse Prevention and Treatment Act Plan is the primary prevention component of the State's Children and Family Services IV-B plan. Consistent with State's Goals and Objectives, the programs, services, and activities outlined in the CAPTA component of the CFSP are linked to the following goals and objectives:

- **Safety Outcome**

Goal 1: Children are first, and foremost, protected from abuse and neglect; that they are safely maintained in their homes whenever possible and appropriate; and that services are provided to protect them.

- **Well Being Outcome**

Goal 3: Children are safely maintained in their homes whenever possible and appropriate; families have enhanced capacity to provide for their children's needs; children, youth and families are active participants in the case planning process; and children receive adequate and appropriate services to meet their educational, physical, and mental health needs.

It is the State's intent to ensure a clear link between CAPTA and the State's CFSP goals by utilizing CAPTA funds to enhance community capacity to ensure the safety of children and promote the well-being of children and families. CDSS, through OCAP, funds counties, family resource centers, and other community based organizations through grants, contracts, and interagency agreements to promote child abuse prevention and to provide early intervention services that will support children and families within their own communities whenever possible. OCAP will implement the five year plan activities presented here and will report yearly accomplishments in subsequent APSRs.

Identification of Program Areas Selected for Improvement

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

Area 12: Developing and enhancing the capacity of community-based programs to integrate shared leadership strategies between parents and professional to prevent and treat child abuse and neglect at the neighborhood level.

Area 14: Supporting and enhancing collaboration among public health agencies, the child protection system, and private community-based programs to provide child abuse and neglect prevention and treatment services(including linkages with education systems) and to address the health needs, including the mental health needs, of children identified as abused or neglected, including supporting prompt, comprehensive health

and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

Program Improvement Area 8: Programs, Activities, Services and Training

Child Abuse Training and Technical Assistance (CATTa)

Project Description

In accordance with California State Welfare and Institutions (WIC) code Section 18961 (7); WIC Section 18963 (2) (e) and Section 18978, et. seq, the California Department of Social Services (CDSS), Office of Child Abuse Prevention (OCAP) is required to use private, non-profit agencies to provide the training and technical assistance necessary for planning, improving, developing and carrying out programs and activities relating to the prevention, identification and treatment of child abuse and neglect; to disseminate information addressing issues of child abuse among multicultural and special needs populations; and to provide assistance and funding for the coordination and strengthening of child abuse prevention councils (CAPC's).

The CDSS/OCAP currently has a grant with the California Institute of Human Services, Sonoma State University, which, in turn has an agreement with California State University Channel Islands to ensure efficient, effective statewide training and technical assistance support through CATTa. The CATTa grant was awarded as the result of a competitive process conducted in conjunction with the California Office of Emergency Services (OES, which was formerly the Office of Criminal Justice Planning) which entered into its own grant with the same entity. This process is consistent with past practice and serves to maximize use of funds in both organizations.

California lays out the overall goals for improving CPS through the Title IV-B Plan and utilizes CAPTA as the mechanism for the prevention element of the plan. CAPTA funds are blended with other federal and state resources to enable CDSS, Office of Child Abuse Prevention to test and disseminate promising practices to the fields of prevention and family support. By nature of the demonstration projects (such as the Supporting Father Involvement Study) and the training/technical assistance services, it is not possible to link the goals and objectives to the CFSR. When considering the geographic and population size of California in relationship to the amount of CAPTA funds California receives, it would not be statistically valid to use the suggested data to track outcomes. CDSS has provided a detailed description of the goals, objectives and anticipated activities for the next five years and they are related to the identified areas for improvement. Projects are evaluated to determine if the goals and objectives of the intervention are met. Training and technical assistance providers collect consumer feedback and utilize the feedback as a means of ongoing quality improvement.

Objectives and Activities for the Next Five Years

Objective: CATTa will support direct service providers in the field of child abuse through training and technical assistance.

Activities: Develop and deliver training on collaboration and coordination of services among all agencies that serve CWS clients including health, mental health, regional centers and job placement and training agencies; collaborate and coordinate with the CATTa center in the other region to plan and deliver effective training that is available in all areas of the State; provide technical assistance that is culturally and linguistically competent; develop training to address the issues and needs specific to child victims with developmental and other disabilities; address the training needs of CAPC's and other service providers which includes peer review; plan and implement regional conferences and symposia on child abuse prevention, intervention and treatment issues and transfer of knowledge. Combined regional activities include: up to 40 workshops, three mini-conferences, and approximately 500 hours of technical assistance. Other training topics include mandated reporter training (continuously available online at the CATTa website), child forensic interviewing, the training of trainers; enhancing service capacity in rural areas and procurement processes for nonprofits. The training classes and schedules will continue to be provided based on needs assessments of those serving CWS clients. CATTa will continue to collect attendance, attendee and consumer satisfaction information on all training provided.

Objective: Support local child abuse prevention organizations (such as child abuse prevention councils) in building the capacity of local prevention communities through Regional Resource Consortia (RRC).

For purposes of the CAPCs, the state is divided into eight RRCs that provide an effective basis for targeting training and technical assistance, for coordinating the interventions that strengthen CAPCs, and for facilitating locally-based networking for peer support and mentoring.

Activities: Ensure that the number of RRCs remain at eight; plan for improving RRC coordinator performance; hold regularly scheduled meetings with RRC coordinators; increase the skills, knowledge and ability of CAPC's; develop and deliver one-day symposia on advanced topics related to prevention community organizational development; and evaluate the strength and effectiveness of existing CAPC's.

Objective: Support direct service providers in the field of child abuse through information development and distribution.

Activities: Maintain an online quarterly newsletter for CAPC's, the California Consortium of Multi-Disciplinary Interview Centers (MDICs) and those who are members of the Multi-Disciplinary Interview Teams (MDITs), and other child abuse prevention and treatment service providers such as the Child Abuse Treatment (CHAT) grantees who operate with funding from OES; update and maintain an online directory of Child Abuse Prevention, Intervention and Treatment services and a directory of CAPC's; secure relevant materials and maintain a network library of current resources on issues of interest to all CATTa constituent groups; develop and appropriately distribute videocassettes on topics that support the programs of CATTa constituents; operate a website on child abuse and child sexual abuse issues including an online newsletter and links to CDSS and OES websites; maintain an electronic mailing list and discussion forum for sharing current information regarding all forms of child abuse; operate a toll

free information and referral number for the public and professionals; collaborate and coordinate activities with the training center in the other region.

Objective: Maintain a high quality service through formative and summative evaluation processes.

Activities: Develop and maintain an evaluation plan for each of the three CATTAs project components which consist of training and technical assistance, the RRCs, and information development and distribution; identify outcome strategies and indicators that measure and increase community and professional awareness and skills; develop and maintain a plan to assess local agency effectiveness; participate in CDSS/OCAP and OES evaluation efforts; and provide a statement of intent to cooperate with future evaluation efforts conducted by CDSS/OCAP and OES regarding the CATTAs program.

Strategies: Family Resource Center and Family Support Program Training and Technical Assistance

Program Description

The CDSS/OCAP has developed a network of regional training centers, Strategies, to enhance the quality of programs and services provided by family resource centers (FRCs) and family support programs. Evolving research indicates that FRCs offer a promising approach to address such issues as: child abuse and neglect, substance abuse, family violence, family instability, juvenile violence/crime, employment, community unity, family isolation, health, and educational outcomes.

The Strategies project is one aspect of CDSS/OCAP statewide-integrated training program. The goal of Strategies is to provide training and technical assistance to develop and support prevention-focused FRCs that offer core services (parent education, child development activities, resource and referral, drop-in availability, peer-to-peer supports, life skills, and advocacy) and comprehensive continued support to families. Comprehensive centers provide integrated case management, home visitation, child abuse/neglect treatment, family health and wellness, family economics and self sufficiency, family literacy, substance abuse treatment, youth development, and community development activities. Strategies provides training, technical assistance (onsite, teleconferences, online communications, lending libraries, in office/phone consultation) and statewide communication through a quarterly newsletter and web site. The CDSS/OCAP utilizes Strategies to train professionals, paraprofessionals, volunteers and parents in home visitation, center-based services, team case management, non-profit management, collaboration and linkages, and community leadership. Strategies project sites are key partners in developing and supporting both regional and a statewide network of FRCs and family support programs.

Objectives and Activities for the Next Five Years

Objective: To increase the capacity and expertise of FRCs throughout California.

Activities: Statewide activities: deliver three, three-day comprehensive FRC Core trainings per year; conduct three Peer Review trainings per year (approximately 20

FRCs will participate); implement leadership training for up to 25 FRCs; conduct four teleconference series; and six capacity building events.

Objective: To increase the utilization of promising practices and improve the quality of services for home visiting and family support programs.

Activities: Provide 80 hours of training per year on promising practices in the areas of in-home visitation, supervision, case management, and family support strategies.

Objective: To increase networking among FRCs statewide and regionally.

Activities: Provide a statewide listserv, convene regional meetings for the purpose of peer-to-peer communications, disseminate Working Strategies newsletter, and add networking activities to all training activities. In conjunction with First Five and other collaborative partners support efforts for increased networking statewide amongst FRCs.

Objective: To improve and expand the dissemination of information to isolated areas and special needs populations.

Activities: Provide regional lending libraries of family support, home visiting, organizational development/practices, strategic planning and best practice materials.

Objective: To support the successful implementation of Citizen Review Panels through training and technical assistance.

Activities: Provide training and technical assistance for three or more Citizen Review Panels.

Objectives: To provide training/technical support for the Supporting Father Involvement Study.

Activities: Provide on-going support through meeting facilitation/coordination, training development and communications.

Mandated Reporter Training

In response to the large numbers of mandated reporters and to the increase in the number of professions that come under the child abuse reporting laws, CDSS will focus upon the availability and accessibility of mandated reporter training in fiscal years 2005-2009. In all instances, attendance, attendee and consumer satisfaction information will be collected. The objectives of mandated reporter training are as follows:

Objective: Continue implementation of on-line training for mandated reporters.

Activities: A basic on-line training for mandated reporters was placed on the web during FY 2003. The implementation portion of this project should be completed by

June 30, 2004, when evaluation data is collected and compiled by, key consultants and Sonoma State staff.

Objective: Increase the capacity of the Mandated Reporter Training project to provide face to face training.

Activities: Staff of the Mandated Reporter Training Project will coordinate with CATTA's eight Regional Resource Coordinators to deliver eight face to face training sessions during fiscal year 2004. In FY 2005, Mandated Reporter Training Projective Staff will work with subject matter experts and key consultants to develop a one day Training of Trainers session on the requirements for mandated reporting of suspected child abuse.

Objective: Increase service to underserved populations.

Activities: During fiscal year 2005, the on-line training will be translated into Spanish and made available on the web. During the same fiscal year, an on-line training module, that addresses the abuse of people with developmental disabilities, will be developed and launched.

Medically Fragile Infants

The CDSS will continue to use CAPTA funds for the Special Start Training Program (SSTP), which provides training to medical professionals, social workers, professionals from other disciplines, and foster and adoptive parents on assessment and developmental interventions for high-risk newborns who are discharged from intensive care nurseries. A major objective of the program is to facilitate enhanced parent/infant interactions and promote the development and recovery of these medically fragile infants. The core training program is called the Family Infant Relationship Support Training (FIRST). An estimated 400 social workers and other professionals, including occupational therapists, nurses, and home visitors, will receive training yearly along with approximately 350 foster parents and relative caregivers.

Objective: To continue to provide a training program, for approximately 400 professionals and 350 foster parents and relative caregivers annually, that addresses assessment of needs and the planning of appropriate interventions that meet the needs of medically fragile infants.

Activities: Continue to contract with an approved institution to provide such services. Consider the option of a multi-year contract in-lieu of one that is reviewed annually.

Objective: Maintain curriculum standards so that the FIRST program meets the certification standards for the Newborn Individualized Development Care and Assessment Program and/or the Family Infant Special Relationship Support Training.

Activities: Continue to offer: eight-hour introductory workshop; the Practicum Workshop; twelve individual practice and mentoring sessions; Skills Check; Advanced Practicum; continuing education days; and the training of trainers program in a manner

that meets certification requirements. Update project material as required: develop and update the digital video training tapes of premature infant behavior, revise and update SSTP brochures and other hard copy material, and project staff will participate in the development of the website and the booklet, "Getting to Know Your Baby."

Program Improvement Area 12: Programs, Activities, Services, and Training

Parent Leadership

Program Description

The Parent Leadership program provides training, technical assistance, a newsletter and a statewide team of parents to support and promote parent leadership and develop parent /professional partnerships at the county and local level to ensure quality services for children and families. The CDSS/OCAP currently has a grant with Parents Anonymous, Inc. to provide these services. In all instances, attendance, attendee and consumer satisfaction information will be collected.

Objectives and Activities for the Next Five Years

Objective: Provide intensive training and technical assistance to designated county teams determined by CDSS/OCAP to institutionalize Shared Leadership as a key component and strategy of child abuse prevention councils, FRCs and community prevention agencies. Teams will be comprised of representatives from the county and their public-private partners.

Activities: Provide intensive training and technical assistance to a designated number of counties annually. This training will consist of two intensive trainings in each of the designated counties and ongoing technical assistance via teleconference calls.

Objective: Strengthen and expand the California Parent Leadership Team that will work in partnership with Parents Anonymous, Inc. to provide training and technical assistance to the counties, participate in policy and planning activities at the state level and support parents in leadership roles that strengthen their communities.

Activities: Recruit up to 18 ethnically diverse parent leaders and solicit nominations from the "Model Shared Leadership" counties as part of the process. Conduct face-to-face meetings two times annually with these parent leaders, conduct monthly conference calls with these parents and Parents Anonymous, Inc.

Objective: Provide training/technical assistance to strengthen the parent leadership efforts of other California counties.

Activities: Conduct a designated number of training and/or technical assistance workshops annually and conduct six-month teleconferences to follow-up on the workshops.

Objective: Produce and disseminate issues of the Parent Leadership Express. Highlight strategies and successes relating to “Parent Leadership” and “Shared Leadership.”

Activities: Produce and disseminate this newsletter twice a year.

Objective: Continue the comprehensive longitudinal evaluation currently underway to document county level changes, successes and barriers in implementing Parent Leadership and Share Leadership strategies. Assess changes in attitudes and behaviors regarding parent leadership while also evaluating the project activities.

Activities: Implement use of evaluation tools with participants; track county changes, document successes and barriers in implementing shared leadership plans and strategies; and report results from evaluation surveys to in quarterly reports and to the project participants and the general public in the newsletter “Parent Leadership Express”.

Objective: Maximize resources by coordinating the activities of the Parent Leadership program with other CDSS/OCAP technical assistance providers such as CATTa and the eight regional child abuse prevention council consortia to facilitate the engagement of parents in the decision making activities of the local child abuse prevention councils.

Activities: Meet with CATTa staff and the regional coordinators on a regular basis to discuss issues and develop strategies, which will support the participation of parents in child abuse prevention council activities.

Program Area 14: Programs, Activities, Services and Training

Small County Initiative

Program Description

The Small County Initiative II (SCI II) is targeted toward small counties (population 70,000 or less) and provides additional funding to support and strengthen counties’ child abuse prevention systems. In addition to the CWS agency, child abuse prevention systems may include agencies such as public health, mental health, substance abuse services, law enforcement, schools, regional centers, and private nonprofit agencies that provide family support services. The core objective of the program is to support positive systemic change to increase county capacity for delivery of child abuse prevention services. Limited revenue, personnel, and supportive services make it difficult for some small counties to compete for funding and participate in service initiatives that usually require matching funds, numerous highly qualified professional staff and an extensive supportive services system. The SCI II builds upon the successes of the initial Small County Initiative to level the playing field for these counties. Grants were awarded to 11 counties (Alpine, Amador, Calaveras, Del Norte, Glenn, Plumas, Siskiyou, Tehama, Trinity, Tuolumne, Yuba) based on a competitive process. Each participating county organization developed a scope of work specific to

the status and needs of their county. The University of California, Los Angeles (UCLA) has been retained to provide the evaluation of the initiative.

Objectives for the Next Five Years

Objective: Provide training and technical assistance to participating county organizations.

Activities: With each county, determine its specific training and technical assistance needs; identify training available through CATTAs, the Parent Leadership program, CDSS/OCAP staff and other sources. Schedule training as appropriate and follow-up with technical assistance.

Objective: Collect data to evaluate the initiative.

Activities: Coordinate evaluation design and data needs with UCLA and the participating counties.

Objective: Support development of networking among the participating counties.

Activities: Schedule meetings with CDSS/OCAP, University of California, Los Angeles (UCLA) and county organizations as needed and through the mechanisms deemed appropriate by the participants (e.g. "fact-to-face," teleconference, chat room capability, etc.).

Small County Initiative II Evaluation

Program Description

CDSS/OCAP has a contract with UCLA to design an evaluation that will generate data that can be used by CDSS and the counties participating in the Small County Initiative II to identify successes and barriers to achieving the goals and objectives identified in each county's scope of work.

Objectives and Activities for the Next Five Years

Objective: Determine if, and to what extent, each SCI II county has successfully implemented the program development objectives specified by its plan.

Activities: Develop an evaluation plan that addresses the existing, newly-created and/or enhanced programs described in each county's plan; submit to CDSS/OCAP and the counties on a quarterly basis an interim evaluation that identifies accomplishments and barriers with regard to the county's completion of plan objectives; provide technical assistance to the counties regarding evaluation activities through phone calls, email correspondence and site visits; provide the counties with a survey instrument to assess the community's awareness of the county child welfare policies and services that have been developed and/or enhanced through the SCI II; identify the community partnerships and governance structures that exist in each participating county and how

they function to provide support to families at risk of abuse or neglect; prepare annual reports and a final evaluation.

With each county, determine its specific training and technical assistance needs including development of plans to increase readiness, if not implement, differential response; identify training available through CATTa, the Parent Leadership program, CDSS/OCAP staff and other sources. Schedule training as appropriate and follow-up with technical assistance.

Objective: Evaluate the success of SCI II client service programs (e.g. parent education, family resource center development/enhancement, home visiting, and outreach to underserved populations) in terms of program implementation, integration into the child welfare services system, and their function as a differential response resource for workers and families in the child protective services (CPS) system.

Activities: Conduct site visits to the SCI II counties to interview program directors, direct care staff, child abuse prevention council and CPS representatives. The interviews will focus upon specific programs that are being developed/enhanced through SCI II and will address data collection, system governance, funding, community involvement, outreach to populations in need, etc.

Prevention Data System

Program Description

Pending approval under State technology rules and guidelines, this project will implement the conceptual design created by the UCLA to capture key data on prevention activities funded, partially or completely, with State General Fund Child Abuse Prevention, Intervention and Treatment Fund, the federal Community-Based Child Abuse Prevention funds, State General Fund State Children's Trust Fund, federal Child Abuse Prevention Treatment Act and federal Promoting Safe and Stable Families.

Objectives and Activities for the Next Five Years

Objective: Determine the appropriate documentation and approval process for development of the project and determine if it is approvable.

Activities: Work with CDSS information technology experts to identify the specific document type, format, review level and process; develop the document for such review from the conceptual design completed by the UCLA through a previous contract, get input from the information technology experts as to computer system requirements including hardware and software development and maintenance; submit the information for approval of the appropriate parties.

Objective: If approved, procure the hardware and software.

Activities: Following the State technology rules and guidelines, purchase or develop a competitive process to procure needed hardware and software.

Objective: If approved, develop and provide training and technical assistance to all parties providing input or accessing the information in the system.

Activities: Identify parties who will input data into the system maintain the data and access the data; identify and generate standard reports; conduct training at the local and State levels as appropriate and provide continuing technical assistance; implement data collection system.

Prevention Advisory Council

Program Description

The Prevention Advisory Council (PAC) was created pursuant to the federal Community-Based Child Abuse Prevention program requirements. The PAC acts in an advisory capacity to CDSS/OCAP. It provides input that impacts the statewide network of community-based, prevention-focused family resource and support programs. The focus of the PAC has been on the development and expansion of family resource and family support collaboratives and networks comprised of community-based, county and state level organizations and agencies serving children and families.

CDSS/OCAP is now exploring another focus for the PAC and is considering having the PAC provide feedback on the implementation of child welfare services reform as related to prevention activities at the local level. The CDSS/OCAP has had a discussion with current PAC members who support this concept.

Objectives and Activities for the Next Five Years

Objective: Obtain approval for the new focus for the PAC.

Activities: Define the proposed focus in detail; define the composition and size of PAC membership; define the PAC governance structure so that is aligned with the proposed new mission; define its meeting and communication schedule; develop and submit a proposal to CDSS' Children and Family Services Division management for review and approval.

Objective: If approved, implement and support the refocused and reconfigured PAC. If it is not, CDSS will work with CDSS Children and Family Services Division to determine the appropriate focus for the PAC.

Activities: Notify current PAC members of the change; identify/nominate/select new PAC members as appropriate; schedule PAC meetings; draft and pass bylaws reflective of the new focus and composition of the PAC; develop agendas with PAC member input; document PAC suggestions and share/implement as appropriate; obtain meeting schedules, agendas, minutes and communication support through the CATTa grantee.

Evidenced-based Clearinghouse for Child Welfare Services in California

Program Description

As part of the California statewide reform activities to transform how child welfare services are practiced in California, CDSS/OCAP conducted a competitive process to develop, implement and maintain an Evidence-based Clearinghouse for child welfare practice. Children's Hospital, San Diego was awarded a grant on January 1, 2004. The three year grant cycle will end December 2006.

Development of the Clearinghouse will be accomplished through a participatory process involving a small advisory group of knowledgeable individuals and practitioners. The advisory group will be supported by a scientific panel of state and national level research specialists. The Clearinghouse design will serve to sort and disseminate evidence based practices (EBP) as a useful resource for social work practitioners and their community partners including those in the fields of public health, mental health, substance abuse treatment, developmental services and community based organizations. The Clearinghouse will include: literature, research, evaluation, protocols, tools, methods of practice, curricula, funding source information, and statutes/regulations.

Objective: Convene an advisory committee to guide the work of establishing and maintaining a Clearinghouse.

Activity: Children's Hospital San Diego (CHSD) will develop criteria for membership, a statement of expectations/roles for members, a process for recruitment and a process for selecting advisory members that incorporates the approval of CDSS/OCAP. Staff of Children's Hospital will develop an annual work plan for the Advisory Committee; establish criteria to guide selection of evidenced-based practice for Clearinghouse; select five areas of child welfare practices for immediate attention; identify and establish a scientific panel of national experts in each area.

Objective: Develop formal criteria for selection of practices as evidence-based and review a wide variety of sources to identify practices meeting the criteria.

Activity: There will be a Scientific Director at Children's Hospital San Diego who will develop a proposal for the operational definition of 'evidence-based' and with staff will screen existing evidence based work, and evaluate methodological issues. The Advisory Committee will review and select the five most important/relevant priorities among submitted evidence based practices for the development of dissemination tools. Every five months, the Advisory Committee will receive two to five additional areas of evidence based practice from the Scientific Director for review, selection and dissemination.

Children's Hospital San Diego will meet with the California Social Work Education Center (CalSWEC) and the regional training academies (RTAs) that provide core social worker training to discuss the Clearinghouse, planned products and services, and provide program materials for integration into social worker training. To further support

CalSWEC and RTA activities, Children's Hospital will also provide back up literature for each selected evidence-based practice.

Children's Hospital San Diego will videotape selected EBP presentations and distribute copies of these videos with written support material to those counties who will be among the first to begin implementation of reforms that stem from the Program Improvement Plan of the Federal Child and Family Services Review and from the recommendations of the 11 counties implementing the Child Welfare Services System Improvements. The videos and support material will be given also to other counties identified by CDSS/OCAP. Copies of the edited versions will be provided for posting on the website, which will be operated as a part of this project. Lectures/workshops on the selected evidenced-based practices featured through the Clearinghouse will be offered in 2006 at the Children's Hospital, San Diego conference facility.

Objective: Design a conceptual framework for an interactive web-based application of the Clearinghouse that supports access to and implementation of evidence-based practices in the field of social work.

Activity: Children's Hospital, San Diego, will construct a framework that includes the design, protocols and procedures for adding and deleting material on an on-going basis from the body of evidence based practice in order to facilitate continued maintenance of the Clearinghouse. Children's Hospital San Diego will review a wide range of interactive web dissemination tools and prepare summaries and details outlining the needed information in terms understandable to frontline managers and practitioners. Information will be shared through a variety of web based and non-web based dissemination tools. The products will be developed within six months of selection of an evidence-based practice as a priority.

Objective: CDSS/OCAP will conduct a competitive Request for Proposals (RFP) process to fund the technical development of the web based application and query systems.

Activity: CDSS/OCAP will release a competitive RFP during SFY 04-05 and select a grantee to perform the task of technical development of the web based system.

Supporting Father Involvement Study (SFI Study)

Program Description

During SFY02-03, designed, developed and implemented a five site study of an intervention intended to improve the quality and level of positive father involvement in at-risk families. The study also includes a component aimed at improving the father friendliness of the five FRCs. UC Berkeley will conduct the study evaluation.

The goals of the intervention are:

1. To increase positive father-child involvement, which will be reflected in the:

- Amount of fathers' positive involvement with the child
 - Quality and style of fathers' involvement with the child
 - Fathers' continued involvement with the child over time
 - Fathers' awareness and understanding of children's development
 - Fathers' awareness of how to handle couple relationship issues
2. To affect the factors related to father involvement which include:
- Father's personal stress, psychological symptoms, physical health
 - Quality of relationship between the father and the child's mother
 - Fathers' social support and contact with support systems and agencies
3. To change the climate of attitudes about fathers that exists in FRCs, county agencies, community organizations, and State family programs.

Target Population and Participation Criteria

Preference will be given to men who are about to become fathers or who have at least one young child age birth through three years, and are:

- married, **or**
- cohabiting with the child's mother, **or**
- romantically involved with the child's mother, **or**
- co-parenting a baby or young child with the child's mother, **and**
- have a partner who agrees to be involved in the project
- able to commit to participation in a project for 18 months

Men with children four through seven years old will not be excluded, however, parents of children from birth through three years old will be given greater preference so that we can begin to intervene as early as possible in children's lives.

The study will not include:

- Teen parents below 18
- Families with a protective order in place
- Families with a current open (Child Protective Services (CPS) case
- Families in which either parent is severely mentally ill
- Families with current serious problems with substance abuse

Men who do not meet the criteria will be offered referrals to other services in the family resource center or in the community. Each eligible family will be assessed before and after the services are offered.

Intervention

Co-parenting couples accepted into the study will be offered one of the following:

- A. The services of a Case Manager to work with the father and mother in obtaining family resource center and community resources as needed and a 3 hour information session about the importance of fathers in children’s lives. This “typical treatment” is designated as the control condition.
- B. Case Manager services, as in A above, and an opportunity for the father to participate in a fathers’ group meeting for 2 hours each week for 16 weeks. (Mothers may also be referred for services by the Case Manager. The co-parenting couple may also be referred for therapeutic services to address serious couple or parenting issues that need more time and attention than the group can reasonably provide.)
- C. Case Manager Services, as in A above, and an opportunity for the co-parenting couple to participate in a co-parenting couples group meeting for 2 hours weekly for 16 weeks. (Mothers and fathers will be referred for additional services if deemed necessary by the Case Manager. The couple may also be referred for therapeutic services to address serious couple or parenting issues that need more time and attention than the group can reasonably provide.)

The focus of our preventive intervention as described above is on fathering, with the goal of supporting and encouraging fathers to be actively involved in their children’s lives. The intervention is designed to target several risk and protective factors that have been established in research studies as keys to fathers’ involvement with their children. These factors include fathers’

- (1) individual adjustment (self-confidence, depression, anxiety)
- (2) relationship with the mother of the child (couple relationship quality)
- (3) skills and confidence as a parent
- (4) three-generational family patterns, and
- (5) stresses on the family, including those from work (or lack of it), supports (or lack of them), and family-related policies in the surrounding community and state agencies.

Based on research evidence that father involvement emerges in the context of a system of relationships, each group meeting will emphasize one of these central domains of family life using a curriculum guide developed for this initiative. This curriculum guide provides a schedule for addressing these risk and protective factors, with a set of key questions and suggested exercises to guide the group leaders’ discussions with the fathers or couples each week.

The curriculum guide for each of the group meetings is designed to cover topics defined by our risk/outcome model: the parents’ difficulties or concerns as individuals; their relationship as a couple; their relationship with the child (ren); their connections with kin; and their ability to draw on resources outside the family for emotional and instrumental support.

Objectives and Activities for the Next Five Years

Objective: To complete a qualitative and quantitative evaluation of the Supporting Father Involvement Study.

Activity: Contract with UC Berkeley to conduct the evaluation that will determine the impact that the intervention has on the both the quality and increased level of father involvement. The evaluation process will include qualitative and quantitative data that will be used to inform the program sites throughout the three year initiative.

Objective: To implement the SFI Study at five FRCs.

Activity: Monitor and provide training/technical assistance to ensure successful implementation at the five sites (selected through a competitive process which required the lead agency to be a county child welfare services agency that partnered with a community based family resource center). The five sites represent rural, suburban, and urban as well as geographically diverse areas of the State. The five counties and their FRC partners are:

County	Family Resource Center
Sacramento	Mutual Assistance Network
San Luis Obispo	S.A.F.E. Family Resource Center
Santa Cruz	La Manzana Community Resource Center
Tulare	Lindsay Healthy Start
Yuba	Olivehurst Family Resource Center

During the initial start-up year, approximately 130 families participated in the initiative at the five county sites. It is estimated that 300 families will participate by the time the initiative ends on September 30, 2006.

Objective: Develop and deliver an effective training and technical assistance program to the five implementing sites.

Activity: Contract with Connecticut Department of Mental Health and Addiction Services to develop and deliver a comprehensive training and technical assistance program for county and family resource center staff at the five SFI Study sites. Training will include onsite activities, all project meetings, phone consultations and written documents for onsite reference.

Activity: UC Berkeley will provide ongoing training and technical assistance to the five SFI Study sites to ensure quality data collection and reporting.

Activity: Through Strategies Family Support Training Centers, a CDSS/OCAP grant funded project, provide a listserv to enhance ongoing communications and peer support for the five SFI Study sites.

Citizen Review Panels

Program Description

CDSS/OCAP will release a request for letters of interest during FFY 2004 to identify counties for implementation of Citizen Review Panels (CRP). California's CRPs function is to evaluate the effectiveness with which State and local child protection agencies are discharging their responsibilities by examining child protection policies, practices and procedures, and making recommendations for improvement. CRPs will bring together citizens, former consumers of services, foster parents, child welfare services professionals, Court Appointed Special Advocates, children's attorney's educators, representatives of tribal governments, representatives of county agencies such as public health, and mental health, and law enforcement officials among others to examine and review the policies, practices, and procedures of state and local child welfare services agencies.

Objectives and Activities for the Next Five Years

Objective: Implement a new Statewide Panel to examine the policies practices and procedures of the Statewide CWS agency.

Activities: CDSS/OCAP will form a statewide panel by recruiting, selecting, training and convening panel members by October 1, 2004. Letters of invitation have been provided to the acting Director for signature and will be mailed to prospective panel members including organizations that will be asked to recommend prospective members by September 1, 2004.

Objective: Have at least three panels operating in the State each year.

Activities: Complete the grant selection process in a timely manner so that there are at least three panels beginning a new funding cycle on October 1, 2004, 2006 and 2008.

Activities: Requests for a Letter of Interest to operate a Citizen Review Panel will be sent to all 58 county welfare directors beginning with the planning and development period for the 2004-2006 funding cycle. Counties will be encouraged to partner with a community-based organization for CRP activities.

Objective: Provide general information to the public on the citizen review panels.

Activities: During the next three funding cycles continue to require panels to plan for the public dissemination of their findings and recommendations through the scope of work that is completed for each panel. Monitor the implementation of these dissemination plans. CDSS/OCAP will establish a CRP website, which will include background

information on the CRP and links to their respective sites, by October 1, 2004. It will be updated as needed.

Objective: Enhance the training opportunities that are available to panel members.

Activities: Retain a training and technical assistance consultant and develop a training manual for CRPs by October 1, 2004. Use it as a training tool for new and on-going panel members; make it available to counties via hard copy and/or the web. Update it as necessary

Objective: Integrate county citizen review panels into a statewide CWS advisory structure.

Activities: Require county panels to submit annual reports and recommendations for improvement of state and local CWS systems to CDSS by September 30 of each year. The recommendations will be sent to the Statewide CRP for review and comment. The comments that the Statewide CRP will make on county panel recommendations will be taken into consideration when the State responds to each county panel. The State's response will be in writing and due to each county panel within six (6) months of receiving its recommendations.

**Budget for Federal Fiscal Year
2004 and 2005 Basic State Grants
(Estimated)**

Activities		FFY 2004	FFY2005	Total
Projects	(90 percent)	\$2,235,303	\$2,235,303	\$4,470,606
Administrative Costs*	(10 percent)	\$ 248,367	\$248,367	\$496,734
Total		\$2,483,670	\$2,483,670	\$4,967,340

* Administrative costs include:

Staff	\$ 216,080	\$216,080	\$ 432,160
Travel	\$ 32,287	\$32,287	\$ 64,574

Chafee Foster Care Independence and Education and Training Vouchers Programs

**CHAFEE FOSTER CARE INDEPENDENCE PROGRAM
STATE PLAN FOR FISCAL YEARS 2005 - 2009**

Program Contact Person:

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The following document is arrayed in accordance with the provisions of the U.S. Department of Health and Human Services, Administration on Children, Youth and Families Program Instruction ACYF-CB-PI-04-01 requirements.

Part I - Program Plan Narrative

1) The State of California, Health and Welfare Agency, Department of Social Services (CDSS) supervises the programs carried out under this plan by the counties, and 2) the CDSS agrees to cooperate in national evaluations of the effects of the independent living programs implemented to achieve the purposes of this plan, and 3) Subsections a) through g) below describe how CDSS has designed its ILP to focus on the outcomes and service objectives associated with achieving the purposes of Sections 477(a)(1)-(6) and Section 477(b)(2)(A) of the Social Security Act.

In relationship to the impacts of the Performance Improvement Plan (PIP) on the provision of Chafee Foster Care Independence Program (CFCIP) services, the CDSS will focus on evidence-based practices and training opportunities. Specifically, the Department will continue to require all counties to provide core CFCIP services to all eligible youth in California and provide documentation of outcomes. In addition, the CDSS will encourage the development and implementation of proven best practices and provide technical assistance to counties in the provision of core services.

To that end, the CDSS has adopted regulations that provide the framework within which counties will provide core services to youth throughout the State. The Regulations were implemented in November of 2003 and the results of implementation will be reflected in the Federal Fiscal Year (FFY) 2003 – 2004 Annual Narrative Report and Plan in which all counties are required to provide qualitative and quantitative data relevant to the previous FFY (Attachment C).

a) Help youth make the transition to self-sufficiency:

Independent Living Program Services The CDSS administers and monitors a statewide Independent Living Program (ILP). The ILP has been designed to offer the following core services that, if utilized, will enable foster youth 16 years of age and

older, to successfully transition to adult living in accordance with Section 31-525.8 of the Regulations.

Core services shall be provided based on identified individual needs and goals as documented in the TILP including, but not limited to:

Education, including: skill development, assistance and referrals to obtain literacy skills, high school diploma/GED, post-secondary education experiential learning and computer skills;

Career development, including: assistance and referral to obtain career exploration, work readiness and responsibility skills, employment development, employment experience, vocational training, apprenticeship opportunities, job placement and retention;

Assistance and referral to promote health (including mental health) and safety skills including, but not limited to: substance abuse prevention, smoking cessation, pregnancy prevention, and nutrition education;

Referral to available mentors and mentoring programs;

Daily living skills, including: information on and experiences and training in financial management and budgeting; personal responsibility skills; self-advocacy; household management; consumer and resource use; survival skills; and obtaining vital records;

Financial resources, including: information and referrals regarding financial assistance if applicable, including, but not limited to, incentives, stipends, savings and trust fund accounts, educational/vocational grants, CAL-Grants, Employment Development Departments, registered in One-Stop Career Centers, Workforce Investment Act funding and programs, other employment programs and other forms of public assistance including, but not limited to, CalWORKs, Food Stamps, and Medi-Cal; and Housing information, including: training and referrals about transitional housing programs; federal, state and local housing programs; and landlord/tenant issues.

The Transitional Independent Living Plan (TILP) In November of 2003 Regulations for the Independent Living Program (ILP), the Transitional Housing Placement Program (THPP) and the Transitional Housing Program-Plus (THP-Plus) were implemented. The TILP is the primary, written service delivery plan, available on the Child Welfare Services Case Management Services (CWS/CMS). ILP services shall be provided to all eligible youth, based on the needs, services and goals identified in the most recently completed TILP.

Section 31-236 (a) of the Regulations, explicitly states that for each youth in placement, 15½ and not yet 16 years of age, the social worker/probation officer of the county of jurisdiction shall insure that the youth actively participate in the development of the TILP. The TILP describes the youth's current level of functioning; emancipation goals as identified in Section 31-236.6; progress towards achieving the TILP goals; programs and services needed, including, but not limited to, those provided by the ILP; and

identifies the individuals assisting the youth. The TILP shall be reviewed, updated, approved, and signed by the social worker/probation officer and the youth every six months. Additional individuals such as foster parents and ILP Coordinators are encouraged to participate in the process of updating the TILP.

The inclusion of ILP participants in the development and implementation of the TILP provides the youth the opportunity to not only directly design their own TILP, but to accept responsibility for their actions as well as providing them with a sense of empowerment over their own life goals.

The Health and Education Passport In collaboration with the Department of Health Services, the CDSS developed and implemented a statewide, on line, foster child Health and Education Passport (HEP). The HEP is a document designed to provide updated and relevant information related to a foster child's current and past physical, dental, mental health, and educational needs and status. The purpose of the Health and Education Passport is to ensure the provision of viable and useful health and education services to foster children. This information is for the utilization of social workers, probation officers, courts, care providers, medical professionals, educators and the foster child. The University of California at Davis (UCD) under contract with the Health and Human Services Data Center works with counties to provide training on how to utilize the HEP. The HEP training, conducted by UCD, provides participants with the knowledge and skills needed to use the application tools and processes to record information in the HEP notebooks and generate the HEP document.

In addition to the California Department of Mental Health, the California Adolescent Health Collaborative (AHC) is another organization devoted to maintaining and improving health care services for youth. CDSS staff uses these meetings and trainings as a venue to communicate with various partners on the health issues of foster youth. An example of the work being done by the AHC is the Out-of-Home Youth – Resources on Mental Health. With funding from the California Wellness Foundation, the AHC is developing a resource network on mental health issues with a focus on resources for providers working with out-of-home youth. Foster youth are among the most vulnerable for mental health problems. This AHC project includes:

- Web-based resources for sharing information about mental health issues with a focus on out-of-home youth.
- Statewide meetings to facilitate information-sharing and technical assistance to service providers.
- Community events in collaboration with local public or private agencies to support local networking.

Local, Statewide and National Collaboration and Coordination The collaboration and coordination of efforts locally and statewide have been an important factor in the ongoing efforts to provide integrated services to state's foster youth. Per Section 30-506.6 of the Regulations, counties shall collaborate with other public and private agencies to ensure the availability of core services and shall not duplicate or replace services that are available through other agencies, programs or funding sources.

The Foster Youth Employment, Training and Housing Taskforce was established in 2001 to address the needs of homeless youth. It is an example of successful collaboration between the CDSS, Employment Development One-Stop programs, the Workforce Investment networks, the Department of Education, California Youth Connection and other community based organizations. As a result of this collaboration, four foster youth pilot projects have been developed and a multidisciplinary training for ILP coordinators, One-Stop staff, foster parents and stakeholders to train them on the needs of foster youth and services offered by the One-Stop Centers.

At the county level, there is collaboration and coordination between the social worker/probation officer and the ILP staff. Counties are encouraged to develop and maintain working relationships with other county agencies, for example, county mental health departments, as well as community based organizations to ensure that youth receive needed services. This coordination, along with the training of caregivers to assist them as they promote a foster youth's self-sufficiency is an essential component of the process of providing services to youth.

Ongoing partnerships create opportunities to better serve, and in many instances, improve the quality of services provided to youth in the ILP by filling gaps in service and to pool resources and information. At this time, the CDSS collaborates and partners with:

- The California Welfare Directors Association (CWDA),
- The CWDA ILP Subcommittee,
- The Department of Health Services,
- The Department of Mental Health,
- The Department of Housing and Community Development,
- The Federal Housing and Urban Development Department,
- The Employment Development Department,
- Welfare to Work,
- CalWORKS,
- The Community College Foundation,
- The California Youth Connection,
- AmeriCorp,
- The Inter-Tribal Council,
- The United Way,
- Community Based Organizations,
- The University of Oklahoma, National Resource Center,
- Casey Programs, and
- The Stewart Foundation.

ILP Outcomes The CDSS, in collaboration with county and state representatives, foster youth, and advocates, developed and implemented Regulations to ensure that the offered ILP services are consistent with the following outcome measures as delineated in the "Report to the Congress: Developing a System of Program Accountability Under the John H. Chafee Foster Care Independence Program," by the

Department of Health and Human Services' Plan for Developing and Implementing the National Youth in Transition Information System September 2001:

Domain	Expected Outcomes
Self-sufficiency	Increase the number of former or current foster care youth who: 1. Have attained economic self-sufficiency, i.e., are employed and have avoided public assistance. 2. Have a stable and safe place to live
Knowledge and skills/ Readiness for self-sufficiency	3. Have attained academic or vocational educational goals, i.e., have received a high school diploma
Social/interpersonal supports	4. Have connections to caring adults 5. Exhibit citizenship and community involvement
High-risk behaviors	6. Postpone parenthood, i.e., avoid non-marital birth 7. Avoid unsafe behavior, i.e., high-risk and illegal
Physical and mental health	8. Have access to physical and mental health care
Self-perceptions/ Personal characteristics	9. Have a sense of well-being and aspirations for the future 10. Have a strong personal and cultural identity

While the Department awaits the development of specific federal outcome measures, the program is moving forward with requiring that counties collect data and report on outcomes for youth in the aforementioned areas in the upcoming ILP Annual Narrative Report and Plan counties are required to submit to the state.

b) Help youth receive the education, training and services necessary to obtain employment:

A foster youth unable to obtain a high school diploma or educational equivalency prior to exiting the child welfare system will be offered the education and training needed to obtain a vocational certificate and/or stable employment by age 19 but no later than the day before their 21st birthday.

The CDSS ILP service goals focus on the educational and experiential learning needed by eligible foster youth to function as healthy, productive, and responsible self-sufficient adults. Upon entering ILP, and no less than every six months, all ILP participants are directly involved with county personnel in the process to assess their strengths and needs in preparation for independence. Assessment tools that CDSS recommends for use are:

- The Community College Foundation Pre/Post Assessment.
- The Daniel Memorial Life Skills Assessment.
- The Ansell-Casey Life Skills Assessment.

Assembly Bill (AB) 490 (Chapter 862, Statutes of 2003) targets the educational needs and rights of foster youth and wards of the court by enhancing the educational rights of these youth. Specifically, the guiding principles of AB 490 are:

- For foster youth to meet state academic achievement standards;
- For youth to maintain stable school placements;
- Placement of youth in least restrictive educational programs; and
- Access to the academic resources, services and extracurricular and enrichment activities available to all students.

The Department will partner with the California Department of Education (CDE) to develop AB 490 guidelines for counties and, as is standard practice, consult with foster youth.

Key provisions of AB 490 that impact a youth's educational goals:

- Foster youth access to same academic resources, services, and extracurricular activities,
- Education and placement decisions dictated by best interests of the child,
- There will be a "Foster care liaison" on school staff,
- School stability in school of origin,
- Preference for mainstream school placement,
- Immediate enrollment,
- Timely transfer of educational information,
- Protection of credits, grades, graduation, and
- Case worker/probation officer access to school records.

c) Help youth prepare for and enter postsecondary training and educational institutions:

The CDSS has requested approval of the amendment to California's Title IV-E State Plan for the approved Chafee Foster Care Independence Program, Post-secondary Education and Training Voucher (ETV) Program. The CDSS has transferred operational responsibility for the ETV to the California Student Aid Commission through an interagency agreement to disseminate over \$7 million in grant funding to eligible youth. It is anticipated that approximately 1,500 youth may be served by the grant program and receive a grant award of up to \$5000. Counties provide a supportive role in that they assist youth obtain the various services to enable them to be successful in post-secondary education or training programs. California Chafee ETV program will assist foster youth who:

- are a minimum age of 16 and who have not yet reached their 21st birthday;
- are adopted from foster care after attaining age 16;
- are eligible for services under the State's Chafee ILP program;
- are participating in the voucher program at age 21, until they turn 23 years old, as long as they are enrolled in an approved post-secondary education or training program and are making satisfactory progress in completing their course of study or training.

With the assistance of and in collaboration with other State and local agencies, CDSS will ensure that the ETV program funds are used:

- in a manner consistent with ETV requirements;
- ETV funding will be allocated equitably to those eligible youth Statewide for post-secondary education and training
- The CDSS shall coordinate with the Student Aid Commission and other appropriate State and local service providers and education and training programs to prevent supplantation of services and benefits.

d) Provide personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults:

Providing personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults is a crucial element in assisting foster youth 16 years and older to successfully transition to adult living. As previously noted the CDSS collaborates and partners with numerous State agencies, advocacy organizations, and community based organizations and encourages the design of mentoring programs that utilize the following resources to provide this personal and emotional support to youth:

The County ILP Coordinator All 58 California counties have an ILP Coordinator. County ILP Coordinators link eligible foster youth to a community service agency, job information, or college programs services. In many instances these coordinators serve as a mentor to youth to provide program assistance and personal support. ILP regulations require counties to provide youth with referrals to available mentors and mentoring programs.

AmeriCorp In California, the Chancellor's Office of the California Community Colleges staff formed the Foster Youth Mentoring Project in collaboration with State agencies and other stakeholders. This program carries out local community service projects and recruiting local community volunteers, including foster youth to participate in community service projects.

This Project provides emancipated former foster youth that are currently enrolled in a community college and who work with their county ILP Coordinator to mentor a foster youth between the ages of 13-18. Americorp provides mentoring and strong intervention by way of one-on-one mentoring relationships using individualized goal plans to improve and create positive outcomes emancipated youth often do not realize.

One of Americorp's goals is to motivate younger current foster youth through their interaction with the Americorp member to prepare for, and enter, postsecondary education. The current foster youth may then become an Americorp member themselves and carry on the mentoring tradition.

Americorp representatives participate in the CDSS teen conference and training summits to provide information regarding opportunities for foster youth.

The California Mentor Initiative A statewide, locally administered, mentoring program funded through a contract with the State of California, Department of Alcohol and Drug Programs. Foster youth referred to the California Mentor Initiative will receive the support and guidance they need to successfully meet the challenges in their daily lives. One-on-one, team group mentoring, tutoring, coaching, and role modeling are among the variety of services provided to foster youth by the California Mentor Initiative.

The Foster Youth Services Program A State of California, Department of Education program designed to meet the unique needs of foster youth residing in group homes. Although not yet functioning on a statewide basis, the Foster Youth Services Program has the following three goals: 1) to improve pupil academic achievement, 2) to reduce the incidence of pupil discipline problems or juvenile delinquency, and 3) to reduce the rates of pupil truancy and dropout.

e) Provide financial, housing, counseling, employment, education and other appropriate support and services for former foster care recipients between 18 years of age and up to the day before their 21st birthday:

Former foster care recipients between the age of 18 and up to the day before their 21st birthday will be offered financial, housing, counseling, employment, and education services.

The CDSS has partnered with the Employment Development Department (EDD) and other agencies and organizations through participation in the Foster Youth Employment, Training and Housing Task Force to encourage counties to collaborate at the local level with builders, foundations and community based organizations to develop affordable housing, employment and training opportunities for emancipated youth. In addition, ILP regulations require foster youth to be registered at One Stop Centers so that they are aware of services available to them. This information is of particular importance to youth upon emancipation from foster care.

AB 1119 (Chapter 639, Statutes of 2002) provides State General Funds (SGF) to counties for the expansion of transitional housing for emancipated foster/probation youth Transitional Housing Program – Plus (THP-Plus) by increasing the rate paid to providers. The rate increase for providers serves as an incentive to increase the number of providers who offer transitional housing to foster youth. THP-Plus eligible youth are young adults who have emancipated from foster/probation care and are 18 through 20 years old, and are pursuing the county-approved goals they have developed in the THP-Plus Transitional Independent Living Plan (TILP).

Participation in THP-Plus is subject to: county participation in the program, the availability of safe and affordable housing and the availability of program providers. The maximum time for THP-Plus participation is 24 cumulative months.

The youth must be participating in the activities identified in the THP-Plus TILP. The form shall be up-dated every six months. Participants are responsible for informing the county whenever changes occur that affect payment of aid, including changes in address, living circumstances, educational, career, and training programs.

The 30 Percent Housing Allocation In accordance with the federal John H. Chafee Foster Care Independence Act of 1999, a county may spend up to 30 percent of their ILP allocation for the room and board needs of eligible emancipated youth. The age of eligibility is from 18 years of age up to the day of their 21st birthday. There is great variance in county housing programs. Allowable expenditures for the 30 percent housing allocation may include the following variety of costs emancipated youth incur:

- Food purchases.
- Payment of rental deposits and/or utility deposits.
- Payment of rent and/or utility bills.
- Emergency assistance - the determination of which is a county's interpretation.

Emancipated Youth Stipends (EYS) Emancipated Youth Stipends are 100 percent State General Funds and are a separate source of funds from a county's ILP allocation. EYS funds are used to address the special needs of emancipated foster youth. Any EYS expenditures paid in excess of a county's allocation will be a county-only cost.

Counties have found this funding, 3.5 million, a valuable means of providing a wide variety of services to youth. The following are seven categories of allowable costs that may be paid from the EYS.

<p style="text-align: center;">Category 1. Transportation Costs</p> <p>If the emancipated youth uses a non-public transportation vehicle for the errands described in 1-8, reimbursement paid from the Emancipated Youth Stipends shall not exceed the per-mile reimbursement rate paid by the placing county.</p>	<p>Incurred through the use of public transportation to attend and return home from:</p> <ol style="list-style-type: none"> 1. School 2. Court proceedings 3. Visiting sibling(s) 4. Work 5. Work-related training 6. ILP-sponsored events and classes 7. Medical appointments for themselves and/or their child(ren) 8. Their child(ren)'s childcare, preschool or school 9. Public parking fees 10. The cost of driving lessons 11. The cost of car insurance for the emancipated youth
<p style="text-align: center;">Category 2. Work Required Costs</p>	<p>Training Professional/union dues Clothing and/or uniforms Job interview related costs Tools Vocational/educational assessments</p>

<p>Category 3. Contracted Services Costs</p>	<p>Educational planning Life skills training Job preparation Financial aid workshops Personal awareness Computer classes Career assessment and development</p>
<p>Category 4. Health Services Costs</p>	<p>Non-Medi-Cal funded physical and/or mental health medical treatment needs of the emancipated youth that are beyond the financial means of the emancipated youth, or The cost of tuition for classes, activities, or services on or related to:</p> <ol style="list-style-type: none"> 1. Nutrition 2. Family planning 3. Parenting skills 4. Sexuality and sexual behavior 5. Drug/alcohol use 6. Prenatal drug/alcohol exposure 7. Home health and safety management 8. CPR 9. Eating disorders 10. Hygiene and personal care
<p>Category 5. Non-Medi-Cal Funded Costs Related to the Child(ren) of the Emancipated Youth</p>	<p>Non-Medi-Cal funded costs physical and/or mental health medical treatment needs of the child(ren) of the emancipated youth that are beyond the financial means of the emancipated youth, including:</p> <ol style="list-style-type: none"> 1. Food 2. Clothing 3. Bedding 4. Diapers 5. Childcare, preschool and/or school 6. Infant furniture such as a high chair, car seat, crib, bed and/or stroller
<p>Category 6. Housing Assistance Costs</p>	<p>Food Rent and/or utility deposits Rent and/or utility charges Moving expenses Furniture and/or household items Costs incurred through roommate network agencies</p>
<p>Category 7. Emancipated Youth Aftercare Costs</p>	<p>Assistance with college fees Educational counseling Crisis counseling Job placement and retention training Vocational training</p>

The Workforce Investment Act and One-Stop Centers The ILP/THPP/THP-Plus Regulations states that the social worker/probation officer shall assist the youth to complete the emancipation preparation goals by collaborating with public and private agencies/persons including but not limited to schools, colleges, the Department of Education, Mental Health, ILP coordinators, care providers, the Student Aid Commission, Workforce Investment Act programs and services, the Employment Development Department and One-Stop Career Centers. The One-Stop program in Santa Rosa, California, is identified nationally as an example of a best practice program.

All current and former foster youth between the age of 18 and up to the day before their 21st birthday are eligible to receive services through the provisions of The Workforce Investment Act and One-Stop Centers.

- f) **Services for youth between the age of 18 and up to the day before their 21st birthday.** Section 477(a)(5) of the Social Security Act permits states to provide services to former foster youth that are at least 18 years of age who left foster care and have not reached their 21st birthday. Throughout the State, counties are focusing more and more on providing services to this population of young adults in order to best serve their needs and ensure positive outcomes.

Education and Training Vouchers Program

Establish, Expand, Strengthen Post-Secondary Education Assistance

The CDSS, in its continuing efforts to assist foster youth to obtain successful safety and permanency outcomes, make the transition to self-sufficiency and receive the education, training and services necessary to obtain employment, will provide oversight to the California Student Aid Commission (Commission) for the operational responsibility of the CFCIP Educational and Training Voucher Program and its 58 counties for support of youth participants.

The ETV program will provide eligible youth access to these educational and vocational resources through reimbursable costs for:

- Attending an institution of higher education, not to exceed the lesser of \$5000 or the total cost of attendance as defined in Section 472 of the Higher Education Act; including,
- The purchase of technical equipment, to include, but not limited to, computers, calculators, and supplies associated with course work.

Adequate funding for education and training has been a significant barrier to foster youth who often have special learning needs and often must work either full or part-time. The ETV Program will allow the State to bear more costs for support (e.g., tutoring, books, supplies, transportation, etc.), which will assist youth in completing educational and training goals.

California currently assists foster/probation youth in attaining their post-secondary educational/training goals by utilizing some of the ILP funds and the Emancipated Foster Youth Stipend. Additionally, ILP coordinators, social workers and probation officers encourage foster youth to apply for scholarships and grants through state and local college financial aid offices. Due to inadequate funding, many of our California foster youth do not have post-secondary education and training opportunities.

Program Requirements

The CDSS welcomes the ability to provide foster youth with the very important opportunity to pursue and or continue their post-secondary education and training goals. To assist in the development of a ETV grant program that meets federal requirements and helps to move additional youth towards positive outcomes, the State has convened a work group whose purpose is to develop a statewide criteria for key ETV program requirements to ensure consistency in application of grant program funding and basic services for the benefit of all eligible youth. This team consists of public and private partners and includes but is not limited to the following stakeholders; the Commission, Departments of Education (Foster Youth Services), Employment Development, Probation, Health Services, Workforce Investment Boards, California Youth Connection, Community College Foundation, Chancellors Office, Casey Family Programs, Foster Parent Association and local school districts.

With State direction and oversight, the Commission will administer the program according to federal and state guidelines to assure that no assistance will exceed the total cost of attendance and to avoid duplication of benefits under this and any other federal assistance program. It is the State's expectation that counties in support of youth in the ETV Program will also coordinate with the aforementioned organizations and others at the local level. Essential statewide ETV program criteria and guidelines have been finalized and incorporated into the CDSS interagency agreement with the Commission.

The CDSS has:

- Convened and collaborated with both public and private partners to develop statewide criteria to ensure consistency of opportunity and services to youth under the Chafee ETV for the following:
 - a. Application process
 - b. Service provision
 - c. Applicant priority
 - d. Participant evaluation
 - e. Program outcomes
 - f. Maximum grant awards
- Entered into an interagency agreement with the Commission to transfer operational responsibility for the Chafee ETV program to the Commission.

The CDSS requires the Commission to:

- Operate the ETV program in accordance with the program instructions provided by the U.S. Department of Health and Human Services, Administration for Children and Families and the program guidelines developed by the CDSS.

- Provide assurances that the Chafee Education Training Vouchers (ETV) hereafter known as the California Chafee Grant Program (CCGP) will supplement and not duplicate existing financial aid resources.
- Provide assurances that voucher amounts are disregarded for purposes of determining the recipient's eligibility for, or the amount of, any other federal or federally supported assistance, except that the total amount of educational assistance to a youth under this section and under other federal and federally supported programs shall not exceed the total cost of attendance, as defined in Section 472 of the Higher Education Act of 1965, and except that the State agency shall take appropriate steps to prevent duplication of benefits under this and other federal or federally supported programs.
- Implement an application process developed by the State in consultation with stakeholders that will document the initial ETV expenditure and on-going ETV costs, other scholarships and grants, including the costs of other supportive services such as educational and career assessment tools, applications, childcare, medical expenses, room and board and the funding source. The application process will also ensure that vouchers are consistently and equitably distributed, non-duplicative, while offering priority to the following youth for whom otherwise, higher education/training would be unattainable:
 - a. Youth who do not qualify for a Cal-Grant
 - b. Youth who have dependents
 - c. Youth who are entering their first year of college/training
 - d. Youth who are in the 1st year of entering a four-year university as a transfer student
 - e. Youth who have unmet needs beyond financial aid eligibility
- Implement the participant evaluation process established by the state including established milestones that will track satisfactory progress made towards successful completion of educational/training goals as defined by the educational or training organization the youth attends.
- Implement a program evaluation process per the State criteria which identifies the numbers of program participants, outcomes and program successes, challenges and needed enhancements annually.
- Develop a youth outreach component utilizing State and community resources, to advertise the ETV Program for eligible foster youth including the California Youth Connection, Department of Education (Foster Youth Services), Employment Development Department, Probation Department, Department of Health Services, Department of Housing and Development, Community College Foundation, Chancellor's Office, Foster Parent Association, school districts, faith-based organizations, other child care providers and advocacy groups.
- Administer the ETV for county Probation departments' foster and former foster youth.
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The CDSS requires counties to:

- Provide assurances that counties will coordinate through the California Student Aid Commission and college financial aid offices, the receipt of ETVs with the other available post-secondary education/training resources such as Cal Grants, Pell Grants and other such financial aid resources to ensure that vouchers will

- supplement and not duplicate existing financial aid.
- Encourage participants in developing educational/training or transitional independent living plans to accomplish:
 - f. Linkage with post-secondary educational/training counselors, officials and other support persons
 - g. Successful completion of post-secondary education/training
 - h. Completion of required applications, assessments, tests, and financial aid forms
 - i. Support during post-secondary educational/training attendance including, but not limited to, housing, child care and tutoring (allowable costs related to successful participation in post-secondary education and training)
- Coordinate the ETV Program services with appropriate local service organizations, education and training programs including community colleges, school districts and Workforce Investment Boards.
- Report on ETV services, expenditures and program outcomes via the ILP Annual Narrative Report.
- Report all ETV costs to a separate program code on the County Expense Claim.
- Verify Chafee ETV eligibility for youth whose eligibility is in question.

Participant eligibility criteria:

- ETV Program participants include:
 - a. Youth otherwise eligible for services under the State CFCIP.
 - b. Youth adopted from foster care after attaining age 16.
 - c. Youth participating in the voucher program on their 21st birthday, until they turn 23 years old, as long as they are enrolled in an approved post-secondary education or training program and are making satisfactory progress toward completion of that program as defined by the educational or training organization the youth attends.

Allowable programs are:

- Approved institutions of higher education/training as defined in Section 102 of the Higher Education Act of 1965.

The CDSS through the ILP program has struggled to assist foster youth in receiving grants and scholarships. While ILP funds and the Emancipated Foster Youth Stipends are used, many young people have not been able to fully utilize those funding opportunities or those opportunities have been unable to provide youth with the breath of assistance needed. With the assistance of and in collaboration with other State and local agencies, foster youth organizations, and other stakeholders, CDSS will ensure that the ETV Program funds are used in a manner consistent with ETV requirements. The ETV funding will be allocated equitably to those eligible youth Statewide for post-secondary training and education, and to youth Statewide who have aged out of foster care and determined eligible to be enrolled in an approved post-secondary education or training program and are making satisfactory progress toward completion of that program. The ETV Program will coordinate with the Student Aid Commission, other appropriate State and local service providers and education and training programs to prevent supplantation of services and benefits. The CDSS shall take appropriate steps

to prevent duplication of benefits under this and other federal or federally supported programs.

Measures to avoid over expenditure and duplication

The Commission will use the grant award criteria established by the State that will ensure that vouchers for higher education/training shall not exceed the lesser of \$5000 or the total cost of attendance as defined in Section 472 of the Higher Education Act. The Commission will work with financial aid offices and County staff through the grant application process developed by the State to coordinate funding sources (e.g., federal and state student financial aid programs, grants, etc.) to maximize the use of ETV funding and to avoid duplication of funding and services. The CDSS will utilize the monthly CWDA ILP Sub-Committee meetings, and quarterly CWDA ILP regional meetings to solicit counties regarding efforts to equitably deliver program services. County Directors will continue to certify county administrative expense claims as true and accurate, and will claim all ETV costs to a separate program code on the County Expense Claim.

All political subdivisions served

The Commission will distribute vouchers to eligible youth utilizing the Commission data base and the Child Welfare Services/Case Management System.

The CDSS will allocate funding for ETV outreach to counties consistent with the current method of allocating CFCIP funding based on each county's proportionate share of foster care cases age 15.5 years and over, utilizing the Child Welfare Services/Case Management System.

The State will provide technical assistance to the Commission and counties regarding ETV requirements and gather information from stakeholders such as the California Youth Connection, the CWDA/ILP subcommittee and the CDSS Ombudsman's office to gauge the Program's success in providing consistent ETV services to youth. The CDSS will utilize this information to provide technical assistance to specific counties and/or will issue an All County Information Notice to ensure effective delivery of program services.

Various categories served and administrative/legislative barriers

The CDSS has convened a team of stakeholders that includes: California Youth Connection, CWDA, Casey Family Programs, and representatives from the Commission, Departments of Education, Employment Development and Probation to draft program requirements for key ETV program areas such as the grant award process, service provision, participant evaluation and the important issue of outcome accountability and data collection for those youth who have exited the system. The CDSS continues to collaborate with the Commission and other State and local stakeholders regarding youth outreach strategies to inform the widest possible audience of foster youth regarding ETV opportunities. The CDSS recognizes that it is important that as California moves forward with its implementation of Child Welfare Redesign, counties integrate administration of the ETV Program into a system of services that addresses the needs of transitioning youth, and furthers positive outcomes.

On August 12, 2004, the CDSS convened a stakeholder meeting to review the first year implementation strategies for the Chafee ETV program. The CDSS solicited stakeholder recommendations regarding ETV enhancements and program improvements for the 04/05 fiscal year to ensure full utilization of federal Chafee ETV funding and support services for ETV awardees. Meeting attendees including legislative aides communicated support of current program implementation strategies and provided recommendations for future outreach efforts to youth.

g) Room and Board. The State must also include a reasonable definition of "room and board" and a description of the approach(es) being used to make available room and board to former foster youth between the ages of 18 years of age up to the day before their 21st birthday.

Definition

Room and board means:

- a) Food purchases; or payment of rental deposits and/or utility deposits; or payment of rent and/or utility bills, or emergency assistance (a county's interpretation) for eligible emancipated youth, i.e., those youth who are at least 18 years of age, but have not yet attained 21 years of age.
- b) A county may spend less than, but cannot exceed, 30 percent of the total of their ILP allocation for the room and board needs defined above in (a).

The following chart describes the suggestions for making room and board and other services available for eligible emancipated foster youth, i.e., those youth who are at least 18 years of age, but have not yet attained 21 years of age.

<p>At least 18 years of age and up to the day before their 21st birthday and emancipated</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Advocate for their issues. 3. Provide aftercare support which may include: <ul style="list-style-type: none"> a) Employment counseling. b) An opportunity to participate in the Workforce Investment Act. c) Crisis counseling. d) Financial assistance, including incentives, stipends, and educational cost assistance. d) Access to an emergency shelter. e) Housing assistance, information and referral. f) Opportunities for community service. 4. Offer information to the youth on preventive health and safety activities and how to maintain their Medi-Cal services.
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All County Letter (ACL) 00-84 addresses room and board guidelines. Specifically, in relation to room and board expenses, the ACL identifies the following allowable costs:

- Food

- Rent and/or utility deposits
- Rent and/or utility charges
- Moving expenses
- Furniture and/or household items
- Costs incurred through roommate network agencies

2. Briefly describe how the Independent Living Program is served by political subdivisions in the State.

The CDSS actively collaborates with other State of California Departments, county agencies, The Community College Foundation, private non-profit foundations, and other interested stakeholders to ensure that ILP services are available to all political subdivisions.

a) Other State of California Departments

The State of California, Department of Education (DOE) funds and administers the Foster Youth Services Program; a program designed to meet the unique needs of foster youth residing in group homes. During FFY 2002-2003, the DOE reported thirty-nine counties operated the Foster Youth Services Program (FYS). The FYS functions as a liaison between the foster youth and their educators to 1) improve pupil academic achievement, 2) reduce the incidence of pupil discipline problems or juvenile delinquency, and 3) reduce the rates of pupil truancy and dropout.

The State of California, Department of Alcohol and Drug Programs funds and administers the California Mentor Initiative. The California Mentor Initiative is a statewide, local mentoring program. Foster youth will be referred to the California Mentor Initiative for mentoring help in providing the support and guidance these youth need to successfully meet the challenges they face in their daily lives.

The State of California, Employment Development Department As previously noted, the State's ILP/THPP/THP-Plus Regulations require counties to ensure youth are registered in a One-Stop Center. All current and former foster youth that are at least 18 years of age but have not yet attained 21 years are eligible to receive services at these centers. Individual counties or regional consortiums of counties will be establishing One-Stop Centers or their equivalent ILP Resource Centers to provide a comprehensive, coordinated community-based system of aftercare services for this former foster youth population.

The State of California, Housing and Community Development Among its many responsibilities provides leadership, policies and programs to expand and preserve safe and affordable housing opportunities for foster youth. The collaboration that CDSS has established with this department has resulted in the inclusion of foster youth as a "special class," for the purposes of grant funding.

The State of California, Department of Mental Health Through its collaboration with CDSS, ensures that foster children receive appropriate mental health services. In 1999, it became a law that only a juvenile court judicial officer shall have authority to make orders regarding the administration of psychotropic medications to foster children in placement. The court may issue an order delegating this authority to a parent after making findings on the record that the parent poses no danger to the child and has the capacity to authorize psychotropic medications.

In addition, the DMH's Supportive Housing Grants for Persons with Special Needs Program provides housing for a variety of identified populations, including young adults aging out of the foster care system.

Youth shall not be denied ILP or housing services due to being on prescribed psychotropic medications.

The State of California, Department of Health Services The CDSS has expanded Medicaid to provide services to youth that have aged out of foster care and are at least 18 years of age and have not yet attained their 21st birthday. This program allows foster youth that are receiving foster care funds on their 18th birthday to remain eligible for Medi-Cal with no share of cost or monthly income evaluations. Re-determination will be left to each county per State of California, Department of Health Services (DHS) specifications.

The CDSS continues to work with counties and the DHS to ensure all eligible youth receive extended Medi-Cal benefits.

b) Local County Entities

County ILP Coordinators All 58 California counties have an ILP Coordinator. Los Angeles County, the state's largest county has 16 ILP Coordinators. The County ILP Coordinators link eligible foster youth to community service agencies, job information, or college programs services. The County ILP Coordinators assist ILP participant's transition to self-sufficiency by offering participating youth the following services:

<ul style="list-style-type: none"> a) Vocational training b) Job placement and retention c) Development of daily living skills d) Substance abuse prevention e) Housing and household management f) Consumer and resource use 	<ul style="list-style-type: none"> g) Preventive health and safety activities (including smoking avoidance, nutrition education, and pregnancy prevention) h) Interpersonal/social and self-development skills i) Survival skills j) Computer/Internet skills
County agencies Current or emancipated foster youth Indian Tribes	Community colleges and school districts Faith-based community organizations

County Welfare Agencies: Are responsible for administering aftercare services for the emancipated youth up to the day before their 21st birthday.

The California Welfare Directors Association and The Chief Probation Officers of California: Are statewide organizations that, through their linkages with local agencies, provide that individualized services are offered to foster youth.

California Welfare Directors Association/ILP Subcommittee collaborates with the Department on ILP policy and service delivery.

c) The Private Sector, including Foundations, Private Non-Profits, and Interested Stakeholders

The Community College Foundation (TCCF): The CDSS contracts and collaborates with the Community College Foundation to administer ILPs through the community college system. In turn, TCCF partners with various State of California Departments, Associations, private non-profits, and interested stakeholders, including:

The Chancellor's Office of the California Community Colleges System The State of California, Department of Education The State of California, Department of Alcohol and Drug Programs The California Welfare Directors Association	The California Probation Officers Association The California Foster Parent Association The California Alliance of Child and Family Services The California Youth Connection
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During the last FFY, TCCF's statewide ILP, and its community college network expanded and strengthened the program and its ability to serve more 16 to 21 year old current and emancipated foster and probation youth.

- The number of youth who received services during the year is 26, 891
- A total of 1,219 youth completed ILP classes as well as graduated from high school

The collaboration between the CDSS, The Community College Foundation and The Community College Foundation's partnerships promote:

Collaborative needs assessments Program planning Implementation and evaluation of various ILP services	The use of college and county resources Linkages through which foster youth receive individual services
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3. Describe how youth of various ages and at various stages of achieving independence, are to be served, particularly with regard to services for (1) youth under 16, (2) youth 16-18 and (3) youth at least 18 years of age that have not yet attained their 21st birthday. There is a Departmental effort to ensure age appropriate ILP services to normalize the experiences of youth participating in ILP.

The following chart offers examples of services being provided:

<p>14-15 years of age* and Still in foster care</p> <p>*Serving this age group is a county's option</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their emotional and educational needs. 3. Coordinate academic counseling and/or tutoring assistance. 4. Offer the youth the opportunity to: <ol style="list-style-type: none"> a) Motivate themselves for their exit from the foster care system. b) Develop their daily living skills. c) Be introduced to pre-employment services. d) Develop their interpersonal, social, and self-development skills. e) Develop their computer and Internet skills. 5. Stabilize their out-of-home placements. 6. Offer mentoring programs.
<p>16 years of age and Still in foster care</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their needs for achieving independence. 3. Coordinate academic counseling and/or tutoring assistance. 4. Offer the youth services designed for the youth to develop and/or understand: <ol style="list-style-type: none"> a) Their career, employment, or vocational interests. b) Job placement and retention requirements. c) Household management requirements. d) Computer/Internet skills. e) Preventive health and safety activities and their Medi-Cal services. f) How to continue with their postsecondary education. 5. Develop and maintain a Transitional Independent Living Plan. 6. Offer mentoring programs.
<p>17 years of age and Still in foster care</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their needs for achieving independence. 3. Coordinate academic counseling and/or tutoring assistance. 4. Offer the youth services designed for the youth to develop and/or understand: <ol style="list-style-type: none"> a) Their career, employment, or vocational interests. b) Job placement and retention requirements. c) Household management requirements. d) Computer/Internet skills. e) Preventive health and safety activities and their Medi-Cal services. f) How to continue with their postsecondary education. 5. Maintain a Transitional Independent Living Plan. 6. Offer mentoring programs. 7. If available, offer them the opportunity to participate in the Transitional Housing Placement Program.

<p>17 years of age and Emancipated</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Advocate for their issues. 3. Offer the youth aftercare services that include: <ol style="list-style-type: none"> a) Employment counseling. b) Participation in the Workforce Investment Act. c) Crisis counseling. d) Financial assistance, including incentives, stipends, and educational cost assistance. e) Access to an emergency shelter. f) Housing assistance, information and referral. g) Opportunities for community service. h) Information addressing their preventive health and safety activities and their Medi-Cal services. i) How to continue with their postsecondary education. 4. Offer mentoring programs.
<p>18-19 years of age and Still in foster care</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Assess their needs for achieving independence. 3. Assess their career, employment, or vocational interests. 4. Offer the youth services designed for the youth to develop and/or understand: <ol style="list-style-type: none"> a) Their career, employment, or vocational interests. b) Job placement and retention requirements. c) Household management requirements. d) Computer/Internet skills. e) Preventive health and safety activities and their Medi-Cal services. g) How to continue with their postsecondary education. 5. Maintain a Transitional Independent Living Plan. 6. Offer mentoring programs. 7. If available, offer them the opportunity to participate in the Transitional Housing Placement Program.
<p>At least 18 years of age and up to the day before their 21st birthday and Emancipated</p>	<ol style="list-style-type: none"> 1. Seek this population through outreach. 2. Advocate for their issues. 3. Offer the youth aftercare services that include: <ol style="list-style-type: none"> a) Employment counseling. b) The opportunity to participate in the Workforce Investment Act. c) Crisis counseling. d) Financial assistance, including incentives, stipends, and educational cost assistance. e) Access to an emergency shelter. f) Housing assistance, information and referral. g) Opportunities for community service. h) Information addressing their preventive health and safety activities and their Medi-Cal services. i) How they can continue with their postsecondary education. 4. Offer mentoring programs.

4. Describe how the State involves the public and private non-profit sectors in helping adolescents in foster care achieve independence.

The CDSS collaborates with the following public and private sector entities to help adolescents in foster care achieve independence:

<p>The Chancellor's Office of the California Community Colleges System The State of California, Department of Education The State of California, Department of Alcohol and Drug Programs The California Welfare Directors Association The California Chief Probation Officers Association The California Foster Parent Association The California Alliance of Child and Family Services</p>	<p>The California Youth Connection Kinship Care Providers The Stuart Foundation Casey Family Programs - Certain counties in the State of California may enter into a Memorandum of Understanding with the Casey Family Programs that outlines services and resources that would meet requirements for the State to use such resources as matching funds as laid out in the John H. Chafee Foster Care Independence Act of 1999.</p>
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California Indian Tribes: The CDSS utilizes its ICWA Workgroup, which is currently comprised of 20 representatives from tribes and tribal organizations as well as representatives from the Bureau of Indian Affairs, counties and the State, as a means of consulting with tribes. Through CDSS' collaborative efforts with various public and private non-profit entities, counties are encouraged to actively outreach to current and former foster Indian youth in California regarding ILP benefits and services available to them as is available to other non-Indian current and former foster youth in the state. Additionally, the CDSS has embarked on a collaborative effort with community partners in receipt of a federal grant to develop the Tribal Successful Transitions for Adult Readiness (STAR) project to ensure that Native American youth are offered the full range of ILP services in a culturally sensitive manner. The Department fosters culturally sensitive outreach and services to foster youth by sponsoring workshops at its ILP training summit geared to Native American youth conducted by the University of Oklahoma National Resource Center and the Tribal STAR project staff. The ICWA Workgroup was sent a copy of the IV-B Plan and Chafee plan.

Juvenile Justice and Delinquency Prevention Act of 1974: The State has made every effort to coordinate the State programs receiving funds provided from an allotment made to the State under subsection (c) with other Federal and State programs for youth, especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974 to address the immediate needs of runaway and homeless foster youth.

Current and Former Foster Youth: The information in this Plan reflects CDSS' on-going effort since 1992 when the Consolidated Omnibus Budget Reconciliation Act of 1993 (Public Law 103-66) permanently reauthorized ILP effective October 1, 1992. For the past 10 years the input of youth, including those presently in care as well as former foster youth, has been an integral factor in the development of the existing statewide ILP that is designed to assist foster youth 16 years of age and older to successfully

transition to adult living. Taken cumulatively over the past 10 years the input of current and former foster youth has been integrated into the development of this Plan. The CDSS has, in every possible instance, made certain that foster youth participate in Departmental initiatives such as the Redesign, housing committees, conferences, the development of the ILP/THPP/THP-Plus Regulations and the TILP.

The CDSS has implemented the Medi-Cal program in cooperation with the Department of Health Services to ensure foster youth that emancipate from the foster care system continue to receive health care up to their 21st birthday.

4. Describe the objective criteria the State uses for determining eligibility for Independent Living Program benefits and services, including the process for developing the criteria:

In California, youth who are eligible for ILP are 1) between 16 years of age up to the day before their 21st birthday, and either 2) are currently in foster care, or 3) were in foster care on or after their 16th birthday. In addition, California's counties have an option to provide services to 14-15 year old foster care youth.

ILP services and benefits allow the service provider to provide Core services to youth based on identified individual needs and goals as documented in the TILP including, but not limited to:

- Education, including: skill development, assistance and referrals to obtain literacy skills, high school diploma/GED, post-secondary education experiential learning and computer skills;
- Career development, including: assistance and referral to obtain career exploration, work readiness and responsibility skills, employment development, employment experience, vocational training, apprenticeship opportunities, job placement and retention;
- Assistance and referral to promote health (including mental health) and safety skills including, but not limited to: substance abuse prevention, smoking cessation, pregnancy prevention, and nutrition education;
- Referral to available mentors and mentoring programs;
- Daily living skills, including: information on and experiences and training in financial management and budgeting; personal responsibility skills; self-advocacy; household management; consumer and resource use; survival skills; and obtaining vital records;
- Financial resources, including: information and referrals regarding financial assistance if applicable, including, but not limited to, incentives, stipends, savings and trust fund accounts, educational/vocational grants, CAL-Grants, Employment Development Departments, registered in One-Stop Career Centers, Workforce

Investment Act funding and programs, other employment programs and other forms of public assistance including, but not limited to, CalWORKs, Food Stamps, and Medi-Cal; and

- Housing information, including: training and referrals about transitional housing programs; federal, state and local housing programs; and landlord/tenant issues.

Upon entering the ILP, and no less than every six months, all ILP participants will be individually assessed on their strengths and needs and involved in their own preparation for independence. All ILP participants maintain a completed Transitional Independent Living Plan in their case file focusing on the educational and experiential learning needed for them to function as healthy, productive and responsible self-sufficient adults.

KinGAP children are eligible for ILP regardless of the age they enter KinGAP and are at state-only ILP costs. In accordance with the provisions of Welfare and Institutions Code Section 11375, any child in receipt of KinGAP benefits is eligible to request and receive ILP services pursuant to Welfare and Institutions Code Section 10609.3.

5. Describe how the State ensures fair and equitable treatment of benefit recipients.

In November of 2003, emergency ILP/THPP/THP-Plus Regulations were implemented. Pursuant to Assembly Bill 1111, Chapter 147, Statutes of 1999, the Department was charged with developing statewide standards for the implementation and administration of the Independent Living Program established pursuant to the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (Public Law 99-272).

In response to this directive, CDSS representatives, in conjunction with the Independent Living Program Strategic Planning Group, a committee comprised of representatives of the County Welfare Directors Association, County Independent Living Program Coordinators, placement agencies, advocacy groups, community groups, and foster youth, developed The Statewide Standards for the Independent Living Program.

Implementation of the ILP Regulations which are based on the Standards is an additional the avenue by which the CDSS can work with counties, other State agencies and foster youth to ensure consistent provision of services to current and former foster youth.

California Child and Family Services Review (C-CFSR): Under the new outcomes and accountability system, each County will identify and assess their Independent Living Programs. In the context of the C-CFSR process, counties will assess information related to children transitioning to self-sufficient adulthood. The outcomes measured reflects the percent of foster children eligible for Independent Living Services who receive appropriate educational and training, and/or achieve employment or economic self-sufficiency. The County will consider the following:

- The extent to which the County ensures housing for transitioning foster youth, including efforts to increase the availability of subsidized housing or other low income, develop collaborations with local rental associations, landlords, etc.
- The extent to which the county assists transitioning foster youth in receiving appropriate education and/or training, including efforts to develop collaborations with local colleges to establish student mentoring programs to promote successful high school graduation; develop collaborations with institutions of higher education to facilitate college entrance, and financial aid and scholarships; develop collaboration for vocational training with unions, trade associations, restaurants, etc.
- The extent to which the County assists transitioning foster youth in achieving employment or economic self-sufficiency, including efforts to ensure youth have access to recruiters; ensure youth have access to local One Stop Centers through the Employment Development Department.
- The extent to which the County assists transitioning foster youth to develop personal, supportive relationships by locating absent family members, facilitating maintenance of important relationships, and developing mentoring programs.
- The extent to which the County ensures transitioning foster youth are advised about the continued availability of Independent Living Program Services.

Specifically, the Standards address the following objectives:

<p>Objective I. Core Services</p> <ol style="list-style-type: none"> 1. To achieve the program outcomes a set of core services must be available to eligible youth. 2. Youth will be given the opportunity to participate in an array of learning experiences that will give them the skills to emancipate successfully 	<p>Services, activities and assistance in each county must include but not be limited to:</p> <ol style="list-style-type: none"> 1. Interactive TILPs. 2. Assistance in obtaining a high school diploma and pursuing post-secondary education. 3. Career exploration. 4. Employment development. 5. Computer literacy. 6. Vocational training. 7. Job placement and retention. 8. Daily living skills. 9. Personal and emotional support through counseling and mentors. 10. Transitional housing experiences. 11. Financial assistance - must be need-based, reasonable and equitable, and includes incentives, stipends, educational/vocational tuition and other educational expenses, and start-up housing assistance.
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<p>Objective II. Education and Career Development</p> <p>1. Participating youth shall have obtained educational success and career preparedness at the same ratio as all California youth in the same age group.</p>	<ol style="list-style-type: none"> 1. Prior to exiting foster care and by age 19, but no later than age 21, participating youth shall be provided learning and educational support opportunities that lead toward obtaining a high school diploma or educational equivalency, commensurate with their individual learning capacity. 2. Participating youth that do not obtain a high school diploma or educational equivalency shall be offered and encouraged to participate in educational, vocational or other accredited training that leads to post-emancipation employment stability. 3. Youth will be encouraged to complete post-secondary education and/or vocational training.
<p>Objective III. Resources for all Eligible Youth</p> <p>1. Current and emancipated youth will have access to the documents, resources and information they need for successful independence.</p>	<ol style="list-style-type: none"> 1. Youth who are participating in ILP or who have emancipated from foster care will be provided with the documents necessary to conduct adult business and personal affairs. 2. Emancipating participants shall be provided with all personal, medical, and other vital documents as indicated on, but not limited to TILP. 3. Information shall also be provided regarding resources available on vocational choices, the community college and four-year college systems; information related to ILP Resource Centers; and the availability of aftercare services.
<p>At least 18 years of age and up to the day before their 21st birthday and Emancipated</p>	<ol style="list-style-type: none"> 5. Seek this population through outreach. 6. Advocate for their issues. 7. Offer the youth aftercare services that include: <ol style="list-style-type: none"> j) Employment counseling. k) The opportunity to participate in the Workforce Investment Act. l) Crisis counseling. m) Financial assistance, including incentives, stipends, and educational cost assistance. n) Access to an emergency shelter. o) Housing assistance, information and referral. p) Opportunities for community service. q) Information addressing their preventive health and safety activities and their Medi-Cal services. r) How they can continue with their postsecondary education. 8. Offer mentoring programs.

<p>At least 18 years of age and up to the day before their 21st birthday and Emancipated</p>	<p>9. Seek this population through outreach. 10. Advocate for their issues. 11. Offer the youth aftercare services that include: s) Employment counseling. t) The opportunity to participate in the Workforce Investment Act. u) Crisis counseling. v) Financial assistance, including incentives, stipends, and educational cost assistance. w) Access to an emergency shelter. x) Housing assistance, information and referral. y) Opportunities for community service. z) Information addressing their preventive health and safety activities and their Medi-Cal services. aa) How they can continue with their postsecondary education. 12. Offer mentoring programs.</p>
<p>At least 18 years of age and up to the day before their 21st birthday and Emancipated</p>	<p>13. Seek this population through outreach. 14. Advocate for their issues. 15. Offer the youth aftercare services that include: bb) Employment counseling. cc) The opportunity to participate in the Workforce Investment Act. dd) Crisis counseling. ee) Financial assistance, including incentives, stipends, and educational cost assistance. ff) Access to an emergency shelter. gg) Housing assistance, information and referral. hh) Opportunities for community service. ii) Information addressing their preventive health and safety activities and their Medi-Cal services. jj) How they can continue with their postsecondary education. 16. Offer mentoring programs.</p>
<p>At least 18 years of age and up to the day before their 21st birthday and Emancipated</p>	<p>17. Seek this population through outreach. 18. Advocate for their issues. 19. Offer the youth aftercare services that include: kk) Employment counseling. ll) The opportunity to participate in the Workforce Investment Act. mm) Crisis counseling. nn) Financial assistance, including incentives, stipends, and educational cost assistance. oo) Access to an emergency shelter. pp) Housing assistance, information and referral. qq) Opportunities for community service. rr) Information addressing their preventive health and safety activities and their Medi-Cal services. ss) How they can continue with their postsecondary education. 20. Offer mentoring programs.</p>

<p>Objective IV. Access to Core Services</p> <p>1. To meet the needs of eligible foster youth, access to ILP core services will be consistent and available to them wherever they live in the state.</p>	<ol style="list-style-type: none"> 1. With the assistance of county agencies, CDSS shall coordinate a statewide support system that ensures eligible youth have access to services. 2. When youth are placed out-of-county, county placing agencies are responsible for ensuring that ILP core services are made available. 3. All care providers shall be held accountable for providing transitional living experiences in partnership with county agencies and encouraging youth to maintain savings accounts in accordance with regulations.
<p>Objective V. Outreach</p> <p>Eligible youth shall be provided with information:</p> <ol style="list-style-type: none"> 1. Regarding what services are available to them. 2. Where the services are located. 3. How the services can be accessed. 	<p>CDSS and county agencies are responsible for:</p> <ol style="list-style-type: none"> 1. Developing and implementing an outreach program to recruit all eligible youth for participation in ILP, THPP, and aftercare programs. 2. Making the public aware of the value of these programs.
<p>Objective VI. Housing</p> <p>1. Eligible foster youth will participate in THPP, if available, or alternative transitional living experiences.</p>	<ol style="list-style-type: none"> 1. Participating youth will be provided the opportunity to learn and practice self-sufficiency skills. 2. If consistent with the case plan, all foster youth eligible and appropriate for THPP, shall be referred to THPP, if available, or to alternative transitional living experiences that meet Community Care Licensing requirements. 3. Assistance to county agencies in the development of THPPs will be provided by CDSS.
<p>Objective VII. Aftercare Services</p> <p>1. To assist eligible foster youth that have emancipated from foster care in the transition to self-sufficiency an array of services will be provided.</p>	<ol style="list-style-type: none"> 1. Youth up to age 21 and who emancipated from foster care will be provided aftercare services that include educational, vocational, career, counseling, employment, and legal assistance. 2. Housing assistance will be available to eligible youth to age 21.
<p>Objective VIII. Assessment</p> <p>1. All efforts must be made to involve ILP youth in the development of their individual TILP and the fulfillment of its goals.</p>	<ol style="list-style-type: none"> 1. Assessments will be monitored and documented in the case plan. 2. Program participants aged 18 and under will be individually assessed every six months after entry into ILP. 3. All ILP participants will be actively involved in the design, implementation and evaluation of their TILP.
<p>Objective IX. Collaboration</p> <p>1. The collaboration of various State, public and private agencies will ensure that the needs of foster youth are met.</p>	<ol style="list-style-type: none"> 1. All public and private agencies providing services to eligible youth will be proactively engaged in helping those youth achieve TILP goals. 2. State and county agencies will establish links with other entities including, but not limited to: departments of education, mental health, health services, community services organizations, and private business and industries.

<p>Objective X. Reporting Data</p> <p>1. To ensure that the needs of foster youth are being met, accurate, relevant data will be entered by the counties and compiled by the state.</p>	<ol style="list-style-type: none"> 1. County agencies shall collect and report client data and program activities and costs to CDSS for such reports as are deemed necessary. 2. The State will provide and maintain a data collection system. 3. The system should record all data necessary to measure accurately the outcomes of the program. 4. Reports will confirm that expenditures were specific to the purposes of ILP and met federal and state requirements against fraud / abuse.
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6. Public Comments

a) Recipients of the Proposed State Plan

ALL COUNTY INDEPENDENT LIVING PROGRAM COORDINATORS
EXECUTIVE DIRECTOR, THE COUNTY WELFARE DIRECTORS ASSOCIATION
EXECUTIVE DIRECTOR, THE CALIFORNIA PROBATION OFFICERS ASSOCIATION
DIRECTOR, THE COMMUNITY COLLEGE FOUNDATION
FOSTER YOUTH SERVICES PROGRAM COORDINATOR, EDUCATIONAL OPTIONS OFFICE,
CALIFORNIA DEPARTMENT OF EDUCATION
CHIEF, PROGRAM SUPPORT BRANCH, CALIFORNIA DEPARTMENT OF HEALTH SERVICES
THE CALIFORNIA FOSTER PARENT ASSOCIATION
THE CALIFORNIA YOUTH CONNECTION
CASEY FAMILY PROGRAMS

b) In accordance with the provisions of Section 477(b) (3) (E), members of the public and interested stakeholders were mailed a copy of the proposed State Plan.

c) All recipients were provided more than 30 days (from April 2, 2004 through May 20, 2004) to submit their written comments on the proposed State Plan.

STATE CHIEF EXECUTIVE OFFICER'S CERTIFICATION
for the
EDUCATION AND TRAINING VOUCHER PROGRAM
Chafee Foster Care Independence Program

As Chief Executive Officer of the State of California, I certify that the State has in effect and is operating a Statewide program relating to Foster Care Independent Living and that the following provisions will be implemented as of September 30, 2003:

1. The State will comply with the conditions specified in subsection 477(i).
2. The State has described methods it will use to:
 - ensure that the total amount of educational assistance to a youth under this and any other Federal assistance program does not exceed the total cost of attendance; and
 - avoid duplication of benefits under this and any other Federal assistance program, as defined in section 477(3)(b)(J).

ROBERT SERTICH
Chief Deputy Director

California Department of Social Services

June 29, 2004 (Revised September 2, 2004)

Date

Attachment A

CHECKLIST FOR PREPARING THE CFCIP STATE PLAN FEDERAL FISCAL YEARS 2001-2004

Please provide the page number where each section can be located in the plan.

- 1. On page #:115 The State Agency (or agencies) that administers, supervises or oversees the programs carried out under the plan is identified.
- 2. On page #:115 The State Agency has indicated that it will cooperate in national evaluations of the effects of the programs implemented to achieve its purposes.
- 3. On pages #:115-131 The State has described its program design, which includes goals, strategies, and an implementation plan for achieving the purposes of:
 - Helping youth make the transition to self-sufficiency;
 - Helping youth receive the education, training and services necessary to obtain employment;
 - Helping youth prepare for and enter post-secondary training and educational institutions;
 - Providing personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults;
 - Providing financial, housing, counseling, employment and other appropriate support and services to former foster care recipients between 18 and 21 years of age.
- 4. On page #:131 The State has set a reasonable definition of “room and board” and provided the definition in the application.
- 5. On pages #:132-134 The State has described how all political subdivisions are served by the program.
- 6. On pages #:134-136 The State has identified and described how eligible youth are being served by the program to achieve independence.
- 7. On pages #:137-138 The State has described how it involved the public and private sectors in helping adolescents in foster care achieve independence.

- 8. On pages #:138-139 The State has described the objective criteria that was used for determining eligibility for benefits and services under the programs; and the process used for developing program criteria.
- 9. On pages #:138 -140 The State has provided a description of how it ensures fair and equitable treatment of benefit recipients.
- 10. On pages #:143-144 The State has provided a description of who it consulted with in developing the plan, and the ways in which this was accomplished.
- 11. On page #: 144 The State has provided a period of public comment, which allows "all interested members of the public 30 days to submit comments on the plan" and submitted the results of public comment in the application.
- 12. Attachments A and B have been signed and dated by the State's Chief Executive Officer or delegate (if authorized by State law).
- 13. On page# 154 The State has identified the amount of Federal funds for which it is applying.

Original Signed by: **ROBERT SERTICH**

Signature of: _____

ROBERT SERTICH
Chief Deputy Director

California Department of Social Services

June 29, 2004 (Revised September 2, 2004)

Date

Attachment B

STATE CHIEF EXECUTIVE OFFICER'S CERTIFICATIONS

for the

CHAFEE FOSTER CARE INDEPENDENCE PROGRAM

As Chief Executive Officer of the State of California I certify that the State has in effect and is operating a statewide program relating to Foster Care Independent Living and that the following provisions to effectively implement the Chafee Foster Care Independence Program are in place as of September 30, 2000:

The State provides assistance and services to youth that have left foster care because they have attained 18 years of age and have not attained 21 years of age. [Section 477(b) (3) (A)]

Not more than 30 percent of the amounts paid to the State from its allotment for a fiscal year are expended for room and board for youth who have left foster care because they have attained 18 years of age and have not attained 21 years of age. [Section 477(b) (3) (B)]

None of the amounts paid to the State from its allotment are expended for room or board for any child who has not attained 18 years of age. [Section 477(b) (3) (C)]

The State uses training funds provided under the program of Federal payments for foster care and adoption assistance to provide training to help foster parents, adoptive parents, workers in group homes, and case managers understand and address the issues confronting adolescents preparing for independent living, and will, to the extent possible, coordinate such training with the independent living program conducted for adolescents. [Section 477(b) (3) (D)]

The State will adequately prepare prospective foster parents with the appropriate knowledge and skills to provide for the needs of the child before a child, under the supervision of the State, is placed with prospective foster parents and that such preparation will be continued, as necessary, after the placement of the child. [Section 471(a), as amended]

The State has consulted widely with public and private organizations in developing the plan and has given all interested members of the public at least 30 days to submit comments on the plan. [Section 477(b) (3) (E)]

Date(s) of consultation: April 2, 2004 through May 20, 2004

The State has made every effort to coordinate the State programs receiving funds provided from an allotment made to the State under subsection (c) with other Federal and State programs for youth (especially transitional living youth projects funded under part B of title III of the Juvenile Justice and Delinquency Prevention Act of 1974, abstinence education programs, local housing programs, programs for disabled youth (especially sheltered workshops), and school-to-work programs offered by high schools or local workforce agencies. [Section 477(b) (3) (F)]

Each Indian tribe in the State has been consulted about the programs to be carried out under the plan; there have been efforts to coordinate the programs with such tribes; and benefits and services under the programs are made available to Indian youth in the State on the same basis as to other youth in the State. [Section 477(b) (3) (G)]

Date(s) of consultation: Sent to ICWA Workgroup on May 24, 2004.

Adolescents participating in the program under Section 477 of the Act participate directly in designing their own program activities that prepare them for independent living and the adolescents are required to accept personal responsibility for living up to their part of the program. [Section 477(b) (3) (H)]

The State has established and will enforce standards and procedures to prevent fraud and abuse in the programs carried out under the plan. [Section 477(b) (3) (I)]

Original Signed by: **ROBERT SERTICH**

Signature of: _____

ROBERT SERTICH
Chief Deputy Director

California Department of Social Services

June 29, 2004 (Revised September 2, 2004)

Date

Assurances

Title IV-B Child and Family Services Plan: Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B sections 422(b)(10), 422(b)(12), section 422 (b) (14), section 432(a)(4), 432 (a)(7) and 432(a)(9). These assurances will remain in effect during the period of the current five-year CFSP.

1. The State assures that it will participate in any evaluations the Secretary of HHS may require.
2. The State assures that it will administer the CFSP in accordance with methods determined by the Secretary to be proper and efficient.
3. The State assures that it has a plan for the training and use of paid paraprofessional staff, with particular emphasis on the full-time or part-time employment of low-income persons, as community service aides; and a plan for the use of non-paid or partially paid volunteers in providing services and in assisting any advisory committees established by the State.
4. The State assures that standards and requirements imposed with respect to child care under title XX shall apply with respect to day care services, if provided under the CFSP, except insofar as eligibility for such services is involved.
5. the State assures that it is operating, to the satisfaction of the Secretary:
 - a statewide information system from which can be readily determined the status, demographic characteristics, location, and goals for the placement of every child who is (or, within the immediately preceding 12 months, has been) in foster care;
 - a case review system (as defined in section 475(5) for each child receiving foster care under the supervision of the State;
 - a service program designed to help children - where safe and appropriate, return to families from which they have been removed; or be placed for adoption, with a legal guardian, or, if adoption or legal guardianship is determined not to be appropriate for a child, in some other planned, permanent living arrangement; and
 - a pre-placement preventive services program designed to help children at risk of foster care placement remain safely with their families; and
 - The State assures that it has implemented policies and administrative and judicial procedures for children abandoned at or shortly after birth that are necessary to enable permanent decisions to be made expeditiously with respect to the placement of such children.
6. The State assures that plans will be developed for the effective use of cross-jurisdictional resources to facilitate timely adoptive or permanent placements for waiting children.

7. The State assures that it will collect and report information on children who are adopted from other countries and who enter State custody as a result of the disruption of an adoptive placement, or the dissolution of an adoption. Such information will include the reasons for disruption or dissolution, the agencies who handled the placement or adoption, the plans for the child, and the number of children to whom this pertains.
8. The State assures that no more than 10 percent of expenditures under the plan for any fiscal year with respect to which the State is eligible for payment under section 434 of the Act for the fiscal year shall be for administrative costs and that the remaining expenditures shall be for programs of family preservation services, community-based family support services, time-limited reunification services and adoption promotion and support services, with significant portions of such expenditures for each such program.
9. The State assures that Federal funds provided to the State for title IV-B, Subpart 2 programs will not be used to supplant Federal or non-Federal funds for existing services and activities.
10. The State assures that, in administering and conducting service programs under this plan, the safety of the children to be served shall be of paramount concern.

Effective Date and State Officials Signature

I hereby certify that the State complies with the requirements of the above assurances.

Original Signed by: **ROBERT SERTICH**

Certified by: _____
ROBERT SERTICH

Title: Chief Deputy Director

Agency: California Department of Social Services
 June 29, 2004 (Revised September 2, 2004)

Dated: _____

Reviewed by: _____
 (ACF Regional Representative)

Dated: _____

Annual Budget Request and Summary