

OKLAHOMA

Department of Human Services



**Child and Family Services Plan
2010-2014**

2011 Annual Progress and Services Report

Stephanie Tubbs Jones Child Welfare Services Program (Title IV-B, Subpart 1),
Promoting Safe & Stable Families (Title IV-B, Subpart 2)

June 30, 2011

Revised August 31, 2011

TABLE OF CONTENTS

Introduction	4
OKDHS Organizational Structure	14
Stakeholder Participation in CFSP	16
Oklahoma Vision for Child Welfare Services	17
OKDHS Practice Standards	17
OKDHS Practice Model	17
Service Improvement Goals and Objectives	34
Strategies and Steps Influencing Systemic Factors	42
Child and Family Services Continuum	48
Service Description	50
Coordination with Tribes	52
Health Care Services Plan	61
Disaster Plans	65
Monthly Caseworker Visits	68
Adoption Incentive Payments	75
Staff Training	75
Evaluation and Technical Assistance	75
Quality Assurance System	78
Statistical and Supporting Information	80
Financial Information	81
Title IV-B Child and Family Services Plan Assurances (Attachment A)	82
State Chief Executive Officer’s Assurance Statement	85
Chafee Foster Care Independence Education and Training Vouchers Program (Attachment B) .	86
Chief Executive Officer’s Certifications for the Chafee Foster Care Independence Program	115
Chief Executive Officer’s Certification for the Education and Training Voucher Program	117
CFCIP Funds	118
FY 2012 ETV Program Request for Funds	119
Child Welfare Training Plan (Attachment C)	120
Resource Recruitment and Retention Goals, Objectives and Strategies (Attachment D)	145

TABLE OF CONTENTS (cont.)

OKDHS Organizational Structure (Attachment E)	151
Breakthrough Series Collaboration news article (Attachment F)	152

INTRODUCTION

The Oklahoma Department of Human Services (OKDHS) is the state agency designated to administer Title IV-B and IV-E programs, the Child Abuse Prevention and Treatment Act (CAPTA), and the Chafee Foster Care Independence Program. OKDHS was established by the state legislature in 1936 and is an umbrella agency, which currently includes the following state programs: Children and Family Services (Child Welfare), Family Support Services (TANF, Medicaid, and Supplemental Nutrition Assistance Program), Developmental Disabilities Services, Child Care Licensing, Child Support Enforcement, and Aging Services. Services are provided statewide through offices serving all 77 counties.

Update

Oklahoma has been through many changes within the last year and has experienced some uncertainty concerning the Agency's budget. Oklahoma along with the Nation is experiencing economic shortfalls. OKDHS along with other state entities and agencies have experienced budget reductions due to revenue deficit. However, in the midst of these challenges, OKDHS continues to fulfill the OKDHS mission: "To help individuals and families in need help themselves lead safer, healthier, more independent and productive lives." The following provides examples of these efforts.

Quality Award: The Oklahoma Department of Human Services was one of only five organizations in Oklahoma that received a 2010 Oklahoma Quality Award on Dec. 9, 2010. The awards are presented to organizations that demonstrate high standards of excellence worthy of recognition in Oklahoma. OKDHS received an Oklahoma Quality Award for Achievement. "These are all excellent Oklahoma organizations," Gov. Brad Henry said. "They represent the best of Oklahoma and we are proud to recognize them. Organizations must be flexible and innovative if they are to thrive in the highly competitive and changing marketplace of the 21st century and these award winners exemplify that approach."

OKDHS is the first state agency to ever win the Achievement Award. This is an advanced level for organizations that have demonstrated, through their commitment and application of continuous improvement principles, significant progress in building sound processes and in achieving improvement results. Seven criteria for the Oklahoma Quality Award support the goals of delivering ever-improving value to customers and improving overall operational performance of the organization. The criteria are: leadership; strategic planning; customer focus; measurement, analysis and knowledge management; workforce focus; process management; and results.

Participation in Quality Awards recognizes employees for their work, while also helping OKDHS develop performance improvement practices. OKDHS submitted a written application, which was reviewed by examiners, who verified and clarified issues at a site visit and then provided written feedback. In the face of increasing demand for services and declining state revenues, OKDHS has implemented process and procedural improvements, said Mike Strong of the Oklahoma Quality Awards Foundation. The use of comparative and competitive data has increased effectiveness within the agency and garnered national recognition. 2010 marked the 16th year of the Oklahoma Quality Awards, administered by the Oklahoma Quality Award Foundation, Inc.

Director Honored: Oklahoma Department of Human Services (OKDHS) Director Howard Hendrick was honored in April, 2011 with a national award by the American Public Human Services Association (APHSA). The group presented Hendrick the distinguished "Appreciation of Service" award at their Spring Policy Forum in Washington, D.C. Hendrick is the longest-serving state human services CEO in

the country.

“Howard is truly a leader in the Human Services field and his contributions to APHSA have been invaluable,” said Tracy L. Wareing, APHSA Executive Director. “As President, he led our association through a critical period of transition, and as a long-time member, he continues to provide us with direction and expert counsel.”

Hendrick served as president of the APHSA Board of Directors from January 2009, until December 2010. Hendrick continues to be an active member of APHSA -- most recently speaking at the group’s Spring Policy Forum on a panel that provided advice to the many newly-appointed state directors from around the country in human services, health and child services.

Malcolm Baldrige National Quality Award (MBNQA): Oklahoma applied for the Malcolm Baldrige National Quality Award (MBNQA) in the nonprofit category in 2010. Although OKDHS did not receive the MBNQA award, a valuable Feedback Report was received addressing areas of excellence and opportunities for improvement. Beginning June 2011, OKDHS staff will embrace the opportunity to work with a Baldrige consultant to help assure OKDHS is designed for excellence using the Baldrige Framework and is positioned for a future application. This work will include looking at evidence-based excellence strategies for performance excellence in an effort to determine the essential systems for OKDHS and the level of readiness of these systems. These efforts will help to build a foundation for a sustainable journey in quality improvement.

211 Oklahoma - 2-1-1 Oklahoma has drawn national attention. On a limited budget, Oklahoma is still recognized as a national leader. 2-1-1 helps Oklahomans maintain self-sufficiency and links most callers to non-profit and faith-based organizations who, in turn, offer assistance with food, clothing, housing, health care, transportation, income support, government services, legal assistance, consumer concerns, public safety and disaster response, among other issues. Connecting Oklahomans with important services and volunteer opportunities, 2-1-1 Oklahoma is an easy-to-remember telephone number, providing free and confidential service 24 hours-a-day, seven days-a-week.

Breakthrough Series Collaborative (BSC) – Tulsa – A unit within Tulsa Co. Child Welfare and mental health partners, Family and Children’s Services, applied and were accepted into a BSC focused on trauma and placement stability. As a part of the CORE team, both the Area Director and the Director of the Children and Family Services Division participated. This BSC ties in with the Chadwick Trauma Informed Systems Project (CTISP) and involves a pilot where OKDHS is working to improve placement stability through a series of trauma related services and interventions. The pilot will provide valuable information as OKDHS creates our state plan (more details in the CTISP section). The final session for this BSC was held June 8 and 9, 2011 and the projected timeline for completion of this BSC is October, 2011.

The differences noticed due to OKDHS involvement in this BSC process is once a trauma lens is developed, this is not something you can take off and ignore. This lens has an impact on the staff’s perspective of themselves, the child, the family, the CW and mental health systems and the world. When an understanding is obtaining regarding the real reason a person or child has certain behaviors and reactions, a huge difference in is made in how effective the CW or mental health staff can be on a case.

The first specific area that has been impacted is the stability of the children on the line worker’s case load, which is the target population. Placements have stabilized on the CW worker’s caseload and placement disruptions have decreased for the other workers in this unit due to spread of knowledge. This is believed to be due link between the workers developing a more comprehensive approach to trauma and beginning to understand how trauma is a thread throughout the process. The community providers have noticed that

workers are now specifically asking for Evidence Based Practices such as Trauma Focused Cognitive Behavioral Therapy and Parent Child Interactive Therapy. The second area of impact is one at the state level. The state is moving forward with implementing trauma language into the Practice Model in each area of Child Welfare, from Child Protection Units to Adoption Units.

At the state level, a trauma screening is being considered for statewide use in Child Welfare. At the local level the Day to Day manager has made some structural changes to the Resource Units, giving them more opportunity to meet the needs of the children and resource parents. This was achieved by placing the kinship foster care units and the kinship bridge navigation unit under the administration of the CPS (Child Protection Services) local manager, insuring that the trauma lens is focused on the needs of the child, biological parents and the resource parent at the beginning of the case. The CPS local manager is also on the extended team. The Resource Supervisor is working with the other resource supervisors to help Foster Parents be trauma informed and trained on trauma. The supervisor of the worker, whose caseload is the target population, is on the extended team and does not plan to stop just because the project ends. He plans to continue to look for ways he can help reduce trauma, help his workers continue to learn about trauma, implement trauma focused intervention into case practice through use of the trauma screenings for children and using their trauma knowledge to make a difference in their daily work with children and their parents. The trauma administrator and trauma clinicians will continue to consult and provide information about trauma and will support OKDHS as they spread what they have learned. Overall support and commitment is high to finish what has been started by the BSC project.

Casey's CPS Assessment of CPS and Safety Planning – Casey Family Programs are reviewing all the CPS policy, protocols, training materials and visiting with CPS staff about implementation. Casey Family Programs will make recommendations for enhancements if needed.

Initial discussions indicate the policy, training and protocols are on target, but there are some recommendations for enhancements. CFSD program staff will be enhancing the guidance based on the Casey feedback. Casey Family Programs subject matter experts spoke at the CW Supervisors' Meeting on June 14th and 15th, 2011.

Chadwick Trauma Informed Systems Project – Oklahoma was selected as one of three sites in the nation to become a trauma informed system. This project seeks to move OK's CW system forward in recognizing, treating and preventing additional trauma to children, families and child welfare staff. The assessment of our current system was initiated in December 2010 and the final assessment was received in May, 2011. The assessment included three main data sources. These sources were:

- Observations from Site Visits and Meetings with Staff and Stakeholders – Observations were collected from multiple meetings, interviews, and focus groups that were conducted with child welfare staff and leadership, as well as meetings with multiple stakeholders across the state of Oklahoma.
- Trauma System Readiness Tool (TSRT) - The TSRT is a 159-question tool designed to be completed by child welfare line workers, supervisors, and administrators. It assesses multiple domains, such as trauma training and education of child welfare staff, practices related to working with birth parents and resource parents, and how the system addresses secondary/vicarious trauma. Participants were asked to rate questions on a five-point Likert scale ranging from Strongly Disagree (1) to Strongly Agree (5). Sixty-six OKDHS staff members (mostly line workers and supervisors) from across the state of Oklahoma participated in the TSRT. Fifty-five child welfare staff members completed the entire tool, while 11 staff members partially completed the tool.

- Focus Groups – A total of seven focus groups were conducted with the following groups:
 - Child welfare supervisors
 - Child welfare line workers
 - Mental health providers
 - Youth alumni of care
 - Resource parents
 - Birth parents
 - Tribal partners.

After the observations were made while conducting the site visits, data analysis began by focusing on the results from the TSRT and identifying common areas and themes that arose from child welfare line worker and supervisor respondents. Following that analysis, information from the focus groups was integrated into the findings. The focus group information has been organized in two ways: 1) Broad areas or ideas that were identified across multiple focus groups (at least 5 out of 7 focus groups mentioned this topic); and 2) Specific areas or ideas that emerged as issues or topics particularly relevant to one or two focus groups. Information gathered from child welfare staff (line workers and supervisors) will be presented first, organized by strengths and barriers, followed by findings shared within the stakeholder groups (family and youth members, mental health providers, and tribal partners). This document concludes with a discussion regarding the strengths and barriers that emerged continuously throughout the assessment, followed by recommendations for the future and next steps.

Observations from Site Visits and Meetings with Staff and Stakeholders

The following observations were made during site visits and while conducting focus groups with consumers and key stakeholders across the State of Oklahoma:

- High-level of staff enthusiasm and hunger for knowledge and growth
- High level of support from Director of Human Services (Howard Hendrick)
- Many community partnerships, including Oklahoma Department of Mental Health and Court Improvement Project
- OKDHS' Partnership with Oklahoma University's Center on Child Abuse and Neglect and Family and Children's Services (part of the NCTSN)
- Pilot program – Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) Training for Therapeutic Foster Care and group home providers
- START Program – adaptation of Sanctuary, trauma training for group home staff
- Transformation Grant – Department of Mental Health (DMH) will focus on Adult Trauma and Treatment
- Many therapists in Tulsa and Oklahoma City have been trained in TF-CBT and Parent-Child Interaction Therapy (PCIT)
- Project SafeCare – home-based prevention program for high-risk families
- Dolores Bigfoot and Indian Country Child Trauma Center – training on culturally adapted trauma treatment for American Indian children and families available
- Lack of resources and therapists for tribal children involved in the child welfare system reported by tribal partner

After the assessment, OKDHS will create a state plan for improving services and enhancing the practice model as needed. The plan is to review each component of the Practice Model and our current practice to see if there is a need to enhance that component to be more in line with research and practice related to treating trauma. Project runs through September 2013.

Next Steps:

1. Chadwick Center subject matter experts will present at the CW Supervisor meeting (June 2011) and the Judicial Summit (August 2011).
2. The steering committee/work group will review the state assessment and begin preparing the state plan.
3. FOD purchased a book titled “Traumatic Experience and the Brain” for every child welfare staff that can serve as a foundation. This book has been shipped to most county offices.
4. A 2-day Train the Trainers is scheduled for August 2011 for the Child Welfare Trauma Training Toolkit. A train-the-trainer approach will be used and year long plan to roll out the training statewide.
5. As part of the state plan, OKDHS may provide follow-up training videos for each component of the practice model to show how that particular component can assist with recognizing, treating and preventing additional trauma.

Chapin Hall Data Center – OKDHS has made the decision to join the data center through Chapin Hall. This will provide for improved data analysis through longitudinal data and an easy to use dashboard. CFSD is working with Chapin Hall on a contract. After the contract is in place, data will be available to review within approx. 90-120 days. Chapin Hall will come on site and train staff in how to use the information. This training will be hosted by Casey Family Programs.

CORE Training Changes (effective July 1) – A new approach to CORE Training was created. Training staff has re-created the scenarios used in training and have adjusted their training approach to be more focused on skill building. Program Manager presented at HSC and CW Leadership Meeting which includes both program and field staff. This model will be introduced during Child Welfare Supervisor Quarterly Meetings held in each OKDHS geographic area. (July – September).

Evaluation of the Practice Model – Casey Family Program is assisting with developing an evaluation plan for the OKDHS practice model. OKDHS is in the initial phase of developing this evaluation with the Casey consultant. Outcomes data and reports that are already being used that may be incorporated in the evaluation, i.e., substantiation rates, placement stability, CFSRs, repeat maltreatment are being reviewed. In conjunction with this outcome evaluation, an additional process evaluation will be explored to discover treatment fidelity regarding implementation of the practice model components (AOCS, transfer meetings, FFA, and FTM).

Faith Based and Community Initiatives:

The **8046 CAMPAIGN** is a statewide effort named for the number of Oklahoma children in state custody on January 2, 2011. The Office of Faith Based and Community Initiatives has partnered with Oklahoma Department of Human Services, private business as well as area foster care and adoption ministries to recruit Bridge foster families across the state through the 111 project.

The **111 PROJECT** luncheon (formerly Change a Child’s Forever Community Gathering) for Metro Oklahoma City will be held on June 28th at First Baptist Church Moore. The goal of the 111 Project is 1 church, recruiting 1 family with 1 purpose in partnership with the 8046 statewide initiative. Discussion topics will include: Integrating foster care ministry into your congregation; helping children in state custody; and recruiting and supporting (Bridge) foster families.

Family Expectations – Family Expectations is one of eight sites nationwide participating in the large scale national evaluation of Building Strong Families, a federally funded study of programs for unmarried families. The program model is designed to improve family outcomes and child well-being by teaching unmarried parents in couple relationships how to communicate better, resolve conflicts constructively and develop stronger, healthier and long-lasting relationships.

A large, rigorous federal study of effectiveness released in August of 2010 showed that unmarried parents giving birth to a child benefited in numerous ways from their participation in the Oklahoma City-based service. As part of a groundbreaking national study called Building Strong Families (BSF), couples who participated in Oklahoma's Family Expectations program were more likely to stay together, reported higher quality relationships and had fathers who were more likely to remain involved with their children as compared to the control group. In addition to helping hundreds of Oklahoma families, Family Expectations promises to impact national human services policy due to the strength of the findings from the study on the Oklahoma program. The Family Expectations program offers public policy leaders committed to strengthening vulnerable families a new strategy and fresh encouragement that low-income families can be substantially aided in achieving their own aspirations for stability and happiness.

Parents participating in Family Expectations were offered access to this new, innovative program designed to provide support to financially vulnerable families during a key life transition: birth. Each received 30 hours of relationship education and parenting information in a group setting, with 75 percent of the parents beginning their workshops during pregnancy. The remaining couples joined the program prior to their child reaching three months of age. Parents also were provided access to ancillary activities designed to reinforce curriculum concepts, continue their education on a wide range of topics and facilitate the development of social bonds within their peer group. Finally, each couple was provided a Family Support Coordinator to meet in one-on-one sessions designed to reinforce the curriculum and address other family needs through referrals. While both married and unmarried couples participate in Family Expectations, only the unmarried couples are involved in the BSF study. (The married couples are in another study: Supporting Healthy Marriages.)

Mathematica Policy Research, one of the nation's most respected human services research firms, completed the research report: *15-Month Impacts of Oklahoma's Family Expectations Program*. The report includes findings that demonstrate a consistent pattern of positive impacts across a range of outcomes for couples participating in Family Expectations. This rigorous, random assignment study found that positive impacts of Family Expectations were especially strong among African American couples.

The findings demonstrate that the Family Expectations model works. The strength and rigor of the procedures employed in Oklahoma make it possible for other states and organizations to replicate the model. Because the research used a random assignment methodology and a very diverse sample of couples who usually do not have access to such services, the results offer a great deal of support to the belief that vulnerable new families can be strengthened at a critical time of transition.

The Oklahoma Department of Human Services partnered with the federal government in this research effort from inception. Family Expectations served 503 Oklahoma City couples during the study period from June 2006 through March 2008. Participating couples received up to 30 hours of relationship education in the core curriculum, plus numerous additional educational opportunities.

Family Expectations began participating in the BSF research study in June 2006, and the last couple entered the research sample in February 2008. Just more than 1,000 couples are included in the Oklahoma research sample (approximately half were randomly assigned to receive the Family Expectations program and half were randomly assigned to a control group that was followed over time, but did not receive Family Expectations). The impact results were long-coming as the research follow-up data was not collected until the parents reached the 15-month mark following intake into the program.

Franklin Covey's 4 Disciplines of Execution (4DX) – The 4 Disciplines of Execution is a process that provides the tools, methodology, and mindset to produce superb results on an organization's most

important goals. A goal with significant consequence and value is referred to as a Wildly Important Goal (WIG). This initiative will focus the agency on specific child welfare WIGs related to safety and permanency. The 4 Disciplines of Execution process was launched in May, 2011. Each county and program has selected lead measures to help achieve county WIGs that are predicted to have a positive effect on achieving the agency WIGs.

Improving Internal Communication – CFSD and FOD both recognize the importance of improving internal communication between divisions and have asked for Clarus Consulting to assist with improving communication across and through the divisions. OKDHS has been participating in a series of focus groups with all levels of both divisions. Upon completion of these focus groups, Clarus Consulting will provide OKDHS with recommendations as to improvement in internal communication.

IV-E Enhancements – CFSD and FOD have been discussing the possibility of creating a centralized approach to IV-E in order to improve the eligibility process and possibly the saturation rate, which would have a significant impact on the amount of federal dollars. If the decision is made not to centralize, OKDHS still plans to work on updating the guidance and accountability of the process. An initial step that is in progress is towards getting all court orders into the KIDS (SACWIS) system.

Joshua's List - An on-line child care restricted registry was made available to the public on July 1, 2010, as mandated by a law passed during the 2009 legislative session. Under HB 2643, the Oklahoma Child Care Facilities Licensing Act, OKDHS has established and will maintain an online database of individuals restricted from working or residing in a child care facility. OCCS established the procedure for recording persons who have confirmed abuse or neglect in a child care facility; a revocation or denial of a facility license; or a specified criminal history. The legislation expanded the use of emergency orders to close any unlicensed child care facility operating in Oklahoma that is not in compliance with mandated child care licensing requirements. The law also required OKDHS post childcare inspection records online.

Leadership Academy for Middle Managers – LAMM - Three staff from OKDHS, Annette Burleigh, Programs Manager for Therapeutic Foster Care and Developmental Disability Services, Eugene Gissandaner, Assistant County Director in Oklahoma Co., and Tricia Howell, Programs Manager for Permanency Planning, participated in the Leadership Academy for Middle Managers (LAMM). LAMM is a national training program for middle managers who work in public and tribal child welfare systems and in private agencies that provide services traditionally provided by state child welfare agencies in 2010 and 2011. Like the National Child Welfare Workforce Institute of which it is a part, the LAMM seeks to build the capacity of the nation's child welfare workforce to improve outcomes for children, youth and families.

The change and innovation effort Annette Burleigh supported in leadership centered on the identification of needed steps, development of a plan, and continued progress toward a Trauma Informed Child Welfare System. The change effort began prior to the LAMM training when the TFC Section implemented a

Trauma Focused Cognitive Behavior Therapy (TF-CBT) pilot for Therapeutic Foster Care (TFC) and Group Home therapists. This effort was one of several steps in moving Child Welfare services at OKDHS to becoming Trauma Informed. The intent in the identification and development of the pilot was that by increasing the number of therapists trained in TF-CBT would lead to better services and outcomes for our children.

The TF-CBT pilot focused on improving the clinical services being provided to our children specifically those receiving behavioral health services and moving those services to a higher level of effectiveness. Given that, many of the TFC agencies employ entry-level therapists with little practice experience and frequently limited life experience the training provided therapists with specific tools for use with children as well as skills for use of the tools. Agencies identified for the pilot began to evaluate their systems for embedded trauma with a goal of the TFC agency work to change systems as needed to reduce trauma for children served by those agencies. The therapists trained were to implement uniform assessment tools as a part of the pilot. Programmatic changes were identified. Implementation of the pilot was particularly exciting as it was accomplished with existing funding through a joint effort with Children and Family Services, Office of Child Care-Licensing, Oklahoma Health Care Authority (our state Medicaid funding agency), National Resource Center for Youth Services (NRC), and Oklahoma Health Sciences Center-Center on Child Abuse and Neglect. The pilot consisted of three days intensive training, weekly follow up consultation calls, and a follow up intensive training

The change initiative for our larger agency was propelled with Oklahoma's selection as one of three Laboratory Sites for the Chadwick Trauma Informed Systems Project. This effort is to support Oklahoma's transition to a Trauma Informed Child Welfare System. Work with the pilot is already leading to the identification of needs for much larger system change and support, including work with OKDHS staff, with the foster parents, with providers, and with the court. These efforts are currently in process. The LAMM training provided Ms. Burleigh with additional skills for partnering with The Chadwick Center during the assessment phase and in building on the stakeholder group as a resource for helping to develop the state plan.

Oklahoma County Assistant County Director, Eugene Gissandaner's change initiative was to open the Building Bridges Visitation Center (BBVC) and ensure implementation of practice, procedures, applicable policy and standards necessary to conduct intentional visitation between parents and their children. The goal of the BBVC is to strengthen families through consistent visitation, provide support to enable positive parent and child interactions, maintain continuity of family relationships, help families prepare for reunification, and improve the emotional well-being of children.

The BBVC opened on 1/18/11 and has facilitated visitation for an average of 8-9 families per week involving an average of 19-20 children. The open house was held on 4/26/11 and went quite well. Several members of the commission, OKDHS, community partners and stakeholders attended. The LAMM training was very helpful in guiding Mr. Gissandaner through the leadership processes needed to be successful in the implementation of this change initiative. Utilizing leadership strengths as well as strengths of relevant others involved was a big emphasis in the training.

The change initiative Tricia Howell selected was behaviorally based case planning. The conference assisted OKDHS in identifying the need for technical assistance to move this initiative forward. The information gained through the peer network that was developed, as well as the curriculum that was presented during the conference, was very helpful in this work.

Oklahoma Child Care - A report from a national child advocacy group, National Association of Child Care Resource and Referral Agencies, ranked Oklahoma number one in the nation when it comes to overseeing the state's child care centers. "We Can Do Better: 2011 Update, a third in a series of reports

that scores and ranks the states, including the District of Columbia and the Department of Defense (DoD) on 10 program requirements and five oversight benchmarks for child care centers. NACCRRRA's update found that states have made progress but more progress is needed. The "Oversight" category saw Oklahoma ranked number one, receiving 48 out of a total 50 points. When the same report was issued two years ago, Oklahoma was tied for third place with Tennessee. The report gives areas for improvement, including increased education and training for child care center staffers, as well as using fingerprints to check an applicant's background for any criminal activity. Combined with both Regulation and Oversight, Oklahoma placed second.

Oklahoma Child Support Services (OCSS) – OCSS set a new caseload record in April 2011. The ending caseload in April was 200,240, topping 200,000 for the first time in the OKDHS division's history. There are 222,740 children in this record-setting caseload. In federal fiscal year 2010, OCSS distributed more than \$300 million in child support collections, also an Oklahoma record.

Reliable child support helps a family achieve and sustain financial stability, easing the custodial parent's worries about financial issues and reducing the family's long-term need for other kinds of state assistance. OCSS is number two in the nation in collections growth over the last 10 years.

Eligibility for some OKDHS programs requires parents to seek child support from the non-custodial parent. Others open cases with OCSS for a variety of reasons, including access to its enforcement remedies -- like wage assignment and tax refund intercepts -- or for the peace of mind that clear monitoring and documentation can provide to avoid the "he said, she said" when determining amounts owed.

Unlike most state assistance programs, there are no income-based eligibility requirements for child support services. Either parent may apply to open a current support case.

Research shows that children who receive financial support from both parents do better in school and have improved development over those who don't. Parents who pay child support regularly are also shown to be more involved with their children, providing them with emotional as well as financial support.

Paternity Establishment - Oklahoma had the highest Statewide Paternity Establishment Performance Measure (Statewide PEP) of all the states in 2005, 2006, 2007, 2008 and 2010 and was # 2 in 2009. The following is Oklahoma's performance since 2005: 2005: 112%, 2006: 122%, 2007: 119%, 2008: 110%, 2009: 108%, and 2010: 107%. The first year this performance measure was used by all states was FFY 2000. Since that time, Oklahoma has improved by 32%, moving from 81% in 2000 to 107% in 2010. The nationwide average Statewide PEP for the same period was a decrease of 5%.

Permanency Roundtables – In early 2011, OKDHS began an initiative with Casey Family Programs to move children to permanency. This involved the implementation of the Permanency Roundtable process created by Casey Family Programs. Permanency Roundtables (PRTs) are structured professional case consultations with a threefold purpose:

- To develop an aggressive, innovative action plan that will move the subject child or sibling group toward legal permanence and positive permanent connections;
- To provide case-centered "learning labs" for staff knowledge and skills development; and
- To identify recurring practice and systemic barriers to the attainment of permanency.

To date, 131 children were reviewed in Round 1 (March – May). The plan is to continue to implement PRTs in all six of the OKDHS geographic areas. During Round 2 (July – October), OKDHS will review 6 cases per Area per month. Permanency Field Liaisons are taking a more active role in coordinating and

facilitating during Round 2 and are responsible for follow-up. CFSD designated a state-wide program person to support the effort. Additional training will be provided to child welfare staff, Core team members and legal community (Fall). OKDHS is developing a method by which to evaluate the effectiveness of the process.

Presenting with Purpose - Presenting with Purpose is a collaboration between the OKDHS and the National Resource Center for Youth Services (NRCYS) and alumni youth. Within the NRCYS three contracts have participated in this collaboration: Oklahoma Independent Living (OKIL), Resource Family Training (RFT) and the National Resource Center for Youth Development (NRCYD). Initially, Tulsa County OKDHS worked with NRCYS to assist with preparing youth to participate on youth panels during the RFT trainings for new foster parents. What has evolved from this collaboration is a training to assist youth with strategically sharing their stories on both personal and professional levels.

A pilot entitled Youth Panel Orientation Training was held in Tulsa County on October 21, 2010 for 35 youth and adult participants. The pilot was facilitated by an RFT Staff person and an alumni youth. This pilot proved to be valuable as the alumni youth were able to provide and interpret information that was understood by the youth participants. Through feedback from the participants and planning committee, changes were made which included: identified tools of strategic sharing, defined the role for the supportive adult, emphasized demonstrating and utilizing the preparation, practice, and added a debrief after each presentation. These changes accentuated the need for youth adult partnerships and importance of always having a purpose for sharing. During this time, NRCYD joined the collaboration and provided the Strategic Sharing toolkit that was being developed by NRCYD and Foster Club. This toolkit became an integral part of the training as the toolkit summarized the efforts made by the planning committee.

Another major development from the initial pilot and collaboration with NRCYD was establishing name of Presenting with Purpose (PWP) as the name of the training. This title was based on a comment from one of the alumni youth for the need to always have a purpose for sharing. PWP is an opportunity for youth presenters to build their skills and increase their professionalism. Goals of PWP include: know how to develop a strategic plan for sharing their story, understand the importance of planning for and debriefing their experience in a presentation, and be able to identify how they can share their story to make a difference. In an effort to make PWP more marketable to youth, an alumni youth suggested the creation of the SWAG nation. SWAG is a hip hop term referencing a person's way of carrying themselves. The alumni youth suggested that SWAG would stand for Speaking With a Goal. Youth completing PWP will be a part of the SWAG Nation. A secured Facebook Group called SWAG Nation was also developed to allow youth to connect with each other and serve as an online venue to debrief their experiences. PWP also highlights how to use the tools of strategic sharing when interacting online.

The Oklahoma and Cleveland County IL County Coordinators were contacted prior to the pilot dates and given information about the intent of the training and the need to prepare youth for the pilot. This supported the adult in understanding better their role in the training. Also, the planning committee has decided to have smaller groups of participants. Pilots were held on May 23, 2011 in Oklahoma City (16 participants) and June 1, 2011 Norman (23 participants). The pilots were facilitated by an RFT Staff person and an alumni youth. Pre-Post surveys were developed and used for these pilots. For both dates, the Pre-Post surveys showed increased learning in all items evaluated. Some comments from these pilots include: "I love this because it strongly helps you build confidence." "Good information for workers." "Good training, I like the interaction among youth and adults."

The PWP planning committee will hold a formal debrief of the pilots. Informal discussions after the last two PWP pilots have included the need for ongoing training in the area, how to provide this training in an online format, a possible ongoing evaluation process of the youth presenters progress, and utilization of these youth in providing training and technical assistance through the OKIL program

Program Improvement Plan – OKDHS has completed and reported on Quarter 6 (out of 8) on our PIP. The final steps focus on community partnership boards, mediation, continuing to implement the practice model, collaborating with Tribes, court related training (Oklahoma County).

Shelter Usage Monitoring – In order to maintain a focus on the use of shelters, the Division Directors for the Field Operations Division and Children and Family Services have created a preliminary plan for monitoring shelter usage statewide. This plan requires additional documentation and accountability at all levels for children whose length of stay in shelter exceeds guidelines.

Supplemental Nutrition Assistance Program (SNAP) – SNAP, formerly the Food Stamp Program, helps low-income individuals and families have improved access to nutritious food. Participants use an Access Oklahoma electronic benefits card, similar to a debit card, which is accepted at 2,810 retail outlets, including farmers’ markets. Altogether, 338,711 Oklahoma families participated in the program – 53,000 more than in the previous year.

2010 was a record-breaking year for SNAP. OKDHS distributed \$865,699,190 in food benefits – a 46 percent increase over the previous year and double the amount distributed five years ago. Increasing the SNAP benefit distribution is important to the state’s economy. “For every dollar spent on SNAP \$1.73 is generated throughout the economy.” Based on this projection, the SNAP program created \$1.5 billion in economic activity for Oklahoma in 2010.

For the fourth year in a row, Oklahoma was recognized as the most outstanding state in the southwest region by the U.S. Department of Agriculture’s Food and Nutrition Services. The average benefit is \$4.27 per person per day or \$1.42 per meal.

OKDHS ORGANIZATIONAL STRUCTURE

Child Welfare services are provided through two divisions of OKDHS, the Children and Family Services Division (CFSD) and the Field Operations Division (FOD). Both operate under the direction of the Department’s Chief Operating Officer. (See OKDHS Organizational Chart at Attachment E)

The CFSD is responsible for planning, program and policy development, training, and all other child welfare administrative and management functions at the state level. The CFSD also directly supervises adoption field staff and manages the adoption program in the counties. CFSD staff are assigned to one of the following six program units to carry out CFSD responsibilities:

- **Administrative Services Unit (ASU):** The ASU is responsible for the basic administrative support of the division including personnel and budget, contracts, benefits, fingerprinting, coordination of services with Title XIX and Social Security, and coordination of child welfare fiscal programs with the DHS Finance Division.
- **Adoption Unit (AU):** The AU is comprised of the Adoption and Post Adoption Services sections. Adoption Services is responsible for assisting in securing a safe, permanent home for children in the permanent custody of the Department through a comprehensive array of services that identifies, approves, matches and supports adoptive families. Post Adoption Services Section is responsible for administering financial and medical benefits, child care, Interstate Compact on Adoption and Medical Assistance (ICAMA), Confidential and Intermediary Search, Reunion Registry and Paternity Registry. This section provides case management service to more than 8000 families who have finalized an adoption of a child who was in out of home placement in the State of Oklahoma.
- **Technology and Governance Unit (TGU):** The TGU is responsible for management of Oklahoma’s SACWIS KIDS including system development and maintenance, SACWIS compliance, KIDS

Helpdesk, KIDS application training, management reports, and web support for CFSD. In addition, the TGU serves as the CFSD representative to Oklahoma's Enterprise application development effort as well as the OKDHS Governance Board.

- **Prevention, Prevention, Training and Service Unit (PPTSU):** The PPTSU is comprised of the Child Protective Services, Family Centered Services, Oklahoma Children's Services and Training sections. The unit is responsible for the policies and procedures for investigating assigned reports of alleged abuse and neglect, appeals, voluntary services for families, community home based services and statewide training of staff.
- **Permanency, Independence, and Continuous Quality Improvement Unit (PICQIU):** The PICQIU is comprised of the Permanency Planning, Independent Living Services, and Continuous Quality Improvement sections. The unit is responsible for the policy and procedures related to services to children and families involved with OKDHS due to court intervention, independent living, and facilitating service evaluation, planning and improvement.
- **Resource Unit (RU):** The Resource Unit develops policy and procedure; monitors; and provides training and consultation regarding Foster Care, which includes the recruitment and retention of resource parents, and higher levels of care. This unit is also responsible for training and coordination of services with the tribes; and the supervision and monitoring of two federal grants. Resource Unit staff are involved with other state agencies to assure an integrated system of health and behavioral health services for children and families, and a statewide Systems of Care program.

The primary function of FOD is to ensure local service delivery of the programs for which it is administratively responsible. For purposes of service administration, the Oklahoma Department of Human Services (OKDHS) has divided the state into geographic areas. There is an area director assigned to each area. There is at least one Human Services Center (HSC) in each county. Metropolitan areas may have more than one HSC. A county director is responsible for each HSC and has line authority for FOD staff in that HSC. The county director reports to the area director who reports to the FOD director. Each area office has field liaisons that provide technical support to the area director and county directors. FOD staff in local HSCs administer:

- Family Support Services;
- Children and Family Services;
- Adult Protective Services;
- Acquired Immune Deficiency Syndrome (AIDS) Coordination and Information Services;
- Voter Registration; and
- School-based Services.

STAKEHOLDER PARTICIPATION IN CFSP

Statewide Assessment Team
CAPTA Group
Chaffee Group
TFC Association
Tribal Groups
Foster Home Associations Group
Foster Parent Focus Groups
Court Improvement Project
Practice Model Contacts
Legislative Audit
Oklahoma Citizen's Review Panel

Placement Provider Surveys
Youth Surveys
Parent Surveys
State CFSR Interviews
Department of Mental Health
Department of Education
University of Oklahoma Higher Education
OCS Provider
Adoptions
Teen Panels

The State of Oklahoma has included external and internal stakeholders in the development of the Child and Family Services Plan (CFSP) in many different venues. The process of developing this plan began with the Statewide Assessment completed in 2007. The Statewide Assessment was developed with the input and support of external stakeholders from across the state. Many different stakeholder groups exist and have input to specific areas of the Child Welfare system. Much of the stakeholder input comes from local county offices meeting with groups to garner input on the local functioning of child welfare.

Tribal input is important to the success of the CFSP. Specific tribal groups have been established to enhance the communication and coordination between the tribes and state. Tribal workers and members are included in statewide stakeholder groups.

As a part of the five year CFSP, the State of Oklahoma is planning to develop a guiding committee made up of invested external stakeholders from across the state. Guidelines will be developed for this committee to function. In addition, communication will occur with other divisions of the Department and other states to gather information on barriers and benefits of this type of approach. This group is envisioned to provide guidance and input on continued development of the Practice Model and OKDHS approach to engagement with families and the community.

Update

Collaborative partnerships that were developed include Domestic Violence Child Fatality Review Board, Child Abuse Training Coordination Project, Children's Justice Act Board, NorthCare, Parent Assistance Center and SAFE Kids Organization.

The development of a statewide Child Welfare Stakeholder collaborative was identified as a strategy within Oklahoma's Program Improvement Plan. During this process, major progress has been made. An already existing committee, which includes the membership desired for this collaborative, has indicated the interest and capacity to serve as the state-level community collaborative for child welfare. In addition, this collaborative has the ability to achieve state-level barrier "busting" in service array improvements. A final decision on their commitment will be made this month. In order to help inform the state-level collaboration of service array improvement needs at the local level, efforts are also being targeted at already existing local collaboratives. The Oklahoma Commission on Children and Youth has identified two staff members to help the local county collaboratives get the technical assistance they need to become better functioning collaboratives.

On June 17, 2011, meetings were held with external stakeholders and tribal partners. The meetings provided stakeholders an overview of Oklahoma's APSR and preliminary findings of data measures. Discussion was centered on stakeholder needs and identifying suggestions for future dissemination of material. Suggestions focused on condensing report and providing a summary report highlighting areas rather than sending out lengthy report.

VISION FOR CHILD WELFARE SERVICES 2010-2014

OKDHS Child Welfare services will be seen as proactive, responsive, innovative, and accountable. We will have a competent and dedicated staff that consistently includes families as partners and who are respected members of the community. The lives of children and families will be better due to Child Welfare involvement.

OKDHS Practice Standards

In late fall 2006 the state initiated the development of a set of Practice Standards that would guide the “how” of the day-to-day practice of administrators, supervisors, and line staff in their interaction with children, youth and their families, other social workers, and the community of caregivers and providers. A cross section of agency leaders, supervisors, and line staff came together to explore their beliefs and values about this work, the “evidence” that existed in the field and the experiences of children and families involved in the system. Below is the bi-product of the Practice Standard effort.

1. We Continually Examine our Use (Misuse) of Power, Use of Self and Personal Biases
2. We Respect and Honor The Families We Serve
3. We Listen to the Voice of Children
4. We Continuously Seek to Learn Who Families Are and What They Need
5. We Believe in the Value of “Nothing About Us Without Us”
6. We Maintain A Childs’ Permanent Connection to Kin, Culture and Community
7. We Conduct Our Work With Integrity At All Levels Of The Agency

The Practice Standards were well received by staff and supervisors and based on the CQI process, have become ingrained in the practice of the agency.

Following the development and yearlong implementation of the Practice Standards, the state embarked on an effort to develop a Practice Model that embeds the practice standards and specifically describes the “what” of the day-to-day work.

Practice Model

Below is a brief description of Oklahoma’s Practice Model. The Practice Model, developed in order to address the issues identified in the federal CFSR, is a culmination of the work and input received from external and internal stakeholders statewide and is the cornerstone of the Program Improvement Plan. Technical assistance was received from numerous sources, including the National Resource Center on Family Centered Practice and Permanency Planning and ACF Region VI office. OKDHS is attempting to change our culture.

Update

Lorrie Lutz was contracted to provide Technical Assistance in the form of TA calls with OKDHS Child Welfare. These TA calls began in March 2011 and ended in June 2011. The purpose of these calls were to assist staff with completing the Golden Thread that identifies and describes the specific safety threats, what behaviors need to change, services to assist the family in changing behavior and how we are going to identify change in behavior. The process of the TA call involves a host county of participants that has volunteered a case to be discussed. OKDHS child welfare FOD and CFSD staff members are notified and are able to listen on the TA call. The host county typically consists of the CPS worker and supervisor as well as the PP worker and supervisor. Prior to the TA call, Lorrie Lutz and the host county met via teleconference for 45 minutes to discuss the case and build foundation for the TA call with the OKDHS FOD and CFSD staff members. During the 1 hour TA call, Lorrie Lutz guides the host county through the Golden Thread beginning at the point of a transfer meeting to discuss the AOCS, to the FFA that the host county completed leading to the behaviorally based ISP. Exploration about intentional visitation, Bridge families and Family Team Meetings were interwoven throughout the TA call.

Lorrie Lutz’s techniques utilized during the call include exploring case information with the staff, extracting critical thinking skills from the staff as they describe decisions made throughout the case. The cases that were volunteered already have a completed AOCS, FFA and ISP’s. Lorrie Lutz focuses on the strengths of the staff members and their efforts on their case work. Areas of improvement are explored

using critical thinking skills that are not judgmental but rather as a guide to assess other options for the families

Practice Model Guidebook

Part of the OKDHS PIP is to provide an updated version of the Practice Model Guidebook. A workgroup of CFSD staff and FOD staff have met two times to discuss guidebook updates. These updates include changes to policy, new forms and reports, as well as new updates to KIDS. The OKDHS practice standards and practice model were reviewed by a tribal workgroup. This tribal workgroup provided feedback and input to enhance cultural awareness. These suggestions were submitted to the Practice Model Steering Committee.

Centralized Hotline

The centralized hotline component of the Practice Model seeks to ensure that the state increases consistency in how the agency brings families into the system and the priority in which those families are served. The centralized hotline for implemented counties will take the referral, screen in or out and prioritize before forwarding to the local county office. The centralized hotline takes referrals for children as well as vulnerable adults.

Update

Implementation of the centralized hotline continues. The majority of the state is now being served by the centralized hotline. The remaining counties in northeast Oklahoma will be online soon. A second location at the Rogers County office, Claremore, Oklahoma has been secured to house the remaining members of the centralized hotline. This location will allow the remaining counties to be served. This second location will also provide a back up for the Oklahoma City facility should the need arise.

Assessment of Child Safety

Information is the foundation of safety assessment. To uncover and understand child safety, OKDHS child protection workers assess the pertinent areas of family life that contribute to children being safe. OKDHS understands the necessity of initiating safety assessments of children in a timely manner. The goal of OKDHS is to establish a plan to address this issue. This will include gathering current data related to the correlation between the age of the child, the seriousness of the maltreatment, and the time frame for response. Following analysis of the data that will be presented to the Human Services Centers, a plan of action will be developed. In addition to the use of the Assessment of Child Safety (AOCS) for families during the Child Protective Services process, staff utilizes this assessment for ongoing cases to assist in visitation, reunification planning and at the time of case closure ensuring child safety drives our decision making process. CW staff are also guided by policy to integrate the AOCS into the Family Team Meeting process.

Update

The CFSD, Permanency Planning staff are currently in the process of developing a workgroup of both CFSD and FOD staff to look at making adjustments to the AOCS for use in the on-going assessment of children and families. All of the Permanency Planning Core: Level 1 and 2 training sessions have been updated to offer case scenarios for staff to practice critical thinking skills in using the AOCS.

Family Team Meetings

Family Team Meetings (FTM) is planning and decision-making processes that include parents, caregivers, children, social workers, and other service providers. They may also include extended family, friends, members of community groups, and other community partners. There is value in bringing families together in the planning and decision making process. The OKDHS Practice Model requires that Family Team Meetings be held throughout the process of serving a family—case opening to case closure.

A Family Team Meeting emphasizes the need for the family to be an integral part of the decision making process. Collaboration with relatives and individuals concerned with the identified family to discuss placement planning may improve the likelihood of identifying the best first placement for a child. Ongoing FTM will assist in continually assessing the needs of the child and placement provider.

The FTM process, when used throughout the life of a case, provides opportunities to maintain focus on achievement of permanency goals in a timely manner through continued involvement of the family, children, caregivers, social workers and service providers. The FTM process addresses the need for maintaining connections to community, extended family, culture, and tribes through engaging family members, the child, and others who are connected to the child and/or family. Family Team Meetings enhance the search process through updating the information needed to continually assess possible permanent placements and reinforce connections with community, extended family, culture, and tribes. When appropriate kinship placements are not available, Family Team Meetings are helpful in identifying alternative resources.

Family Team Meetings provide parents with enhanced opportunities to identify their individualized needs. When parents are absent, the FTM process can assist in locating them through information provided by the other members of the team.

Regular Family Team Meetings will encourage more consistent child and family engagement, strengthening the team approach between Child Welfare workers and families. Involvement in the process will empower families to impact their own success through goal directed discussions to identify the strategies needed to expedite permanency. This is done through sharing information and brainstorming to enhance the services provided to the child while in out of home care and again to expedite permanency.

An area of concern related to placement stability is multiple school enrollments. Family Team Meetings are expected to lead to more stability in placement which will provide children the opportunity to remain in the same school setting.

Update

The FTM forms have been enhanced to include a closer look at sibling placement and at efforts to place siblings together if they have been separated. A focus has been placed on the need for every child to have frequent Family Team Meetings to improve family participation in decision making. This is being supported through CFSD Permanency Planning staff contacting Child Welfare field staff when a report indicates the child/family has not had an FTM and offering to assist with planning, coordinating and facilitating an FTM.

Bridge

Bridge is a component of the Practice Model that seeks to view practice through the eyes of the child and seeks to ensure that children in care maintain connections to their kin, culture, and community while in out of home care. The goal of OKDHS is to increase the number of resource families to meet the varying needs of children who are placed in out of home care.

The definition of a Bridge Resource Family is a family who may be asked to:

- Provide temporary care, love, and nurturance to the child and serve as a mentor actively helping the parent improve their ability to safely care for his or her children.
- Stay connected and assist in the transition to reunification, legal guardianship, or adoption to another family, and/or
- Serve as the legal guardian for the child while maintaining a child's connection to kin, culture, and community and/or
- Adopt the child while maintaining a child's connection to kin, culture, and community.

By definition, it is clear that the Bridge Model recruits, orients and supports traditional foster families, kin, and adoptive families. There is no distinction in approach. Oklahoma has implemented an assessment process that allows a family to be approved to provide care for children whether it is traditional foster care, kinship care or adoption. This integrated assessment includes both an initial and re-assessment tool to be utilized with all resource families to impact placement stability and time to permanency. OKDHS added a component addressing the protective capacity of resource families to the assessment guide. OKDHS will continue to evaluate the need for developing additional tools. It is anticipated that implementation of this process will reduce maltreatment in out of home care.

OKDHS received a 5-year grant in October 2008 that is funded by the Children's Bureau. The *Bridge to the Future* Grant allows Oklahoma to develop and deliver innovative and comprehensive strategies for the diligent recruitment and retention of resource families within the state that reflect the needs, numbers, and characteristics of our children in care, therefore, improving outcomes for Oklahoma's children. *Bridge* has several initiatives to accomplish this goal. First, a Resource Support Center was created for pre-resource and resource families. This Support Center aids in delivering a consistent message to interested and existing families, as well as offers families additional community resources and support for answering general, non-child specific questions. In tandem with the support center, we have created a web portal for families that explains Oklahoma's Bridge family practice, lists community resources, and offers training videos in a convenient and accessible online format. Another aspect of our grant is training for both staff and resource families. An online customer service training was developed for staff that will be mandatory for all child welfare and county level staff that has contact with our customers. For resource families, the focus is on delivering five trainings that were identified as a high need through focus groups and surveys. They are: Psychotropic Medications, Trauma Informed Care, Legal, Intentional Visitation, and Handbook/Contract. Those will be developed in an online and DVD format to increase accessibility. These trainings will also be offered to staff to promote consistency of knowledge and information. To further improve our application/approval process the Lean/Six Sigma methodology is being used to pilot additional, potential areas for improvement. The focus has been on communication, the home assessment process, and moving through the approval process at the pace of the family's readiness (meaning that the plan is to increase our capacity to move families with a high level of readiness through the process as quickly as possible while ensuring that safety is not compromised). A pilot was initiated with traditional foster care and adoption in a metro county, and are currently working with kinship staff and a rural county to expand the pilot. Furthermore, community partnerships are a key component to successful recruitment and retention, and OKDHS continues to build on those partnerships. Collaborated has occurred with the Office of Faith Based and Community Initiatives on four Faith Based public awareness events in our two largest metropolitan areas and are piloting county specific recruitment materials delivered in faith focused and community focused formats. OKDHS is in the process of developing an Oklahoma specific recruitment and retention tool kit to be used in consultation with counties on developing localized recruitment plans with their community partners, while continuing to develop a consistent statewide plan with technical assistance from AdoptUSKids. Finally, the evaluation team continues to develop survey instruments to collect data on these initiatives as well as mine data from our KIDS database in order to track challenges as well as successes and continue to make adaptations to our efforts as needed.

From January through August 2009, questions were asked of *County Directors* in all areas across Oklahoma via focus groups conducted during the course of the summer. According to County Directors, the obstacles for families in not becoming foster/adoptive resources, both inside & outside of the system included exhaustive training requirements where parents feel it is unnecessary, slowness in reimbursement and stipend payments, fears of the child and/or biological family, and stringent requirements for families (e.g. number of beds, rooms, etc.). The current strengths of becoming a Bridge Resource Family expressed were: the kinship program, dual licensure processes (fostering and adoption),

availability of general payments (to be spent on nearly anything the child/family needs), and more comprehensive forms than what was used in prior years. County Directors expressed a need for more comprehensive training for parents on topics such as “coping with grief/separation/loss,” roles of resource family, biological family, and worker, trauma-based care of children, and logistics of navigating the OKDHS system. In regards to training topics for child welfare staff, County Directors expressed a desire to train them on basic customer service and follow-up (good manners, being courteous and prompt), how to better partner with families, information on procedures and policies, and even the same trainings experiences by parents. When an after-hours help desk was suggested as a possible solution to providing better customer service County Directors thought this solution could be useful in supporting parents during the approval process, helping them locate resources within their local counties, providing status updates about applications, etc. In terms of making support groups and mentoring programs work, County Directors suggested providing logistical and financial support for these groups including incentives/prizes for attendance, food, training credits, setting up rooms/meetings, and providing guest speakers.

In July 2009, a survey was sent to current *Child Welfare Specialists* where 525 responses were given in regards to experiences with customer service, training, and how things are currently working for parents. Respondents indicated that the perceived obstacles limiting families from becoming resource families with OKDHS were due to being overwhelmed with the process or system (23%), personal reasons (17%), and slow reimbursement rates (14%). Training topics that would better prepare parents included: trauma-informed care of children (26%), collaborating with the biological family (18%), and how to experience transitions and role changes (13%). Topics on which Child Welfare Specialists expressed a need for additional training were: how to specifically support resource parents, clarifying roles and responsibilities, conducting initial family meetings, and how to recruit resource families. As far as effective training for Pre-Resource families is concerned, Child Welfare Specialists responded that most would probably prefer the internet, webinars, or computer-based training (34%) or workshops and classroom-based training (33%). In improving customer service, the possible functions that a centralized help-desk could provide for resource families were: support and crisis management for resource parents (25%), receiving initial inquiries and providing support during the approval process (23%), administration of and providing logistics for a formal mentoring program (22%), and performing complaint resolution (14%).

In September 2009, A survey was sent to *Current Resource Parents* where 156 responses were given in regards to experiences with customer service, training, and the Bridge Program philosophy. The majority of the sample included foster parents or those both fostering and adopting with OKDHS where most parents had spent less than 2 years in a relationship with the agency. Training topics that could have better prepared our parents were how to navigate the OKDHS system as well as legal training and the rights of families. Parents expressed a desire for an after-hours helpdesk (82%), support groups (57%), and mentoring programs (49%) to be provided by OKDHS. Current parents indicated that they would utilize a helpdesk and support/mentoring groups to seek information about county-level services, working through the approval process, and assistance in coping with stress and burnout. The only reservations parents expressed about a helpdesk were the reluctance to ask questions that are child-specific and better answered by a caseworker. Parents prefer computer-based training, DVDs, and small group settings for obtaining their training as resource families.

In October 2009, a survey was sent to current *Pre-Resource Parents* where 49 responses were given in regards to experiences in the approval process and training. The majority of the sample included those interested in becoming adoptive families (48%), non-kinship foster families (24%), with the remainder interested in kinship care, the Bridge program, and/or combinations of fostering/adoption (16%). Most Pre-Resource parents in the sample had spent more than 3 months in their attempt to become a resource

parent (62%). Most parents within this sample contacted OKDHS to inquire about fostering or adoption by making contact with a local OKDHS office or using the OKDHS website/email.

Initial follow-up from an inquiry (either an informational packet or a phone call) took anywhere from over 1 month (12%), within 2-4 weeks (21%), within 1-2 weeks (25%), to within 1 week (31%). The training formats parents preferred were computer-based, internet/webinar sessions (18%), large and small group in-class sessions (43%), DVDs (15%), or book/guides (15%). The common strengths identified with the approval process as it stands now were the Bridge Resource Family Orientation training and other training sessions (37%), the home study process (18%), the overall explanation of the Bridge philosophy (14%), and a well-designed information packet (10%). The common weaknesses expressed in the approval process were mainly a lack of communication between OKDHS and families (27%) and families not understanding the process or timelines (18%). At present, over 60% of parents disagreed, strongly disagreed, or were neutral about being satisfied with their customer service experience in the approval process.

OKDHS has identified the need to improve communication within the Child Welfare system and between Child Welfare workers, tribes, and resource families providing care for the children placed in their homes. Enhanced communication will not only assist in identifying areas of concern in the home but will also add needed support for the families involved. OKDHS has recognized that there has been some confusion among Child Welfare workers regarding the difference between alleged policy violations and alleged abuse or neglect in out of home care. It is anticipated that increased communication will clarify this issue along with the centralized hotline.

Oklahoma has implemented a Resource Family Support Center with staff paid by Diligent Recruitment Grant. An Online Customer Service training for Child Welfare staff has been developed. The enhancement of Bridge Portal – all training videos are now available to resource parents and they can access the training assessment they are required to complete. The Bridge Orientation Training is now available with audio. Rapid Improvement events held in Tulsa County focusing on : communication, assessment and resource family readiness. As a result, an Oklahoma specific version of "Answering The Call" pocket guide was developed. Supervisor contact information is now included in the Resource Inquiry Packet. Supervisors conducted Customer Service satisfaction phone calls. Collaboration with OKDHS Office of Faith Based and Community Initiatives in providing four Faith Based events in the Tulsa and Oklahoma Counties, development of county specific recruitment CD's and a process to provide to counties statewide. County specific data is provided quarterly to assist in recruitment.

Update Survey's:

Child Welfare Supervisor Survey

In October 2010, 74 *Child Welfare Supervisors* across the State of Oklahoma responded to a survey which asked them to rate the level at which their county practices the various components of Bridge in their daily work on a regular basis. Most supervisors came from Area VI (includes Tulsa County). Supervisors indicated that: 66% of Child Welfare Workers in their counties conduct initial meetings (between biological parents and Bridge Resource parents) regularly or fairly often and 67% of staff felt comfortable conducting these meetings; 88% of workers regularly or often communicated to biological and Bridge Resource Parents about intentional visitation. The majority of workers were observed as comfortable with this communication (86%); 73% of workers were aiding in intentional visitation fairly often and 81% were observed as doing regular family group conferencing; 73% of workers enable and encourage Bridge Resource Parents to serve as mentors to the child's family; 68% of workers use concurrent planning as a practice tool regularly and 81% are comfortable with this concept; 86% of new staff and 84% of Bridge Resource Parents are educated about Bridge/Concurrent Planning as a tool; 60% of transitional meetings with families occur regularly between workers and parents; 88% of Child

Protective Services Staff, 85% of Permanency Staff, 77% of Resource Staff, and 73% of Administrators were observed as still ongoing in their implementation of Bridge Concurrent Planning and approaches to their daily work and communication; 73% of Child Welfare staff include Bridge Concurrent Planning language that reflects the practice in their court reports often, and 60% of reports were observed as high quality; 54% of Child Welfare Staff believe that their Bridge Resource Parents have a basic understanding of the Bridge Concurrent Planning Philosophy, and 31% of staff believe parents are well-informed.

County Director Recruitment Plan Survey

In October 2010, 35 *Child Welfare County Directors* across the State of Oklahoma responded to a survey which asked them to indicate their intentions in developing a county-level targeted recruitment plan. This indicates a 45.4% response rate. Most county directors came from Area V (Northeastern Oklahoma Counties – 26%) and Area II (Southwestern Oklahoma Counties – 23%). The survey indicated that: 80% of county supervisors had developed a recruitment and retention plan; 83% of staff within the county were observed by County Directors to understand how the requirements of MEPA-IEP and ICWA guide recruitment of families; 57% of County Directors plan to delegate the development of the plan to a Resource Supervisor or another person in their county, while 43% planned to take the lead in ensuring that the plan is developed; most Resource Supervisors know how to developed a targeted recruitment plan (58%); 91% of County Directors wanted assistance in identifying what reports are needed to begin the process to set goals on their county's need for Resource Families; 62% of County Directors had a description (demographic and needs) of children in your county to help you identify their recruitment needs, while only 34% indicated wanting assistance in creating the description; 42% of County Directors have communicated the need for development of a recruitment and retention plan been to their community partners and 60% of the communities in counties are aware of the racial and ethnic diversity of the children from your county and the need to have families that reflect the same; 65% of County Directors know what community partners are needed to be part of the team to help recruit and retain families, but only 51% if community partners reflect the diversity of the children in their county and most County Directors did not want Children and Family Services Division to assist in developing and implementing their locally targeted recruitment and retention plans. Comments from County Directors included the need for new ideas and manpower for recruitment, assistance with cultural awareness for minority family recruitment, and the need to use data to inform their plans.

Evaluation of the County-Level Targeted Recruitment Campaign Kickoff – Nov. 2010

A brief event evaluation survey was created to determine the successfulness of a recruitment planning event in November for county directors, child welfare staff, community partners, tribes, and other stakeholders across the state. This instrument was created in conjunction with technical assistance provided, AdoptUsKids, and the NRC. The results indicated that: Most participants were from OKDHS, but 25% were from other organizations, and almost 10% of participants from tribes. Child welfare professionals included supervisors, staff, workers from foster care, adoptions, child welfare field liaisons, therapeutic foster care, where the average years of experience was 11.2 years and these employees ranged from 31 to 60 years, so the represented staff well into their careers; 86% of attendees were female and almost 20 percent were Black, 13 percent were Native American. Over half of attendees held a bachelor's degree and one third held a graduate degree in areas such as education, sociology, psychology, human relations, but most (19 percent) were trained in social work.; The counties with the highest attendance: Oklahoma, Tulsa, Pittsburg, Pottawatomie, Cleveland, and Garfield representing mostly State Areas III, IV, and VI; 70% agreed that the event provided them with an opportunity to share information with colleagues and taught them new information about recruiting families; 2 out of 3 attendees felt that the information presented corresponded to the needs of their county or organization and most felt the on-site work (small work groups, collaboration, and networking) helped us get closer to meeting our recruitment and retention goals for our state; Most attendees felt (75%) that their county/organization has the resources it needs to begin implementing recruitment and retention strategies based on the event; The

most helpful sessions included the on-site small group breakout sessions, data sharing, and targeted focus. The least helpful session was on MEPA and Bridge Consultants assisted in facilitating the small group breakout sessions by county and most felt their consultants was prepared, knowledgeable, and effective.

Yearly Process Evaluation Tools – Implementation Status Reports Results

Implementation/process evaluation instruments were distributed to key program staff to measure the core components and activities of the grant yearly basis. The results indicated that: Bridge Support Resource (Call) Center operational for one year and is taking 95% of call-traffic for new pre-resource parents; 1,348 Child Welfare Workers received customer service training; Addressing current challenges to target marketing; Created a strong partnership in the mental health community to inform the upcoming Trauma-Informed Care Training for Families and Staff; The Bridge Web Portal provides good resources for parents and workers are getting positive responses when discussing with resource parents; Conference attendance focusing on engaging grant and community partners provided workers with a better understanding of the need for community partners and how this relates to potential and current families; Considering development of African American, Hispanic and sibling videos to assist with recruitment and training; Bridge Consultants assisted counties in development of recruitment and retention plans; November 2010 Recruitment/Retention Campaign Kickoff was successful with partnership between counties and Bridge Consultants to begin creating recruitment and retention plans and Bridge Inquiry Packets and “The Road” DVDs sent to all individuals inquiring about the program. Staff supervisors also received DVDs. While survey response rates are minimal the majority of responses are positive.

Evaluation of the Customer Service (Bridge) Support Center

Survey instruments were developed to evaluate the progress and effectiveness of the recently launched **Bridge Resource Support (Call Center) Center** with families, grant leadership, and support center staff. The Bridge Support Center began with a full-time employee in mid-January, receiving 4000+ calls to date from families. A second support center employee was hired during the summer of 2010 and is currently being trained. By way of review, the major functions of the Bridge Support Center include: (1) supporting Pre-Resource Parents through the inquiry process, (2) serving as the liaison between the assigned child welfare worker and the prospective family, (3) providing information on and support for training, (4) updating and maintaining the Bridge Family Resource Portal website <http://www.okbridgefamilies.com/>, and (5) supporting current Resource Families with information on community supports in conjunction with the NRC. The results of the survey included: Over 70% of parents indicated that they had received the information they requested and 26% reported receiving follow-up phone calls; The majority of calls are being answered within 3 rings, and emails are being sent in less than 48 hours; Half of parents reported that their Call Center Specialist helped them in establishing contact with their Resource Worker; Most parents agree that the Call Center Staff are concerned about their issues (84.4%) and that they are provided with additional resources (58%). Specifically, 41% of parents were also referred to the Bridge Resource Family Web Portal for more information and nearly half of these parents (45%) accessing the portal; The Call center could improve on following up with parents after finding our answers from the counties; The main topics prompting the call included (Inquiring to become a foster/adoptive parent (64%); Asking about the status of payments (<2%); Policy questions (<2%); Issues during the approval process (<2%); Needing county or worker contact information (<2%)); 42% of families agree that they better understand the responsibilities of a Resource Parent, and 41% feel they better understand the process; Over 80% of parents agree that they are likely to contact the Support Center in the future.

Bridge Resource Support (Call) Center Analysis

Reports of call activities were pulled for the period of Dec. 2010 through March 2011 for the Resource Support (Call) Center. This provides the ability to measure a short-term outcome of the % and # of families accessing personalized support as well as those receiving expedited services (decreasing response

time). Our caller demographic was identified and learned that: 61% of callers were interested in becoming Bridge homes. 23% were interested in adoption. The majority of callers were calling from one of the county office in Tulsa, Cleveland, or Oklahoma County or State Areas II, III, and VI. Most contacts occur via the internet (83%); The top seven cities of callers (Oklahoma City, Tulsa, Edmond, Broken Arrow, Lawton, Moore and Norman).

Bridge Resource Information/Inquiry Packet and “The Road” DVD Survey Results

This survey was distributed to Pre-resource parents receiving Bridge Resource Family Packets containing informational brochures and a recruitment DVD called “The Road to Fostering/Adoption.” This survey was distributed between January 1, 2011 and April 25, 2011. This is an ongoing project as surveys are being distributed with packets continuously being sent via the Bridge Resource Support (Call) Center staff. 28 responses were received and the data collection will be ongoing. The information surmised at this time is as follows: Most parents agreed that the packet was useful in understanding the Bridge Program for Fostering/Adoption and it answered their questions. Unanswered questions included: costs, choosing children, how parental visitation is handled, length of waiting time, and where to begin the process; The two most beneficial items in the packet were “The Road” DVD and the description of what can be expected of them as a Bridge parent. Although most parents did not watch the entire DVD (62%), 63% of parents did NOT feel comfortable sharing the DVD with others interested in fostering/adoption because they felt it was too long/time-consuming and finally Items requested from parents included: how financial assistance occurs, a list of things to be accomplished in the process, the application, and the exact process of how children are received.

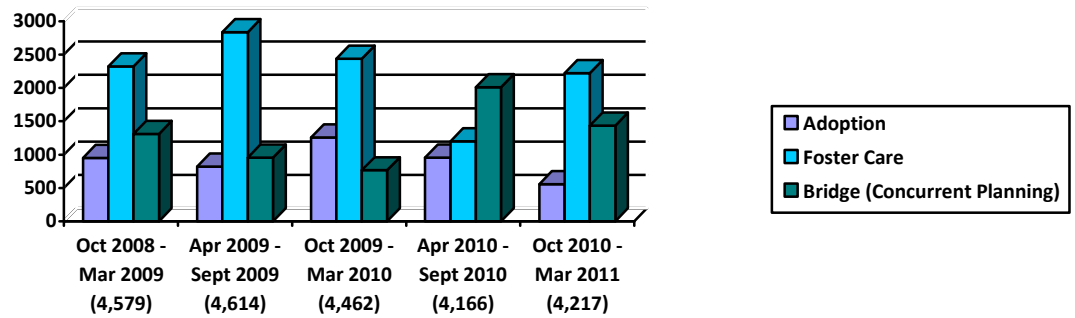
Bridge Resource Parent Withdrawal Survey

This provides the ability to measure another short-term outcome of trying to decrease the number of families who are withdrawing from the process of becoming a Resource Parent. A survey was administered (and it is still ongoing) that measures the reasons why a family withdraws themselves from the application process to become a Bridge/Foster/Adoption parent. This survey revealed that: Most families have their own interest and contacted OKDHS (54%), learned about this opportunity through another current family (11%), learned via the internet (13%), or had a specific child in mind they wanted to help (14%); As parents learned about the Bridge program, most did so using the Bridge Resource Support website (www.okbridgefamilies.com) – 59%, or called the Bridge Resource Support Center (800) 376-9729 – 66%; The majority of parents (37%) indicated withdrawing for personal reasons, could not meet the requirements (12%), only wanted basic info (14%), or were frustrated with the process or OKDHS (7%); For those indicating personal reasons for withdrawal most indicated bad family timing (changes at home, work, illness, etc.). For those frustrated with the process they indicated mostly that it took too long (10%).

Short-Term and Intermediate Outcomes:

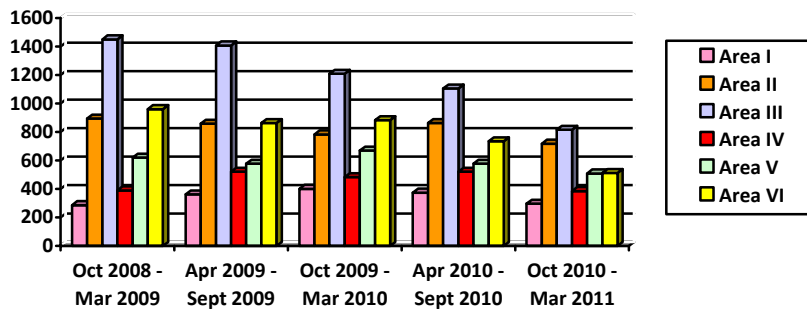
Data were pulled from our SACWIS system (KIDS) to determine our performance on the recruitment and retention goals of the grant. From October 1, 2010 through March 31, 2011 there have 4,226 families recruited. These families represent 1,407 “Bridge homes” (committed to concurrent planning practice of possible reunification), 2,251 foster homes, and 559 adoptive homes. Of this total, 427 families have completed pre-service training requirements representing a 43% completion rate. Six-hundred thirty nine (639) families have completed/approved home studies (335 foster homes, 304 adoptive homes).

New Pre-Resource Families Recruited over Time: October 2008 – March 2011



Despite overall recruitment numbers being lower than 2008 totals, we can observe the Bridge Resource Support (Call) Center’s impact of transferring foster and adoptive families into Bridge homes by discussing the Bridge Program of concurrent planning with parents when they inquire (illustrated in the April 2010 – March 2011 bar graphs). The Bridge Resource Support (Call) Center was instituted in February 2010 and has been in operation for about 14 months (as of April 27, 2011). This is evidence of one of our short-term outcomes from our logic model in looking at % and # of people with increased awareness of the Bridge Program.

Total New Pre-Resource Families Recruited by State Area



Area III is comprised of two counties. The first is the most highly populated county in Oklahoma - Oklahoma County (pop. 660,448). The second county in Area III is Canadian County (pop. 109,668). Area I is comprised of the lowest populated county in Oklahoma - Cimarron County (pop. 3,148) - Area VI has Oklahoma’s most densely populated county - Tulsa County (pop. 603,403).

Bridge Parent Customer Service Satisfaction Survey Results

At the end of September 2010, a survey was administered electronically via an online survey tool to current Bridge Resource Parents in the state (traditional, kinship, foster and adoption were included). The survey was not administered to a random sample due to very high non-response rates in the past. The survey was administered to all families for whom we had an email address at the time of the survey. Prior to our sending out a survey link to families, we solicited email addresses from families via a postcard mailed to all families where we asked that they please contact us to give us an email address or update the address we have on file so that their voices might be heard. This survey was all about customer satisfaction. The results of this survey will establish our baseline, pre-customer-service training. The survey was emailed to 2643 families and was completed by 549 families.

This survey was distributed to Current Resource Parents during with a close date of Oct 25, 2010. The total target population was 2,643 emails of current resource families from KIDS and Resource Support (Call) Center data collection across the entire State of Oklahoma. 549 responses were received (a 20.7% response rate).

The demographics of the sample included a wide variety of respondents where a large spectrum of Resource Parents were contacted. Thirty-one and a half percent (31.5%) of resource parents had served 3-5 years, 30.1% served 1-2 years, 14.6% served for 6+ years, and 23.9% served less than a year. Forty-one percent (41.0%) of resource parents were between 21-29 years and 31.5% were between ages 40-49 years. Only 8% of parents were age 60 years and older. Approximately eighty-seven percent (86.9%) of respondents were female. The sample indicated that parents are overall much more educated than the general population. Forty-eight (48.3%) of the sample had completed a college degree or graduate school, and an additional 32.4% completed "some college." Over eighty percent (80.7%) of the sample identified as White/Caucasian, 10% were African-American, 4.2% were Native American, and 2.2% were Hispanic while the remainder of the sample was comprised of Asians, Africans, and those of mixed (multiple) races. This resembles the racial/ethnic demographic of Oklahoma with the exception of about half as many Native Americans (8.0% according to the 2000 Census Bureau). Seventy-three (73.6%) of the sample indicated being currently married, 21.3% are single, and 3.5% indicated a cohabiting status. Tribal affiliation was also represented for 3.8% of the sample. Most individuals indicating tribal membership identified with the Cherokee, Chickasaw, and Seminole tribes. Ninety-eight (98.2%) of the sample speak English as a first language with some members indicating additional languages spoken of American Sign Language, Spanish, and Cherokee.

Families represented the following child welfare groups: Adoption (n=59), Kinship (n= 157), Traditional Foster Care (n=168), Therapeutic Foster Care (n=14), and multiple interest/ involvement (Kinship/Foster/Adopt) (n=151).

Families were asked if, before placement, they had a good understanding of parent expectations and 69% indicated that they did, while 25.9% indicated they did not. They were also asked if they were provided adequate information about their interests and 51.8% agreed or strongly agreed that they did while 36.1% indicated disagreement. Though we often suspect this as a complaint about the process, parents generally agreed or strongly agreed (67.9%) that that were satisfied with the timeliness of payments (where applicable) and the delivery method (76.2%). Fifty-one percent (51.2%) of parents agreed that their worker included them and their experiences with the child into consideration when making decisions about his or her future during the process and only 31.3% of parents declared that they felt involved in the transition plan used when the child left their home. Fifty-four percent (54.6%) of parents indicated that their worker recognized their contributions and achievements as a Bridge Resource Parent and 54.8% felt comfortable that future placement decisions will not be impacted if they told their worker about problems with their current child placement.

As far as communication is concerned, 56.5% of parents indicated that their Resource Specialist returns their phone calls regularly or at least sometimes (23.5%). Almost 1 out of ten parents (9.7%) responded that their phone calls are rarely returned or not returned at all. Child Welfare Specialists performed slightly different in that 51.7% of parents responded that phone calls were returned regularly and 12% of parents rarely or do not at all receive returned phone calls. Parents also responded on the accessibility of the Resource Support Center (1-800-376-9729) indicating that it was regularly easy to access (52.1%) and 14.8% indicated that it was rarely or not at all accessible.

Parents provided a variety of responses in regards to their relationship with their Resource Specialist. Over half of parents (52.6%) indicated that the relationship is consistently positive with their Resource Specialist. Fifty percent (50.3%) of parents indicated that the relationship is consistently positive with their Child Welfare Specialist. Forty-seven percent (47.5%) felt regularly respected by their assigned workers overall while 12.4% felt rarely or not at all respected. Forty-five (45.7%) of parents felt their assigned workers provided regular and adequate support and assistance with visitation with their child's parents and siblings. Almost two out of three of parents (59%) felt comfortable telling their assigned workers about problems they had with the children in their home for whom they are caring. Fifty-five

(55.9%) of parents responded that their assigned workers schedule meetings at times that are convenient for them.

Concerning respite care, less than half of Resource Parents know how to access available respite care (44.6%), and only 26.2% of parents indicated it was regularly adequate care for them. Many more results will be forthcoming with more in-depth analyses that examine parent satisfaction within different racial/ethnic groups, tribes, resource type (adoption/foster/kinship), others. The findings will be widely shared at the upcoming Nov. 2 Recruitment and Retention Campaign Kickoff with County Directors, community partners, tribal representatives and other stakeholders.

Significant Findings and Events

Significant Events

These include the Recruitment and Retention Campaign Kickoff event, attending area meetings to discuss grant activities, the collaboration with the tribal recruitment and retention subcommittee, and planning meetings for a faith-based statewide awareness campaign, and a focused Oklahoma City metropolitan recruitment campaign.

Dissemination Activities

Dissemination with Internal Partners

Grant activities have continued to be shared internally through a variety of ways. The grant sends out a quarterly newsletter on grant activities. In addition, the project manager has attended area meetings to share and field questions from the localized staff. Bridge Leadership meetings have continued to be held monthly, and Bridge Consultants were created as a subset of this group to aid in sharing information about Bridge the grant as well as how to implement Bridge, Oklahoma's approach to child welfare and those have continued as a part of Bridge Leadership. The Data and Evaluation Team has been created to make sure that we keep a focus on data and evaluation throughout the life of the project. A reexamination of roles and committees is being conducted currently.

Dissemination with External Partners

A short video was created to be shown at the Department of Human Services Commission Meeting. Community partnerships are being explored. For example, the grant is currently in the process of designing a sticker that can be used by Sonic for all of their receipts. The project manager is in contact with Sonic corporate about the possibility of a multi-year, phased-in recruitment campaign. We continue to work with faith-based partners that are conducting their own efforts around recruitment and retention. We have also been involved in attending the state tribal workgroup. Additional brainstorming and planning for a community outreach effort is in the works.

Several abstracts and presentation proposals were submitted for dissemination opportunities during this six month period. The project manager and lead evaluator will present at the annual Pathways conference put on by the National Resource for Youth Services.

The evaluation team submitted proposals in November 2010 for the Office of Planning, Research and Evaluation (OPRE) in the Administration for Children and Families (ACF), U.S. Department of Health and Human Services (DHHS), for the 14th Annual Welfare Research and Evaluation Conference (June 2011 - Washington, DC). One submission will disseminate the results of the county-level recruitment planning occurring in early Year Three entitled, "Bridging the Gap: County Level, Targeted Recruitment of Bridge Resource Families in Oklahoma."

A presentation was given at the Annual DR conference to Cluster 2.

Other Activities

Other Activities

Submitted a business need proposal to our communications department to begin utilizing social media for recruitment and retention.

Technical Assistance

Submitted Technical Assistance request for Market Segmentation and have been working with AdoptUSKids on the request. In the process of authoring an RFP for marketing services.

Participate in relevant webinars as they are available.

Grant Compliance

Attended DR Grantee Meeting in Washington, D.C. March 21-23, 2011.

Carryover request of Year 2 funds completed in March 2011.

Activities Planned for Next Reporting Period

Continued Activities

Continue to provide data dashboards

Continue to collaborate and share information with all stakeholders

Provide logistical support for support and mentoring groups within the counties

Continue to use the process improvement projects in pilot counties to identify opportunities for improvement and to implement potential solutions

Continue to collaborate with the faith-based campaign

Continue national partnerships with One Church, One Child and AdoptUSKids, and states with which we have adoption service agreements

Continue to provide support through the resource support center to prospective families through the initial conversation, inquiry packet, and assigned follow up contacts and to current families through the use of surveys to families that have withdrawn from the process, general information on training opportunities and resources, updates to the web portal and ensuring its accuracy at all times, research of best practices, and contacts entered into the KIDS database

Continue to support collaborative, community based work in the counties by providing information and tools to counties to support a systematic focus on recruitment and retention needs.

Evaluation Activities

Mentoring and Support Groups – The Bridge Leadership team is planning on utilizing training clusters and our Office of Faith-Based and Community Initiatives to work on forming organic support groups of parents who experience pre-service training together.

Evaluation of the Bridge Resource Family Portal Website

Survey instruments are also currently under development to evaluate the effectiveness of the Bridge Family Portal website: <http://www.okbridgefamilies.com/> . The website currently provides: an overview

of what Bridge Families do, the Bridge Family Orientation training, FAQs for the Bridge philosophy, family support resources, useful forms, Bridge Family stories, Bridge best practices and principles, and videos/resources on foster care and adoption.

Regression Analyses

We plan to use our SACWIS data to test the relationships between having contact with our Resource Support (Call) Center and the likelihood of being an approved home for all the different family types we need versus those families that are assisted in other ways (coming into a county office, internet, events, etc.).

Enhanced Visitation Model

The frequency and consistency of visitation is a foundational component of the OKDHS Practice Model. As research suggests, parents cannot be expected to improve parenting practices, maintain bonds with their children, and improve the quality of their parent-child interaction when visits are infrequent. Logically, for frequent visitation to occur, children must be placed in close proximity to the birth family. OKDHS must provide assistance to support the visitation process.

The visitation plan serves as an agreement between OKDHS, the child in placement and the child's family. It structures visits, logistics, necessary tasks, and roles and responsibilities of placement caregivers, family members, and agency staff. A written plan reassures children and their families that the agency is invested in protecting family relationships. It also identifies possible consequences should the plan not be followed. Research on parental visiting of children in foster care indicates a strong relationship between the development of a visitation plan and actual visitation by parents. Social worker attitudes and behaviors that encourage visitation also have a positive influence on the quality and frequency of parent visitation.

OKDHS plans to utilize an enhanced visitation model in ten select counties. These sites will conduct a self-assessment, identifying areas of strength and those needing improvement, to be addressed as part of the county program improvement plan. Training will be provided to these CW staff regarding the visitation protocol. The outcomes of this plan will be utilized to identify the resources necessary for statewide implementation.

We believe the implementation of an enhanced model of visitation will positively affect placement stability, consistency in attaining the goal of reunification, maintaining connections, strengthening parent child relationships, sibling placements, and school stability.

More frequent and positive visitation with parents should improve the child's adjustment in placement and reduce problematic behavior over time, potentially having a positive effect on stability of placement as well as reunification outcomes. Placement stability will also impact school stability.

A dedicated staff member will track separated siblings, identify sibling visitation issues, and send data to the counties monthly. This individual will also track successes of individual units/counties/areas in supporting sibling relationships and provide technical assistance in an effort to replicate promising practices.

Resource families are an integral part of planning visitation. The implementation of Bridge will go hand in hand with the enhanced visitation model as the resource families facilitate and support these visits. The relationship that develops between the birth and Bridge families should positively impact placement stability.

Update

Rose Wentz provided Training of Trainers on family visitation February 28 and March 1, 2011 through the NRCPPFC. Following that training a small workgroup met to develop curriculum changes that would fit the program for Oklahoma. Area III staff that participated in the TOT will be providing training for their child welfare workers and supervisors. The CFSD training unit has allotted October 10th and 11th, 2011 for the first training for Intentional Visitation with open enrollment for CW staff. The plan for providing the training to all CW staff is still being discussed.

Functional Assessment and Behaviorally Based Service Planning

Assessment is the process of gathering information that will support service planning and decision making regarding the safety, permanency, and well-being of children, youth, and families. It begins with the first contact with a family and continues until the case is closed. Assessment is based on the assumption that for services to be relevant and effective, workers must systematically gather information and continuously evaluate the needs of children and parents/caregivers as well as the ability of family members to use their strengths to address their problems.

A Family Functional Assessment is a “process,” not the completion of a “tool.” This does not mean that tools are superfluous; they are helpful in documenting needs or in stimulating the conversation about assessment issues. It does mean, however, that the engagement of family members in a discussion that is individualized to their situation is vital. Simply completing a form will not capture all that is needed for a comprehensive family functional assessment.

The goal of safety and risk assessment is to determine if children are unsafe or at risk of abuse and neglect, and if child protective services are required. Once a decision has been made to open a case for services, regardless of whether or not the child is placed in out of home care, a Family Functional Assessment is undertaken as part of the development of a service plan. When OKDHS is responsible for serving the family, a functional assessment is critical to determine how to best serve the family and impact child safety, permanency, and well-being.

The new Functional Assessment tool provides a guide for enhanced assessment of the unique needs of families with children in state or tribal custody and those intact families whose children’s safety is threatened. Specific areas included in the tool are the assessment of physical, emotional, developmental, and educational/vocational needs, as well as any issues related to substance abuse. An enhanced assessment of need provides the foundation for locating the most appropriate placement in a timely manner.

Adequately assessing and meeting needs of parents, involvement of parents and children in case planning and lack of sufficient contact with parents by the CW worker are areas that the new Functional Assessment tool will address. This will be accomplished through in-depth discussions with and identification of needs for families, particularly those that relate to safety of children. The Contact Guide directs ongoing discussions with parents during monthly worker visits.

The new Functional Assessment tool provides more specific direction on assessment of and service planning for any identified educational needs. School stability will be affected by this strategy, through enhanced placement stability as many school changes occur as a result of change in placement.

Update

KIDS plans to have the Family Functional Assessment included in the September, 2011 KIDS release. The workgroup that is reviewing the AOCS will also be looking at the FFA to determine if the tools can be merged into one for the purpose of ongoing assessments of safety and functioning of children and families. All of the Permanency Planning CORE level 1 and 2 trainings have been updated to allow staff opportunities to use critical thinking skills in assessing family functioning with practice case scenarios.

A request for technical assistance through the NRCCP was approved regarding developing behaviorally based individualized service plans. The consultant originally assigned is retiring, therefore a new consultant has been assigned and will be presenting during a break out session at the 2011 Statewide Child Welfare Supervisors' meeting in June 2011. While this new consultant is in Oklahoma for the Statewide Child Welfare Supervisors' meeting, the workgroup will meet with her to discuss on-going plans.

Concurrent Planning

Concurrent Planning holds promise for expediting timely decision-making for children as a result of its dual focus on family reunification and planning for alternative permanency options. Effective use of Concurrent Planning includes the respectful involvement of parents and family members early in the planning process, as well as identification of any Poor Prognosis Indicators that might serve as barriers to timely reunification or another permanency outcome.

The goals of concurrent planning include:

- Striving to provide children with stable, safe, and permanent families.
- Ensuring family and community-centered practice in least restrictive placement settings.
- Ensuring culturally responsive practice.
- Facilitating an open and inclusive case planning process.
- Providing goal-focused and time-limited services.
- Conducting frequent and regular case reviews of children's status and family progress toward reaching safety, permanency, and well-being goals.
- Encouraging frequent parent-child visits to increase likelihood of early reunification.

OKDHS plans to revise and clarify the concurrent planning process and anticipates this will positively affect establishing permanency goals in a timely manner, attaining permanency goals timely, achieving adoptions timely, and ensuring long-term placement. Oklahoma is narrowing the focus of concurrent planning through identification of poor prognosis factors for reunification, as well as requiring documented concurrent planning activities when a concurrent goal is appropriate. Implementation of active concurrent planning should impact these issues through more expedient identification of appropriate goals and steps to permanency, including steps to identify appropriate alternative permanency plans when a poor prognosis for reunification exists.

Update

On-going work with concurrent planning practices is provided through the use of Family Team Meetings and Permanency Roundtables. Both of these activities are focused on helping children achieve timely permanency, which includes a review of the Poor Prognosis Indicators. This information has been enhanced in the Permanency Planning CORE Level 1 and 2 training sessions to reinforce the need for early and periodic assessment for timely permanency. Oklahoma has three types of funded guardianships. The first is supported permanency using TANF funds, the second is Title IV-E funded guardianship and the third is a state funded program for those rare cases that guardianship is in the best interest of the child(ren), but the inability to meet the requirements of the other two programs, hinders the family's ability to obtain guardianship.

SERVICE IMPROVEMENT GOALS and OBJECTIVES

The following goals and objectives are built around the goals established in the State's Program Improvement Plan as a result of the second round CFSR conducted in August of 2007. This plan seeks to further increase the responsiveness and effect of services provided to children and families through establishment of increasingly aggressive expectations. Data analysis of safety measures and permanency composite were compiled from 04-01-10 through 03-31-11 to correspond with quarterly year rolling data collection.

National Standards Data Composites Measurement Plan

Measure	Objective	National Standard	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
Child Safety Measure IV	Absence of Maltreatment Recurrence	94.6%	90.6%	91.1%	91.1%	93.8%	Performance on this composite exceeded the PIP, Goal Objectives and Baseline; however, is below the National Standard. Oklahoma is focused on working with families that are unsafe to prevent future maltreatment. This has been a somewhat new approach for Oklahoma. The Assessment of child safety is being used as an evidenced based approach. Training and policy updates continue to support the field in developing habits for best practice.
Child Safety Measure VII	Absence of Child Abuse and/or Neglect in Foster Care (12 months)	99.68%	98.78%	98.88%	98.88%	99.21 (FFY2010)	Performance on this composite exceeded the PIP, Goal Objectives and Baseline; however, is below the National Standard. Oklahoma is reviewing and refining the processes in which alleged abuse/neglect in out of home care is managed. Technical assistance has been helpful in policy and decision making around the investigation piece and the follow up with the resource worker. Currently changes to the KIDS system are underway to support the proposed changes in policy and use of the assessment of child safety in foster and pre-adoptive families.
Permanency Composite 1	Timeliness and Permanency of Reunification.	122.6	114.7	118.0	118.0	112.7	Performance on this composite is below baseline, objective, and national standard. However, this result is believed to be affected by a significant reduction of children entering out-of- home care.

Measure	Objective	National Standard	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
							Oklahoma has developed joint response protocols with local law enforcement agencies to increase the number of children who can safely be placed with relatives or other individuals chosen by the parent during the assessment of the children's safety rather than placing the children in OKDHS custody. In addition, Oklahoma is currently involved in two initiatives, Permanency Roundtables and the Four Disciplines of Execution. Both include emphasis on the safe reunification of children. These initiatives are anticipated to have an impact on this performance in the future.
Permanency Composite 2	Timeliness of Adoptions	106.4	107.1	107.1	106.4	127.1	Performance on this composite exceeded the baseline, the current goal and the National Standard. The existence of dedicated adoption staff who work as consultants with permanency planning staff are believed to have contributed to this progress. During this last year, a meetings were held in each area and in each of the metro area breakout counties between the adoption and Permanency Planning supervisors to discuss the progress toward permanency for the children in an identified placement with a permanency plan of adoption. These meetings created both partnerships and ownership as the barriers were discussed and responsibilities were clarified regarding the steps needed to finalize the adoption. In addition, the Integrated Bridge family assessment continues to have an impact. The integrated assessment reduced the need to convert home assessments from foster care to adoption thereby, streamlining the process.
Permanency Composite 3	Achieving Permanency for Children in Foster Care for Long Periods of Time	121.7	110.4	113.5	113.5	107.5	Performance on this composite is below baseline, objective and the national standard. The impact on performance is believed to be related to Oklahoma's continued emphasis on permanency for children

Measure	Objective	National Standard	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
							based upon the elements of the Practice Model and Practice Standards that focus CW staff actions on diligent search and family involvement and Permanency Roundtables. As a result, Oklahoma has seen a reduction in the number of children who have been removed from their homes between 24 and 59 months since calendar year 2010. Oklahoma anticipates that the numbers of children in out of home care will continue to decrease as result of Permanency Roundtables and the Four Disciplines of Execution.
Permanency Composite 4	Placement Stability	101.5	72.0	74.2	74.2	73.3	Performance on this composite exceeded the baseline but was below the current objective. Performance remains below the national standard. Oklahoma continues to evaluate our performance on this measure. The federal grant that is attached to the two OKDHS owned shelters in Tulsa and Oklahoma Counties has shown an influence on placement with kin earlier in the process and in turn decrease the number of placements children experience. Oklahoma is participating in a Breakthrough Series Collaborative (BSC) utilizing trauma informed child welfare practice to improve placement stability through the NCTSN in one of the Child Welfare units in Tulsa County. Lessons learned from the BSC on positive impacts to placement stability will be expanded statewide. Technical assistance from the National Center for Data and Technology is being utilized to assist Oklahoma in increasing knowledge in the analysis of the current data related to placement stability. Oklahoma believes that current practice may have improved for children entering care which has resulted in children in care longer with placement moves in the past impacting the measure. This hypothesis will also be evaluated through the technical assistance.

Item-Specific and Quantitative Measurement Plan

Measure	Objective	Performance on Final CFSR Report	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
Safety Outcome 1 Item 1	Timeliness of initiating investigations of reports of child maltreatment	83%	65%	67.4%	67.4%	70%	Performance on this composite exceeded the PIP, Goal Objectives and Baseline; however, is below the National Standard. With the implementation of the practice model and assessment of child safety, child welfare staffs have been on a learning curve to implement and maintain the use practice. The average response time for all reports holds consistently at 4.5 days.
Safety Outcome 2 Item 3	Services to family to protect child(ren) in the home and prevent removal or re-entry into foster care	81%	73%	75.9%	75.9%	74%	Performance on this composite is below the PIP objectives, Goal Objectives and the National Standard; however, above the baseline. Documentation is increasing around the work field staff do to provide services to families in their own homes. Family centered services policy is currently being reviewed and refined to assist staff in evaluating safety. The policy will also assist in determining the most effective intervention strategy.
Safety Outcome 2 Item 4	Risk assessment and safety management	71%	54%	55.5%	55.5%	61%	Performance on this composite exceeded the PIP, Goal Objectives and Baseline; however, is below the National Standard. The assessment of child safety is being utilized in every assigned report in Oklahoma. Child Welfare Staff are becoming more comfortable in utilizing this practice as well as completing the tool and evaluating safety resulting in a positive trend for this measure. Oklahoma continues to review national information and input from Casey family services to improve the positive changes already in place.

Measure	Objective	Performance on Final CFSR Report	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
Permanency Outcome 1 Item 7	Permanency goal for child	59%	44%	47.7%	47.7%	70%	Performance on this measure exceeds the target goal and performance on the federal CFSR. Oklahoma continues to believe that this performance improvement is related to the reduction of children in out-of-home care, a decrease in caseload size for staff, Bridge resource homes who are involved in working with the families, and an emphasis on family team meetings.
Permanency Outcome 1 Item 9	Adoption	25%	25%	29.5%	29.5%	42%	Performance on this measure exceeded the baseline, the current goal and the CFSR report. The existence of dedicated adoption staff who work as consultants with permanency planning staff are believed to have contributed to this progress. During this last year, several meetings were held in each area and in each of the metro area breakout counties between the adoption and Permanency Planning supervisors to discuss the progress toward permanency for the children in an identified placement with a permanency plan of adoption. These meetings continue to create both partnerships and ownership as the barriers were discussed and responsibilities were clarified regarding the steps needed to finalize the adoption. In addition, utilizing the Integrated Bridge family assessment continues to have an impact by reducing the need to convert home assessments from foster care to adoption, thereby, streamlining a step in the process.
Permanency Outcome 1 Item 10	Other planned permanent living arrangement	75%	50%	62.1%	62.1%	71%	Performance on this measure exceeds the baseline, PIP, and current objective. Although performance is below the performance on the federal CFSR, Oklahoma has had significant improvement since the baseline was established. Practice Model components related to a Permanency Pact that formalizes the relationship between the youth and

Measure	Objective	Performance on Final CFSR Report	Base Line	PIP Goal/Objective	Current Goal/Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
							the placement provider when the youth's plan is to remain in out-of-home care, family team meetings, and Bridge resource parents, are believed to have had an impact on this measure.
Well Being Outcome 1 Item 17	Needs and services of children, parents, and foster parents	59%	57%	60.3%	60.3%	61%	Performance for this measure exceeds the baseline objective, and performance on the federal CFSR. The reduction of children in out-of-home care and the size of workers caseloads is believed to have had a positive impact on this measure. The Practice Model component, the new family functional assessment, is also believed to have had a positive influence on assessing needs.
Well Being Outcome 1 Item 18	Child and family involvement in case planning	62%	58%	61.3%	61.3%	62%	Performance on this measure exceeded the baseline, PIP objective, current objective and equals the performance on the federal CFSR. Improvement on performance is believed to be due to Oklahoma's continued emphasis on permanency for children based upon the elements of the Practice Model and Practice Standards that encourages and engages CW staff to explore diligent search and family involvement (Family Team Meetings). Family Team meetings early on in the case has been identified as one of the Wildly Important Goals for the Four Disciplines of Execution that a county can choose to focus on during this next year. The efforts related to improving this goal are anticipated to have a positive impact on this measure in the future.
Well Being Outcome 1 Item 19	Caseworker visits with child	92%	82%	84.5%	84.5%	80%	Performance on this measure is below the baseline, PIP objective, current objective, and performance on the federal CFSR. Oklahoma believes that the performance on this standard is related to Practice Model implementation that has resulted in more in-home cases being opened by OKDHS. The scores

Measure	Objective	Performance on Final CFSR Report	Base Line	PIP Goal/ Objective	Current Goal/ Objective	2011 Results (04-01-2010 to 3-31-2011)	Discussion
							for in-home cases have decreased from 67% to 61% between the last two years. The decrease in scores has been attributed to CW staff's understanding of the policy regarding the number of contacts required and for in-home visitation. There have been some delays between the development of the safety plan to assignment of a Family Centered Services worker. The CFSR reviews are able to capture if there is a trend in a case for contacts that are occurring over 31 days or if an initial (2 week) or subsequent visit was missed during a critical time in the case.
Well Being Outcome 1 Item 20	Worker visits with parents	39%	41%	44.5%	44.5%	45%	Performance on this measure has exceeded the baseline, PIP objective, current objective. Performance equals that of the federal CFSR. Improvement on performance is believed to be due to Oklahoma's continued emphasis on permanency for children based upon the elements of the Practice Model and Practice Standards that encourages and engages CW staff to build and maintain relationships with custodial and non-custodial parents (Family Team Meetings). Increasing worker and parent contact has been identified as one of the Wildly Important Goals for the Four Disciplines of Execution that a county can choose to focus on during this next year. The efforts related to improving this goal are anticipated to have a positive impact on this measure in the future.

Strategies and Steps Influencing Systemic Factors

Case Review System

The State of Oklahoma is in the process of addressing court related issues regarding cooperation and communication between all parties to improve safety, permanency, and well-being issues for children and families. On May 21, 2009, Oklahoma Governor Brad Henry signed House Bill 2028. It is arguably the most dramatic piece of Oklahoma child welfare legislation in more than a decade. HB 2028 is more than 300 pages in length and totally rewrites Title 10 of the Oklahoma Statutes and creates a Title 10A, the Oklahoma Children's Code. A host of definitions and practices are changed. The bill contained an emergency clause, which made it effective upon the Governor's signature. The bill was the product of more than two years of work from a task force of judges, prosecutors, child advocates, social workers, and legislators.

This Act addresses court-related issues by:

- requiring mandatory yearly training for judges assigned to, and attorneys appearing in, deprived cases;
- permitting additional time for the filing of a petition, from five to seven days, from date of removal allowing more time for a thorough investigation;
- allowing the ability to amend a deprived petition up to seven days prior to the adjudication hearing to conform with evolving evidence;
- including definitions that are consistent with the agency's Practice Model;
- expanding the venue for the filing of a deprived petition;
- clarifying the process for hearing an objection to a child's change of placement;
- incorporating the agency's family group conferencing as an alternate dispute resolution that can be ordered by the court;
- allowing protective supervision by OKDHS while the child is placed in his or her own home; and
- permitting reinstatement of parental rights in certain circumstances to provide permanency for some children.

The House of Representatives commissioned an audit of the Oklahoma Department of Human Services in 2008 with a focus on child welfare issues. The recommendations from the audit were contained in House Bill 1734 filed during the 2009 legislative session. This Act is effective July 1, 2009 and contains, among other things, legislative intent language to increase foster home reimbursements.

The recommendations enacted into law include requirements:

- to develop a system, in consultation with law enforcement and the district courts, for joint response when a child is taken into protective custody by a peace officer;
- for the agency to develop reception centers for accepting children in protective custody from law enforcement where a safety evaluation can be conducted within 23 hours to determine if emergency custody of the child is required;
- restricting emergency custody to circumstances of imminent safety threats;
- for the development of a Children's Services Oversight Committee to review implementation of the recommendations;
- for developing a Passport Program, in cooperation with other state agencies, to compile educational and physical and behavioral health information to accompany a child placed outside the home;
- assuring school attendance for children eligible for a foster care payment under Title IV-E of the Social Security Act; and

- to establish a statewide centralized hotline for reporting of child abuse and neglect to OKDHS.

Cooperation and communication regarding court-related issues will be enhanced as a result of these two Acts and further improve safety, permanency, and well-being for children and families.

Court certified mediations are occurring across the state focusing on removing barriers to permanency for children who have been in out-of-home care for a long period of time. A coordinated effort has started in Oklahoma County which has the largest number of children placed in out of home care. A target of 200 cases is planned for mediation during the next year. An Oklahoma County task force has been established to work on barriers to permanency and keeping children safe in their own homes. This task force includes many members of the OKDHS leadership, the presiding juvenile judge in Oklahoma County, the District Attorney, a public defender, CASA, and PARB.

The Court Improvement Project in cooperation with OKDHS, will be presenting five workshops across the State of Oklahoma in each of the next four years. Court staff, district attorneys, CASA, PARB, private attorneys, and county OKDHS staff will attend. These two-day conferences will have workshops on numerous issues including safety, permanency, well-being, ASFA, Team Decision Making, etc. Each of the five conferences will have the same agenda and presentations to assure consistency. A presentation will be made at the annual Juvenile Judges Statewide Conference regarding the changing focus of CPS from incident based to an assessment model. OKDHS meets quarterly with the Juvenile Judges of the Oklahoma Supreme Court's Juvenile Oversight and Advisory Committee for the purpose of exchange of new ideas, review of on-going joint training, and resolution of issues.

Update

A decision was made this year to hold one yearly meeting rather than the six separate yearly meetings in each of the Areas. This yearly meeting will be held on August 18 and 19, 2011. The agenda includes the following presentations: "Adverse Childhood Experiences, the ACES Study", "Understanding Historical Trauma", "National Child Traumatic Stress Network", "Trauma Informed Systems Project", a panel of subject matter experts in trauma, and "Common Seeds Planted by Harvesters of Hope". The Court Improvement Project anticipates an enrollment of approximately 600 attendees consisting of judges, district attorneys, CASA, PARB, private attorneys, and county OKDHS staff..

Broaden Service Array/Resource Development

Community partnership is critical to the success of OKDHS efforts to achieve safety, permanency, and well-being outcomes. The need to increase access to services has been identified in an effort to meet the needs of the children and families that are served by OKDHS.

OKDHS plans to approach the lack of services through implementing Resource and Capacity Development Plans within the individual counties of the state. Technical assistance will be accessed to gain information on how service array has been successfully improved in other areas of the nation. This will lay the foundation for providing individual counties with training and support in developing plans to increase services at the local level.

The National Resource Center on Organizational Improvement (NRCOI) describes the process of Resource and Capacity Development as the state's assessment of its system of service array. This includes its capacity to meet the individualized service needs of families and children and how the state utilizes that information to create a plan to enhance those capacities. These plans are specific on state and local levels.

Oklahoma plans to seek technical assistance from the NRCOI, which has developed and field-tested a model for assessing capacity and creating these plans. Through utilization of technical assistance and involvement of community partners on state and local levels, the State plans to identify areas needing improvement and through collaboration enhance the State's service array. Oklahoma will specifically target those areas identified during the onsite review and engage stakeholders to create and/or expand capacity in order to more effectively meet the needs of children and families. Existing partnerships with providers of home based services and developing systems of care will be vital to meeting the service needs of children and families in metro and rural areas of the state. The Bridge component of the Practice Model includes recruitment, orientation, assessment, and training of resource families. It also includes child placement practices, as well as visitation between children and their workers and between children and those with whom they have a connection. As part of this process, a recruitment and retention work group has been initiated to ensure development of implementation plans. The membership of the current recruitment and retention work group will be expanded to include representation from all areas of Child Welfare and members of the community that are working with children in OKDHS and tribal custody. These meetings will focus on maintaining consistency in implementing Bridge throughout the state. Technical assistance and available data have been provided to assist in targeted recruitment.

Understanding the value of resource families as part of the team will assist in the development of new recruitment and retention plans. OKDHS is working to communicate the message that resource families are valued and are providing an important service in the lives of the children in care and their families. Through Bridge, OKDHS is working to provide a consistent message as well as consistent recruitment materials to those families who express interest in caring for children in OKDHS custody.

Retention of resource parents occurs when there is open communication and support. Resource parents must be included in the team decision making for children and families. OKDHS is expanding the involvement of resource parents in all aspects of program improvement planning. Resource parents will be participating in statewide committee meetings, workgroups, and focus groups and are to be an integral part of decision making at the local level. Bridge resource families are also being asked to support and mentor prospective resource applicants.

Bridge, in conjunction with Family Team Meetings, will provide opportunities to develop kinship placements and develop support systems for children in care and their families. More appropriate placement decisions through the engagement of families will assist in providing optimal permanency for children.

Update

During on-site TTA in late 2010 received from the NRCOI with assistance from the NRC on CW Data and Technology, the decision was made to collaborate with an existing entity for the purpose of a Statewide Community Collaborative and steps have moved in this direction. During early 2011, The Directors of the Field Operations and Children and Family Services Division met several times with staff from Oklahoma Commission on Children and Youth and others to work towards enhancing this strategy. The strategy and steps continue to require adjustment slightly; however, with each adjustment OKDHS continues to find new and better opportunities to make this an even more effective long-term strategy to improving services. Considering the economic challenges of this budget year, this strategy will become even more important as communities find more creative and local support for improving services and meeting the needs of its families and youth.

OKDHS has conducted numerous surveys and used other evaluation methods through demonstration grants, process improvement strategies, contract monitoring, focus groups and community collaborations. While the purpose of all of these was not necessarily focused on evaluating services for this strategy, all

the information is critical to knowing and understanding the needs of children and families being served by OKDHS child welfare. The following are considered the service gaps that will benefit from community collaboration being implemented through this strategy. Of course, this will depend on the individual assessments for each county but overall the state needs to focus on the following service areas.

1. Recruitment and Support of Placement Resources
 - a. Foster Parent Associations
2. Services designed to strengthen capacity of birth families
 - a. Programs aimed at strengthening parenting skills of all parents to de-stigmatize traditional parenting classes
3. Use and coordination of Tribal Services
4. Better coordination of domestic violence services across professions

Emergency Shelter Issues

The State of Oklahoma is addressing the emergency shelter issue on both a short and long-term basis. Both Oklahoma County and Tulsa County emergency shelters have enhanced and continue to enhance their service capacity for children. Medical and psychological assessments are conducted for each child and a developmental assessment is conducted on younger children. Oklahoma County shelter continues to transport children to their community schools to alleviate disruptions in their education.

Standing Orders – The Presiding Judges in both Oklahoma and Tulsa Counties will address standing orders that place children directly into the emergency shelter after they are picked up by the police. These orders automatically place children in OKDHS emergency custody. Judge Doris Fransein of Tulsa has been doing research with other cities to see how they address this issue. If OKDHS is able to build alternative capacity, these orders should be modified for younger children. Child Welfare has collaborated with some of the major police departments to create embedded or on-call workers with those police departments. This should also reduce the prevalence of children delivered to the shelter by law enforcement.

Gary Miller, CFSD Director, reports that discussion of several strategies regarding the shelter issue has been occurring at the highest levels of OKDHS. Change of this magnitude cannot occur without understanding the complexities and cost of the change. The safety, stability, and well-being of children served must be foremost.

Technical assistance through the Casey Foundation occurred on October 25, 2008. Page Walley of the Casey Foundation led a discussion regarding young children and emergency care. OKDHS received word on September 25, 2008, that it is the recipient of a five year grant of \$400,000 per year from the Children's Bureau designed to assist OKDHS improve its recruitment and maintenance of resource families, including kinship, foster, concurrent (Bridge Resource Families) and adoptive families.

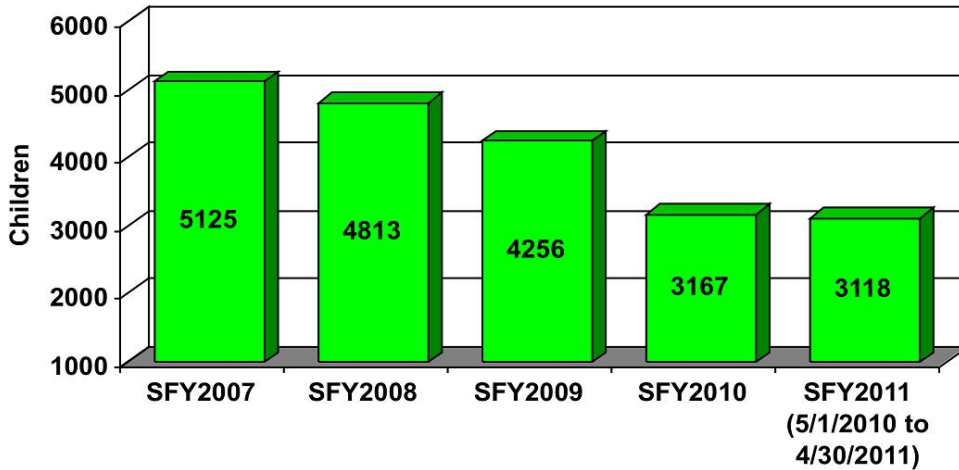
OKDHS anticipates the grant will have a positive impact on the recruitment of families, including those for children under five and their siblings. The ultimate desire is that shelter care can be reduced for this population. Our overall goal is to reduce usage by at least 10%.

As the rate of out of wedlock birth continues to grow, as do the removal rates for children under age one and the prevalence of drug affected-infants, reducing the use of emergency shelters will also require the development of special services primarily for infants. The vision includes development of implementation projects, which create standing capacity for emergency foster care homes that should virtually eliminate the need for shelter care for children under age five. OKDHS has had preliminary discussions with some providers who have expressed an interest in providing this service. The financial analysis has been preliminarily determined to be feasible for the projects.

Update

The table below shows the reduction in the number of children served in Oklahoma shelter care. Oklahoma remains diligent in efforts to reduce the number of children being served by shelter care.

Number of Children Served in Shelter Care during the SFY (Unduplicated - 12 month period)



Source: Document Direct Y1613 Shelter Summary Reports (annual report)

Agency responsiveness to the community

OKDHS plans to build on the group established to develop the Oklahoma Statewide Assessment prior to the Federal CFSR. The group’s activities continued with the development of the Program Improvement Plan. While this group was not involved directly in the writing of the CFSP, information gathered by and from this group was used to develop strategies for the plan. OKDHS plans to enhance this process by creating a Child Welfare Steering Committee. Membership on this committee will include community stakeholders and OKDHS staff who have been involved in the statewide assessment and program improvement plan, as well as any additional interested parties to be identified in the future. OKDHS will invite more participation from tribes that will engage agency personnel, including individuals that have a stake in the child welfare system.

Technical assistance will be sought to assist the state in developing and convening an independent group that can and will make recommendations for the improvement of the State of Oklahoma’s child welfare system. OKDHS will ask for technical assistance to focus on responsiveness at the local level. Most counties currently have some form of team developed but may be focused on individual cases. Counties need to be encouraged to develop teams that will have an impact in the community and make recommendation to OKDHS regarding services and to the court system regarding safety, permanency, and well-being.

Counties will encourage involvement by the tribes in planning, training, and other child welfare endeavors. Technical assistance from Program Staff, Office of Field Operations Division and Division of Children and Family Services will be available to train and facilitate meetings between tribes and local OKDHS offices.

Counties will be encouraged to include former and present children and families that have experienced the OKDHS child welfare system. This process has occurred in several counties but needs to be expanded. Youth panels have been found to be effective at the state and county levels.

Update

As a result of the PIP, a strategy has been developed to increase the capacity of the county directors who are involved in their local community partnership boards.

REQUIRED INFORMATION

Child and Family Services Continuum:

- **Mutual Consent Voluntary Registry** – The Mutual Consent Voluntary Registry formerly the Adoption Reunion Registry is a service for adult adoptees and individuals separated from birth family members through adoption or termination of parental rights. It allows the disclosure of identity and whereabouts to registered adoptees and birth families by mutual consent.
- **Adoption Services:** Adoption services secure safe permanent homes for children in the custody of the Department who cannot be returned to their birth parents. A comprehensive array of services is available to identify, approve, match and support adoptive families.
- **Child Protective Services (CPS):** Child Protective Services have two purposes: protecting children who are at risk of abuse and neglect, and providing follow-up services to alter the conditions that create risk of abuse or neglect. Services seek to maintain and protect children in their own homes as long as their safety is not threatened.
- **Children's Emergency Services:** Emergency services are provided to children who are removed from their own homes due to abuse or neglect. These services include voluntary placements at parents' request and care for children whose teen parents are in DHS custody. Emergency shelters serve children at the Pauline E. Mayer Center in Oklahoma City and the Laura Dester Center in Tulsa. Emergency foster care provides family foster home placement to children under age 6 in Tulsa and Oklahoma counties for up to 30 days. A contract with J. Roy Dunning provides emergency foster care in Comanche County for children under age 6.
- **Community-Based Residential Care, Behavioral Health and Placement Services:** Community-Based Residential Care programs provide care and treatment for deprived children who have needs that exceed the resources of their own home or traditional foster family care. Community-based residential care includes a variety of levels of group home care that provide the support, supervision, and treatment required by specifically, defined, target populations. The programs include acute and RTC inpatient treatment services both in and out of state, Diagnostic and Evaluation (D&E) services, Intensive Treatment Services (ITS) for crisis stabilization, and Specialized Community Home (SCH) placement. The program staff work in collaboration with multiple agencies (Oklahoma Health Care Authority, Oklahoma Department of Mental Health and Substance Abuse, Systems of Care, NAMI, Federation of Families, etc.) to assure a continuum of care. Placement resources are licensed by the DHS Office of Child Care as either a Child Placing Agency or Residential Child Care Facility.
- **Confidential Intermediary Search Program:** This service provides a confidential search for birth family members for individuals who were separated through adoption or termination of parental rights proceedings in Oklahoma.
- **Contingency Funds:** Contingency funds are financial resources made available to families to acquire supports or services necessary to prevent removal or assist in the reunification with their children. Allowable purchases include food, clothing, rent deposits or monthly payment, utility deposits or monthly payment, home repair, furniture, car repair, public transportation vouchers or tokens, and purchased services.
- **Developmental Disabilities Services (DDSD):** Deprived children in the custody of DHS are prioritized for DDSD services. This affords expedited access to a comprehensive array of evaluation, planning, residential, health, habilitation, life skills instruction, communication, transportation, and adaptive services. Planning and service delivery occurs through a partnership of effort between the two divisions (FOD and DDSD).
- **Family Preservation/Promoting Safe & Stable Families (PSSF):** PSSF services are provided to 18 tribes through projects initiated in 1996. PSSF funds also support a wide array of services as described in detail below. (Payment of Tribal Custody Foster Care)
- **Foster Care:** *Foster family care* is a planned, goal directed service, which provides 24 hour a day substitute care and supportive services to children in an approved foster family home pending realization of permanence. Foster family care is considered the least restrictive setting outside the child's own home, a kinship home, or the home of tribally defined extended family members. Every effort is made to achieve placement with a foster family in a child's own community when other preferred resources are not available to minimize disruption of relationships and supports (e.g. school). *Kinship family care* is the full-time care of children by a family who is related to a child by blood, marriage, adoption, or emotional tie. Kinship care differs from foster family care in that a

relationship existed, prior to placement, between the caretaker, the parents, and the child in out-of-home care. Kinship family care is a preferred option when available to children. *Therapeutic Foster Care* (TFC) provides behavioral management services to children in foster home settings. Children in TFC do not require 24-hour awake supervision and are accepting of relationships with a surrogate family, but require more intensive services than traditional foster care. OKDHS contracts for TFC with licensed child placing agencies that provide direct clinical treatment services to children and families.

- **Independent Living:** The Independent Living (IL) program provided through the Chafee Foster Care Independence and Educational Training Voucher Program is a youth focused and youth driven program that serves state and tribal custody youth ages 16-23 who are at various ages and stages of achieving independence. The program emphasizes the importance of early planning for a successful transition to adulthood. The program also promotes the importance of permanent connections; encourages use of a multi-disciplinary approach and uses culturally relevant and age appropriate resources and services. The program utilizes life skills assessments, life skills development and training, youth development funds, and collaborations with other state agencies and community providers to support services that focus on education, employment, and career planning.
- **Mental (now Behavioral) Health Services:** Outpatient behavioral health services are available through private providers and community mental health centers. Inpatient mental health services are approved through a needs-based gate-keeping process administered through an independent authority.
- **Oklahoma Children's Services (OCS):** OCS provides a time limited, needs driven array of services available to families in communities across the state through a system of home-based delivered services via two programs: Comprehensive Home Based Services (CHBS) and Parent Aide Services (PAS). Services are authorized by Child Welfare specialists and delivered by local contractors. Case management and brokering services promote family access to such supports as parent education and assistance, substance abuse education and referral for treatment, financial and household management, crisis intervention, education, and other needed services. The typical interval of support is six months.
- **OK PRIDE:** OK PRIDE is a 27-hour pre-service curriculum designed to guide resource parents toward a clearer understanding of the needs of children in the child welfare system. The curriculum, customized to incorporate OKDHS Bridge philosophy, discusses the reasons that children come into the system, their need for permanency and a connection to their birth family and culture, and some of the common consequences of trauma and abuse – attachment issues, grief, and loss. The curriculum presents the trauma-informed approach to discipline and behavior management, and gives participants the information they need to make an informed decision about resource parenting.
- **One Church One Child:** One Church One Child is a nationally recognized recruitment program designed to find parents for African-American children who need permanent homes. One Church One Child provides pre and post adoptive services; adoptive home assessments, mentoring, recruitment, and adoption support groups in the Oklahoma, Tulsa, and Lawton areas.
- **Parents Assistance Centers:** Parents Assistance Centers provide education, support, and child care while parents attend education and counseling sessions. Contracts for this service were authorized with 11 providers providing services in 64 counties.
- **Permanency Planning Services:** Court ordered permanency planning services are provided to children and families who are involved in the juvenile court system due to child abuse and neglect. Services are directed at reuniting families as expeditiously as possible after removal has occurred or arranging an alternative permanent placement. The goals of planning are safety, well-being, and permanency. Goals are achieved by; 1) identifying the specific needs of children; 2) identifying family's strengths and needs, especially as they impact removal and reunification; 3) providing timely, family focused services necessary for the realization of permanence; and 4) assuring the availability of an alternate permanent resource for children when reunification is not feasible.
- **Post-Adoption Services Program:** Post-Adoption Services provides assistance to adoptive families for children who meet federal and state guidelines. Currently, more than 12,000 children are receiving this assistance.
- **Safe Families:** Safe Families is a home-based behavioral intervention, evidence-based research project through the Oklahoma University Health & Science Center. The primary goal of the Safe Families program is designed to directly change parental behaviors to prevent child physical abuse and neglect. Currently this service is offered in Oklahoma County. A recent five-year grant awarded to OUHSC through the Children's Bureau is designed to improve the SafeCare+ model to address conflict resolution skills and violence prevention more broadly; and expands the program to include the Oklahoma Latino Community.
- **Sexual Abuse Treatment:** Sexual abuse treatment services provide individual, family, and group counseling for children and families affected by sexual abuse. Contracts for this service were authorized with 4 providers across the state. This service is also available to the Oklahoma Latino Community.

- **Substance Abuse Treatment:** Substance abuse services include evaluation and assessment, referral, crisis intervention, individual and group counseling, case management, substance abuse related education, treatment planning, community outreach, intensive outpatient, drug testing in conjunction with assessment and treatment services, and consultation. Services are provided through inter-agency agreement with the Department of Mental Health and Substance Abuse Services.
- **Voluntary Family Centered Services:** The purposes of voluntary FCS are to assess a family's needs and make referrals for services when child abuse, neglect, or both are identified. Service needs assessment and referral focus on increasing safety for the child while preserving and strengthening the protective capacities of the family to prevent out of home placements. Public and private agencies are utilized to achieve desired outcomes. Services are designed to achieve targeted goals within six months.

Service Description and Projected Expenditures

Oklahoma has allocated Title IV-B, Subpart 2 funds to each of the four primary services areas. At the time of writing, the distribution of allocated federal funds for FY11 is as follows: family support (prevention), 24%; family preservation, 23%; time-limited family reunification, 23%; and adoption promotion and support services, 20%. Estimated expenditures, availability, and decision-making processes are indicated below.

- **Oklahoma Children's Services (OCS):** These intensive in-home services are available statewide through contracts with vendors who were selected through a competitive bid process. One vendor serves each of the 6 geographical areas, and two of the vendors sub-contract with local community agencies. OCS is comprised of two programs: Comprehensive Home-Based Services (CHBS) and Parent Aide Services (PAS). Comprehensive Home-Based Services are provided to children who are the subject of a child abuse/neglect referral with their families in their own homes to prevent removal, and to promote reunification and provide support during trial reunification. The Parent Aide program provides paraprofessional, in-home services to help families gain parenting and homemaking skills. (Family Preservation/Time-limited Family Reunification)
- **Parent Assistance Center/Sexual Abuse Treatment Services:** Parents Assistance Center services provide education, support, and child care while parents attend education and counseling sessions. Sexual Abuse Treatment provides individual, family, and group counseling for children and families affected by sexual abuse. These services are available statewide through contracts with local non-profit organizations. As the contracts are fixed-rate, a bid process is not required. Vendors are selected based on the effectiveness of the services they provide, their working relationships with the local CW office, and their willingness to cover several counties to provide services. Currently 13 of the State's 77 counties do not have these services available, as appropriate vendors have not been located. (Family Support/Family Preservation/Time-limited Family Reunification)
- **Resource Family Assessments:** PSSF funds supported contracts with Licensed Child Placing Agencies and qualified individuals to complete foster, kinship, and adoptive family home assessments. These services are available statewide through fixed-rate contracts with 1-2 vendors per geographical area. Vendors are selected based on history of providing quality assessments in a timely manner and willingness to cover an entire area (Time-limited Family Reunification/Adoption)
- **Swift Adoption Services:** PSSF funding has been matched with state dollars to fund fixed rate contracts to gather and document information required for full disclosure to potential adoptive parents. The timely collection and documentation of this information was identified as a major systemic barrier to adoption. The services are available statewide through vendors who have a proven record of providing a quality product within specified time frames and who have the organizational capacity to cover an entire geographical area of the state. Activities include:
 - researching all DHS files related to the child;
 - contacting any school, medical provider, or psychologist who has served the child for any information not available in the record; and
 - compiling the information for distribution. (Adoption)
- **Shelter Diversion:** Contracts have been established to provide additional emergency shelter services at private shelters when the DHS operated shelter in Oklahoma City is over capacity. This allows for a higher quality of care to children brought into the facility by law enforcement due to family crises and

allows siblings to stay together in smaller, less institutional settings. This service is available only in the Oklahoma City metropolitan area, as the rest of the state does not need the service. (Family Support)

- **Contingency Funds:** These funds are available to child welfare workers to use in both in-home and reunification cases when poverty is identified as a contributing factor when assessing risk of abuse or neglect. These funds are available for hard services such as food, clothing, utility bills, rent, home repairs, and public transportation tokens. The funds are used for a one-time purchase of goods, services, or both as needed to maintain children safely in their own homes or return them safely to their homes. These services are available statewide and are administered by CW staff in local county offices. (Family Preservation/Time-limited Family Reunification)
- **Respite Care:** Respite services are available to biological, foster, and adoptive families of children with special needs. (Family Support)
- **Systems of Care:** Systems of Care is a collaboration of multiple agencies to provide mental health services to children and their families in hopes of maintaining the children in their community while avoiding admission to inpatient care or interruption of custody. OKDHS works with the Department of Mental Health and Substance Abuse Services, Oklahoma Health Care Authority, Oklahoma Commission on Children and Youth, Office of Juvenile Affairs, Oklahoma State Department of Education, Parents as Partners, and various other community programs in order to provide wrap around services for families. Systems of Care is now active in forty-nine (49) counties throughout the state. (Family Support)
- **Tribal PSSF Projects:** OKDHS set aside 10% of the state's PSSF allotment to fund Tribal PSSF projects of Oklahoma Tribes who are ineligible for federal PSSF funding. Supplemental funding is also provided for those Tribes who receive less than \$35,000 from federal funding. The past grant period began October 01, 2010 and will conclude June 30, 2011. The new grant period will begin July 01, 2011 and will end June 30, 2012. It was necessary to change this funding period to the state fiscal period. OKDHS has contracts with sixteen Tribes for projects that include parenting education, direct client services, and other PSSF services.
- **Diligent Search:** Attention continues to be targeted at diligent search for families for children in our care. OKDHS began using Permanency Round Tables (PRT) in March 2011 to review difficult cases in an effort to achieve permanency. During each of these PRT, the status of the diligent search is discussed, and as needed, someone is assigned to do an updated diligent search. The first three rounds of PRT were facilitated / assisted by staff from the Casey Foundation. Subsequent PRT are facilitated by the area Permanency Field Liaisons. OKDHS began using the 4 Disciplines of Execution (4DX) to establish Wildly Important Goals (WIG) and Lead Measures that if done, are expected to help more children achieve permanency. The Permanency Planning (PP) unit has established a WIG to Increase the number of Family Team Meetings (FTM) Initiated / Discussed / Assisted / Attended by CFSD PP Staff from 0 to 50 by 12/31/2011 and a lead measure to Review & Document at least 10 cases where siblings are separated per week. Part of the assistance offered by the PP unit is to help ensure that a diligent search has been completed. A guide has been developed for use during FTM to help ensure that critical topics are covered. Emphasis is placed on whether or not a diligent search has been completed; if children are not placed with relatives, or if siblings are not placed together, someone is assigned to do an updated diligent search. Diligent Search training was provided three times in the last fiscal year, including program specific training, as requested. Plans are for this training to continue to be provided. The Child Welfare (CW) search guide was previously revised ("Back to Basics") and an accompanying DVD was created to allow CW workers access to Diligent Search training materials at almost any time. These materials are provided to participants who attend diligent search training, and are available upon request to any staff, whether or not they attend the actual diligent search training. CW workers can view the DVD from their computer to learn or review various search techniques. Promoting Safe and Stable Family funds continue to be used for a part time diligent search position in four areas and two part time diligent search positions in the large metro areas. Oklahoma County continues to have additional positions to help staff locate relatives for children entering the system and for those who have been in the system but are likely to age out of care without permanent connections. Reports from CW staff indicate that these positions have been helpful in locating family. In addition, the practice of utilizing practicum students to conduct family finding for youth identified in need of permanent connections has continued, with positive results. The contract to help diligent searchers locate relatives through an on-line computer resource was put in place in late 2006. Until recently, over 100 staff statewide, including child welfare workers and supervisors, had access to assist them in searching for families. In February 2011, a statewide contract was utilized to provide 11 people across the state with unlimited access to the search & report features of the online search resource. This provided a cost savings to the agency for high volume users of the online search resource. The importance of family connections is an integral part of the Practice Standards and a key piece of the Bridge Program. Early identification and involvement of family is emphasized in nearly every CW training workshop. In 2009, Oklahoma was awarded a Family Connections

Grant, "Oklahoma Kinship Bridge Grant" which placed dedicated staff at both of the OKDHS operated shelters. These staff have a goal of securing kinship placements, in less than 24 hours, for children entering, or at risk of entering OKDHS custody. These staff locate, assess, and provide support services for 30 days to approved placements. The staff have access to various search information, including the Oklahoma Child Support Services (OCSS), and an on-line computer resource. OKDHS has seen an improvement of placements with kin and increased placement stability.

- **Foster and Adoptive Parent Recruitment and Retention:** Funding has been utilized for nine (9) foster/adoptive parent recruiters in four (4) of the six (6) geographical areas of the state. This includes recruitment and retention activities, which are identified and implemented geographically by location, county, or area. The largest metropolitan county in Oklahoma has a unit of Child Welfare workers specifically designated for foster care recruitment activities. Over 79% of children adopted through the Oklahoma Child Welfare system are adopted by their foster or kinship parents. Additionally, a total of \$18,000 was divided among the states six (6) geographical areas for recruitment and retention activities.

Coordination with Tribes:

Improve Collaboration with Tribes

A Tribal/State Collaboration workgroup was formed in September 2006. The members of the workgroup include Indian Child Welfare staff from across the state, as well as OKDHS field and program staff. The purpose of the workgroup is to identify barriers and develop strategies to enhance the partnership between the state and tribes. Early work of the group focused on identifying strengths and needs of the existing partnership between the tribes and OKDHS. Issues were grouped into three broad areas of "Practice", "Training and Legal", and "Resource". It was also decided that the meetings should be co-chaired by a tribal representative.

The workgroup was instrumental in identifying a need for a Tribal Coordinator position. The practice sub-committee developed a job description for this position. Area III, which includes Oklahoma County and Canadian County, pursued developing this position and the position was filled in January 2005. The role of the Area III Tribal Coordinator is to assist OKDHS Child Welfare workers in compliance with the Indian Child Welfare Act and to facilitate communication and partnerships between OKDHS and tribes. One method of doing this is by holding tribal staffings. The staffings involve the OKDHS Child Welfare worker and supervisor, tribal workers, and Children and Family Services Division (CFSD) program staff. The staffings focus on both Indian Child Welfare Act (ICWA) compliance and movement towards permanency. The staffings occur on a monthly basis, and usually 5 to 10 cases are staffed. Area IV filled a Tribal Coordinator position August 2008. There continues to be review of these positions by the workgroup to ensure that the Tribal Coordinator role is consistent statewide.

The workgroup hosted a large Tribal/State Collaboration meeting on April 17, 2008. All Oklahoma Tribes were invited to this meeting, as well as the workgroup members and other program staff. The purpose of the meeting was to identify ways in which tribes and OKDHS can enhance and improve collaboration in the provision of services to Native American children and families served through Child Welfare programs. The meeting focused on the areas of independent living, service sharing, local communication, training, and keeping tribal youth connected to their tribe and cultural identity. The group made many recommendations, including greater access to the KIDS system, more joint training, and accountability for ICWA compliance, developing resource directories, and increased use of e-mail communications. Recommendations from this meeting continue to inform the workgroup in developing strategies that are more specific.

The Workgroup, in conjunction with Casey Family Services, will be holding Strategic Planning Meetings in each of the six OKDHS areas. The meetings will begin in June and conclude by the middle of October. Casey Family Services will provide a facilitator for each meeting. The meetings are entitled "Serving Oklahoma's Children" and will focus on increased collaboration between OKDHS and tribal CW programs to enhance the provision of services to tribal children and families, as well as enhance compliance with the Indian Child Welfare Act. Each area develops a Strategic Action Plan unique to their area based on strategies to address the three greatest challenges in their area. Both tribal CW staff and OKDHS staff were asked to complete surveys prior to each meeting. The challenges to be addressed will be determined by the survey information. Along with identifying strategies, each area will also identify how progress will be measured.

Issues regarding training have been discussed at the workgroup meetings and other gatherings. Tribal staff will be invited to training provided in the field by the Practice Model Implementation Section. Two Training of Trainers workshops for Oklahoma Pride will be provided for tribal staff within the next year. The Bridge training for OKDHS workers will also be made available to tribal workers.

Update

June 2011, Tribal State Collaboration Workgroup: The Tribal State Collaboration Workgroup continues to meet on a regular basis. The Sub-Committees continue to meet separately and bring reports on their work to the large Workgroup meeting. The Workgroup has identified these three priorities to focus on in the next year: increased collaboration and engagement between Oklahoma Tribes and OKDHS, increased cultural competency in Child Welfare service planning and delivery and increased ICWA compliance and improved practice with Indian children and families.

The Policy and Legal Sub-committee are in the process of reviewing the OKDHS policy and the current Tribal State Agreements and will make recommendations for policy changes.

The Training Sub-Committee has joined recently with the Oklahoma Indian Child Welfare's Training Sub-Committee to identify common issues and develop strategies.

The Practice Sub-Committee has worked on developing strategies to improve practice. These strategies include: inviting Tribal Child Welfare Staff to meetings and trainings that occur locally, supporting each Area in developing a "Completing the Circle" event, and involving Tribes in "Golden Thread" staffings in Area III. These staffings review a case using the Practice Model's "Golden Thread" to look at safety through the life of the case.

The Placement and Recruitment Sub-Committee have focused their efforts on: developing tools for joint recruitment of Native American resource homes for targeted recruitment and the development of a video to be used for recruiting Native American families that will be specific to Oklahoma.

The Workgroup will focus on developing an ICWA review process during the next 12 months. Each of the Sub-Committees has been asked to develop lead measures within their area that should be included in the review.

Legal

A legal opinion regarding releasing information from the Child Abuse and Neglect Information System has been requested from the OKDHS Legal Unit. If the decision is made that OKDHS can release information to the tribes for this purpose, safeguards for this information will be included in the Tribal State Agreement. CFSD is currently awaiting that decision.

Update

There has been continued discussion on the issue of the release of information from the Child Abuse and Neglect Information System on individuals who are applying to become tribal foster parents. OKDHS Legal staff has offered to meet with Tribes to discuss this issue and work towards some resolution.

Kinship Start-Up stipends and Community Based Residential Care provisions were included in the Tribal State Agreement. Several Tribes have utilized these services for Tribal custody children.

Tribal workers have the ability to enter contacts through Tribal E-KIDS. In response to a recommendation that Tribal E-KIDS training be offered to Tribes, eight three hour sessions were offered at four sites throughout the state. Twelve Tribes participated in this training. Training was provided to two additional Tribes on site. Training continues to be available as requested. During the trainings, some suggestions were made by Tribal participants to make using Tribal E-KIDS easier. These suggestions included being able to screen-print a hard copy of worker contacts for the Tribal record, looking at making restricted cases accessible by

Tribal workers if possible and allowing contacts to be entered into closed cases. KIDS staff are looking at these recommendations and will be making changes to Tribal E-KIDS.

The recommendations from the Tribal Practice Model Meeting have been submitted to the Practice Model Implementation group. Many of these recommendations will be incorporated into the changes in the Practice Model Guide. It is anticipated that there will continue to be on-going dialogue between Oklahoma Tribes and OKDHS as the Practice Model continues to evolve. Some of the recommendations from this group have resulted in changes in forms and tools including, Child Protective Services Questions and Answers to Parents: (now includes a section on Native American Heritage, Eco-Map for Resource Parents, and “All About Our Family”

Other Collaborative Efforts:

There has been much focus on the Tribal State Agreements. Several issues have surfaced over the last two years, and much effort has been made to work towards resolutions over the past 12 months. The majority of the Oklahoma Tribes have signed Agreements at this time. There continue to be on-going discussions and dialogue with the Tribes who have not signed in efforts to work through issues. Efforts to work through issues with the Agreement included individual meetings at the requests of the Tribe, discussion of the Tribal State Agreement at a Tribal Forum on August 17, 2010, on-going discussion and dialogue about the Agreement, and individual meetings with Tribes by the Tribal Coordinator.

The CFSD Division Director presented information at the Tribal IV-B meeting on May 17, 2011. Copies of the draft APSR were provided to the Tribal participants at this meeting. The CFSD Tribal Coordinator, Resource Unit Program Administrator and Legal Staff were available to assist in responding to issues. Tribes are invited to a meeting with the CFSD Division Director for consultation regarding the State APSR on June 17, 2011. An e-mail inviting Tribal Child Welfare Directors to the June 17th meeting was sent on May 26th, 2011. Tribal Child Welfare Directors were also advised that a copy of the OKDHS APSR would be sent to them upon their request is if they did not receive one at the May 17th meeting. The APSR will be reviewed with Tribes on an on-going basis through out the year. The Tribal State Collaboration Workgroup will also review the APSR on an on-going basis to mark progress.

A Tribal State Breakthrough Collaborative Series was discussed and explored during this year. After much exploration, there has been a mutual decision with Casey that this is not the right time for this project. Other efforts will be explored, however in partnership with the Oklahoma Indian Child Welfare Association and Casey Family Programs.

There are tribal coordinator positions in Area III and IV. The following is a summary of each coordinator’s activities:

Area III Tribal Collaboration:

6/23/10 - Invitations to tribes to participate in “Live Meetings” PP/CPS trainings that were conducted via Outlook and conference call.

6/2010 - Creation of the “Notice to Tribes of Provided Services” form and request use of the form by the Team Decision Making and Prevention Units. This form was to provide Tribes with the abuse and neglect allegation information, assessment of child safety and the services that have been provided by OKDHS to these families at the investigation phase.

8/12-13/10 - Oklahoma Children’s Court Summit.

10/19/10 - Oklahoma County Judges and ICWA Tribe Leaders Meetings This meeting allowed the tribes to discuss the strengths and barriers of the court process as to cases in which ICWA applied.

11/13/10 - 3rd Annual Completing the Circle. An event for Native American children ages 7+ in traditional or kinship foster care, their Bridge Resource/Foster Families including children ages 7+, and child welfare workers. Children connected with their Tribal communities through various activities while foster parents and child welfare workers attend training on Native American culture. The group was provided a traditional Native American lunch.

12/07/10 - Five places secured for tribal partners to attend the Assessment of Child Safety Training provided by OKDHS at the OU/OKDHS Norman Training Center

3/8/11 - All case staffings with Cheyenne-Arapaho and Canadian County.

5/20/11 - Oklahoma County Judges began a court docketing system that sets review dates based upon the child's tribal affiliation in order for tribal representation during these hearings. Dates have been set for the Cherokee Nation, Choctaw Nation, Seminole Nation, Cheyenne-Arapaho Tribes, and Muscogee "Creek" Nation.

6/22/11 - State of Oklahoma Native American Resource Guide released. A statewide resource guide listing various services provided by Tribes and other Native American resource through out the state. The book will be made available to OKDHS workers and Tribal partners. Information will be accessible on the OKDHS InfoNet. Area III Resource Guide in which various service agencies provide care through out Oklahoma and Canadian County will be provided to tribal partners.

8/25/10, 9/22/10, 12/6/10, 2/16/11, 4/20/11 - OKDHS Area III- Tribal Subcommittee Meetings. During these meetings various strengths and barriers are discussed and solution focused planning on the best ways to accomplish the best service to Native American children and families while meeting the goals of the Tribe and OKDHS.

3/28/11, /30/11, 4/12/11, 4/27/11, 5/11/11 and 5/13/11: In office ICWA refresher trainings - A 60-90 minute training provided to workers in order to reacquaint them with the Indian Child Welfare Act history, policy and an emphasis on some procedural activities. Various resources were provided to the trainees and some case examples discussed.

Practice Model 'Golden Thread Staffing' are held monthly at 55H and the tribe has been extended and accepted several invitations in order to better understand the OKDHS Practice Model and behavioral based ISP planning.

Shawnee Area Native American Child Protection Team (SANACPT) attends monthly at which time various topics and events are discussed. This allows the sharing of information from several tribes and from Area III to tribal offices.

ICWA PARB has requested and OKDHS is providing an updated and more accurate listing of Native American children that are in custody in which ICWA applies.

Area IV Tribal Collaboration:

6/14/10 - Area IV Tribal/State Subcommittee workgroup meeting - Tribes in Attendance: Chickasaw, Sac and Fox, and Seminole.

Continued collaborative planning for Area IV cultural event to include both Tribal and DHS custody children whom are Native American.

6/15/10, 7/27/10, 8/17/10, 9/10/10, 3/15/11, 4/26/11, and 5/13/11 - Shawnee Area Native American Child Protection Team (SANACPT) meetings - Tribes who are a part of SANACAPT: Sac and Fox, Seminole, Absentee Shawnee, Cheyenne-Arapaho, Iowa, Kickapoo. (Note: on some dates not all tribes may have been in attendance.)

7/01/10, 8/24/10, - Meetings with ICW staff at Choctaw Nation headquarters. Activities for these meetings normally included staffing cases, exchanging resources, discussing placement options in cases in which children are not placed with relatives or are placed in shelters, discussing changes within OKDHS, i.e. staff, policy, etc. and upcoming Completing the Circle event in Area IV.

7/12/10, 8/25/10, 9/22/10, 10/14/10, 11/12/10, 3/29/2011, 5/18/11, and 6/15/11- Area IV Tribal/State Subcommittee Meetings - Facilitated meetings between ICW worker and DHS staff. Tribes who participate: Chickasaw, Absentee Shawnee, Cheyenne-Arapaho, Choctaw, Kickapoo, Citizen Potawatomi Nation, Seminole, Iowa Tribe and Sac and Fox. (Note: on some dates not all tribes may have been in attendance.)

8/05/10 - Meeting at Seminole Nation Headquarters - Staffed every case in Area IV in which a Seminole child is in DHS custody with ICW director. Discussed; permanency planning goals, placements, and progress on securing permanency for children.

8/18/10 - Invitation extended to the following tribes to participate in DHS Weekly Policy Training: Absentee Shawnee, Chickasaw, Cherokee, Choctaw, Citizen Potawatomi Nation, Sac & Fox, Iowa Tribe, Kickapoo Tribe, and Seminole Nation.

11/20/10 - Area IV Completing the Circle event in Shawnee. Please see description in Area III tribal coordinator's report.

3/03/11 - Facilitated meeting between Choctaw Nation ICW Pontotoc County CW staff. Staffed cases, reported updates on cases and provided ICW worker with paper documentation as requested.

3/15/11 - Invitation extended by Tribal Coordinator for tribes located in Area IV to attend an upcoming Area IV Supervisor's meeting. This would allow tribal workers and OKDHS supervisors to have face to face introductions and provide an opportunity for tribes to share their available resources.

3/28/11, 4/25/11, and 6/1/11 - Invitations extended to tribes to attend the Technical Assistance calls with Lorrie Lutz.

3/29/11 -Area IV Tribal/State subcommittee meeting in McAlester - Practice Model Implementation Training Team member facilitated the Family Team Meeting (FTM) training for the group. Tribal workers found this training to be very beneficial. As a result, the plan is for this training to be presented at an upcoming SANACPT meeting.

3/31/11 - Attended "Meet & Greet" Session between ICW workers from several different tribes and Lincoln County CW workers. The tribes presented all the resources they have available for families. Discussion was held in regards to notification to tribe when a referral is received, initiating investigations on tribal land, etc.

4/21/11 and 6/2/11 - Attended Tribal/State training subcommittee and exchanged information in regards to joint trainings as well as discussed creating future joint trainings with ICW workers.

6/07/11 - Met with Choctaw Nation Headquarters to pick up resource directories to distribute to CW staff. Also discussed some changes within OKDHS staff in Choctaw County and offered to help ICW workers with the transition and communication if needed.

6/09/11 -Extended invitation for Practice Model Implementation team member to facilitate training on FTM's, FFA, AOCS, and ISP's at tribal offices to the following tribes: Absentee Shawnee, CPN, Sac & Fox, Choctaw, Chickasaw, Cherokee, Muscogee Creek, Seminole, Kickapoo, and Iowa Tribes. As a result, training on FTM's and AOCS will be facilitated to Chickasaw ICW staff in Ada on 7/06/11. A date and time for training on FTM, AOCS, FFA, and ISP's to be facilitated to Citizen Potawatomi ICW staff in Shawnee is pending at this time.

Compliance with Indian Child Welfare Act (ICWA)

Identification of Indian Children by the State Child Welfare service agency

OKDHS policy states the following:

(a) At the earliest opportunity, the Child Welfare (CW) worker inquires about possible Indian heritage of all children for whom services are provided. This information is documented in the record.

(b) The Oklahoma Indian Child Welfare Act (OICWA) requires the state court to make a determination of the Indian status of a child when:

(1) the court is told by an interested party, an officer of the court, a tribe, an Indian organization, or a public or private agency;

(2) the child who is the subject of the proceeding gives the court reason to believe he is an Indian child; or

(3) the court has reason to believe the child resides in an Indian community.

(c) The court seeks verification of the Indian status of the child from the Indian tribe or the Bureau of Indian Affairs (BIA). The determination by the Indian tribe is conclusive. The BIA determination is conclusive in the absence of a contrary determination by the Indian tribe.

Along with the above policy, Instructions to Staff have been issued to address specific procedures for documentation and follow through with courts:

The Child Welfare (CW) worker makes every effort to identify the Indian heritage of children receiving CW services. Sources of information include the reporting party, DHS records, the IMS system, the child's parents and extended family, tribe(s), and the Bureau of Indian Affairs (BIA).

When the tribe is known or suspected, the Department notifies, at the earliest opportunity, the appropriate tribal CW program of involvement with an Indian child. The CW worker submits a written request on Form DCFS-59, Letter to Verify Tribal Membership or Eligibility and Extended Family by certified mail return receipt requested, to the tribe(s) or the BIA if the tribe(s) is unknown or uncertain.

If a response is not received within six weeks of the original request, a second Form DCFS-59 is sent by certified mail, return receipt requested, marked "second request."

After receiving the response from the tribe or the BIA either confirming or refuting membership or eligibility for membership, the local worker requests the court at the next review to issue a ruling as to the applicability of the Indian Child Welfare Act (ICWA).

If there is not a response to the second request, the CW worker documents the efforts made to determine the applicability of the Federal ICWA and asks the court to issue a finding affirming the Federal ICWA does or does not apply based upon the best available information.

Action Plan: Program Staff will work with OKDHS SACWIS system (KIDS) to identify the number of Indian children currently in custody in each county. A report will be developed to list the child's tribe, custody, placement, and current legal status. Evaluation of the report will occur at the local and state level. A process to randomly review cases as a child enters custody will be put in place in order to evaluate the appropriateness of tribal inclusion or exclusion should occur within the next 12 months. The process should resemble a focused CFSR supervisor's review that addresses the above questions. A method of reporting will be developed by KIDS and State Tribal Liaison.

Update

There has not been action on this during this year. This will be addressed in the work of the Tribal State Collaboration Workgroup as the group works to develop an ICWA Review process.

Notification of Indian parents and tribes of State proceedings involving Indian Children and their rights to intervene

OKDHS policy states the following:

The Indian child's tribe and the Indian custodian of the child have the right to intervene in a state court proceeding involving foster care placement or termination of parental rights. The tribe becomes an official party to the state proceeding after the motion to intervene is filed.

(a) The Federal and Oklahoma Indian Child Welfare Acts (Acts) are applicable to any child custody proceeding, which involves:

(1) foster care placement, including any involuntary action that removes an Indian child from the parent or Indian custodian for temporary placement and parental rights has not been terminated;

(2) termination of parental rights, including any action resulting in the termination of the parent-child relationship;

(3) pre-adoptive placement, including temporary placement of an Indian child in a foster home or institution after parental rights have been terminated, but prior to or in lieu of adoptive placement; or

(4) adoptive placement, including permanent placement of an Indian child for adoption.

(b) The Federal and State Acts do not apply to placements that are a result of delinquency unless termination of parental rights has been requested. The Acts also do not apply to divorce custody proceedings if one of the parents is awarded custody.

(c) The State Act applies to all state voluntary and involuntary proceedings regardless of whether the children are in the physical or legal custody of an Indian parent or Indian custodian at the time State proceedings are initiated.

Specific instruction is listed for the Child Welfare (CW) worker to provide all reports filed with the court to the tribal Child Welfare Services (CWS) worker.

Action Plan: Currently, the only data available on this issue is anecdotal. A process will be developed to randomly select cases where tribal involvement is indicated and assess whether or not notification has occurred. This will be accomplished via phone or letter surveys. The State Tribal Liaison will convene a group to develop this process. Data should begin to be available by the second year of this plan.

Update

There is not data available at this time for this issue. A process will be put in place after the ICWA Review process is developed.

Special Placement preferences for Indian Children

Tribal State agreements allow tribes to develop their own tribal homes specific to their own tribal standards for the placement of Indian children in state or tribal custody. Tribal State agreements may state a different order of preference as established by individual tribes.

OKDHS policy states the following:

Compliance with the Federal and State Indian Child Welfare Acts (ICWA) impact permanency planning for Indian children.

- (1) Placement preferences of the Federal ICWA are followed unless the state court finds good cause to alter the placement preferences.*
- (2) The child's tribe is included in permanency planning meetings, and encouraged to be active in the permanency planning process for the child.*
- (3) Active efforts are required in reunification efforts.*

Instructions to staff include the following:

The Child Welfare (CW) worker reviews the case file, including legal documents, to determine whether there is compliance with the State and Federal Indian Child Welfare Acts (ICWA). If there are questions about compliance, the CW worker staffs the case with a supervisor and determines whether additional staffing with the district attorney's office is needed. The CW worker makes contact monthly with the child's Tribe to identify any potential placements for the Indian child and to coordinate services to the child and family.

The CW worker continues to search for a placement resource that meets the first order of preference under the Acts, unless the Indian child is already placed with extended family. The CW worker documents all efforts in the Contacts screen of the KIDS case and in the Court Report. If a placement of a higher preference is identified, the Indian child is placed in that placement resource unless the court finds that good cause exists not to place in accordance with the placement preferences. The CW worker reviews the Tribal/State Agreement for Foster Care to determine whether the child's tribe's placement preference differs from the Federal Act.

The CW worker ensures that the tribal CW worker is advised of permanency planning meetings in a timely manner.

The CW worker documents all efforts to comply with the provisions of the Federal and State ICWA, including efforts to follow the placement preference and to provide active efforts to reunify. The CW worker includes this information in the Court Report and requests the court to make findings regarding efforts to comply with the Federal and State Acts.

The CW worker staffs a recommendation for termination of parental rights with the child's tribe prior to making such recommendation. The CW worker also considers the higher burden of proof for termination of parental rights, including the requirement for testimony from a qualified expert witness before making a recommendation for termination of parental rights.

If the child's Tribe is not in support of termination of parental rights, the CW worker requests assistance from the Tribe to determine what, if any, other services can be provided to the family to correct the conditions that led to the adjudication.

The CW worker explores alternative permanency planning options such as guardianship or supported permanency as needed to meet the needs of the child, if termination is not supported by the child's Tribe or there is not sufficient evidence to meet the higher burden of proof. [OAC 340:75-6-31.4

- 9. If termination of parental rights is requested, the CW worker assists in identifying an appropriate qualified expert witness as required by the Federal and State ICWA*

Action Plan: The data currently available will be analyzed to evaluate if this is currently occurring. This section will be included in any training plan developed with tribes and OKDHS staff.

Update

This will be addressed through the ICWA Review process.

Active efforts to prevent the breakup of Indian Families:

Tribal ICW staff is also included in Family Team Meetings in which reunification efforts are made. Tribal workers and families are invited to participate in cases involving OKDHS Indian children.

Many of the tribal resources are used for Indian children in state custody and their families.

Planning includes developing a resource directory for Indian children and families. OKDHS will collaborate with tribes and local DHS offices to develop the directory.

Tribal ICW staff is invited to Family Team Meetings in which reunification efforts are staffed. The case staffings in Area III have been helpful in assessing Active Efforts. The implementation of the practice model with the focus on the assessment of child safety, development of in-home safety plans, when appropriate, and the use of relatives as caregivers support preservation of Indian families. Tribes assist in the diligent search for kin process.

Use of Tribal Courts in child welfare matters; Tribal right to intervene in State proceedings or transfer proceeding to the jurisdiction of the Tribe:

OKDHS policy states the following:

Tribal courts have exclusive jurisdiction over any child custody proceeding involving an Indian child who resides within the reservation of such Tribe. The Tribal court shares concurrent jurisdiction with the state court in state court proceedings for foster care placement of, or termination of parental rights to, an Indian child not residing within the reservation of the Indian child's Tribe. The Tribe may request transfer of state court proceedings Tribal court.

OKDHS workers are instructed:

If a request for transfer to Tribal court is made, the Child Welfare (CW) worker staffs the case with the CW supervisor and then the district attorney to determine if good cause exists to request that transfer be denied. After termination of parental rights occurs, the child custody proceeding is no longer defined as either a foster care placement proceeding or a termination of parental rights, and transfer is not addressed under the Indian Child Welfare Act (ICWA). Objections may be made to request for transfer to Tribal court after termination of parental rights.

The Child Welfare (CW) worker requests the state court to schedule the next review hearing to ensure that state court proceedings continue until the case is actually accepted by Tribal court.

The CW worker continues to provide services to the child and family until there is official documentation that the Tribal court has accepted the case.

The CW worker contacts the Tribal Child Welfare Services (CWS) worker at least once a month until the case is officially transferred to and accepted by the Tribal court. The CW worker coordinates with the Tribal CWS worker to ensure that all information needed to provide care to the child is provided to the Tribal CWS program at the time of transfer, if it has not been available to the Tribe before.

Coordination with State's Federally Recognized Tribes: Responsibility for Protection for Tribal Children.

OKDHS continues to examine and refine new employee orientation, on-going in-service and supervisory training regarding ICWA. Components of ICWA training have been added to the Advanced Supervisor Academy.

The following OKDHS policy was refined and updated in May of 2005.

(a) When Child Protective Services (CPS) receives a report involving a child residing on state land who is either identified or believed to be Indian, the investigation or assessment is conducted according to OAC 340:75-3. The child's Tribe is notified and advised of the report and given the opportunity to accompany the Child Welfare (CW) worker on the investigation or assessment.

(b) When a CPS report is received involving a child known or believed to be Indian and the child is residing on Tribal land, the CW worker immediately notifies the Tribe of the report to allow the Tribe to assess the report and provide appropriate child welfare services. If there is not a Tribal social worker, the referral is made to the appropriate Bureau of Indian Affairs (BIA) office. State jurisdiction does not extend to an Indian child who is residing on Tribal land.

(c) The responsibilities of CW for reporting child abuse or neglect that occurs on Tribal land involving an Indian child victim and an Indian or non-Indian perpetrator are addressed in the Memorandum of Understanding (MOU) for Reporting and Investigating Child Abuse Criminal Offenses in Indian Country between the Oklahoma Department of Human Services (OKDHS), Tribal law enforcement and CPS agencies, BIA, United States Attorney's offices for the Western, Northern, and Eastern Districts of Oklahoma, Federal Bureau of Investigation (FBI), and Indian Health Services (IHS). The MOU requires that CW notify these entities of any report involving abuse, neglect, or both, of an Indian child that occurs on Tribal land. The MOU provides extensive guidelines for use and contact numbers and addresses for all parties who require notification of CPS reports.

(d) The investigation or assessment of reports of abuse, neglect, or both, of a non-Indian child residing or found on Tribal land does not fall under the jurisdiction of the Tribe. These reports are referred to CW for disposition.

Staff is instructed to follow the following guidelines coordinating with the appropriate Tribe.

CW worker responsibilities. The Child Welfare (CW) worker:

(1) refers to the Memorandum of Understanding (MOU) in the county office for guidelines for reporting abuse or neglect to a Tribe;

(2) inquires about Indian heritage on every child on whom a Child Protective Services (CPS) report is received;

(3) when the child is known or believed to be an Indian child, either at the time the initial report is assigned or at any time during the investigation or assessment process, contacts the appropriate Tribe.

(A) If possible, the Tribal CW worker participates in the investigation or assessment.

(B) When the Tribal CW worker is not available to participate in the investigation or assessment, the CW worker initiates the investigation or assessment within priority guidelines and continues with the investigation, per OAC 340:75-3;

(4) verbally notifies the Tribal CW program within 12 hours when a report is received involving an Indian child on Tribal land.

(A) If the Tribal CW worker is not available, the Bureau of Indian Affairs (BIA) is contacted to respond to the report.

(B) The CW worker notifies all parties by phone and in writing as directed in the MOU;

(5) when a report is received involving a non-Indian child on Tribal land, notifies the appropriate Tribe as a courtesy to advise of a report on Tribal land that involves a non-Indian child. Arrangements are made for state law enforcement and tribal law enforcement to accompany the CW worker entering Tribal land;

(6) inquires of the Tribe to determine whether the child is or was a ward of the Tribal court and documents the response on Form CWS-KIDS-3, Report to District Attorney; and

(7) when a child is removed from the home, verbally notifies the child's Tribe by the next working day.

Overview of Tribal Action Plan: Emphasis will be placed on tribal coordination and collaboration at the local level and tribal inclusion in the Practice Model. Tribes will be consulted in developing the training and evaluation systems for the State. Training will be presented at the local level with tribal participation. At least once per year, OKDHS supervisory staff in each area will receive training related to ICWA during one of the regularly scheduled quarterly meetings. Initial training for child welfare workers (CORE) will present specific information regarding documentation of tribal involvement and notification to tribes when a possibility of membership may exist. Designated local OKDHS tribal liaisons will participate in structured training focused on ICWA, E-KIDS access, data gathering, and input.

The OKDHS Tribal Liaison will schedule six CFSR case reviews utilizing tribal staff as peer reviewers and county child welfare staff. The sample will consist of a representation of a sufficient number of tribal custody youth from the largest tribes in the state.

OKDHS will develop a plan to evaluate the current data and conduct random checks to evaluate the accuracy of the data related to tribal children and youth. Results of this evaluation will be shared with the tribes and courts.

Update

Training has been provided in each Area by the Legal Staff assigned to ICWA. The curriculum for CORE is in the process of revision with a strong emphasis on skill-based training. A case scenario is in the process of being developed. The case scenario will include strong ICWA components, and will provide an opportunity for CORE participants to incorporate ICWA policy into practice.

The CFSR case reviews were not pursued this year. The resolution of issues related to the Tribal State Agreements took precedence over this. Either a review of this sort or participation in Permanency Round Tables for Tribal custody children will be pursued over the next twelve months.

Health Care Services

Health Oversight and Coordination Plan

Representatives from Oklahoma Health Care Authority (OHCA) and OKDHS met on January 13, 2009, to develop the Health Oversight and Coordination Plan and held a subsequent meeting on May 21, 2009, to discuss the Medical Passport portion of the plan. Also in attendance at these meetings was the OKDHS Medical Director, a pediatrician who is contracted to assist OKDHS in addressing health issues for children in OKDHS custody.

The following outlines the oversight and coordination plan:

1. A schedule for initial and follow-up health screenings that meets reasonable standards of medical practice:

Oklahoma's utilizes the current Medicaid/EPSDT schedule. The policy is as follows:

Early Periodic, Screening, Diagnosis and Treatment (EPSDT) screening is required according to the schedule of frequency or at a minimum an annual physical exam. In addition, the Oklahoma Department of Human Services (OKDHS) provides as soon as practicable after the filing of the petition an initial health screening for each child placed in OKDHS emergency custody, to identify any health problems that require immediate treatment, diagnose infections and communicable diseases, and evaluate injuries or other signs of abuse or neglect. The law requires OKDHS to provide medical care as necessary to preserve the child's health and protect the health of others in contact with the child;

- yearly behavioral health or developmental screening and if recommended, a behavioral health or developmental assessment, within 60 days of the screening;
- yearly dental exam for children over three years of age. Children under the age of three years receive dental services as needed;
- immunizations initiated and kept current;
- visual and hearing evaluation exams and corrective lenses or hearing aides, if indicated;
- outpatient or inpatient behavioral mental health treatment, when appropriate;
- physician's services, if the child is sick. This service is not considered a physical exam; and
- follow-up and referral services as recommended by a qualified professional.

Update

During this past year, the Oklahoma Children's Health Plan: Keeping Kids Healthy 2011 – 2014 was developed as part of the Oklahoma Health Improvement Plan. This was directed by the legislature in 2009. Marq Youngblood, OKDHS Chief Operating Officer, and Dr. Deborah Shropshire, OKDHS Medical Director,

presented information in 2010 to the OHIP Children's Health Plan Panel to help create the plan. The plan is located on the OK Department of Health agency website at <http://www.ok.gov/health/documents/OHIP-ChildrensHealthPlan.pdf>. The following goals are identified in the Children's Health Plan:

- By December 2011, implement a medical health passport that electronically provides a custody child's health and education related information to placement and medical providers and allows for portability between service providers.
- By December 2011, develop a strategic plan for a "trauma-informed" Child Welfare system.
- By December 2011, implement procedures for a single statewide screening and intake process for behavioral health services.
- By December 2011, offer target interventions to 200 health care professionals and 300 individuals (i.e., case workers, foster parents, teachers, judges, etc.) at the community level about health care for children in foster care.

2. How health needs identified through screenings will be monitored and treated:

The Child Welfare (CW) worker is responsible for ensuring, in coordination with the parent(s), when applicable, and placement provider, that a child in out-of-home care timely receives all needed routine and specialized medical care, including medical, dental, visual, and counseling needs.

3. How medical information for children in care will be updated and appropriately shared, which may include the development of an electronic health record:

OHCA has staff that provides CW staff with the OHCA records for all children who enter care, for children who are being placed for adoption, and for youth exiting care. This is available statewide. The information provided includes, but is not limited to, immunizations, providers, EPSDT recommendations, diagnosis, and previous and current prescription medications. There is designated staff in each of the six areas who enter the information into the SACWIS system in order for the information to be available to all assigned CW staff and to enable the provision of appropriate services. The information that is input into the SACWIS system prints off on the Placement Provider Information report which is given to placement providers upon or within fourteen days of placement.

Future plans regarding how the child's current information is input into the SACWIS system are addressed by the creation of a Passport Program. The Oklahoma legislature passed legislation that becomes effective on July 1, 2009, which mandates that OKDHS will establish a Passport Program for children in the custody of OKDHS. The Passport is to be a compilation of the significant information for a child, in particular, education, physical, and behavioral health records. The Passport is to accompany each child to wherever the child resides as long as OKDHS continues to have custody, and OKDHS is to provide for a secure database in which to store the information. OKDHS has held meetings on April 6, 2009, and May 4, 2009, to begin to discuss creation of this electronic health record. A meeting is scheduled for June 23. The initial version of this Passport is anticipated to be in place within the next year.

Access to the OHCA system by the two Fostering Hope clinics, one in Oklahoma City and the other in Tulsa, has improved the flow of information regarding the previous Medicaid history of a child. This access is planned to be available for all physicians. There is discussion with OHCA regarding broader provider access and an incentive for physicians to update the system from their offices.

A possible method of case management, either in OKDHS or in the OHCA, is a topic for future discussion. The OKDHS medical director has obtained information on another state's case management system that was provided to both OKDHS and OHCA.

Update

Oklahoma implementation of a Child's Passport is nearly complete. This web-based access for the placement provider will include both information from the SACWIS and a data interface with the Oklahoma Health Care Authority (OHCA). The OHCA information will include any medical information on a child if the child was a recipient of Medicaid and will update the child's current medical information while the child is in out of home care. Due to an update to the OHCA computer system, a delay in the data exchange was experienced. Progress is being made to get this completed but the first phase of the passport will not include the OHCA information. As soon as the interface is complete, this information will be integrated both into the Child's Passport and the SACWIS system. The

projected plan for implementation of Fall, 2010 was not met due to technical issues, including but not limited to the OHCA interface and assuring the document was 508 compliant. The Child's Passport is being piloted by resource parents. As soon as the pilot is complete and all identified issues have been addressed, a roll-out plan will be developed for statewide implementation. A workshop was presented at the annual Pathways in Adulthood Conference on the Child's Passport on June 3, 2011.

4. Steps to ensure continuity of health care services, which may include the establishment of a medical home for every child in care:

The OHCA authority has developed a medical home model. This model provides incentive for physicians to provide care for children in out-of-home care through a higher case management payment. If the physician has indicated in their plan of care the willingness to provide this type of care and this physician has been selected as the primary care provider for the child, the physician will receive the higher case management payment. There are steps in the process to increase the number of children in out-of-home care who have selected a primary care physician. In the past, these children were fee-for-service and did not select a primary care physician. The plan is to develop an agreement between OHCA and OKDHS that allows the care provider to select the medical provider for children in care via the OHCA helpline. The placement provider placement form will include instructions regarding selecting a provider, and training will be provided to CW staff. An article will be placed in the Connections newsletter that is sent to each foster care provider in order to increase knowledge of this new option. This will not affect the ability for the child to be seen by other physicians in case of emergency or due to the movement of a child, but is intended to encourage the medical home model for children in out-of-home placement.

Update

An agreement was developed between OKDHS and OHCA in SFY2010 to allow a placement provider to select the medical provider; however, this plan continues to remain unfinalized. Continued efforts toward finalization will be made in the next year.

5. The oversight of prescription medicines:

OKDHS continues to contract with the OU Department of Pharmacology. This contract provides for the review of medication regimes for children as requested by Child Welfare staff or provider agencies. Children for whom the service was recommended are those who have been taking two or more psychotropic medications which have not changed over a period of time (three or more months), children who have had medications added and none reduced or changed, children whose behaviors are continually increasing even with medication changes, children who are taking two or more anticonvulsants for seizure disorder, children who are taking five or more of any medication, and children under age 5 who are taking psychotropic medications. (These are recommendations to CW staff and providers.)

New statute was passed effective May 21, 2009, that includes in the definition of extraordinary medical care and treatment to include the provision of psychotropic medications. If the parent is unwilling or unable to consent, a court order is required. In the past, the County Director or designee was able to consent, but this statute eliminates this ability. This will provide more judicial oversight of the provision of psychotropic medications.

Update

The new statute in 2009 was not accepted well by the medical community due to the amount of time needed to obtain consent. New legislation was introduced during the 2010 legislative session to change psychotropic medications to being defined as routine and ordinary medical care. This definition would then modify the consent process. This statute was amended effective June 7, 2010. Psychotropic medications are no longer defined as extraordinary medical care. They now come under the definition of routine and ordinary medical care. However, continue to require consent when a new psychotropic medication is prescribed. In February 2011 the consent form used specifically for psychotropic medications was updated to include additional information about all medications a child is prescribed and their possible side effects and interactions, and to include a reason the child is being prescribed such medication. This change was initiated at the

field level, because staff indicated they wanted more information prior to authorizing the dispensing of psychotropic medications. We continue to have the pharmacological review process that is encouraged when children have multiple psychotropic medications or very young children are placed on these types of medications.

6. How the State actively consults with and involves physicians or other appropriate medical or non-medical professionals in assessing the health and well-being of children in foster care and in determining appropriate medical treatment for the children:

OKDHS continues to contract with a physician and a psychologist to provide case specific and system improvement consultation. Both of these medical professionals are contracted on a part time basis. The physician is an active member of the Health Oversight and Coordination Committee.

Update

OKDHS continues to contract with a physician and a psychologist to provide case specific and system improvement consultation. Both of these medical professionals are contracted on a part time basis.

The physician is currently working on a research project to evaluate the baseline presence of obesity/overweight in children entering custody. Upon completion, this information will be shared with CFSD to help guide health policy and programs for keeping these children healthier while in custody. This physician is generally interested in obtaining a better understanding about what health issues are present in children when they are placed in the custody of OKDHS and how to be strategic at improving their long term outcomes.

The psychologist was involved with a workgroup that involved OHCA, ODMHSAS, CCAN, and CW which was focused on how we could promote a more trauma informed CW system. This workgroup was the result of a large committee “OKDHS Improving Outcomes for Children in Custody Workgroup “ which included representatives from OHCA, ODMHSAS, and CW, and others. The Chief Operating Officer of OKDHS was the CW administer behind the formation of the larger workgroup. This trauma informed workgroup has been and is anticipated to be instrumental in the current Chadwick initiative toward becoming a Trauma Informed Child Welfare system.

This past year OKDHS began expanding the Integrated Assessment and Mental Health Screening project to include all of the Oklahoma County staff working with permanency planning cases. The courts in Oklahoma County have been very positive and receptive and in some cases prior to county-wide implementation, were ordering staff to have these assessments completed, when they were not a part of the project. Staff have been very positive and feel they have more quality information that assists them in identifying more appropriate services for the families they are working with.

Through the psychologist’s work with Casey Family Programs on the mental health screening project, efforts are being made to facilitate a workgroup to provide guidelines for psychological assessments for children in the custody of OKDHS and their parents. Several states have worked to develop guidelines in this area at different levels. The psychologist and the Casey Family Programs representative have spoken with other states about this issue. Plans are for Casey Family Programs to sponsor a collaborative workgroup that would involve several of these states and Casey Family Programs. This would enable the states involved to create consensus guidelines that are backed by Casey Family Programs. The involvement of Casey Family Programs in the creation of these guidelines is believed would reduce the public perception that the guidelines were developed by one psychologist or CCAN. The Casey Family Programs representative is currently drafting a proposal that is going to be submitted to Casey Family Programs leadership.

7. Steps to ensure that the components of the transition plan process that related to the health care needs of children aging out of foster care, including the new requirement to include options for health insurance, information about a health care power of attorney, health care proxy , or other similar document recognized under state law, and to provide the child with the option to execute such a document are met.

Update

This requirement is addressed in the Chafee Foster Care Independence Plan.

Disaster Plans

Natural disasters, man-made crises, or medical events can affect the routine ways the Oklahoma Department of Human Services operates and serves children, youth, and families. OKDHS has appropriate disaster plans in place that comply with the Children and Family Services Improvement Act of 2006.

The Information Security Office maintains the Incident Command System (ICS) for the agency; the ICS was created to fulfill Business Continuity, Disaster Recovery, Continuity of Operations, and other Incident Response capabilities. The ICS is designed with an all hazards / disaster / emergency approach; it incorporates the required structure from the Federal Emergency Management Agency (FEMA) – National Incident Management System (NIMS). The structure is required to interface with all local, state, and federal emergency and disaster services. The ICS gives the ability to expand the level of operations needed to respond to any type of emergency, within the ICS there are defined roles and responsibilities that extend beyond emergency and disaster response, but into preparedness planning, mitigation, controls, accountability, and sustainability.

Child Welfare staff maintain links with community resource partners who provide emergency services, shelter and support for families with children during disasters. They provide expertise for meeting the needs of children and adults with physical, sensory, cognitive or intellectual disabilities affecting their ability to function independently during disasters.

During heat alerts and power outages, CFSD staff contacted each of the therapeutic foster homes and group homes to verify services were intact, and clients were receiving good care. Similar contacts were made with clients in the independent living programs. Child Welfare supervisors worked with Field Operations staff to update the Emergency Operations and Continuity of Operations plans for their local offices.

Each time the OKDHS Incident Command System was activated, it was done in coordination with the Oklahoma Emergency Management Agency. After action reports and planning meetings followed each event and any lessons learned were incorporated into the OKDHS Incident Command System.

To fulfill the requirements of the OKDHS Policy:2-45-12 and the Incident Command System each OKDHS County Office in the state must have a disaster and emergency plan; and to be updated as annually. There is an emphasis on vulnerable children and the responsibilities of the foster/kinship/pre-adoptive resource parents and agency workers to ensure services are provided for all children in the custody of the OKDHS. Each county plan details a protocol to respond to new Child Welfare cases and how to provide services in areas adversely affected by a disaster.

Child Welfare staff and resource parents are required to contact each other in the event of a disaster. Beginning July 1, 2007, a Disaster and Emergency Plan Information Sheet, listing and describing all children in the resource home, will provide guidelines for agency workers and resource families. The information sheet is not included in this report, but can be made available upon request.

Therapeutic Foster Care (TFC) agencies have the responsibility for assuring children placed in certified homes are safe during emergency situations or other disasters. TFC parents are required to call the provider agency's on-call cell phone number to report the status and needs of children, and in turn, the TFC agency area manager will report to the appropriate OKDHS county office 1-800 number. If the county 1-800 number is not in service, the TFC agency will contact the OKDHS State office.

In the event of a disaster, providers in OKDHS operated and contracted group homes have identified the person to contact to report the status and needs of children in OKDHS custody. A spreadsheet has been developed listing all contact persons for facilities in which OKDHS children are placed. This spreadsheet is maintained electronically with the agency and a paper copy will be retained by agency staff at home. Due to space limitations, this spreadsheet is not included in this report, but can be made available upon request. All providers and agency staff have been given the phone numbers for local sheriff and police departments, as well as other emergency personnel.

OKDHS has developed a plan with AT&T to "re-point" the statewide Child Abuse Hotline to an appropriate location within a 24-hour period. If the statewide hotline becomes unavailable, the local agency staff is responsible for notifying the public of the situation through radio, television, email, and notification to the local police. In addition, the OKDHS Incident Command System will be activated, for support. Available UPS battery packs can run the phone lines for a few hours if the electricity is out while other emergency plans are being put in place. If necessary, paper forms are available on which to take new referrals and other information. A message will also be posted on the OKDHS Internet homepage advising the public to contact the county office to make child abuse and neglect reports. A link to each individual county will be available along with phone numbers and a message to contact law enforcement if there is an emergency.

OKDHS has also provided encrypted Tablet PCs to all child welfare workers and supervisors to allow greater flexibility to work where needed. Tablets may be utilized to access the OKDHS Network and critical applications by making a connection to the internet by using Wi-Fi, Dial Up, or Hi Speed Data Cards and by also an encrypted secure Virtual Private Network (VPN) and Terminal Server (TS) software. The goal is to provide one data card for every 2-3 child welfare staff in the field. This access allows teams of staff to relocate to any area of the state that may be impacted by a disaster. Significant work was done to the remote access infrastructure to accommodate access by additional users.

The two OKDHS operated shelters for abused and neglected children have an extensive Emergency Operations Plan in place that identifies an alternate facility for use when children are displaced or adversely affected by a disaster. The Emergency Operations Plans for the OKDHS shelters are not included in this report, but can be made available upon request. Tablet PC's and Data Cards are also being provided to each OKDHS operated shelter and group home to have in case of a disaster.

Update

During the past year, Oklahoma has suffered from droughts, tornados, high winds, flooding, heat alerts, power outages, wildfires and severe winter storms that caused multiple office closures around the state on several occasions. The amount of office closures this year due to severe weather far outweighed any year in the past; and the amount of natural disasters in which emergency responses were needed has been higher in the past three years than any other time in reported history. The Children and Family Services Division (CFSD) is currently in the process of working with the Information Security Office to improve and update the disaster plan that encompasses our most vulnerable clients, which are foster families, therapeutic foster families, group homes and shelters, in the event an emergency arises, whether it's man-made, a natural disaster, or medical emergency. During the past year, there were gaps identified in service delivery to our vulnerable clients. One gap identified during the recent tornado outbreak and wildfires is that the plan only accounts for short-term assistance. However, to prevent disruptions in placement and to minimize trauma to children and families, a long-term plan to help our vulnerable clients will be developed. With the help of the Information Security Office, County Offices and Community Partners, these gaps will be filled in with the development of CFSD's disaster plan. The plan being developed will build off the existing plan stated above to ensure that all CW staff, foster families, therapeutic foster families, group homes, shelters and other families served by OKDHS are safe during any type of disaster.

SACWIS Disaster Recovery Plan

A test of the SACWIS Disaster Recovery Plan is scheduled for Fall 2009. The objective of DR Project is to fully test disaster recovery for the KIDS application and data. The ultimate test of disaster recovery and the target of this project are to have KIDS users able to exercise the full KIDS application functions from their

own offices utilizing restored production files (or copies) residing on the disaster recovery platform at the disaster recovery location. In order to exercise this test, OKDHS will need to contract for system time and file space at an existing site. The equipment should be equivalent to what we would need during a real disaster. The current plan is to lease time from IBM at one of their facilities.

The objective of the agency-wide OKDHS DR Project is to design and implement a hot site at an alternate facility, which would be tested on a regular basis. We are currently in the planning phase of the project. It is unknown if the hot site will be ready in time to complete the alternate facility portion of the test for KIDS. Therefore, it is currently planned to not rely on that Project to have the hot site ready in time, but to lease the appropriate test time at IBM’s facility.

Update

A Disaster Recovery Exercise of the KIDS and eKIDS Applications will be conducted on September 20 – 23, 2011. Primary objectives include recovery of the operating system, storage areas, various connections, database files and tables, control files, and connectivity. This year the DR exercise will be executed for the KIDS application in a separate DR environment at the OKDHS DSD Data Center so that we can make the identified process improvements and test the recovery processes. Test scripts will be followed and independent testers will make validation of content and functions. This testing will include both KIDS and eKIDS.

Oklahoma’s ultimate plan for agency-wide disaster recovery continues to be to implement a hot site at an alternate facility and to test that site regularly. With the approval by the Oklahoma legislature of statewide IT Consolidation, there is a consideration that OKDHS would be included in a statewide DR Services contract. We will be working with the State CIO on that option. Should that option not be available by 2013, the DR exercise for FY 2013 would return to the contracted offsite recovery location in Boulder, Colorado

The Business Continuity planning activities that are scheduled for OKDHS Fiscal Year 2012 (Starting July 1) will focus on updating the Business Impact Analysis, development of a Business Continuity Plan, and a table top exercise.

Monthly Caseworker Visits

The following table below indicates Oklahoma’s current performance in relation to target percentages. Oklahoma is:

FFY	Target Percentage	Reported Percentage	Discussion
2007	N/A	72.4%	Baseline data resubmitted 05/15/2009
2008	45.5%	73.1%	Exceeds target
2009	65%	75.7%	Exceeds target
2010	80%	81.6%	Exceeds target
2011	90%		

Strategies to Meet Target Data Percentages

The following strategies for improvement are data and practice oriented and include documentation and monitoring:

1. Staff will continue to utilize the tablet PCs and remote accessibility in order to more efficiently document worker visits
2. Documentation of worker visits with children in tribal custody through SACWIS. The CFSD tribal liaison will work with tribes to increase this documentation.

3. Provide training and ongoing monitoring of progress.
 - Emphasize to supervisors and workers the need to document all caseworker visits. Due to the policy expectation, emphasis is currently placed on documenting only those caseworker visits that occur in the child's place of residence (placement or own home).
 - Ongoing monthly and/or quarterly monitoring, exact procedures to be determined by individual areas/counties.
4. Provide assistance to supervisors in on-going monitoring of the WebFocus federal caseworker visitation reports.

Update

Oklahoma continues to make progress toward achievement of the 90% goal. This topic was discussed at the Human Services Center meeting in September. An e-mail was sent to all staff to remind of the importance of documentation of these contacts. Training regarding monthly caseworker visits was provided to CW Supervisors at their quarterly meetings during the first quarter of 2011. As the documentation of children in tribal custody continues to show a need for improvement, a workshop on how to document contacts in E-KIDS was presented at the Oklahoma Indian Child Welfare Association conference on November 18th and 19th, 2010 in Tulsa, OK. During the workshop, input was received from tribal partners regarding E-KIDS in order to determine what would assist them in entering these contacts. One suggestion was to create the ability to print a contact after the contact was entered into KIDS. This would allow the tribal worker to print off the contact for the tribal record and would eliminate the duplication of effort. This enhancement was requested and will be released in E-KIDS.

In May 2011, OKDHS rolled out the Four Disciplines of Execution training that includes lead measures to increase the contact between CW workers and parents and to increase the visitation between parents and their children. These focused efforts are anticipated to not only increase the frequency of contact with parents and between parents and children but also enhance the frequency and quality of contact with children and improve efforts at timely permanency.

There will be no modifications to the current plan. Each action step will continue next year. CFSD staff continue to monitor the report and provide assistance to the counties when questions arise.

Technical Assistance

Update

MEPA Training

June 2010 update: On-site training was completed for "training of trainers." The NRC for Adoptions trained twenty-six trainers on Title VI placement and recruitment. The training was completed on May 8-9, 2010. The State is developing a plan for how to move the training statewide. There were questions regarding materials that were provided, brochures/manuals. Need to continue the discussion on the State side about how to move forward. Discussed the idea of bringing trained staff back together to create a strategic plan for how to move forward statewide. Looking at August for this meeting. There is some overlap potential for this T/TA request with the issue of placement stability. Need to keep that issue in mind as strategic plan is developed.

September 2010 Update: Oklahoma staff have been working with AdoptUsKids regarding a recruitment plan. They would like to conduct a recruitment conference in November 2010. Following the conference they would like the NRC to return to the State to help with the strategic planning. Although the train-the-trainers finished in April 2010, the staff who received the training did not feel as though they could move forward with training staff due to the difficult subject material. They have asked for additional training. As a result, Oklahoma staff have been looking into the option of MEPA (Multi-Ethnic Placement Act) online training for staff. The strategic plan is not yet completed as State staff have decided to focus on MEPA within the area of recruitment first, and then will include MEPA training to the field online. The NRC for Adoptions is helping the State develop strategies to address the MEPA issue. State staff have been connected with staff in Texas who already have done MEPA online training. Oklahoma and Texas plan to collaborate on this as they both begin the work. The State has undergone organizational changes that have impacted its ability to complete the strategic plan prior to now. The intent is to complete the strategic plan by the end of the 2010.

December 2010 Update: A collaborative onsite visit was conducted on November 2-3, 2010 with the NRCA and NRCRRFAP. Ten counties with the most significant placement issues were identified to attend the kickoff. The event focused on diligent recruitment and MEPA. County directors attended the event to look at the issues of recruitment and placement and attend the MEPA presentation. Most of the directors left the meeting with a renewed interest in the use of recruitment and with the beginning of their recruitment plan. Work continues with the State on integrating MEPA throughout the life of the case. The State is continuing to pursue the use of the Bridge to the Future grant to do the MEPA online training. This is still in process and the training is still in the development stages.

March 2011 Update: Oklahoma DHS has a new program manager over their training department. They are in the process of redoing their "CORE curriculum". They are moving from a policy base training model to skill based training model. They are designing MEPA to be both a "stand-alone" training as well as being a part of the CORE curriculum. OK DHS is asking that the NRCA stay involved until at least July 2011, as they will need to receive consultation, research and support to integrate the MEPA related work into their practice.

June 2011 Update: A meeting was held with Mark Carson in the Training Unit on March 30th regarding MEPA. Key points discussed:

- 1) Provided training with a copy of the MEPA training Packet received at the NRCA's MEPA TOT and Mark will review so he can cover it in CORE. Anticipate incorporation to be ready for July 2011 new CORE group. May require consultation conference call with the NRCA after completion.
- 2) Once on-line training is completed, it will become a Pre-Core activity, for staff to complete the training prior to MEPA being discussed in CORE. Still in the beginning stage for the on-line the information but it has been provided to the storyboard writers.
- 3) Once MEPA on-line training is completed it would be mandatory for all current child welfare staff and available for staff to review as needed. This is being developed through the Bridge to the Future grant. Will submit for review as it is draft stage.

Permanency Planning/Placement Stability

The NRC for Permanency and Family Connections has provided resources on kinship caregiving and redirected this T/TA request to NRC for Data and Technology to look at the issue of placement stability. A peer-to-peer referral was made for Oklahoma to work with Clark County, Nevada. Margaret Linnemann needs to confirm if she was able to connect with Nevada. Current data evaluation is looking at what point in the placement does placement stability become and issue. Need to have another call with the State and include some additional staff, looking at the reports that are already out there and what is happening in the area of stability to see what needs to be done. More work is necessary in the exploratory stage before going onsite again for a data review. September 2010 update: Lynda Arnold from NRCCWDT was going to look at the data, but Margaret is on leave and it was not clear whether or not the evaluation was completed. The next site visit will be a combined visit with several NRCs on October 13, 2010. This will be the next step for this T/TA and discussions will happen on how to move forward in this area. This piece of work will be greatly impacted by the work done with NRCOI on developing a State-level stakeholder collaborative to improve the service array in Oklahoma. As a part of this work, the NRC will be looking at data and case records for a review and issues impacting placement stability. Following the review of the information a strategic plan will be developed that will address these issues. Oklahoma has been involved with Casey Family Programs on a breakthrough collaborative on placement stability. A kickoff call was scheduled for August 31, 2010. The first session of the collaborative will be the end of October, beginning with a focus in Tulsa County, with plans to move statewide.

October 2010 Update: Site visit with NRC-CWDT on October 13, 2010; Mary Grissom and Amy White will participate on CFSR State lead conference call on October 20, 2010 regarding Florida's experience in exploring placement stability. Afterward, Amy and Mary will set up a call with Lynda Arnold to further discuss the approach and data needed around placement stability.

December 2010 Update: A lot of work has happened in the area of permanency planning. A joint onsite meeting was held with NRCOI, NRCCWDT, NRCCPS and the Region Office to work on the issues of placement stability, identify priorities and combine safety and stability in placement. A work plan has not yet been completed. Joe Murray and Anna Stone are working together on the issue. NRCCWDT did some work with the State on the types of reports that were being done in this area. Dana Huckabee reported that the joint NRC meeting was originally planned to focus on the service array issues but tied into the data needs and safety

issues. Placement stability issues need to be further explored. NRCCWDT will likely go back onsite, maybe in January, to further pull together the work plan for this TTA. No dates have been set yet. The work around the service array and safety work need to be separated.

February 2011 Update: Joe Murray met with Amy White on December 30, 2010. He subsequently had conversations by telephone with TTA providers and agency leads for the multiple efforts affected by / designed to impact placement stability. Joe and Amy conferred by phone on January 25, 2011 and have a meeting scheduled for 03/04/11 to review information Joe has assembled to date and explore approaches to data selection and analysis.

March 2011 Update: Joe Murray (NRC-CWDT) met with Amy White and reviewed (a) conversations he had with T/TA providers and their lead program contacts and (b) initial trend data - state and PIP counties levels - drawn from SDP composite spreadsheets. Data reviewed revealed little indication of trends within and across counties suggesting analysis occur not only at state but also county levels. Possible involvement of Bridge Consultants (already involved with counties in using data in recruitment and retention efforts) will be explored. Amy will identify resource person to talk with Joe about data currently available as well as capacity to draw addition data and develop new reports.

June 2011 Update: Joe Murray used the State's last four federal fiscal year data composites to chart trends in the stability measures for the State and those ten counties which are the foci in the PIP. Upon review with Amy White in early March, it was agreed that any assessment should occur not only at the State but county levels as well. Links were explored between placement stability and current programmatic efforts. Currently, efforts relating the Bridge incorporate consultants (program staff) using data with the individual counties toward developing recruitment and retention plans. It was decided to approach Bridge Leadership about the possibility of their involvement in specific aspects of the placement stability work. Joe Murray met with the Bridge Leadership during their May 6th meeting. Discussed was their possible involvement in: (1) development of a common message as to the importance of placement stability; (2) identification of data desired to inform placement stability; (3) assistance to counties in interpreting data; and (4) assistance to counties in selecting and affecting programmatic interventions. They subsequently indicated their interest in participating in every step and specific tasks and expectations are being developed for inclusion in a work plan. On May 5th, Joe Murray met with Marvin Smith (CQI Data and Technology) while Aiyana Pucci (NRC-CWDT) participated via webinar. NRC-CWDT provided syntax and assisted Marvin in building a dataset which allows queries to view the placement stability measures by sub-populations determined by AFCARS fields (this syntax is in development and the application was trial). The stability measures were produced (FFY10) by age and by gender as a beginning point – both statewide and by county. As the process continues of identifying what data to look at in exploring placement stability, this dataset may be quite useful.

Strengthening Oklahoma's Engagement with Community Stakeholders and Improving the Service Array

June 2010 update: request was approved by Regional Office on 02/22/2010. A planning call was to be arranged with OKDHS, RO, and NRCOI. After the call, the goal is going to change significantly. There was a meeting with the State on 5/27/10 that will impact how they move forward. The meeting was initially planned to cover a selection of six counties. It was then scaled back to one county with a focus on developing a child welfare steering committee. The State is requesting T/TA to help assemble a team to work on community development. Participants on the TTACC call discussed the possibility of bringing NRCCWDT in to assist with an examination of the date but decided that this was not needed at this time.

September 2010 Update: This T/TA has changed from the original request. The next conference call is scheduled for 9/20/10. The plan is to create a State-level stakeholder collaborative and ultimately to help improve the service array in Oklahoma. This is an item on the Program Improvement Plan, and the State is currently renegotiating and redrafting the PIP so its language accurately reflects the intended new path. Additional updates will be available after the October meeting with the NRCs. October 2010 update: on-site visit with NRCOI (Steve Preister) on 10/12-10/13-2010. OKDHS has a scheduled meeting on 10/29/2010 and will share the results with NRCOI and RO on 11/3/2010 in order to identify next steps.

December 2010 Update: During the recent onsite visit and ecomap was created with the State staff of internal and external stakeholder to look at relationships. This will be used as the base to develop a recruitment plan. Deborah Smith stated they are exploring the possibility of using current stakeholder groups that

function as monitoring groups. The groups would need TTA to support the groups in learning the planning function. State management needs to make decisions regarding what groups they would like to use and how they would like to move forward. It is expected that the next steps will be identified by the end of December.

March 2011 Update: Background information: on October 12, 2010 a group of DHS internal child welfare stakeholders met with Steven Preister of the National Child Welfare Resource Center for Organizational Improvement, Lynda Arnold of the National Resource Center for Child Welfare Data and Technology, and staff of the Administration for Children and Families at Federal Regional Office in Dallas to discuss the creation of a state child welfare collaborative or joining an existing collaborative as a vehicle for better working partnerships with stakeholders. At this meeting, we defined what the participants thought would be the purpose of such a collaborative.

A conference call was held on March 28, 2011. Participants included Dana Huckabee from the Regional Office, Deborah Smith, State Child Welfare Director, Larry Johnson, Director of Field Operations, Steven Preister from NRCOI, and Tamisha Peanort from TTACC. Deborah Smith and Larry Johnson reported on their March 18, 2011 meeting with staff of the Planning and Coordinating Subcommittee of the Oklahoma Commission for Children and Youth (OCCY). Deborah and Larry reported major progress on three fronts: (1) This OCCY Subcommittee has the interest and the capacity to serve as the state-level community collaborative for child welfare, including state-level barrier "busting" in service array improvements; (2) OCCY has local collaboratives in many of the OK counties, including in most of the 10 implementation counties, and these can be used to address service array improvement needs at the local level; (3) two of the OCCY Subcommittee staff/members, Ms. Brandy Smith, and Dr. Gary Felin, will help the local county collaboratives get the technical assistance they need to become better functioning collaboratives. So at this point in time, Oklahoma does not need onsite technical assistance from NRCOI or NRCCWDT on this initiative. However, another conference call meeting was scheduled for May 31, 2011 of the same participants to see if any TA needs emerge between now and then.

Oklahoma Market Segmentation

On 12/20/10, the State requested T/TA to help learn more about its successful resource families in order to develop a more focused recruitment message. The goal is to recruit additional resource families who will meet the needs of the children coming into care. CFSD staff, field operations staff, Office of Communications, and Design Services are all involved. Market segmentation is a type of recruitment Oklahoma has not previously used. It could increase the State's ability to target resource families similar to currently successful ones. Market segmentation also provides additional information about current and potential family demographics, enabling the State to create a more effective recruitment message. Over the course of 2011, the NRCRRFAP will meet with the State of Oklahoma and the Oklahoma Diligent Recruitment Grantee to engage in the process of market segmentation to inform targeted recruitment efforts. On-site work will include meetings with Executive Level Management, local DSS staff, and community partners and stakeholders. The State will define the characteristics of successful foster and adoptive parents, then contract with a marketing firm to identify population segments and develop messages and a brand to guide recruitment efforts. December 2010 update: Hillary Winn, Project Manager for the Bridge to the Future Grant, contacted Tamika Williams (NRCRRFAP) on October 12, 2010, to discuss using market segmentation to further target recruitment efforts. In a December 2, 2010, follow-up, call, Ms. Williams, Jackie Pray, Mary Brooks, and John McKenzie of NRCRRFAP presented information on market segmentation to 20 State staff from the Bridge Leadership Team. The agenda for the call was as follows: A discussion of the State's interest in market segmentation and the State's current needs for statewide recruitment; the NRCRRFAP gave an overview of market segmentation, including its rationale, how it supports recruitment efforts, the market research process, and outputs and staff considerations. The discussion concluded with readiness assessment questions and a discussion of next steps.

March 2011 Updates: NRCRRFAP was scheduled to meet with the OK team in February for an entree visit centered on Market Segmentation. Unfortunately, due to inclement weather, OK postponed the onsite. Since the cancellation, OK further learned that in order to participate in Market Segmentation fully, an RFP would have to be issued- the state is unable to Sole Source a contract. On March 10, consultants Mary Brooks, John McKenzie and Jackie Pray held a planning call with Hillary Winn (DR Grantee Project Manager) and Joanie Webster to discuss requirements for RFP and to identify support NRCRRFAP could provide to assist the state in gathering information for the RFP. Mary Brooks is going to pull together some specific bullet points that will hopefully aide OK in developing the RFP

related to the marketing firm piece. Hillary & Joanie are going to try to get a handle on how long the RFP process will actually take...perhaps up to 6 months. In hopes of supporting the interim TA needs, the Market Segmentation team may provide intermediate Market Segmentation onsite independent of the contract with the a marketing firm. However, the first step is to confirm the RFP details.

Training and Resources for DDS Youth Programs

June 2010: the NRC for Youth Development completed training with DDD the week of June 7, 2010. State staff reported the training was very positive. The State will need one more round of "train the trainers."

September 2010: The first round of training has been completed. The resources have been reviewed with providers and distributed. The State staff indicated they need one more round of train-the-trainers to build capacity to sustain the training. Cathy will work to identify the names of staff to attend the training and will work with NRCYD to plan training for this fall. In addition, Cathy indicated they will need one day for training on Ansell Casey before the end of the year. Cathy will work with NRCYD and try to plan for these trainings to be conducted together.

December 2010 Update: The State has one more day of training needed to complete this request and help staff on the implementation of Positive Youth Development. Once this training is completed this request can be closed.

March 2011: Planning for training is in progress but do not have a date confirmed as of yet.

Behaviorally Based Case Planning

December 2010: This is a new request and the work is temporarily on hold. This needs to be better integrated into the practice model work that is happening in the State and will be revisited once the practice model work has been further identified.

February 2011: Conversations between Anna Stone and Tricia Howell led to a decision that increased support of the practice model components was needed statewide, and that providing traditional training was not the best approach to increase the support to the field. Ms. Stone suggested that we work with the NRC for Child Welfare Data and Technology as they look at the current data available to establish a baseline for the implementation of the practice model. When that information is available, we will develop a strategy that will provide the most effective means of support for field staff.

April 2011: A meeting was held on 3/30/31 with the Child Welfare Field Liaisons to discuss Behaviorally Based Case Plans. A second meeting was held on 3/31/11 with members of the Permanency Planning Unit, the Practice Model Implementation Unit (PMI) and the Training Unit. At this time all were in agreement that the most efficient way to address case plans is to address the need for more support for the basic elements of the agency's practice model. Tricia Howell will discuss with Deborah Smith the proposal to provide additional learning opportunities.

June 2011: NRCCPS consultant, Tarrin Reed will be going onsite in June to present at OK's statewide supervisory conference for two days, June 20-21, 2011. OK has identified 10 counties as target areas to begin working on supervisory competencies and it is expected that those supervisors will be attending. It is hoped that this on site TA will have all the key participants and that the discussion will center around enhancing the supervisory competencies in order to enhance initial safety decision making that will ultimately affect the development of behaviorally based case plans.

Enhanced Visitation Curriculum

December 2010: This is a new request. Stephanie Boyd Serafin will reach out to Amy White to discuss the work NRCPFC and where there may be an intersection with NRCCPS on the request for Behaviorally Based Case Planning.

February 2011: A two day Visitation Training with Rose Wentz is scheduled for February 28th and March 1st in Oklahoma City, for Programs staff and some OK County staff, working with the visitation center. Day one will be spent with Ms. Wentz reviewing the visitation matrix and curriculum with approximately 30 participants. Day two will consist of a smaller group of about 14 participants who will work with Ms. Wentz to develop a visitation curriculum that is specific to the needs of OKDHS. The day two participants will then begin to train other staff in this visitation process. Future plans include incorporating this training with the Behaviorally Based Case Planning efforts.

March 2011: On March 29, 2011, Stephanie Boyd Serafin and Rose Wentz were on a call to follow up and discuss next steps following the TA that Rose provided Feb. 28th in Oklahoma City on Enhanced Visitation between parents and children. Tricia Howell and Angela Burleigh were on the call from OKDHS to report on how they have drafted the curriculum they will use to train staff on enhanced visitation. It will be a two day training. Rose will continue to consult via phone conference as the training is rolled out.

Strategic Planning with the OK Youth Transition Group

June 2011: NRCYD is preparing to do work with the Oklahoma Youth Transition Work Group to develop a strategic plan. The contacts at the Oklahoma Youth Transition Workgroup are Liz Shumate and Marcus Butler. NRCYD expects at least two days on onsite work with this. One day onsite facilitating the session – June 28th in Oklahoma City and one day onsite following up with group – July 26th in Oklahoma City

Positive Youth Development

Oklahoma is requesting technical assistance with how to use the framework of Positive Youth Development in the planning & facilitation of Oklahoma Teen Conference, July 27-29, 2011. Oklahoma is also requesting training on Positive Youth Development onsite at the conference. Oklahoma has offered teen conferences since 1987 to provide life skills training and an opportunity for workers and youth to interact in an extended, relaxed period of time. In 2010, the conference format was enhanced by beginning to incorporate elements of trauma informed care and positive youth development. The focus was on the introduction of youth/adult partnership; utilizing youth emcees, and the offering of positive youth development training to child welfare workers and care providers. With this TA, the State wants to impact child well being by further increasing youth involvement in planning and facilitating the conference and to improve the case planning and child welfare practice by workers and care providers by further training them on PYD. Increased youth involvement and understanding/practicing PYD should increase successful youth transitions to adulthood.

June 2011: NRCYD is preparing to work to do work with Oklahoma regarding Positive Youth Development for the CW Professional staff that will be part of the Oklahoma Teen Conference, this is work that was started last year and NRCYD is expanding on it this year. The conference is scheduled for July 27-29, 2011; NRCYD will be involved in all three days with onsite work.

Social Media for Recruitment and Retention of Bridge Resource Parents

Social media is a type recruitment and retention that Oklahoma has not previously used as a form of communication. Families are using social media and OKDHS wants to reach them where they are. OKDHS is interested in social media in order to join the conversations that are already taking place between foster and adoptive families in an effective and impactful way. Also, OKDHS wants to know what resources need to be committed and how to develop a plan.

May 2011: An assessment call was held on May 9, 2011 OKDHS, NRCRRFAP and TTACC to gather information to determine an appropriate response. OKDHS plans to schedule focus groups with current resource parents to help determine which social media would be best to use and in what way. OKDHS and NRCRRFAP will have a follow-up call on May 17th to further discuss strategies and define a proposed plan.

June 2011: OKDHS is scheduled two focus groups with resource families for June and will report back to NRCRRFAP in the first of July.

Breakthrough Series Collaborative

A unit within Tulsa Co. Child Welfare and mental health partners, Family and Children's Services, applied and were accepted into a BSC focused on trauma and placement stability. As a part of the CORE team, both the Area Director and the Director of the Children and Family Services Division participated. This BSC ties in with the Chadwick Trauma Informed Systems Project (CTISP) and involves a pilot where OKDHS is working to improve placement stability through a series of trauma related services and interventions. The pilot will provide valuable information as OKDHS creates our state plan (more details in the CTISP section). The final session for this BSC was held June 8 and 9, 2011 and the projected timeline for completion of this BSC is October, 2011.

The differences noticed due to OKDHS involvement in this BSC process is once a trauma lens is developed, this is not something you can take off and ignore. This lens has an impact on the staff's perspective of themselves, the child, the family, the CW and mental health systems and the world. When an understanding is obtained regarding the real reason a person or child has certain behaviors and reactions, a huge difference in is made in how effective the CW or mental health staff can be on a case.

The first specific area that has been impacted is the stability of the children on the line worker's case load, which is the target population. Placements have stabilized on the CW worker's caseload and placement disruptions have decreased for the other workers in this unit due to spread of knowledge. This is believed to be due link between the workers developing a more comprehensive approach to trauma and beginning to understand how trauma is a thread throughout the process. The community providers have noticed that workers are now specifically asking for Evidence Based Practices such as Trauma Focused Cognitive Behavioral Therapy and Parent Child Interactive Therapy. The second area of impact is one at the state level. The state is moving forward with implementing trauma language into the Practice Model in each area of Child Welfare, from Child Protection Units to Adoption Units.

At the state level, a trauma screening is being considered for statewide use in Child Welfare. At the local level the Day to Day manager has made some structural changes to the Resource Units, giving them more opportunity to meet the needs of the children and resource parents. This was achieved by placing the kinship foster care units and the kinship bridge navigation unit under the administration of the CPS (Child Protection Services) local manager, insuring that the trauma lens is focused on the needs of the child, biological parents and the resource parent at the beginning of the case. The CPS local manager is also on the extended team. The Resource Supervisor is working with the other resource supervisors to help Foster Parents be trauma informed and trained on trauma. The supervisor of the worker, whose caseload is the target population, is on the extended team and does not plan to stop just because the project ends. He plans to continue to look for ways he can help reduce trauma, help his workers continue to learn about trauma, implement trauma focused intervention into case practice through use of the trauma screenings for children and using their trauma knowledge to make a difference in their daily work with children and their parents. The trauma administrator and trauma clinicians will continue to consult and provide information about trauma and will support OKDHS as they spread what they have learned. Overall support and commitment is high to finish what has been started by the BSC project (See attachment F).

Update

Adoption Incentive Payments

Oklahoma received \$155,407 in Adoption Incentive Payments for FFY11. Adoption Incentive Payments will be utilized to maintain the Swift Adoption program, which was implemented in 1999 and has proven successful in reducing the number of children awaiting adoptive placement. OKDHS anticipates timely expenditure of these funds.

Staff Training

Oklahoma's Child Welfare Training Plan appears as Attachment C of this document. It describes activities providing staff and providers with the values appropriate and skills necessary for their jobs.

Evaluation and Technical Assistance

Health Care

OKDHS continues to work with OU Health Science Center to evaluate the availability and quality of health and mental health services for foster children in the State of Oklahoma. The initial phase of the survey of doctors, foster parents, and child welfare workers has been completed with the data now available to begin work on improving services for children. This involved focus groups with doctors, foster parents, and workers to develop the survey distributed. A collaboration of individuals from across the service and foster care sector will continue to work toward a system wide service plan for children in foster care.

Technical Assistance

Bridge Related

Assistance (T/TA) regarding the Bridge concept on 09/11/08 and 09/12/08. Ongoing assistance was provided for assessment of the program's progress as well as challenges. Ms. Lutz assisted the Bridge Leadership Committee for Oklahoma with short and long term planning for continued implementation and maintenance. Ms. Lutz provides consultation to the National Resource Center for Family Centered Practice and Permanency Planning (NRCFCPPP), AdoptUSKIDS, and the National Resource Center for Youth Services (NRCYS).

Update

Lorri Lutz provided Training and Technical

TA Consultants- Dr. Michelle Hanna and Rhonda Abban from AdoptUSKids

The purpose of the two days of T/TA was to assist OKDHS, Children and Family Services Division with the development of a statewide Recruitment and Retention (R&R) plan that local counties would be able use as a framework in the development of their local R&R plan. This T/TA will also provide CFSD with tools to assist the Bridge Consultants in their roles as consultants to the counties.

Practice Model Related

Lorrie Lutz provided Training and Technical

Assistance (T/TA) to Child Welfare state office and field staff, as well as stakeholders on the continued development and roll out of Oklahoma's Child Welfare Practice Model. Dates utilized were 09/15/08, 09/16/08, and 09/17/08.

Ms. Lutz also provided targeted training on the safety assessment and safety planning components of the Practice Model to CW specialists and supervisors in each of the six areas of the state. Beginning in January of 2009, Ms. Lutz has provided 6 days of training in each area, with an additional round of specialized training scheduled for next SFY.

Update

Lorrie Lutz was contracted to provide Technical Assistance in the form of TA calls with OKDHS Child Welfare. These TA calls began in March 2011 and ended in June 2011. The purpose of these calls were to assist staff with completing the Golden Thread that identifies and describes the specific safety threats, what behaviors need to change, services to assist the family in changing behavior and how we are going to identify change in behavior. The process of the TA call involves a host county of participants that has volunteered a case to be discussed. OKDHS child welfare FOD and CFSD staff members are notified and are able to listen on the TA call. The host county typically consists of the CPS worker and supervisor as well as the PP worker and supervisor. Prior to the TA call, Lorrie Lutz and the host county met via teleconference for 45 minutes to discuss the case and build foundation for the TA call with the OKDHS FOD and CFSD staff members. During the 1 hour TA call, Lorrie Lutz guides the host county through the Golden Thread beginning at the point of a transfer meeting to discuss the AOCS, to the FFA that the host county completed leading to the behaviorally based ISP. Exploration about intentional visitation, Bridge families and Family Team Meetings were interwoven throughout the TA call.

Lorrie Lutz's techniques utilized during the call include exploring case information with the staff, extracting critical thinking skills from the staff as they describe decisions made throughout the case. The cases that were utilized had a completed AOCS, FFA and ISP's. Lorrie Lutz focuses on the strengths of the staff

members and their efforts on their case work. Areas of improvement are explored using critical thinking skills that are not judgmental but rather as a guide to assess other options for the families

Child Protective Services

Anna Stone provided technical assistance to a workgroup on assessment of child safety. This workgroup developed a new tool for assessing safety during initial CPS contact with children and families.

Update

Technical assistance with Tarrin Reed continues to assist in behavioral based ISPs. A training workshop with CFSD staff is scheduled for July 20 and 21st.

Foster Care & Adoption Resources

Anna Stone of the NRCCPS provided Training and Technical Assistance to CFSD staff regarding assessing safety of children in placement. Dates utilized were 05/01/09 and 06/08/09. Anna Stone will continue to provide Technical Assistance in the area over the next several months. Judy and John McKenzie provided technical assistance on development of the state's plan for recruitment and retention of resource families. Dates utilized were 06/02/09, 06/03/09, and 06/04/09. They will provide technical assistance on recruitment and retention as it applies to the state IVB plan in the coming year. AdoptUsKids, the National Resource Center for Adoption, and NRCYS have provided on-site training and monthly conference calls for youth pilot training. Dates utilized included 03/25/09 through 03/29/09. Denise Leffingwell from the Adoption Exchange provided training 04/28/09 and 04/29/09 on Promoting Placement Stability and Transitioning Children Effectively in Adoption Placement. Foster Care will be requesting training and technical assistance from the Adoption Exchange in regards to placement stability and choosing the best placement that meets the child's needs. Foster Care will also be requesting training and technical assistance from the appropriate NRC about issues dealing with kinship placements.

Update

Oklahoma requested technical assistance for the development of a statewide recruitment and retention plan that can be disseminated to their 10 PIP counties for individualization as required by their PIP and IV-B plan.

August 30th & 31st, 2011:

TA Consultants- Dr. Michelle Hanna and Rhonda Abban from AdoptUSKids

The purpose of the two days of T/TA was to assist OKDHS, Children and Family Services Division with the development of a statewide Recruitment and Retention (R&R) plan that local counties would be able use as a framework in the development of their local R&R plan. This T/TA will also provide CFSD with tools to assist the Bridge Consultants in their roles as consultants to the counties.

November 2 & 3rd 2011:

TA Consultants- Dr. Michelle Hanna- AdoptUsKids & Dr. Rose Handon –NRCFA.

The purpose of the first day of T/TA was to assist CFSD with the introduction of the statewide Recruitment and Retention (R&R) plan to the 10 PIP counties. This framework is being used as by these counties for the development of their local R&R plan. In addition, the NRC for Adoption provided T/TA on MEPA-IEP, specifically as it related to recruitment and retention of resource families. T/TA from the NRCRRFAP was also provided to assist the Bridge Consultants as they initiated the conversation with the 10 PIP County Directors and began the process. The purpose of The second day of T/TA the consultants worked directly with the Bridge Consultants, helping them to assess the process from Day 1 and initiate a plan for next steps.

Work completed to date is merely the beginning of work to be done. The following is intended to be a living document that will be expanded and fine-tuned over the next five years. The Adoption Program Administrator and Foster Care Program Administrator will oversee the continued implementation of this plan. The Bridge Leadership Team has been assigned to work on the statewide recruitment goals and determine priorities for the next five years. Bridge Consultants have

been assigned to work with the 10 PIP counties to develop and implement their local county recruitment plans. These consultants will provide consultation, training and assistance in their work efforts with the 10 PIP counties.

National Youth in Transition Data

As development of NYTD progresses, Oklahoma anticipates that we will seek T/TA from National Child Welfare Center for Youth Development.

Update

The National Youth in Transition Database has been fully implemented. A former foster youth, college graduate and former Education and Training Voucher recipient was hired to oversee the survey administration and documentation. The IL Program is pleased and relieved with the number of youth respondents on the survey. The SACWIS system enhancements have provided a mechanism to better document the entire Oklahoma IL Program process and to report on the three broad goals and the outcomes established in the 2010-2014 plan.

Children & Family Services Review

Oklahoma continues to finalize our replication of the Data Profile. We anticipate that we may be asking for Technical Assistance from National Resource Center for Child Welfare Data and Technology to deal with specific replication issues.

Update

Oklahoma participated in a national workgroup focused on suggestions for improving the Federal CFSR process. Casey Family Programs was the lead agency coordinating with states and child welfare organizations across the nation that participated in this endeavor. The CQI's CFSR unit organized and led Oklahoma's workgroup and provided a report to Casey Family Programs.

Resource Unit

Joint Programming with DDS for children receiving those services
Education for Custody Children-Partnerships with Schools Systems

Quality Assurance System

Continuous Quality Improvement and Child and Family Services Review

The Continuous Quality Improvement (CQI) program and activities are designed to promote the safety, permanence, and well-being of children in the Child Welfare system while maintaining or achieving unions with parents or kin whenever possible.

Oklahoma implemented a statewide service evaluation and improvement system incorporating many features of the federal Child and Family Services Review in January 2001. This process, also known as Child and Family Services Reviews (CFSR), examines the realization of outcomes related to safety, permanency, and well-being for a random sample of children served in each of the state's 77 counties annually. Assessments are completed by a three person team led by a staff member of the state Continuous Quality Improvement (CQI) Unit working in concert with a child welfare specialist or supervisor from a locale not being reviewed and an internal or external stakeholder. Outcome conformance is assessed through records reviews as well as interviews with the child, family, child welfare specialist, and others with a significant role in planning or services.

State procedures are very demanding with regard to performance scoring. Reviewers are afforded less discretion than federal counterparts in the interpretation of practices supporting outcome realization. Procedures typically provide that outcome achievement can occur with no more than one measure (equivalent to a probe

defining an “Item” in the federal review) found in non-conformance. Achievement of safety outcomes can occur only when assessed practices conform to the expectations of all defining measures.

The State CFSR instrument was changed on January 1, 2008 to mirror the Federal CFSR instrument. The new instrument is more inclusive of all family members and reflected the changes the ACF made to the instrument from first round of CFSRs.

Update

In FY2010 changes were made to the CFSR instrument related to policy update. The most significant changes were in the areas of sibling visitation, worker visits, worker collaboration and initial developmental screenings for children under three years of age. Item 4 scoring became more stringent as the agency moved away from incident-based investigation and assessment process in the utilization of the Assessment of Child Safety. As anticipated, requiring thorough examination of collection of key information and applying critical thinking in safety decisions caused the scores to drop as the agency gained it bearings with the new process. Since the initial drop there has been consistent improvement on this Item.

Members of the Practice Model Improvement (PMI) team have provided assistance on each of the CFSRs in the ten implementation counties as well as other sites as they are available. Referrals for the PMI team often result after a CFSR at the request of the county when relevant training needs are identified. In January quarterly conference calls CFSD program staff were implemented for the CFSR team to provide information related to trends as well as policy and practice issues found during the CFSR process. There have also been updates to the tracking of CFSR CORE Level 1 training completion. This will assure that all CORE graduates complete this requirement prior to being eligible to move into their Level 2 training.

All CORE graduates are required to complete one day of CFSR Level 1 training. This training is provided in each of the administrative areas of the state and conducted by the CFSR support person assigned to that area. The training provides a brief overview of the history and purpose of the Federal and State CFSR process. The CFSR instrument is the primary focus of the training with discussions of the application and requirements for conformance. The OKDHS Practice Standards and Practice Model are referenced throughout the training as they relate to the practice in achieving outcomes.

CQI Contract Performance Review Section

The Children and Family Services Division Continuous Quality Improvement (CFSD CQI) assess the performance of all contractors providing in-home and residential supports on a regular basis. There are approximately 100 contracts. Agency contractors (Therapeutic Foster Care, Community Residential Care, Specialized Community Homes, Infant and Maternity, and In-patient Psychiatric Services) are evaluated yearly by a team consisting of CQI staff (Contract Performance Review (CPR) Section) and area facility liaisons. Reviews evaluate performance in the context of child need, rules, and contractual expectations. This process promoted an outcome based examination of practice related to safety, permanence, and well-being for a random sample of children served by the contracted agency. Any deficiencies posing risk to child safety are immediately addressed while follow up assures the resolution of other identified concerns within negotiated intervals of time. Contract provisions for a given service are uniform across the state as are procedures to evaluate conformance. It is anticipated that contract revisions will include provider commitment to promote the realization of CFSR outcomes for children and families.

Update

The CPR Section increased the participation of the contractors during the review process, including them as internal reviewers. This has increased the ongoing collaboration with contractual service providers to assess programmatic issues and concerns. Regular meetings during the fiscal year are held to get feedback from contractors and to provide updated information.

Practice Model Implementation Mission:

The Mission of the Practice Model Implementation Team is to promote safety, permanency, and well-being by providing ongoing support and training to enhance practice as outlined by the Practice Standards and the Practice Model.

Vision:

To promote and enhance the value of families, Child Welfare staff, and community partners through improved outcomes of safety, permanency, and well-being.

The Practice Model Implementation Team will strive to meet the goals as outlined in our mission and vision statement through a variety of ways. Training and support for Child Welfare staff will be more heavily concentrated in ten counties: Kay, Garfield, Comanche, Cleveland, Oklahoma, Pittsburg, Pottawatomie, Rogers, Muskogee, and Tulsa. Currently, these counties are being referred to as the ten-implementation counties as 65% of Oklahoma's children residing in out of home care are in these specific counties. The Practice Model Implementation team will also be working statewide with external stakeholders to present an overview of the Practice Model in order to gain vital community support and alliance in assisting our families and children in the best way possible. Our vision to further support staff in this evolutionary process also encompasses participation in the Children and Family Services Reviews. The Practice Model Implementation Team will participate in and attend the reviews as they take place within the focused counties to provide support and training regarding county specific strengths and areas to assist in improving practice. The Practice Model Implementation Team will ensure that training is effective and meets the needs of front line staff by collecting direct feedback through anonymous surveys.

Update

The Practice Model Implementation Team from 7-1-2010 thru 6-1-2011 has conducted 133 training sessions involving the Practice Model. Of these, eight were conducted with external groups, which included the OK Judicial Regional Workshop, State Annual Judicial Conference, CASA as well as at a monthly Tribal/State Workshop and with a group of tribal workers. The remaining sessions were county specific requests for assistance, 35 different county offices were visited during this timeframe. Training topics included an overview of the Practice Model, safety planning, critical thinking, family team meetings, assessments of child safety, family functional assessments, behaviorally based ISP's concurrent planning, intake, bridge, intentional visitation and transfer meetings. Most of the trainings focused on the assessment of child safety, family functional and behaviorally based ISP's.

Statistical and Supporting Information

Inter-country Adoptions

Collaboration has been formed with the Oklahoma State Department of Health and a variety of other adoption related programs and adoptive families across the state. The Department has established a fixed rate reimbursement for post-adoptive services to allow contracting with qualified agencies and individuals across the state. Services include information and referral, educational advocacy, a parent support network, crises intervention, and case management. Pursuant to the Fostering Connections to Success and Increasing Adoptions Act of 2008, children who have special needs but who are not citizens or residents of the United States and were either adopted in another country or brought to the United States for the purposes of adoption are categorically ineligible for adoption assistance, except if the child meets the eligibility criteria after the disruption of the international adoption. OKDHS does offer information and referral services to help connect adoptive parents, no matter the type of adoption, with a host of statewide and community resources available.

Update

The State of Oklahoma reports eight children entered the custody of OKDHS as the result of the disruption or a placement for adoption or the dissolution of an adoption from another country.

Country of Origin	# of children	Reason
-------------------	---------------	--------

Liberia	4	Parents relinquished
Russia	3	Reunified
Ukraine	1	Return to Own Home

Financial Information

Payment Limitations – Title IV-B, Subpart 1:

OKDHS reports the amount of FY 2004 and FY 2005 title IV-B, subpart 1 funds that the State expended for child care, foster care maintenance and adoption assistance payments in FY 2005. This is the baseline amount that the State may not exceed for the corresponding types of payments after FY 2007 and replaces the 1979 baseline amount to which the State was previously held.

OKDHS: In SFY 2005, the State expended title IV-B, subpart 1, funds as follows: Child Care \$-0-; Foster Care Maintenance: \$340,000; Adoption Assistance: \$400,000

Report the amount of non-Federal funds expended by the State for foster care maintenance payments for FY 2005. The amount becomes the maximum that a State may use as match for foster care maintenance payments under title IV-B, subpart 1,(Section 424(d)) and will serve as a baseline for future years.

OKDHS: In SFY 2005, the State expended \$4,953,028 in state funds on State Family Foster Care. These funds were not used as match any other Federal funding sources.

Payment Limitations – Title IV-B, Subpart 2:

The FY 2009 State and local share expenditure amounts for the purposes of title IV-B, subpart 2 was \$1,311,355.75 state match at 25% and a MOE of \$1,520,000 to equal a total expenditure of \$2,831,355.75.

Title IV-B, subpart 1 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 1, sections 422(b)(8), 422(b)(10), and 422 (b)(14) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year Child and Family Services Plan (CFSP).

1. The State/Tribe assures that it is operating, to the satisfaction of the Secretary:
 - a. 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;
 - b. A case review system (as defined in section 475(5) of the Act) for each child receiving foster care under the supervision of the State;
 - c. A service program designed to help children:
 - i. Where safe and appropriate, return to families from which they have been removed; or
 - ii. 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 which may include a residential educational program; and
 - d. A preplacement preventative services program designed to help children at risk of foster care placement remain safely with their families.
2. The State/Tribe assures that it has in effect policies and administrative and judicial procedures for children abandoned at or shortly after birth (including policies and procedures providing for legal representation of the children) which enable permanent decisions to be made expeditiously with respect to the placement of the children.
3. The State/Tribe assures that it shall make effective use of cross-jurisdictional resources (including through contracts for the purchase of services), and shall eliminate legal barriers, to facilitate timely adoptive or permanent placements for waiting children.
4. The State/Tribe assures that not more than 10 percent of the expenditures of the State with respect to activities funded from amounts provided under this subpart will be for administrative costs.
5. The State/Tribe assures that it will participate in any evaluations the Secretary of HHS may require.
6. The State/Tribe assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

Effective Date and Official Signature

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

Certified by: _____

Title: _____

Agency: _____

Dated: _____

Reviewed by: _____

(ACF Regional Representative)

Dated: _____

Title IV-B, subpart 2 Assurances

The assurances listed below are in 45 CFR 1357.15(c) and title IV-B, subpart 2, sections 432(a)(2)(C), 432(a)(4), 432 (a)(5), 432(a)(7) and 432(a)(9) of the Social Security Act (Act). These assurances will remain in effect during the period of the current five-year CFSP.

1. The State/Tribe assures that after the end of each of the 1st 4 fiscal years covered by a set of goals, it will perform an interim review of progress toward accomplishment of the goals, and on the basis of the interim review will revise the statement of goals in the plan, if necessary, to reflect changed circumstances.
2. The State/Tribe assures that after the end of the last fiscal year covered by a set of goals, it will perform a final review of progress toward accomplishments of the goals, and on the basis of the final review:
 - a. Will prepare, transmit to the Secretary, and make available to the public a final report on progress toward accomplishment of the goals; and
 - b. Will develop (in consultation with the entities required to be consulted pursuant to subsection 432(b)) and add to the plan a statement of the goals intended to be accomplished by the end of the 5th succeeding fiscal year.
3. The State/Tribe assures that it will annually prepare, furnish to the Secretary, and make available to the public a description (including separate descriptions with respect to family preservation services, community-based family support services, time-limited family reunification services, and adoption promotion and support services) of:
 - a. The service programs to be made available under the plan in the immediately succeeding fiscal year;
 - b. The populations which the programs will serve; and
 - c. The geographic areas in the State in which the services will be available.
4. The State/Tribe assures that it will perform the annual activities in the 432(a)(5)(A) in the first fiscal year under the plan, at the time the State submits its initial plan, and in each succeeding fiscal year, by the end of the third quarter of the immediately preceding fiscal year.
5. The State/Tribe assures that Federal funds provided under subpart 2 will not be used to supplant Federal or non-Federal funds for existing services and activities which promote the purposes of subpart 2.
6. The State/Tribe will furnish reports to the Secretary, at such times, in such format, and containing such information as the Secretary may require, that demonstrate the State's/Tribe's compliance with the prohibition contained in 432(a)(7)(A) of the Act.
7. The State/Tribe assures that in administering and conducting service programs under the subpart 2 plan, the safety of the children to be served shall be of paramount concern.

8. The State/Tribe assures that it will participate in any evaluations the Secretary of HHS may require.

9. The State/Tribe assures that it shall administer the Child and Family Services Plan in accordance with methods determined by the Secretary to be proper and efficient.

STATE ONLY:

10. The State assures that not 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 support services, time limited family reunification services, and adoption promotion and support services, with significant portions of such expenditures for each such program.

Effective Date and Official Signature

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

Certified by: _____

Title: _____

Agency: _____

Dated: _____

Reviewed by: _____

(ACF Regional Representative)

Dated: _____

**Chafee Foster Care Independence
And Education and Training Vouchers Program
Annual Progress and Services Report for 2011
The Child and Family Services Plan 2010-2014
Response to ACYF-CB-PI-11-06**

Oklahoma Department of Human Services (OKDHS) is responsible for both administering and supervising the State's Independent Living Program (IL) as described in the Chafee Foster Care Independence Program (CFCIP) and the Education and Training Voucher Program (ETV) and in Section 477 of the Social Security Act to youth in the custody and care of OKDHS and tribal youth in the care and custody of federally recognized tribes. The authority for the Department to administer children and family services such as independent living (IL) is based on the Oklahoma Social Security Act (Section 176) of Title 56, to provide "for the protection and care of homeless, dependent and neglected children, and children in danger of becoming delinquent" and Title 10A§1-7-103, Additional Duties and Powers of Department. OKDHS is appropriated state funds based on annual budget requests to the Oklahoma Legislature along with matching federal funds. The Oklahoma Commission for Human Services is the governing board for the Department of Human Services. OKDHS is committed to working towards positive outcomes for our youth and OKDHS cooperates in the National Youth in Transition Database (NYTD) evaluations of the effectiveness of the program in achieving the purposes of CFCIP.

Interim review and discussion of progress made on meeting the objectives and goals established in the 2010-2014 five year plan and discussion of the accomplishments and progress made on for 2011.

This report was prepared by reviewing data obtained from KIDS, the Statewide Automatic Child Welfare Information System (SACWIS), preliminary results of the first NYTD report period; the IL Program contractor's database, the monthly and quarterly reports provided by the two IL Program contractors, the exit interviews prepared by custody youth as they exited care, the surveys completed by child welfare field staff both OKDHS and tribal, input provided by internal and external stakeholders, the ongoing tribal collaboration workgroup, members of the Oklahoma Indian Child Welfare Association and evaluations obtained at all IL related events and activities.

In the past ten months the Oklahoma IL Program has continued to focus on addressing the needs identified during the development of the 2010-2014 plan. These needs are:

- Strengthening the Adult and Youth State Advisory Boards;
- Identifying in a timely manner youth needing extra support to transition successfully;
- Reaching and serving additional youth including youth who have entered a kinship guardianship or been adopted after the age of sixteen;
- Expanding services to meet the needs of youth with mental health diagnosis or with development or physical disabilities;
- Capturing the provision of IL related services in a quantitative manner;
- Preventing teen pregnancy among our youth in foster care; and
- Enhancing the current transition planning process.

Specific activities and new strategies related to addressing these needs will be discussed in the body of this report.

The National Youth in Transition Database has been fully implemented. A former foster youth, college graduate and former Education and Training Voucher recipient was hired to oversee the survey administration and documentation. The IL Program is pleased and relieved with the number of youth respondents on the survey. The SACWIS system enhancements have provided a mechanism to better document the entire Oklahoma IL Program process and to report on the three broad goals and the outcomes established in the 2010-2014 plan.

A preliminary review of the first six months of NYTD data plus review of the IL case plan and 90 day transition plan process has helped the IL Program to rethink and revise the three 2010-2014 broad goals. The first goal identified in the 2010-2014 plan was “Percent of custody youth ages 17 and 18 that have assessments”. The Target Percent by 2014 was 80%. OKDHS has determined that although assessments are the foundation for a successful transition, the implementation of a relevant IL Case Plan is the more important step. The first broad goal has been revised to:

Percent of youth age 16 and 17 who have an IL Case Plan (Individualized Service Plan-ISP). The Target Percentage will be 80%. A report is being developed by SACWIS unit and progress on this goal will be reported during the next Annual Progress and Service Report.

The second broad goal will remain the same: Percent of custody youth who receive an independent living services. The Target Percentage by 2014 is 80%. In spite of the wide array of services that the IL Program describes in this report and the numerous IL services provided to our youth through the daily life skills instructions provided by the care providers and workers in the Divisions of Field Operations and Developmental Disabilities, the first report period of NYTD indicated that 58% of eligible youth received an IL service. The IL Program is confident that this lower than expected percentage is due to a lack of documentation and not a lack of service provision. The reporting and documentation of IL services will be an on going training and education goal for all workers, providers, and resource parents.

The third broad goal in the 2010-2014 plan was “Percent of custody youth eligible for entry into post secondary education”. The intent of this goal is not changing but the wording is being revised to: Percent of youth who exit care at age 18 or after who obtain their GED or high school diploma by the age of 19. The Target percentage is being raised to 70%. At the time of this current report, the IL Program does not have a report on the number of youth who graduated this year. As part of the Oklahoma Department of Human Services Strategic Plan, this number will be reported once annually during the first quarter report period (October 1) and will then be reported in the Annual Progress and Service Report the following year.

Progress on specific strategies to meet the program outcomes will be addressed under the description of the IL Program, Design and Delivery.

Oklahoma's CFCIP and ETV Program, Vision, Description of the Program Design and Delivery, and Discussion of Accomplishments and Progress

The planning, managing and implementation of the Oklahoma Independent Program is assigned to two full-time State IL Coordinators. One Child Welfare (CW) staff on full salary and one CW staff on half salary are assigned to focus on the areas of youth permanence and program support. OKDHS also employs four former foster youth who work half-time in the areas of the tutoring initiative, academic support, preparation for post-secondary education and NYTD related activities.

The vision of the Oklahoma Independent Living Program is to be a youth focused and youth driven program that serves youth at various ages and stages of achieving independence and emphasizes the importance of early planning for a successful transition to adulthood. The program will promote the importance of permanent connections; encourage use of a multi-disciplinary approach for working with youth; develop culturally relevant and age appropriate resources and services; and utilize collaborations and community partners to meet the seven purposes of the Chafee Foster Care Independence Program and to ensure the successful transition of youth from custody to self-sufficiency and successful adult living.

Youth likely eligible for the Oklahoma IL Program are:

- youth in OKDHS or tribal custody who are 16-18 years of age and in out of home placement;
- youth who were in OKDHS or tribal custody and who after age 16 leave foster care for kinship guardianship or adoption;
- youth in OKDHS or tribal custody who elect to remain in “voluntary care after 18 to complete their high school education or GED or until they reach age 21 years whichever comes first;
- youth who are age 18 and have not reached their 21st birthday and were in OKDHS or tribal custody for any nine months between the ages of 16 and 18;
- former foster youth ages 18 to their 21st birthday who were in OKDHS or tribal custody in out of home placement on their 18th birthday, and
- youth participating in the Education and Training Voucher Program (ETV), who on their 21st birthday remain eligible for that program until they attain 23 years of age as long as they are enrolled in a post secondary education and training program and are making satisfactory progress toward completion of that program.

Estimate of the total number of youth likely to be eligible for the IL CFCIP/ETV program beginning in FY 2011 is 2524. This figure includes current OKDHS and Tribal custody youth 16 and above, youth who exited OKDHS or Tribal custody after age 16 to kinship guardianship or adoption, former custody youth 18-21, and youth 21-23 eligible to continue in the ETV Program.

Oklahoma's Chafee Foster Care Independence Program and Education and Training Vouchers Program is a part of the continuum in the full service array provided by Children and Family Services Division to meet the outcomes of safety, permanency, and well being. The focus is on the 16-23 year old youth as they prepare for and begin transitioning to adulthood. The program provides the same resources and services to current and former OKDHS and tribal custody youth. All services are available on a statewide basis unless otherwise noted. Youth who are temporarily residing out of the state of Oklahoma also continue to be able to access services from Oklahoma by calling either their CW worker or the Yes I Can toll free number. Youth are identified beginning at age 16 and have a comprehensive case assessment to determine eligibility for the program and to identify youth who will need additional supports and services to achieve self-sufficiency. Eligible youth complete a life skills assessment and participate in the development and completion of their individual IL case plan. Identified needs of each youth are supported with child welfare, independent living and community resources and services. A court review every six months for youth 16-18 monitors the progress and appropriateness of the plan and determines that IL services are being provided. Transition planning is encouraged beginning at age 17 particularly for those youth identified as needing additional support. A mandatory transition meeting and transition plan is required no later than ninety days before the youth's planned exit from care. Youth are strongly encouraged to be present at all court reviews and transition meetings. If the youth is unable to be present, the youth is encouraged to provide written input for the proceedings. To strengthen the transition process independent living skills and services are also a contractual requirement for every placement provider serving youth 16 to 21 years of age. Youth ages 18-21 who have exited care can call the Yes I Can Network to request services and

resources that will complement their plan and their own efforts towards self-sufficiency. A case manager to assist the youth in their plan may be assigned. Youth ages 18-21 who are involved in post-secondary endeavors that meet the definition of an institution of higher education can receive education and training vouchers until age 23 if they are making satisfactory academic progress. These youth are assigned an Education Specialist who assists the youth in developing an education plan, meets with college personnel to determine the youth's total cost of attendance, calculates the youth's unmet need, requests ETV funds, and ensures that all requirements of the ETV program under the CFCIP are met.

Youth exiting after age 16 for kinship guardianship or adoption are eligible for the same resources and services available to other custody youth except for housing youth development funds after age 18, Medicaid 18-21 option, and tuition waivers (if they were in out of home care nine months after the age of 16). If a life skills assessment has not been completed at the time the youth enters a guardianship or adoption, the youth and adults will be provided the life skills website as an option to utilize as they are guiding the youth to adulthood. The IL Program provides a brochure outlining the IL and ETV services available to the youth, location of the IL informational website that the youth and adult may access, a Yes I Can card containing the toll free number that the youth and adults can call to access services and resources, and a magnet that contains reminders of deadlines for applications for Education and Training Vouchers.

All the following boards, services, resources, collaborations, and activities are designed to achieve the seven purposes of the CFCIP and ETV program as listed in section 477b 2A and section 477 a 1-6 of the Act:

1. help youth make the transition to self-sufficiency;
2. help youth receive the education, training, and services necessary to obtain employment;
3. help youth prepare for and enter post-secondary training and educational institutions;
4. provide personal and emotional support to youth through mentors and the promotion of interactions with dedicated adults;
5. provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster care recipients between 18 and 21 years of age;
6. make available vouchers for education and training, including post secondary learning; and,
7. provide services to youth who after age 16 leave foster care for kinship guardianship or adoption

The Oklahoma IL Program is guided by Youth and Adult Boards and supported by the efforts of the IL County Coordinators, IL Community Contractor and Fiscal Agent. Descriptions of these supports follow.

The State Adult Independent Living Advisory Board (CFCIP purposes 1-7) was envisioned as having the mission of lending support to implementation of IL services in Oklahoma. Accomplishments and progress achieved. The OKDHS Human Services Center (HSC) has served as the guide for the OK IL Program over the past year regarding program decisions that impacted service provision, manpower and office responsibilities. The HSC supported a procedure change that insured better continuity of medical coverage for youth exiting care at age 18 or after. Previously youth exited care and then were expected to go to their local Human Service Center to complete an application for Medicaid. Frequently the youth did not follow through and Medicaid coverage would lapse. The new procedure requires that at the sixty day review of the progress on the youth's 90 day transition plan, the child welfare worker will help the youth complete the Medicaid application. The application is then sent to a central location for approval. Other accomplishments and progress achieved. Last year there continued to be a challenge in identifying one adult board that served the function of focusing on issues and best practices around all transitioning youth; identifying resources that support those youth;

aligning state, private agency, and tribal policies, and educating and advocating on behalf of those youth. The Youth Transition Work Group has now been designated as the group that could address all of those functions. The group meets monthly to discuss issues and best practices around transitioning youth. This group also serves as the advisory board for two federal grants, the Department of Mental Health and Substance Abuse, "Oklahoma Healthy Transitions Initiative" and the Administration for Children and Families, Family and Youth Services Bureau "Support Services for Rural Homeless Youth". This Youth Transition Work Group has committed to developing a strategic plan for the next year. Technical assistance from the Children's Bureau Training and Technical Assistance Network has been initiated to assist. The University of Oklahoma National Resource Center for Youth Development has been designated for the technical assistance and will facilitate the strategic planning which will occur June 28, 2011.

The Governor's Youth Council on Education and Economic Development meets quarterly and focuses on issues and best practice around the educational and economic needs of all the state's youth population 14-24. Strategy for next year: While not designated as the Advisory Board for the IL Program, this council continues to be an important council for the IL Program to remain an active member. This council has legislative attention and can advocate for programs that can assist transitioning youth.

The State Youth Advisory Board, Youth Establishing Strength (YES!) available for youth 16-23 (CFCIP purposes 1-7) has a revised mission to "educate and inspire change and to improve the quality of foster care in Oklahoma through collaboration with adult partners and the community". Accomplishments and progress achieved: The Board has embraced the mission which was developed at the beginning of FY2010. The Board grew their numbers to fifteen approved members. The members met face to face on three occasions during the past ten months. Their meeting location was at the GoodWorks Ministry House. This is a housing resource inspired by one of the YES! Board members. These face to face meetings were difficult to sustain because members are from all areas of Oklahoma which requires travel time and costs. The Board has now established regular communication through social media and conference calls. Board members served as co-planners and co-facilitators at the FY'10 teen conference; co-trained at IL area events and seminars, spoke at Leadership Oklahoma, and advocated for a training to prepare youth to speak on their experiences in foster care and on issues surrounding the child welfare system. The training called "Presenting with Purpose" has trained 18 youth. A breakout on this topic was included in the 2011 Pathways to Adulthood "Together We Can" conference on June 2 and 3, 2011. The YES! Board's visibility and enthusiasm has generated inquiries from individuals and organizations around the state wanting to develop supports for youth transition from care. Strategy for next year. The Board will continue to be supervised by the IL Community Contractor and will be actively involved in the OKIL Website that will be discussed later in this report.

Youth Service Boards available to youth 16-23 (CFCIP purposes 1-7) were created to be a voice for the youth to the State Youth Advisory Board, promote positive youth development by providing activities and experiences that help the youth's transition to a successful adulthood, and an opportunity for youth to participate in personal service in the communities where the youth reside. Accomplishments and progress achieved: Youth Service Boards were active in five of the six areas of the state. Service boards select their activities and identify the Ansell-Casey life skills domains and seven key elements of success that they are learning as they participate in the activity. Youth Service Boards were active in the two largest metropolitan cities. There were six board meetings during the year with an average of 30 members at each meeting. Examples of board service activities were: packaging hygiene items for the local homeless shelter and packing lunches at the local food bank. Planned activities: Youth service boards are facilitated by local areas. The IL Program will support

these boards and encourage the youth to use time after board service activities to discuss areas of improvement for the IL Program.

The Child Welfare IL County Coordinators (CFCIP purposes 1-7) are state employees, not paid by Chafee funds, located in each county office of the state. Originally these IL County Coordinators were designated as conduits for information on the IL Program. This responsibility amounted to posting the monthly IL Newsletter, notices of area events and IL life skills seminars, and IL instructional memos on a designated IL bulletin board in each local office. Accomplishments and progress achieved: As planned in the 2010 APSR, the responsibilities of the IL County Coordinators has expanded considerably. During the past six months one of the State IL Coordinators has completed a “Grassroots Taking It to the Streets” tour of all the six areas to meet with the IL County Coordinators and their supervisors. All philosophies, policies, procedures, practices and available IL services and supports were reviewed. The IL County Coordinators were provided with an IL Checklist. This checklist can be used by the IL County Coordinators when assisting workers in their county with determining if all steps of the IL process (assessing, planning, supporting, reviewing, documenting and transitioning) were being provided to the eligible county youth. A follow-up meeting was held for many of the IL County Coordinators before the statewide “Together We Can” Conference. This provided an opportunity for the IL Coordinators to answer IL County Coordinator questions that had come up after the grassroots meetings. As mentioned in last year’s report, it is anticipated that not all IL County Coordinators will assume identical levels of responsibility, particularly if the number of older youth in their county is low. In the largest metropolitan area, the IL County Coordinator has been trained and has an active knowledge of IL. This IL County Coordinator staffs and problem solves challenging cases with CW workers, assists in developing IL case transition plans, and identifies and develops local community resources that can support the eligible youth and workers. Examples of activities this IL County Coordinator arranged are: a private college provided cooking classes for the IL county youth and youth were taught how to ride the city mass transit system and get to the locations of vital records, Social Security, and a local shopping mall. Strategy for next year: The IL Program plans to encourage and support the relationship between the IL County Coordinators and the IL Community Contractor Specialists. It is hoped that IL County Coordinators will support IL Program procedural efforts of the CW workers and the IL Specialists can be contacted when technical assistance of a more specialized nature is required. It is also planned that the County Coordinators and IL Specialists will work on developing common events.

The IL Community Contractor for the Oklahoma IL Program serving youth 16-21 (CFCIP purposes 1-7) is the University of Oklahoma National Resource Center for Youth Services (NRCYS) OUTREACH. NRCYS is the single point of contact for all CW and tribal workers, care providers, and youth to access technical assistance, any resource, service, or aftercare services. IL Specialists are hired through this contract and are housed in the geographic areas of the state and support all portions of the IL Program. Specific services provided by the community contractor/IL specialists are:

- Assisting in referral of adolescents for services and obtaining essential documents;
- Providing technical support and assistance towards aftercare preparation for adolescents in seven areas of need: personal documents, education, employment, permanent connections, housing, physical/mental health and life skills;
- Providing technical support and assistance for OKDHS and tribal contract group homes serving IL populations to assess residents education, life skills, teen pregnancy prevention skills, and transition/exit needs and to identify services and resources that will meet these needs;
- Providing technical support and assistance to assess and support educational and career planning for independent living youth;
- Providing continued development, identification, and utilization of resources;
- Assisting in entry and documentation of services in the KIDS computer system;

- Staffing, coordinating and providing facilitation/technical support for all Independent Living (“IL”) activities;
- Developing, coordinating, facilitating and serving on area IL adult youth partnership advisory boards, Shared Youth Vision committees, and other collaborative efforts, as feasible;
- Coordinating, facilitating and staffing IL youth service boards;
- Providing technical assistance to the Oklahoma federally recognized tribes concerning IL with guidance from state office;
- Providing technical assistance to the CFSD/IL coordinators; and
- Providing case management, referral and support for mentoring services as needed for identified independent living youth.
- Developing, implementing, coordinating and facilitating activities related to the National Youth in Transition database (NYTD).

Accomplishments and progressed achieved: OUNRCYS not only meets their contract obligations each year but also continues to introduce new practice strategies and life skills activities. The energy and creativity of the IL Specialists have kept the activities related to the OKIL program fresh, exciting, and inviting. The IL Specialist use social media and technology to keep the youth and their child welfare and tribal workers and care providers engaged and informed. The OKIL Program has protected pages on MySpace, Facebook and other social media sites. The IL Specialists use these sites to post and tweet information on upcoming events, solicit youth speakers, and seek program input.

The IL Community Contractor has served 1256 youth in the first three quarters of the contract year. The contractor has provided individual technical assistance to 443 child welfare workers, 33 resource parents, 105 service providers, and seven tribes. The contractor has also presented an “Overview of the OK IL Program” to a total of 176 providers, youth, tribes and resource parents.

The IL Community Contractor trained on the OK IL Program at other conferences and meetings. Examples of some of these trainings during the past contract year are The Tri-County Judges Conference; the Alternative Education Institute; the Oklahoma Indian Child Welfare Association Conference; and three area “Completing the Circle” conferences sponsored by OKDHS to connect American Indian children in OKDHS foster care with their heritage and tribes through a day long cultural connection event. Examples of some of the meetings where the IL Program were presented are the Homeless Alliance; volunteers for group homes in Area II; the child welfare meeting for the Osage Nation and Southern Plains.

The IL Specialists facilitated fourteen (14) Youth Adult Partnership Board meetings (YAPAB) in five of the six areas of the state. Area Six has a long standing community partnership board facilitated by another community organization so an IL Specialist attends those meetings instead of developing a new YAPAB meeting. The YAPAB are meetings developed to:

- Increase OKDHS personnel participation and decrease mileage and time away from other caseload responsibilities;
- Focus on area specific needs of IL youth
- Solidify relationships with area/county community agencies and providers; and,
- Establish collaboration around events and service provision to IL youth.

The IL Specialists also planned and presented life skills groups and seminars in both counties and areas during the last contract year. Life skills groups usually met once a week for 4-8 weeks with a specific agenda each week. Life skills seminars are 2-6 hours in length and are repeated in more than one county and area and on more than one date. Examples of life skills seminars are:

- Friends and Family CPR;

- Riding the Metro Transit System
- Finding a Place to Live
- Education and Career Planning
- Mad City Money; and
- Independopolus, a simulated city

The Statewide Life Skills Seminars were:

- Are U Hiring?
- U Build It
- FAFSA Fridays

The IL Community Contractor also planned and facilitated the Statewide Teen Conference which will be discussed in a separate area of this report.

The IL Specialists continue to focus time and effort toward the eleven (11) OKDHS contracted group homes that serve the older teen populations. The contract requires that OUNRCYS ensure that 80% of the IL Case Plans (Individualized Service Plans-ISP) or transition plans be initiated for the eligible group home residents. In the first nine months of the contract year 82% of eligible youth in the group homes have either had an IL ISP or transition plan initiated or completed. Other activities provided by the IL Specialists in the group homes are: initiating life skills assessments, distributing resources, staffing cases, and presenting orientations on the IL program. Also important is the IL work the IL Specialists have done in the group homes operated by the Division of Developmental Disabilities (DDSD). Some DDSD group home staff have been trained on the Ansell-Casey Life Skills Assessment and are in the process of being trained on activities in the Creative Life Skills books that were provided to each home by the IL Program.

The IL Community Contractor has continued their work around preparing youth for post secondary education. A former foster youth and ETV recipient continues to be employed at OUNRCYS to coordinate these efforts. Youth are provided the opportunity to complete an Education Report each fall and provide information on current grade in school, IEP participation, education support they feel they need; and career interests. Junior and Senior packets containing guidelines about educational activities the youth should be focusing on are mailed each fall and spring. Financial aid packets are mailed once a year. This IL Education Specialist processes each Education and Training Voucher application and has a personal conversation with each potential post secondary student around their progress on the admission and enrollment process, plans for housing and medical coverage and maintaining their personal connections. This IL Education Specialist also prepares the annual Tuition Waiver list for the Oklahoma Board of Regents for Higher Education. This requires verifying eligibility for each graduating youth. This Specialist also prepares verification letters for the tuition waiver and for foster care status and sends them to the potential student's educational institution.

Additional progress by the IL Community Contractor is on the committees that were formed as the result of the strategic planning completed in January 2009 around the seven key elements of success. The Education Committee recommended that a Free Application for Federal Student Aid Question and Answer booklet be developed for former foster youth. This has been completed and will be printed and provided to new students beginning with Fall, 2011. The Health Committee supported the piloting of the "Power Through Choice" revised curriculum. This pilot was accomplished in group homes in Area VI during the past year. As a result of this pilot, a federal evidenced based research grant using the "Power Through Choice" curriculum was awarded to the Oklahoma Institute of Child Advocacy. The curriculum will be presented in six OKDHS contract group homes in the coming year.

Six OKDHS contract group homes will not be taught the curriculum and will serve as the control group.

Strategies for the next year: Two more committees are planned for next year, one focusing on more of the seven key elements and the other focusing on IL available resources. Because of the increased responsibilities of the IL County Coordinators, the IL Community Contractor will concentrate again on targeted technical assistance. This TA will still take the form of some face to face contact with workers, resource parents and tribes and will be expanded to include written guidelines on the seven key elements of success and OK IL Program; identification and development of lists of area and county supports and services to transition youth that can be provided to the youth as they exit care; and development of a “youth friendly” website. The website has become a necessity for dispersing IL information. Since the IL Community Contractor also will be responsible for survey administration to the NYTD follow up population, this website will also serve as one place where youth can go to complete their surveys.

The Fiscal Agent serving youth 16-23 (CFCIP purposes 1-7) is a contracted service that issues checks for Youth Development Funds (YDF), incentive payments, teen panels, and Education and Training Vouchers (ETV); mails the checks to a designated location within two working days; collects receipts for the checks issued; and maintains a database that reflects amounts of money spent in each category of Youth Development and Education and Training Voucher funds. Accomplishments and progress achieved: This centralized access to services and resources works well and makes the provision of support resources easier. Youth, CW workers, care providers and vendors continue to report receiving resources and services in a timely manner. Strategies for next year: This contract will be need to be offered for an “invitation to bid” during the next fiscal year. The IL Community Contractor and the youth continue to urge that the IL Program look at debit cards as an alternative to issuing checks for IL youth development funds. This will be reviewed by IL Program staff and Human Service Centers prior to making a decision about the fiscal agent bid.

Case Assessments, Life skills assessments, life skills training and IL case plans are the foundation of the Oklahoma IL Program. A discussion of these activities follows.

Case Assessment (CFCIP 1-7) is a comprehensive review of the computerized KIDS case and the supporting paper case to obtain information to determine what level of service a youth will need to obtain self sufficiency. This process was developed to identify in a timely manner youth needing extra support to transition successfully and the need to expand services to meet the needs of youth with mental health diagnosis or with developmental or physical disabilities. Accomplishments and progress made: The identified strategy for the past two reporting periods was to establish an efficient and effective procedure for a case assessment in preparation for development of an IL case plan. The protocol was to include:

1. Developing a list of indicators that might be significant in making determinations about IL services types. Examples of indicators might be the number or type of placements; psychological testing; education assessments; and medical exams;
2. Designing a navigational template or guide to locate indicators quickly in computer and paper case;
3. Requesting a data report that identifies youth at age 16 with a permanency goal of “Another Planned Permanent Living Arrangement “(APPLA);
4. Utilizing personnel in CFSD or IL Community Contractor to complete case assessments and designate IL service type on a percentage of youth from each area of the state identified by the data report:

5. Identifying categories of available resources and services for youth with an IL service type designation of IL with Support;
6. Developing case recommendations or guidelines that can be submitted to CW supervisors to refer to when assisting their workers in identifying key team members for case plan/transition plans and in identifying services to support a successful transition; and,
7. Implement statewide if pilot indicates it is feasible.

Accomplishment and progress achieved. Progress has been made on this strategy. For item number 1, a list of indicators was created and included in Level One new worker training, Level Two training, Overview of the IL Program and provided to the IL County Coordinators during the grassroots tours. The second item on the protocol was accomplished with the roll out of the new SACWIS IL screens developed in preparation for NYTD. A KIDS guide was developed to educate workers on how to access needed information in a faster manner. Items three, four and six will be discussed in strategies for next year. Item 5 was to identify categories of available resources and services. The IL Community Contractor is taking on this challenge as part of their activities for the next contract year. Strategy for the next year: A Program Field Representative (PPR) working in the area of Permanency Planning and Independent Living will develop case recommendations and guidelines that can be utilized by CW supervisors in completing the case assessment. The PPR will also review the KIDS report that identifies youth with an “APPLA” case plan goal and make contact with case supervisors on those cases to discuss the case assessments and support and services that might be appropriate for the youth in achieving a successful transition.

IL Service Type (CFCIP 1-7) is located in KIDS, IL screen and documents IL service eligibility, enrollment, assessments, and development of IL case and transition plans.

- Regular IL – refers to youth likely to achieve self-sufficiency and be able to live independently in a community. These youth need only the IL services and resources included in this CFCIP plan.
- IL/with Support – refers to youth who are also eligible for IL services and resources included in this CFCIP plan, but these youth have been more dependent on others or the agency to meet their daily needs and may require some ongoing resources, service and support coordination among divisions of the agency or community to maintain their independence. Examples of this type of youth would be youth with mental health diagnosis and youth with developmental delays or physical disabilities.
- DDS only – refers to youth whose diagnosis of mental retardation or mental retardation accompanied by another mental or physical disability may inhibit the youth’s progress towards complete self sufficiency. The youth likely will remain dependent on some state agency and/or community resources and services. All services for these youth will be directed by the OKDHS Developmental Disabilities Service Division (DDS) and IL services will be provided by care providers or Habilitation Training Specialists (HTS). The Oklahoma IL program will support DDS independent living efforts with suitable IL curriculum and funding for IL related teen activities.

Accomplishments and Progress Achieved: The workers are designating IL Services Types on a more regular basis and appear to have an understanding that supports are needed for the youth. While some of the case reviews indicate a thoughtful consideration to what types of additional services will be needed, there is still a need for a better understanding of the connection between appropriate supports and services and good outcomes for the youth. As the CW workers get more comfortable with the 90 day transition plan, their understanding of the connections between the early identification of a Service Type with the identification of the state and community resources that are needed for youth to make a successful transition are anticipated to increase. Strategies for next year: The IL Community Contractor will be providing technical assistance around services and supports including the creation of area and county specific lists of services and supports.

Youth Self Assessments (CFCIP 1-5, 7) provide an opportunity for the youth to present themselves from their point of view and in their own words. One of the Oklahoma Practice Standards is “we listen to the voice of our children”. Encouraging youth to complete a self assessment and perhaps vision of their future prior to the development of their case plan is an effective transitioning tool. A self assessment could also be used to introduce the youth to new CW workers or supervisors that might be assigned to the case.

Accomplishments and progress achieved: This was identified to be implemented during the third year of the five year plan. The strategy last year was for one of the IL State Coordinators to approach one therapeutic foster care agency (TFC) and one group home to request that they offer youth in their care an opportunity to self assess and then report back on the agency and youth experience around that assessment. The IL State Coordinators did not meet with a TFC agency or a group home regarding the assessments because of other unexpected job responsibilities. Strategies for next year: It will be made a priority to meet with one therapeutic foster care (TFC) agency and one group home by August 31, 2011 to discuss this option of introducing self assessments with older youth. TFC agencies and group homes by contract have weekly contact with these youth and also provide monthly IL groups. This would be a perfect opportunity for youth self assessments to be introduced. If this is not successful, this intervention will be dropped. The IL Program is well aware that our youth already express themselves in multiple ways through art, poetry, and music. This is always evident at the teen conference and events. Perhaps, another method would be to provide reminders to CW workers about how these forms of expression can be utilized effectively in developing IL case plans.

Life Skills Assessments available to youth 16-21 (CFCIP purposes 1&2) are to be completed on every eligible youth. OKDHS is using the Ansell-Casey life skills assessment because the Ansell-Casey is free and easily accessible, assesses a wide age range, has a cross-reference check between youth and care provider, and produces congregate scores. Accomplishments and progress achieved: Oklahoma Child Welfare policy indicates that the youth's primary child welfare worker is responsible for completion of the IL assessment. The contracted IL Specialists are also relied upon to send out notification of the need for a life skills assessment and to assist in the completion of the assessments if necessary. IL Specialist have also been available to provide technical assistance to identify skills that might need to be included in a case plan. A majority of the IL eligible youth who are being served through the Division of Field Operations do received their Ansell Casey life skills assessments in a timely manner. The Division of Developmental Disabilities also serves a portion of the eligible IL population. This Division had not been utilizing the Ansell-Casey assessment prior to the development of their IL case plan “Vision of The Future” unless that assessment happened to have been completed by a local school district that utilizes that assessment. For the past two years technical assistance from the National Resource Center for Youth Development has provided an opportunity for some of the DDS group home staff to learn how to administer the assessment and use the resultant information to initiate appropriate IL activities in the group home. The training was well received. Strategies for next year: DDS is anxious to train their case management staff during the coming year. IL Specialists will be utilized to provide technical assistance to get this accomplished. The goal is that by 2014 all DDS youth eligible for IL will have an Ansell-Casey Assessment to support effective planning for the youth.

The IL Program is unaware of any youth who exited care after age 16 for adoption or kinship guardianship without a completed Ansell-Casey. In anticipation that more youth will be reaching permanency through one of these methods and may not have completed the life skills assessment, the IL Program has established a protocol for informing the youth and the care provider about the Ansell-Casey assessment and how to use the assessment results to support teaching their youth life skills. A notification process is in place where CFSD Adoption and Permanency staff will notify CFSD IL staff when a youth sixteen or above is preparing to exit care. A letter will be sent to the family advising

them of the online assessment, the location the Casey Life Skills website and offering support if the family needs assistance in utilizing the results of the assessment.

Life Skills Training available to youth 16-21 (CFCIP purposes 1, 2, 3, 4 & 5, 7) is an ongoing process that results in a youth's mastery of skills necessary for successful transition to adult living. Life skills for eligible youth are provided through

- Foster parent and care provider instruction,
- IL Seminars,
- Teen Conferences both state and National,
- Area Youth Service Boards,
- Area events and trainings,
- Schools,
- Group organizations such as scouting, and
- Community organizations

More specific details on some of these trainings will be discussed later in this report.

Accomplishments and progress achieved: Congregate scores on all of Oklahoma's youth life skills assessments are being kept. Life skills classes, IL seminars, workshops, and events are based on the Ansell-Casey domains that received the lowest congregate scores. These Ansell-Casey Life Skills domains and the related seven key elements of success are listed for the youth as they begin the training. After the trainings or events, the youth's care providers are supplied with lists of additional activities that could be used in the placement to further support their youth's mastery of the domain or element. The statewide IL seminars are one of the methods of providing life skills on an annual basis. For FY'11 life skills seminars were not only focused on the lowest scoring areas of the Ansell Casey assessments but were also focused on the seven key elements of success. Examples of area seminars and events were discussed earlier under the IL Community Contractor. A record number of seminars, events, youth service board activities, and conferences where youth were exposed to life skills was provided this year. In addition, the youth can access youth development funds to pay for particular life skills. Youth access these funds for instructions in driver's education, cooking, money management, etc. Strategies for next year: With the implementation of the NYTD, additional information is anticipated to be made available that will help to identify needed topics for life skills training. The NYTD report that documents the IL services youth received will be evaluated to guide future life skills training. For example, the preliminary report from the first NYTD period indicates that the higher percentages of the IL services provided to youth were mentoring and direct financial supports. IL Services connected to Budget and Financial Management and Family Support and Healthy Marriage Education were only provided to a small percentage of the youth. Life skills trainings could be developed around these categories.

IL Case Plans are required for eligible youth 16 years or older in OKDHS or Tribal custody residing in an out of home placement. The plan should be developed during a meeting with the CW worker, the youth, the foster parent or placement provider, the biological parents or relatives if the youth has an ongoing relationship with them and wishes to include them in this process, and other important persons identified by the youth. There should be emphasis on the planning being youth driven and multi-disciplined. During the meeting there is:

- a review of the case assessment;
- a review of the life skills assessment;
- a discussion of the seven key elements of success: health, housing, education, employment, life skills attainment, permanent connections, and essentials documents and how they can guide the case plan; and,
- identification of the skills and services the youth needs to live independently;

For the children, sixteen years and above, who the Developmentally Disabled Division serves, the IL case plan is called “Vision of the Future”. This plan addresses life skills attainment, health, education, employment and plans for housing after exiting care. IL case plan updates and IL services provided are submitted to the court at each judicial review. A transition plan for all IL eligible youth is finalized ninety days prior to a youth’s exit from care and the date of this transition plan is documented in the KIDS IL screen. Accomplishments and Progress achieved: IL information was included in the Title IV-E trainings. CW workers’ Level One training includes a section on IL with a discussion on the importance of assessments and case planning. The Level Two training provides six hours of training focusing on assessments, IL case planning and resources to support the plans. One hour slots in both the Supervisor and County Director trainings discuss the importance of thorough assessments and case planning. CW and Tribal workers increasingly understand the importance of IL case plans as evidenced by the number of IL case plans documented in the electronic cases and by the youth reporting that they are aware of their IL case plan. The ninety day transition plan was introduced during the last year. Input on the plan was obtained from child welfare and DDS workers, tribes, and youth. The “My Transition Plan” is designed to be used with CW, DDS, and tribal youth. Strategies for coming year. Staff expressed some confusion around the wording of the ninety day transition plan since they perceive the plan varies from the seven key elements of success. Training has been implemented to assure the staff the five provisions of the ninety day plan are also covered under the seven key elements. There will also be technical assistance to the workers for them to understand that progress on the youth’s My Transition Plan needs to be monitored at 60 and 30 days from exit of care. The new procedure to complete the IL Exit Interview and application for Medicaid IL18-21 at 60 days will include a review of the progress on the transition plan at this point also. The CW worker will provide the youth with a copy of the Oklahoma Health Care Directive at 30 days from exit is if the youth indicated at the 90 or 60 day reviews that they had read the brochure on Health Care Options for Independent Living Youth and wanted to execute a health care proxy.

The following are CFCIP services, events, activities and resources that are available to support the youth 16-18 and their IL case plan.

IL Youth Development Preparation Funds for youth 16-18 (CFCIP purposes 1-4,7) are funds for youth 16-18 that support the youth’s IL case plan and to prepare the youth for a more successful transition to adulthood. CW and tribal workers complete requests for these funds and fax them to NRCYS for approval and to be sent on to the fiscal agent.

Education Related	Includes goods and services which supports the youth's education. Examples are tutoring, summer school, concurrent high school/college courses, ACT and SAT exam costs, and classroom supplies.
Work Related	Includes goods and services that will support a youth's efforts to obtain and maintain employment. Examples are work uniforms, and costs for transportation to get to work.
Miscellaneous Services	Includes goods and services required for a youth to complete his or her written IL case plan but are not covered under other funding sources. Examples are band and cheerleading equipment, sports equipment, senior trips, prom expenses, music lessons, weight loss equipment, animals to raise in farm related clubs, and contact lenses.

Permanent Connections Includes costs connected with searches for family or unrelated individuals willing to make a permanent connection to the youth, expenses associated with family group conferences, person centered planning meetings, or other activities or costs for visits to support or maintain connections.

Youth Development Funds "One Time Only" for youth 16-21. (CFCIP Purposes 1-7) are funds available to support the youth's IL case plan and aftercare needs but these funds can be accessed one time only while the youth is receiving in care or aftercare services. These funds are requested by the youth, CW or tribal worker and faxed to NRCYS who approves the requests and faxes them to the fiscal agent. Since these are one time only funds, cost code limits have been assigned to some categories:

Birth Certificate	Varies
Photo Identification	Varies
Driver's Education Class	\$300
Driver's License	varies
Dorm Deposit	\$100
Dorm room/Apt. Needs	\$250
Graduation Expenses	\$300

Accomplishments and progress achieved on Preparation and One Time Only Youth Development Funds: Youth development funds are available statewide and are dispersed by the fiscal agent through requests made by the local counties and tribes through the IL Community Contractor. The OK IL Program is pleased to report that the funds for the first nine months of the year were issued to the areas and tribes in a very close proportion to the number of eligible youth in those areas or tribes. The one exception is that Area IV in the southeast corner of the state "slightly" under accessed the funds for the number of eligible youth in their county. For the Preparation funds from July 1, 2010 through April 30, 2011 the spending in the preparation categories increased over the previous year. For a second year in a row the Education Related category increased the amount spent. The OK IL Program thinks that this is directly related to the agency's emphasis on education attainment. The number of youth receiving tutoring continued to increase as well as the number of night, summer, online and concurrent classes that received payment. Unfortunately, the funds spent in the Work Related category decreased for the second year in a row. A weak economy or other factors such as youth focusing on education instead of employment, lack of support from placement providers for youth to obtain employment or lack of transportation are possible explanations for this decrease. From the preliminary NYTD report, very few of the baseline population of 17 year olds were employed at the time the surveys were administered. The Miscellaneous category did increase in fund usage. This is a popular category because youth and their workers are allowed to be creative in identifying what can be accessed to strengthen the youth's readiness for successful independent living. Workers are urged to identify this category as well as other youth development fund categories as "supports" that could be identified in the youth's IL Case Plan. The One Time Only are funds are also very popular with youth, CW staff, and care providers. This may be because these funds are tied to accomplishments like obtaining a driver's license or graduating high school. Use of these funds is also an indication that the youth is transitioning to a "place of their own" as signified by request for assistance with the dorm and apartment needs. There was a slight decrease in the use of these funds from the previous year. There are fewer youth graduating high school this year and fewer youth moving on to post secondary education so this may explain a part of the decrease in utilization. Strategies for next year: With the development of the use of social media and the development of the OK IL Website, these can be used

to “publicize the importance of education and job experience”. Hopefully this will impact the funds that will be accessed.

Teen Conference for youth 16-21 (CFCIP purposes 1-5) is an event planned and facilitated by the IL Community Contractor. The conference is held on a college campus in Oklahoma and allows learning through specialized skills workshops, life skills simulations and recreational activities. The learning experiences are based on the seven key elements of success, Housing, Health, Education, Employment, Life Skills, Essential Documents, and Permanent Connections. The CW or tribal workers, foster parent, and sometimes therapists accompany youth to the event. The youth incorporate the learning of independent living skills within an environment that promotes networking and peer support. Accomplishments and progress achieved: There were 235 participants at the Teen Conference held in June, 2010. The decision to move to a three day conference was the announced strategy from the APSR 2010. The conference was planned by a committee of current and former custody youth and the IL Community Contractor. The philosophy and practices of Trauma Informed Care and Positive Youth Development were incorporated throughout the conference. The conference was the culmination of the work done with youth throughout the year. The three day format provided youth the opportunity to review, practice, and then teach the life skills needed for a successful transition to adulthood. All team meetings and skills classes were co-facilitated and trained by a youth member of the YES! Board and an adult. Teams of youth and adults met in small groups to “process” at the beginning and end of each day. Teams remained together to attend life skills workshops. “Friendly” competitions between teams was incorporated throughout the conference. The emcees for the three day event were former youth. On the final day roles were reversed as youth became workers and workers took on the identities of the youth as they entered Independence City. This allowed the youth to act as the adults and have the opportunity to “teach” life skills to their somewhat “unruly” acting youth. Participants agreed that this was an excellent conference. Seventy-eight percent of the participants gave the conference the highest rating of Very Good and 17% gave the conference the second highest rating of Above Average for a net positive response of 95% Strategy for next year: Three day format for one teen conference is being maintained. The co-facilitation between a youth and an IL Specialist will continue but this year the co-facilitation has been increased to three in order for CW workers to be included as facilitators. A very creative theme using a wide variety of technology is being planned. Exciting technology is being used in advertising and enrolling for this conference.

IL Specialized Community Homes (ILSCH) for youth 16-21 (CFCIP purposes 1-5) were contracted homes that call for a program that includes an intensive independent living regimen for youth 16 and above who indicate that they intend to leave the system at age 18 “ready or not”. Slots in the program are also available for former foster youth 18-21 who thought they were ready and learned differently. These youth are referred through the “Yes I Can” program. Four same sex youth are placed in a foster home like setting where emphasis is placed on education, employment and life skills training. An assessment is completed during the first three weeks of a youth’s stay in the program that is used to develop an IL case plan. The ILSCH contractors were expected to work closely with these youth whose progress is monitored by OKDHS from weekly and monthly reports submitted by the contractors. Program Change: At the end of the last fiscal year, the home for females retired. The IL Coordinators reviewed the utilization rate of the female home, the current distribution of females 16-18 through the state and the requests for housing that have been received through the Yes I Can Aftercare Network. Although the female ILSCH was always full, a discovery was made that this was due to this home becoming a very stable placement for four females at a time. These females exited successfully and appear to continue to do well. However, only a small number of females were served over the years this home was open due the long length of stays for each female. The IL Coordinators took the female home closing as an opportunity to review the utilization and success rate

for the male ILSCH. Many males were referred to this program. In the early years of the program there were multiple successes. An education plan was put in place and often completed, the youth were employed, developed a savings account and were taught house management skills. In the later years of the program the placements were not as stable. The youth would enter an education program and would obtain employment but had greater difficulty maintaining both. There were more youth who entered with mental health issues and substance abuse issues. During the past year, the program was under utilized. There appears to be several factors that impacted the under utilization. First, the number of eligible youth in care has decreased over the last year. This is hopefully due to the emphasis OKDHS put on finding permanence for our older youth through guardianships, adoptions, and more efforts at reunification. This left older males that remained in care with more challenging behaviors that were not as good a fit for a home with a single male. Less youth also requested to return to care for support and services after exiting at age 18. This is likely due to the development of several non-profit organizations operating transitional living programs that former foster youth could access. The Oklahoma Healthy Transition Initiation grant also provided a means where youth with mental health needs could receive housing resources and wraparound services in the communities where the grant was operating. Based on the under utilization rates and these other factors the decision was made to not renew the contract of the male Specialized Community Home. A mechanism to contract with new providers is always in place and these types of placements paid for with Chafee funds could be looked at again in the future. There are still contracts utilizing state funds for six Specialized Community Homes that for males and females and these homes continue to provide life skills instructions and support in education and employment to prepare youth for adulthood.

Tutoring Initiative ages 7-21 (CFCIP 1-3, 5, 7) is part of a larger effort in Oklahoma to increase the number of foster youth who graduate from High School or attain their GED. This is a focused effort to locate tutoring resources for eligible youth who have been identified as in need of additional educational assistance. A half-time employee is the Academics Coordinator for the tutoring initiative. Youth in need of tutoring are identified through self referral, foster parent or worker referral, or by contact from any of the youth's multi-disciplinary support system. Identified students in need of tutors are assigned to volunteer/cost free tutors, if available. If that free option is not available and the youth is age 16 or above, the youth is connected to a service provider who is paid through Youth Development Funds. Progress reports are received from each tutor and reviewed monthly for each student. Care providers, school personnel, and the students are contacted in order to obtain feedback on progress. Progress report information is entered into the youth's electronic case file for use by the caseworker when reporting to the court. The tutoring services are also entered as an independent living service for youth ages 16 and above since the tutoring is paid with youth development funds made available through the grant. Accomplishments and Progress Achieved: As awareness of the Tutoring Initiative spreads, an increasing number of youth have been matched with tutors. From 07-01-10 through 04-30-11 one hundred and seventeen (117) youth between the ages of 16 and 21 received tutoring services at a cost of \$86,744.40. Funding came out the Education Related category of the Preparation Youth Development funds. This is a nine percent increase of youth served and a \$27,552.60 increase on amount of money expended. Strategies for next year: Education attainment is one of the three broad goals identified for the Oklahoma Chafee Independent Living Program and tutoring is a major support for our youth. The tutoring initiative will continue to seek volunteer tutors and will continue to seek community organizations that can support the tutoring initiative. If the cost for tutoring continues to increase, then the youth development funds amount can be reallocated between codes.

Resource Materials for youth 16-21 (CFCIP purposes 1-5) are available for each youth by calling OUNRCYS:

- FYI-3 notebooks that are similar to life books but have an added component that educates the youth about the foster care system and encourages self-advocacy.
- “A Future Near Me” a workbook in which contains 100 questions to guide a youth toward self sufficiency;
- “The Path Before Me” a tribal version of the “A Future Near Me”
- Luggage – each eligible youth is provided with a new piece of luggage.
- Passports to the Future-are vinyl folder with dividers where youth can keep their important documents.
- Gas cards
- Phone cards

Accomplishments and progress achieved: Most of these resources are accessed frequently by the youth. The youth report they like receiving the resources, especially the luggage and gas cards. At the time a youth completes their life skills assessment, they are provided the resources listed above and a packet that lists the IL services and resources that are available to them. Flash drives were added as a new resource in 2010. These drives contain information that the youth may need as they transition. The flash drives have also been used in IL seminars and workshops in the place of paper handouts. Strategies for next year: The youth have requested that the Passports to the Future be “pad-folios” that not only have dividers for documents but also a notebook pad where they can write. The youth have advised that they are not sure the FYI-3 binders are useful and it is apparent they are being under utilized. The youth wanted to look at an alternative method for organizing, filing and storing their information. The youth also are requesting go phones which is a great way to protect youth with from expensive cell phone service contracts. The OK IL Program will utilize a committee of current and former youth as well as CW workers from Field Operations and the Tribes to review all the resources and make recommendations for what resources to purchase. These will be identified and in use by the next annual report.

The following services and resources are offered to youth who are approaching the age of 18 years and plan to exit care, those ages 18 to 21 who remain in state or tribal custody on a voluntary basis to complete their high school education or GED, and those youth who have exited care and are not yet 21 years of age.

Independent Living Incentive Payments ages 16-23 (CFCIP purposes 1, 2, 3, 4 & 5, 7) are monetary payments for youth exiting OKDHS and Tribal custody from out of home placement; for youth who complete Casey Life Skills supplemental assessments such as the Education, Pregnant and Parenting, Homeless, and Supplemental assessments; and for youth who complete the Education and Training Voucher application process. The exit incentive payment is calculated based upon the youth’s accomplishments between when IL services were initiated at age 16 and when the youth exits care. Activities for which the youth receives compensation at exit include educational attainment, employment, placement stability, volunteerism, life skills development and future planning. Educational Assessment incentives may be issued if a youth is requested to complete an Educational Assessment as part of his IL case/transitional plan. Youth receiving aftercare services through the Yes I Can Network may be requested to complete the additional assessments listed above. Post Secondary students who completed the Education and Training Voucher Program application process are also issued an incentive payment. Accomplishments and progress achieved: Beginning in July, 2009 the decision was made to make the completion of the ETV application an activity that would qualify as an incentive. The letter that accompanies the payment advises the student that incentive payment was intended to be utilized for purchase of a computer system that would support their educational efforts and to purchase items needed for their dorm room or apartments. This system has worked extremely well and the youth are pleased with the opportunity to select the computer of their choice. The Incentive payments category remained stable during this fiscal year. One reason may be that there are

less youth who are entering college for the 2011-2012 academic year. Strategies for next year: Both IL Specialist who develop the life skills seminars, events, and activities, and, of course, the youth are indicating that they would prefer to “incentivize” the youth after each life skills event by offering the youth the opportunity to complete additional activities in their free time that relate to the life skills area just covered and be paid if they want to pursue the additional learning opportunities. The State IL Coordinators have been reluctant to pursue this option for several reasons. First the youth are educated when they reach the age of 16 that they will receive incentives when they exit care for life skills activities they accomplished during the period of 16 and 18, or after. This is an opportunity to receive input from youth, workers and care providers. During the next year a committee will be formed that will look at the way youth receive incentives to determine the best method.

Exit interviews for youth 16-21 (CFCIP purposes 1-5) are a part of the incentive payment process. Exit interviews are completed two months prior to any youth exiting OKDHS or Tribal custody or placement on or after age 18. The exit interview form requests information on the youth’s current educational and employment status, placement type, if the youth has children and if their children reside with them. The youth is also asked to complete a checklist of services that they have received while in custody. The form also asks what the youth sees his or herself doing in three years, what three changes they think would make the child welfare system better, and whether they give permission for the agency to contact the them from time to time to see how they are doing. At the exit interview available aftercare services are explained and youth are provided a laminated YES I CAN card with a toll free number to request aftercare services. Accomplishments and progress achieved: The exit interview is an integral part of the information gathering for the CFCIP outcomes. The interviews will continue to be analyzed for suggestions youth have on how to make the system better. At the end of each month Program Managers are provided copies of any exit interview where a youth responds positively or negatively regarding any changes he or she would make in the child welfare system. The Division Director for Field Operations also receives copies of the exit interviews and summaries of the interviews are sent to Area and County Directors. New change: Early in the report there was a discussion regarding a change in how and when youth made application for the Medicaid option for youth ages 18-21. This new procedure was approved by the Human Service Centers and was implemented May 1st. Completion of the Medicaid application was integrated into the exit interview process. The new process is that 60 days prior to the youth’s planned exit from care at age 18 or after, the CW worker meets with the youth, reviews their progress on the 90 day transition plan, offers the youth the opportunity to complete the Exit Interview, completes the calculations for the amount of the youth’s incentive payment based on the youth’s accomplishments while in care, and assists the youth in completing the Medicaid application for youth ages 18-21. The application will be forwarded to a central location for authorization and the youth will be notified of their Medicaid eligibility at the address they listed on the exit interview.

IL Youth Development Supportive Services funds for youth 18-21 (CFCIP purpose 5,7) were established to provide financial support to the 18-21 year old youth who elects to remain in "voluntary care after age 18 to complete there high school education or GED, or to former youth who encounter emergencies as they begin to establish themselves in the adult world." The youth, or CW or Tribal workers requests these funds if the youth is in voluntary care and the youth if the youth has exited care. OUNRCYS approves the requests and faxes to the fiscal agent.

Education related expense	tutoring, concurrent high school/college classes. ACT and SAT tests, class supplies
---------------------------	---

Car expenses	must be necessary to maintain employment or education;
--------------	--

Alternative transportation	buses, taxis, bicycles
Medical expenses	doctor or dentist visit, prescriptions, glasses, medical insurance;
Counseling and Mentoring	outpatient sliding scale services for substance abuse; counseling; mentors;
Furniture or appliances	to establish independent living arrangements
Miscellaneous	includes goods and services that are planned with the youth to complete their goal of transition to independence and are not covered by any other contingency fund, IL service or community resource.
Clothing	for youth only
Work related	includes uniforms, special equipment such as Steel-toed shoes, food handlers permits, exams

Accomplishments and progress achieved: Each of these categories are important to our former youth who have exited care. All of the allotted funds are accessed each year and once again appear to have been accessed in a proportion closely related to the number of former foster youth in each of OKDHS' geographical areas. Former foster youth residing in Areas III and VI, which are the two largest metropolitan areas, received the largest percentages of the funds. The most popular and most accessed fund is the car expense category. This category comprises up to twenty (20) percent of the funds requests. This is understandable since Oklahoma is largely rural with only limited mass transportation in only the largest cities. Strategies for next year: In the discussions regarding Exit Interviews and Incentive Payments, a committee of workers and youth will be formed to discuss alternate incentives and categories for incentives. The State IL Coordinators anticipate this may also lead to a review of the youth development funds and how they are utilized. For example, currently youth accessing the car expense category have to provide proof that they have saved a \$1000 in order to receive a \$1000 "match" from the car expense category. This could be a challenge for youth exiting from one of the "higher levels of care" where they may not have been able to obtain employment and start a savings account. The committee may want to consider whether youth may need to have completed an approved financial literacy/budgeting class prior to accessing the car expense category.

The "Yes I Can" youth alumni network for youth 18-21 (CFCIP purposes 1-5,7) provides outreach and services to our 18-21 year old youth who have exited care. At the time the youth exits care they are provided a laminated card with the toll free number for the Yes I Can Network. Two OUNRCYS IL Specialists answer the toll free number. They provide information and referral services that complement the youth's own efforts toward self sufficiency. Referrals may be made to local community resources or government agencies, or the youth may be assisted with Supportive Services or Housing Youth Development Funds. Case management is available through the area IL Specialist if the youth appears to be able to benefit from the service. All youth who are pregnant, parenting a child, homeless, and some youth with a mental health problem are assigned a case manager.

Accomplishments and progress achieved: More youth are aware of the resources and services available to them as they exit and as they transition. The fact that information about aftercare services is being disseminated to the youth is exciting and means the youth will receive more services and will be easier to locate for outcomes data. Strategy for next year: The Yes I Can staff will be the point of

contact for the NYTD follow up outcomes population. This will be the best opportunity to gather information on youth outcomes and adjust services as needed. The IL Community Contractor IL Specialists are anticipating an increase in Case Management cases over the next year and understand that the development of the county/community available supports and services to provide to youth as a part of their 90 day transition plans will be “a place to start” as youth request aftercare case management.

IL Youth Development Housing funds for youth 18-21 years of age (CFCIP purposes 1-7) are for housing needs for youth in preparation for living on their own or for emergencies youth encounter while learning to live independently. Youth who are eligible for this category must have been in OKDHS or tribal custody and in out of home placement on their 18th birthday. All youth who access this service will be required in most cases to participate in an IL case plan that includes a full time schedule of work or school or a combination of the two. Youth who access this service after exiting care must show proof of their recent work or school efforts. Housing may be provided in a variety of settings such as apartments, houses, trailers, room and board facilities, host homes, foster family homes and dorms. A general guide is that youth may access housing youth development funds six times between ages 18 and 21 but this guide is flexible depending on the needs of each youth. The Yes I Can Network receives requests for housing in the community through the toll free number and complete requests for these resources. Oklahoma defines eligible categories under room and board as rent and utility deposits, rent and utility payments, and food. Accomplishments and progress achieved: Total costs spent on the housing category have increased dramatically over the past year. In the period from July 1, 2010 through April 30, 2011 the amount spent on housing expenses was \$208,110. This figure is 40 percent higher than the amount a year ago. This increase was predicted during last year’s APSR report that “lower employment rates and rising rental costs our transitioning youth will likely be seeking additional help”. This higher amount is still significantly lower than the amount allowable under Chafee guidelines. Although Chafee housing funds are catching up, more ETV funds continue to be spent for room and board (\$275,512.86) than housing from Chafee base funds. In addition to accessing Chafee and ETV funds for housing, the IL Program has coordinated with community entities. One example is Neighborhood Services Organization (NSO), a long established community organization in Oklahoma City, that operates a transitional living program for males 18-24. In the last year the IL Program has had several males exiting care from a group home in Oklahoma City who were not sufficiently ready to maintain full time employment and housing. These males have entered the NSO transition living program. The IL Program supports the youth with some youth development housing and work related funding. NOS provides the case management, education, employment preparation and counseling. Job Corps is also a resource that has become a transition plan for youth who are not ready to live independently in the community and desire to obtain technical skills. One of the IL Specialists from the IL Community Contractor visits these youth once a month and coordinates with Job Corps on transition plans for the youth. Female youth exiting care from a group home in Area II have accessed a “community demonstration” transitional living project initiated by the Oklahoma Commission on Children and Youth in the far southwest corner of the state. Strategies for next year: The IL Program will continue to work and coordinate with other state and federal agencies and non-profit organizations around identifying or creating affordable housing for our transitioning youth. A statewide continuum of community based developmentally appropriate residential and housing options continues to be the goal of the Youth Transition Work Group. If needed, the IL Program will also reallocate funding to impact the need for housing.

Besides the IL contracted services, resources, events and providers listed above that are made possible through monies provided by the Chafee Foster Care Independent Living Program, the State of Oklahoma provides other resources and services that support the Oklahoma IL Program. State statute,

OKDHS, other governmental agencies and community resources support the CFCIP Purposes through the following programs, resources and services.

Voluntary services after age 18 (CFCIP purposes 1-5) allows youth who have not completed their high school education or obtained a G.E.D. by their 18th birthday to request voluntary placement to complete their educational goal. Youth may sign a request to receive services until their 21st birthday or until they complete their secondary education, whichever comes first.

Specialized Community Homes for youth 16-21 (CFCIP 1-5) are five foster family homes that provide care for five same sex youth between the ages of 16 and 21 years of age that are still in state or tribal custody. The foster parents are paid a salary to provide ongoing intensive instruction and preparation in all the life skills necessary to prepare the youth in the home for a successful transition to adulthood. This living situation differs from a foster home setting based on the more challenging behaviors of the residents and the amount of time focused on the life skills preparation.

The Oklahoma Independent Living Program Website (CFCIP purposes 1-7) is a state run website that provides an opportunity for present and former foster care youth to access a variety of information about the independent living program as well as information related to education, housing, mental health, and basic medical needs. The IL Community Contractor also provides IL information on Twitter and Wikipedia.

The Graduation Advocacy Program (GAP) (CFCIP purposes 1,3-5,7) is a unique program that deals strictly with improving the academic performance of 9-12 grade level foster youth who attend school in the Oklahoma City Public School system. This district is located in the OKDHS geographical area with the largest number of IL youth. The program is provided through the efforts of three High School Graduation Specialists who are supervised by one of the State IL Coordinators. These Graduation Specialists have strong interpersonal, organizational, time management, written, oral, and creative skills. Each Specialist has an ability to anticipate and to problem solve obstacles, propose methods to improve established procedures, and to work both individually and as a team member.

The Oklahoma Higher Learning Access Program also known as “Oklahoma’s Promise”. (OHLAP) (CFCIP purposes 1, 2 & 3) is a unique program set up by the Oklahoma Legislature and administered by the Oklahoma Regents for Higher Education for eighth, ninth, and tenth grade students that will help pay for tuition at an Oklahoma public two-year college or four-year university. Once enrolled in the program, youth are eligible for benefits regardless of whether or not they remain in OKDHS custody as long as they maintain the behavioral and scholastic requirements established by the OHLAP. You may learn more about the OHLAP by logging on to www.okhighered.org/ohlap.

Tuition Waivers (CFCIP purposes 1, 2 & 3,5, 7) are provided for post secondary education and vocational-technical programs at all institutions within the Oklahoma state system of higher education for youth who were in OKDHS or tribal custody for any 9 months between the ages of 16 and 18. Tuition Waivers are provided by the State of Oklahoma Regents for Higher Education. Waivers are valid until the youth reaches age 26 or completes a baccalaureate degree.

Lou Hartpence Scholarships for youth 18-23 (CFCIP purposes 1, 2 & 3) are available through an endowment to assist selected OKDHS custody youth in obtaining their higher education. Youth are selected through an application process, must maintain a “C” or better average and be enrolled in 12 credit hours or more. Selected youth receive \$1000 their first and second year of college, \$2000 for their third year and \$3000 of scholarship assistance for their fourth year.

Youth With Promise Scholarships for youth 18-23 (CFCIP purposes 1, 2 & 3, 5, 7) are sponsored by private donors, the Oklahoma County Children's League and Oklahoma City Community Foundation and are to assist youth with higher education needs such as tuition at private colleges, books and fees not covered by grants or scholarships, and other special needs such as eye glasses.

Page Week for youth 16-21 (CFCIP purposes 1-4) is an event in which our youth are invited yearly to participate as pages for a week in the Oklahoma House of Representatives. For a youth to participate the youth must make application. The selection process requires evaluation of the youth's participation in the Oklahoma IL program, volunteer and school activities. Once selected, youth have the opportunity to learn about the legislative process and meet personally with their legislators. Legislators have the opportunity to listen first hand to the issues that arise with our youth in out of home placement.

Peer Leader and Training Opportunities (CFCIP purposes 1-4) offer custody youth an opportunity to speak at trainings for CW, care providers, and the community through participation in teen panels throughout the state. Youth receive a stipend and mileage for participating in the panels. Oklahoma is committed to hearing our youth's voice regarding needs of the child welfare system.

Collaborations and Initiatives

Collaborations and initiatives continue to be an important but challenging aspect of the IL Program. A discussion of the collaborative efforts follows:

The Community Transformation Team in Tulsa is a long established collaboration. This collaborative effort focuses on all youth related issues in the Tulsa Metropolitan area. The collaborative partners are Department of Mental Health and Substance Abuse, Tulsa Mental Health Association, Oklahoma Health Care Authority which has oversight of the Oklahoma Medicaid program, Oklahoma Department of Human Services, Office of Juvenile Affairs, Department of Health, and Youth Services of Tulsa. Tulsa is one of the designated sites for the Oklahoma Healthy Transition Initiative Grant. Youth currently and formerly in OKDHS with mental health challenges, meet the eligibility requirements, and reside in or near the second largest metropolitan area continue to be able to access these services.

The Transition Work Group that was formed in the Oklahoma City area was discussed under Adult State Advisory Board.

The Governor's Youth Council for Education and Economic Development meets bi-monthly and focuses on issues that effect the successful education, career development and employment of all Oklahoma youth.

GoodWorks Ministry renovated a large house located one half mile from the University of Central Oklahoma, a four year college popular with our Education and Training Voucher students. The house can accommodate four to five female ETV students. The benefit of this arrangement is that the students would not have to worry about a place to go during fall/winter/and spring breaks. In addition, one of the goals of this ministry and this house would be to offer a gathering place for other former foster youth to receive support or to share a holiday meal. This house has been the home for five youth during this report period. This home has also served as the meeting location for the YES! Youth Advisory Board.

OK Foster Grads is an organization that “collaborates resources for youth aging out of state custody to create permanent connections while fostering independence and contribution to community”. This new initiative is still in the formative stage but plans to develop the follow three programs:

- FLUX – An annual foster graduation party
- PERKS - mentor/partnership/permanency program
- SKILLS - apprenticeship program

OK Foster Grads hosted the second annual graduation party for youth who graduated high school from Area III. Attendance included the youth’s resource and biological families and their social workers. The celebration included being served a meal, many door prizes for the graduates, a band concert and inspirational messages.

This year there has also been some new energy and coordination between the Oklahoma Department of Rehabilitative Services (DRS) and the Oklahoma Department of Human Services. This has been the result of both agencies attending the Governor’s Youth Council and the Transition Work Group. DRS and OKDHS envision collaborating around the school IEP Transition Plans that are developed for youth in the public schools. The transition goals of the Department of Education, DRS, and OKDHS are similar. The goal is for a mechanism to be developed through IEP meetings where resources can be shared and coordinated. On May 7th, DRS and one of the county OKDHS offices collaborated on a joint event called Take Control! This was a DRS outreach event that included resource information, motivational speakers, and a youth panel focusing on empowering youth with disabilities by discussing strategies for self-advocacy. Child welfare workers, resource parents, youth, and DRS related vendors were available to discuss supports available for disabled youth.

Positive Youth Development

The OK IL Program attempts to have youth involvement in all program areas. In the past year youth have been involved in the following activities:

- Current and former foster youth are utilized as trainers for the last session of Resource Family Training. These youth provide a panel discussion about their experiences while in foster care and make recommendations on how resource parents can “welcome” new youth into their home.
- The YES! Youth Advisory Board advocated for professional development for teen panelists who train at the Resource Parent classes. The result was a new curriculum called “Presenting with Purpose”. This curriculum trains youth to have a powerful voice as they advocate for change; assists the youth in keeping their speeches focused; and protects the youth from feeling vulnerable while presenting. Eighteen youth have been train through this curriculum. Those youth who successfully complete “Presenting with a Purpose” receive an additional financial incentive when they speak since they have been “professionally” trained.
- Youth co-planned and then co-facilitated small groups and life skills workshops at the 2010 Teen conference.
- Three former custody youth who have all graduated college have been hired by OKDHS to manage the outcomes survey administration and documentation for NYTD; to manage the Tutoring Initiative; to manage activities connected with the Fiscal Agent contract and the YES! Board; and to maintain student data and utilization information on the Education and Training Voucher Program (ETV).
- The IL Program’s IL Community Contractor has hired a former custody youth to verify Tuition Waiver eligibility, process all Education and Training Voucher (ETV) applications, and guide youth through the admission and enrollment process for post secondary education.
- A youth has been assigned to the advisory committee of each federal grant that OKDHS has received.
- A youth is assigned as a co-chair for the Youth Transition Work Group.

- One former youth has been recommended to sit on a State Legislative Task Force that is studying the Child Welfare foster care system during the next nine months.
- The ETV program is utilizing older post education students to provide targeted mentoring to new students. For example, one college freshman student delivered a baby in the middle of her first semester in college. A senior college student who was married and had a baby, met with the student to assist with learning time management skills, locating community resources that could assist with baby needs and lost cost or free support services, and evaluating day care centers.

Chafee Medicaid Option

Youth in OKDHS or Tribal custody in an out-of-home placement on their 18th birthday are eligible to receive extended medical coverage, (Medicaid 18-21) due to a change in Oklahoma's Medicaid plan permitted by the Chafee Foster Care Independence Act of 1999. The Oklahoma State Medicaid Plan was amended to include the Medicaid IL 18-21 option in 2001 and this option was funded in 2003. Although the youth who exited care at age 18 were eligible for this Medicaid option, they frequently did not go to their local Human Service Center to make application for this benefit. The youth would only think about their eligibility at the time of a medical need. This year the Children and Family Services Division (CFSD) IL Unit coordinated with the Field Operations Division's Family Support, Health Related, and Medical Services Unit to develop a more efficient process that would insure coverage for more eligible youth that became effective on May 1, 2011. The Medicaid 18-21 Application is completed at the same time as the Exit Interview for those youth who are exiting care at or after age 18 to assist youth in maintaining this benefit upon exit from care. The Medicaid application (called SoonerCare Health Benefits) is completed by the CW worker and youth. The application is forwarded to the State Office where the Family Support, Health Related and Medical Services Unit processes and approves the applications. The approved applications are then forwarded to the appropriate local county and assigned to Family Support (eligibility) worker by the Health Related and Medical Services Unit. The application approval notice and procedure card is sent to youth from CFSD IL Section. The procedure card advises the Youth to locate a physician in their local county to arrange services.

Coordination with Tribes

The IL Program has coordinated with the tribes through work on the Tribal work group and technical assistance provided through the IL Community Contractor IL Specialists. Tribes are notified by email, FAX and letter of all IL related activities and events. Tribal youth have been involved in each activity and have accessed each IL service and resource provided as a result of the Chafee Foster Care Independence Act program in Oklahoma for many years. There continues to be some challenges in identifying new tribal youth eligible for the IL program, particularly if there is a turnover in tribal staff connected to child welfare. There was a discussion in the 2010-2014 plan to begin during FY2011 to send a letter to each Tribe notifying the tribe of the opportunity to receive a portion of the State's allotment of CFCIP and ETV funds. This letter was postponed because IV-E agreements had not been signed.

OKDHS is about to begin negotiations with each Tribe to obtain new IV-E agreements. Beginning with FY2012 the Program Manager involved with Tribal relations will notify the IL State Coordinators as each IV-E agreement is signed. The IL Program will then send a letter to the Tribe that provides a description of all services and resources available through the current IL Program. The letter will also offer to negotiate in good faith with any Tribe that requests to develop an agreement to administer or supervise the Chafee Foster Care IL Program or the ETV Program. The letter will also offer to provide consultation and support in the development of a tribal IL program, including the ETV vouchers, if the Tribe requests.

The following is information on Oklahoma's Education and Training Voucher Program

Oklahoma has developed the following Education and Training Voucher Program (ETV) based on the Chafee Foster Care Independent Program (CFCIP Purpose 6). The Oklahoma ETV program makes available funding for post-secondary training and education for eligible youth. Youth eligible for services under the OKDHS ETV Program are:

1. Youth eligible for services under the Oklahoma Chafee Foster Care Independent Living Program;
2. Youth who were likely to remain in out of home care but obtained permanency through a legal guardianship after age 16 years;
3. Youth adopted from out of home care after obtaining age 16 years, and
4. Youth participating in the ETV Program on their 21st birthday as long as they are enrolled in a post-secondary education or training program and are making satisfactory progress towards completion of that program can continue to be eligible for the ETV Program until they reach age 23 years.

ETV funding can be used at any institution of higher education as defined by the Higher Education Act. These institutions must meet the following three criteria:

1. admits as regular students only persons with a high school diploma or equivalent; or those persons who are beyond the age of compulsory school attendance.
2. are public or non-profit, or proprietary institutions of higher education, or are post-secondary vocational institutions, and
3. are accredited or pre-accredited and are authorized to operate in the state.

In addition the institution is defined as a school that:

1. awards a bachelor's degree or not less than a two year program that provides credit towards a degree, or
2. provides not less than 1 year of training towards gainful employment, or
3. is a vocational program that provides training for gainful employment and has been in existence for at least two years.

The ETV funds can be used for tuition, if student is not eligible for the Oklahoma tuition waiver, books, fees, rental or purchase of equipment, materials and supplies, room and board, personal and healthcare expenses, transportation, child care for dependent, and tutoring. Each institution establishes the definition of what items are included in the previous list of categories. The amount of the ETV voucher shall be disregarded for the purposes of determining the recipient's eligibility for, or the amount of, any other federally supported assistance, except that the total cost of education assistance to a student from ETV and other Federal programs shall not exceed the total cost of attendance at the institution. For purposes of determining a year's eligibility for ETV's, the school year is considered either the fall, spring and summer semesters or the beginning date and twelve months after for post-secondary training programs.

Oklahoma makes every effort to coordinate with other appropriate educational and training programs in the state and will take steps to prevent duplication of benefits under this and other Federally supported programs.

OKDHS IL Program has hired six part time Education Specialists to administer the OKDHS ETV Program. The six Education Specialists are supervised by one of the State Independent Living Coordinators. The Education Specialists assist eligible youth in their transition from custody through a post-secondary setting. The Education Specialists work with the students to develop

educational/transitional plans once the students gain admission to a post-secondary institution. The Education Specialists meet with the students and representatives of the Financial Aid and Bursar's Office to determine the total cost of attendance, create a budget, and identify the items that will be paid by the ETV voucher. The Education Specialists process all requests for ETV funds for the students and educate the students regarding receipts to document use of the funds. The Education Specialists assist the students in developing a good working relationship with school personnel not only in the Financial Aid and Business Office but also in the bookstore, student relations' offices, and offices connected to the campus. The Education Specialists assist in problem solving crisis situations that might affect the youths' attendance at the schools and will locate connections in the community to provide support to the students. The Education Specialists identify living situations for breaks, holidays, and summers; assist with annual applications for FASFA and other scholarships, encourage career exploration, and assist with job location once the students complete their education. A former foster youth who received ETV assistance and graduated college is employed part-time to keep data information regarding ETV utilization and has been tracking students since 2003. Accomplishments and progress achieved: Oklahoma has had great results in strengthening the post-secondary educational assistance programs in Oklahoma. As mentioned earlier in state supports to the Chafee Foster Care IL Program, the State of Oklahoma passed state legislation in 1999 that created the Oklahoma Independence Act. That Act created the Oklahoma Foster Care Tuition Waiver. This waiver allows youth who were in foster care any nine months between the ages of 16 and 18 years of age to receive a waiver for their tuition at any public Oklahoma college, university, or career technology center. Oklahoma legislation has also created the Oklahoma Higher Learning Access Program (OHLAP) Act which funded "Oklahoma's Promise" which provides up to \$3000 annually to student's who attend a public Oklahoma college, university or technology center. The students or their families are required to meet an income eligibility standard. One of the State IL Coordinators advocated with the Oklahoma Regents for Higher Education and was able to obtain an income waiver that allows foster youth in the 8th, 9th, or 10th grade to enroll in Oklahoma's Promise without income of the biological family or foster families being considered. Many of the colleges and universities have agreed to accept both the tuition waiver and OHLAP for students. The ETV program has also been supported by community interests. In the collaborations section of this report the GoodWorks Ministry house was discussed. This large house is located one half mile from the University of Central Oklahoma, a four year college popular with the foster youth because the university is located in the Oklahoma City metropolitan area. The GoodWorks house offers housing for the students for an amount well below dormitory and food plan costs at the University. The GoodWorks ministry keeps the kitchen stocked with food for the student's to prepare, and arranges for tutoring and other student support needs such as career advisement. GoodWorks also arranges financial budgeting and planning, and cooking classes. The house is open during all school breaks and holidays allowing for continuous housing for the students. A community organization in the southeast corner of the state has recently contacted the IL Program and expressed an interest in developing a similar house near another popular four year university. A psychology professor at a two year community college in Oklahoma City contacted the IL Program at the beginning of the Fall 2010 semester to obtain information on ETV and foster youth. The professor has been researching grants that he could apply for in order to develop a program similar to the Guardian Scholars Programs in other states.

Statistical and Supporting Information for the ETV Program

Statistical information on our ETV students is maintained by a former custody youth who obtained her bachelors degree through the ETV Program and now works for the IL Program on a half time basis while pursuing a Masters Degree in Social Work. This information assists the IL Coordinators in determining where to focus additional time educating field staff and Tribes about Education and Training Vouchers. This information can also provide insights into the types of community supports

that might need to be developed. For example, during the current academic year there are twice as many females attending college as males. The IL Coordinators will look at the high school juniors and seniors for the next year and determine if additional academic support and encouragement can increase the number of males that attend post secondary classes.

Total number of students receiving ETV awards for the 2009-2010 school year: 213

Of the 213 students from 09-10 school year, 88 were first time ETV recipients.

Total number of students receiving ETV awards for the 2010-2011 school year: 179

Total number of ETV awards since the first ETV awards in 03-04: 759

Total number of first time ETV recipients in the 10-11 school year, 72 (40%)

Demographics of the 179 students:

Sex:

- Female: 67%
- Male: 33%

Race:

- White: 62.5%
- Black: 26%
- Native American: 8%
- Hawaiian/Pacific Islander: 1%
- 1.7% was Asian

Educational Setting:

- University: 95 students (53%)
- Community College: 78 students (43.6)
- Technology Center: 9 students (5%)

Age:

- Average age of all 179 students: 20.1 years.
- Age 21 and over: 62 students (34.6%)

Parenting: 31 students (17%)

Year began utilizing ETV:

- 03-04: 0 (last youth graduated in May 2010).
- 04-05: 1 (0.6%)
- 05-06: 2 (1%)
- 06-07: 12 (6.7%)
- 07-08: 15 (8.4%)
- 08-09: 33 (18.4%)
- 09-10: 44 (24.6%)

When this group of students aged out of foster care, the geographical area they came from was:

- Area I: 22 students (12.3%)
- Area II: 14 students (7.8%)
- Area III: 50 students (27.8%)
- Area IV: 25 students (14%)

- Area V: 24 students (13.4%)
- Area VI: 23 students (13%)
- ICPC: 13 students (7%) were

This information is of particular interest to the IL State Coordinators because Area I is an almost completely rural area and has one of the lowest numbers of eligible youth but sent a much larger percent of students to post secondary.

When this group of 179 students left foster care and entered the ETV program, their prior placement was:

- Traditional foster care placement: 57 students (31.8%)
- Kinship foster placement: 43 students: (24%)
- Group home placement: 12 students (6.7%)
- Adoptive home: 13 students (7%)
- Tribal placement: 7 students (4%)
- TFC placement: 8 students (4.5%)
- Specialized Community Home: 5 students (2.8%)
- Guardianship: 4 students (2%)
- Trial reunification with their family: 5 students (3%)
- Custody of another state, but OK paid ETV: 4 students (2%)
- Living in college dorms when they turned 18: 2 students (1%)
- Job Corps: 2 students (1%)

Graduation Statistics:

- 2011:
- Eligible career technology center program: 3 students
- Associate degree: 3 students
- Bachelors degree: 3 students
- Total graduated while or after being serviced by ETV program: 69

Demographics of the 69 graduates:

Type of degree/certification:

- Technology / specialty school: 15 students (21%)
- Associate: 19 students (27%)
- Bachelors degree: 33 students (48.5%)
- Masters degrees 2 students (3%)

Academic Setting:

- Community College: 15 students (21%)
- Private or specialty school: 14 students (21%)
- Technology Center: 11 students (15%)
- University: 29 students (42%)

Sex:

- Female: 48 students (73%)
- Males: (27%)

Race:

- White: 38 students (57.5%)
- Black: 19 students (29%)
- Native American: 8 students (12%)
- Hawaiian/Pacific Islander: 1 student (1.5%)

Parenting: 16 students (27%)

The names, address, and telephone number of the programs' contact persons:

Cathy Connelly and Clay Zahn

Oklahoma Department of Human Services, Children and Family Services Division

P. O. Box 25352

Oklahoma City, OK 73125

(405)521-3778

(405)521-4373 (fax)

Appendix 4: Title IV-E, Section 477 Certification

Certifications for the Chafee Foster Care Independence Program

As Chief Executive Officer/Tribal Leader of the State/Tribe of Oklahoma, I certify that the State/Tribe has in effect and is operating a Statewide or area wide program pursuant to section 477(b) or (j)(2) relating to Foster Care Independent Living and that the following provisions to effectively implement the Chafee Foster Care Independence Program are in place:

1. The State/Tribe will provide assistance and services to 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)(A)];
2. Not more than 30 percent of the amounts paid to the State/Tribe from its allotment for a fiscal year will be 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)];
3. None of the amounts paid to the State/Tribe from its allotment will be expended for room or board for any child who has not attained 18 years of age [Section 477(b)(3)(C)];
4. The State/Tribe will use 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)];
5. The State/Tribe 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];
6. The State/Tribe 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)];
7. The State/Tribe will make every effort to coordinate the State/Tribal programs receiving funds provided from an allotment made to the State/Tribe with other Federal, State and Tribal 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)];

- 8 Adolescents participating in the program under this section will participate directly in designing their own program activities that prepare them for independent living and the adolescents will be required to accept personal responsibility for living up to their part of the program [Section 477(b)(3)(H)]; and
- 9 The State/Tribe 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)].

STATE ONLY:

- 10 The State has consulted each Tribe in the State 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 will be made available to Indian youth in the State/Tribe on the same basis as to other youth in the State; and that the State negotiates in good faith with any Indian tribe, tribal organization, or tribal consortium in the State that does not receive an allotment under 477(j)(4) for a fiscal year and that requests to develop an agreement with the State to administer, supervise, or oversee the programs to be carried out under the plan with respect to the Indian children who are eligible for such programs and who are under the authority of the tribe, organization, or consortium and to receive from the State an appropriated portion of the State allotment for the cost of such administration, supervision or oversight [Section 477(b)(3)(G)];

Signature of Chief Operating Officer or Tribal Leader

Date

**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 Oklahoma, I certify that the State has in effect and is operating a statewide program relating to Foster Care Independent Living:

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(b)(3)(J).

Signature of Chief Operating Officer

Date

CFCIP FUNDS REQUESTED

Federal Funds Requested \$2,748,409

State Match Amount \$ 608,941

Sources Oklahoma Higher Learning Access Program (OHLAP) is a scholarship program for any student whom meets income requirements. Oklahoma Foster Children are exempt for the income requirements. These scholarship funds are administered through the Oklahoma Regents of Higher Education. The amount for FY11 is 422 eligible youth with 300 expected to participate at \$3,000/ yr for \$900,000

Amount of Federal Funds to be Used for Room and Board \$ 408,110

I certify that I am authorized to submit the CFCIP application for FY 2012 funds in the State of Oklahoma.

Application submitted by:

Name

Chief Operating Officer

Title

Signatures

Date

Approval Date: _____

Signature of ACF Regional Administrator or Hub Director

**ETV PROGRAM REQUEST FOR FUNDS
FY 2012**

Federal Funds Requested \$ 1,020,742

State Match Amount \$ 204,149

Sources: State Specialized Community Homes
 Tuition Waiver
 \$234,154

I certify that I am authorized to submit for the State of Oklahoma, the FY 2012 application for ETV Program funds.

Application submitted by:

Name

~~Chief Operating Officer~~
Title

Signature

Date

Approval Date: _____

Signature - ACF Regional Administrator

OKDHS Child Welfare Training Plan SFY 2012

The following Title IV-E training plan is allocated in the following methods. If the training encompasses the entire realm of Child Welfare practices then the random moment time study results are applied and if appropriate the IV-E allocation is claimed at the 75% with Title XX receiving the largest share of the allocation. If the training involves only foster care staff and foster care topics the penetration rate is applied and the IV-E portion is claimed at 75%, same methodology for adoptions and the courses that mix foster care and adoption with each CFDA receiving the appropriate share of the costs. Other trainings that could be claimed against IV-E are sometimes not do to revenue maximization were claiming against other federal programs brings in more revenue.

The Child Welfare Comprehensive Training Program provides resource families, providers and staff with the values and skills necessary for their roles. The training program includes:

- **New Child Welfare worker** orientation consists of five weeks of CORE training, mandatory workshops, on-the-job training which includes pre-CORE activities, structured mentoring and intensive supervision.
- **Level I** training provides instruction building on existing skills and experiences for staff in the first year of CORE training.
- **Level II** training is specific to the worker's job duties, building on CORE and Level I workshop information.
- **Level III** training is for experienced workers and offers a variety of workshops that address the evolving needs and interests of staff (e.g. advanced sexual abuse, advanced substance abuse).
- **Lead Worker** training is for workers who are interested in supervision in the future. The workshops educate and prepare workers for a future in Child Welfare leadership.
- **Supervisor Training** is for CW supervisors who desire more knowledge in the field of CW and to build their skills.
- **Critical Incidents Stress Debriefings** are provided to staff to help deal with specific incidents of stress such as the death or serious injury of a child. Four psychologists who are experts in the field of critical incident stress debriefings provide this service.
- **Case Management Groups** are mandatory for all Child Welfare Supervisors. Quarterly training topics are presented in the morning section and in the afternoon case situations are discussed.
- **Shadowing and Mentoring Program** provides on the job mentoring for new child welfare staff in their first year of employment. The focus of the program is to provide mentoring to staff as they are interviewing children and families. Feedback is given to the worker and their supervisor.
- **Permanency Planning Mentoring Program** provides mentoring to Permanency Planning workers within Area III as they visit children and families. The focus is enhancing visitation with children.

Overview of Staff Training

All Child Welfare staff are required to complete pre-CORE activities while waiting for CORE to begin. Prior to attending CORE, new workers complete an on-line assessment. New workers

complete four weeks of classroom training at the OKDHS/OU Training Facility and one week of on-the-job training back in the county office. CORE training is completed prior to the assumption of work responsibilities. After the CORE training, workers are enrolled by the training section in Level I classes. Additional job specific training is provided during the next two years (Level II). This training is designed to build on existing skill sets and experiences. After three years of mandatory training, experienced staff selects advanced workshops to meet their needs specific to their job responsibilities. Child Welfare supervisors will continue to complete two courses of instruction. The Supervisor's Academy is nine days long and provides a general orientation to management, focusing on supervisory skills, personnel practices and such procedures as purchasing and facility repairs. This is completed in the first 9 months of an individual's classification in a supervisor position. Child Welfare supervisors participate in an additional week of training specific to the values, laws and principles of CW fieldwork. OKDHS staff provides this training. In addition, all supervisors participate in quarterly training regarding program issues identified by field or program staff as needing additional attention.

Program Improvement Plan and CFSP

During the state's Federal CFSR in 2007, Oklahoma's training program was a systemic component found in compliance. The training program has set both short and long term goals to continue this success in the future. As was done with integration of the state's Practice Standards, child welfare training will continue to systemically reinforce Oklahoma's ongoing efforts to improve outcomes for families and children through training activities to support goals of the PIP and CFSP. As the PIP and CFSP goals will emphasize continued implementation of the state's Practice Model, the training program will proactively respond through both integration of practice concepts into existing curricula, as well as implementation of new training.

In 2010, Critical Thinking was rolled out to all of the supervisors in the implementation counties. The trainers will present this training to the workers in the implementation counties starting in July 2010. In 2011 the training will be rolled out to the remaining counties. The goal of this comprehensive training activity is to help improve supervision and guidance of field staff in making safety decisions, as well as improve consistency across the state.

The Court Improvement Project, in cooperation with the OKDHS, will be presenting five workshops across the State of Oklahoma in each of the next four years. Court staff, district attorneys, CASA, PARB, private attorneys, and county OKDHS staff will attend. These two day conferences will have workshops on numerous issues including safety, permanency, well-being, ASFA, Team Decision Making, etc. Each of the five conferences will have the same agenda and presentations to assure consistency. A presentation will be made at the annual Juvenile Judges Statewide Conference regarding the changing focus of CPS from incident based to an assessment model. OKDHS meets quarterly with the Juvenile Judges of the Oklahoma Supreme Court's Juvenile Oversight and Advisory Committee for the purpose of exchanging new ideas, reviewing on-going joint training, and resolving issues.

The state will continue the process of continual examination of content for CORE and all level trainings. The training program will ensure each workshop is modified as needed to ensure consistency with current and planned modifications to policy and practice, with particular emphasis on those related to implementing the state's Practice Model. Oklahoma will continue to seek feedback from staff at all levels of the agency in continuing development and improvement of the training program.

In FY 12, the major goals will be to provide training to staff in the areas on Engagement Skills and Behavioral Specific Individualized Service Plans. Also to move CORE training to a model that is experiential in nature. This method gives the participants the opportunity to follow one case through the entire case process from opening to closure.

Fostering Connections

Section 203 of the Fostering Connections to Success and Increasing Adoptions Act (P.L. 110-351) provides for expansion of IV-E funding to provide for short term trainings for private child welfare agency staff and court personnel. Oklahoma has chosen to take a proactive approach in this area, as the state's Child Welfare training program has always made short term training available to several external stakeholders, including contracted service agencies, Tribal Child Welfare agency staff, court personnel and law enforcement. OKDHS will plan to continue this practice in the future.

University Partnership

OKDHS will continue to work in its partnership with the University of Oklahoma, Anne and Henry Zarrow School of Social Work, as well as the other universities across the state that have accredited Social Work programs.. Advanced education is affiliated with more responsive practice and social work education can be linked to improved outcomes for children and families.

The University of Oklahoma Anne & Henry Zarrow School of Social Work will continue to provide the following services:

Case Management Services

The format includes four meeting per year, with each meeting consisting of case presentation and discussion specifically related to implementation of various aspects of the CW Practice Model. The meetings are held each quarter. Participants include Child Welfare Supervisors from across the state and attendance is mandatory for three of the four sessions. There are 15 groups located in several different locations statewide. Several Clinical Specialists will provide consultation in person or via teleconference related to Family Team Meetings (FTM).

Title IV-E Child Welfare Professional Enhancement Program- (BSW/MSW professional education)

The mission of the Child Welfare Professional Enhancement Program is to enhance and support Oklahoma's public Child Welfare workforce by providing professionally trained social workers to take positions with OKDHS in the Child Welfare program. This is accomplished through a partnership between OKDHS, the University of Oklahoma's MSW and BSW programs and 4 participating universities across the state that have accredited BSW programs. In May, 2011 a total of 16 CWPEP students graduated from BSW and MSW programs and accepted employment with OKDHS Child Welfare. This was a reduction from 2010 due to OKDHS budget and position cuts. In addition, 21 current OKDHS employees participated in the MSW programs at OU Norman and OU Tulsa, with 10 employees graduating with MSW degrees in May, 2011.

OKDHS will allocate the costs of the BSW/MSW Child Welfare Professional Enhancement Program, operated by the University of Oklahoma, through the following process:

- 1) By application of the percentage rate of IV-E students to the entire social work student body to calculate applicable University costs. This calculation is made for each of the subcontracting universities (Southwestern Oklahoma State University, Northwestern Oklahoma State University, East Central University, Oral Roberts University) and for the University of Oklahoma.

- 2) By application of the OKDHS calculated IV-E Penetration Rate (percentage of costs related to the portion of OKDHS caseload in out-of-home placement that is IV-E eligible).
- 3) OKDHS will claim the appropriate costs at the 75% IV-E Training FFP rate and the 50% IV-E administration FFP rate. Costs claimed at the 75% FFP rate include instructor and other direct costs as well as the cost of the stipends paid to participating social workers preparing for employment with OKDHS and tuition, books and fees for existing OKDHS staff. Costs claimed at 50% FFP include all administrative costs incurred for operation of the University IV-E program.

Target Audience: BSW and MSW students, including current OKDHS employees, who have signed a contract obligating them to a specific period of employment with OKDHS in a Title IV-E compensable activity.

BSW Courses

Provider Codes: Classes offered at all schools, unless otherwise noted. University of Oklahoma (OU); East Central University (ECU); Northwestern Oklahoma State University (NWOSU), Southwestern State University (NWOSU); Oral Roberts University (ORU).

Statistics for Social Work. Introduction to statistics and data analysis in social work and the helping professions. Covers descriptive statistics, inferential statistics and data interpretation. (OU)

Interviewing Skills for Generalist Practice. An introduction to the basic interviewing process for conducting ethical generalist practice in a multicultural society. Interviewing skills presented will include: basic attending, empathic listening, observation, reflection of feelings, supportive confrontation and structuring of an effective non-judgmental interview. (OU)

Generalist Practice with Individuals and Families. Uses a generalist practice model focused on knowledge, values and skills of professional social work practice with various client systems. Course emphasizes development of skills for assessment and intervention with individuals and families.

Generalist Practice with Families and Groups. Uses a generalist model focuses on knowledge, values and skills requisite for social work practice with various client systems. Course emphasizes development of knowledge and skills specific for work with families and groups.

Human Behavior: Individuals and Families. Within a social systems framework and biopsychosocial perspective, students learn empirically-based theories which deal with life-span development and family behavior. This course provides a theoretical foundation for micro and mezzo level generalist practice.

Human Behavior: Groups, Organizations and Communities. Students learn theories related to group, organization and community dynamics and behavior. Special attention is given to establishing theoretical foundations for the assessment of mezzo and macro level systems.

Social Welfare Policy. An overview of social welfare in modern times, including its philosophy, history, values, and ethics, is studied within a broad social science framework. Policy practice is presented from a generalist perspective.

Cultural Diversity and Oppression. Focuses on social and cultural diversity, including the interests and needs of social and cultural minorities from their perspectives. The nature of diversity is stressed while theoretical explanations of oppression, racism, and discrimination are examined.

Honors Reading. Will consist of topics designated by the instructor in keeping with adoption, foster care and related child welfare issues. The topics will cover materials not usually presented in regular coursework. (OU)

Social Work Research I. An introduction to research methods applied to the profession. Problem identification and formulation, study design and instrumentation are included. The student is required to develop a research design appropriate to generalist social work practice.

Social Work Research II. The project based on the research design developed in Social Work 4083 is completed. Students are engaged in practice evaluation using skills in data collection, analysis of data, and report writing.

Generalist Practice with Organizations and Communities. Uses a generalist model focuses on knowledge, values and skills requisite for social work practice with various client systems. Course emphasizes development of knowledge and skills specific for assessment and intervention with organizations and communities.

Child Abuse and Neglect. Introduction to the topic of child abuse and neglect. Examines the history of the field, different forms of abuse and neglect, causative factors, abuse and neglect dynamics, the social services system, and prevention strategies. (OU)

Child Abuse and Neglect. Course is designed to provide the student with a broad knowledge of issues and methods relevant to child welfare, with emphasis on gaining practical knowledge base for working in the field of child welfare as a generalist social worker. (NWOSU)

Child Abuse Seminar. The course examines the historical perspective of child abuse, the impact on child development of maltreatment and theoretical basis within a cultural context. The content also includes development of policy pertaining to child welfare laws and systems perspectives. (SWOSU)

Special Topics in Social Work and Social Welfare. Focus is on issues significant to social work or social welfare. Cost allocated only if topic is IV-E related. (OU)

Child Welfare and Sexually Abusive Families. Focus on child sexual abuse as a special content area of social work practice within child welfare services. (OU)

Practicum Seminar I and II. Integration of knowledge, values, and skills derived in social work courses with practicum situations. Can be done concurrent or block depending on the university.

Practicum I and II. A structured, educationally directed experience in social work practice, provided under the supervision of a qualified social worker as practicum instructor. Cost allocated if placement is in the public child welfare agency in a IV-E compensable function. Can be done concurrent or block, depending on the university.

Seminar – Social Work in Child Welfare. The course is survey of child welfare as a field of social work practice and within the context of the larger child welfare system in the U.S.; Oklahoma child welfare is a component of the course with the introduction of Oklahoma child welfare and Indian child welfare through use of professional social worker guest speakers. (ECU)

MSW Courses

Providers: University of Oklahoma, Norman and Tulsa Campuses

Alcohol and Drug Abuse. Survey of theoretical and research writings on the etiology, dynamics and social work treatment of substance abuse (alcohol and drugs) in contemporary American society. Considerable emphasis on social work practice (casework and group work) with substance abusers in specific populations, including child welfare.

Independent Study. Contracted independent study for topic not currently offered in regularly scheduled courses. Independent study may include library and/or laboratory research and field practicum projects. Cost Allocated only if topic is IV-E compensable.

Advanced Standing Seminar. A seminar course designed to enhance the preparation of advanced standing students for master's level study in Social Work. Foundation content in human behavior, practice, policy, research, and diversity and ethics are overviewed. Individualized student professional development is emphasized.

Social Work Research Methods I. The course is an introduction to the design and implementation of

quantitative and qualitative research methods that are appropriate to social work and human services program evaluation.

Social Work Research Methods II. The course is an introduction to applied data analysis methods that are appropriate to research in social work practice and human services program evaluation.

Generalist Practice with Individuals, Families, and Groups. The first of 2 required foundation year courses in the generalist social work practice. The course explicates a generalist perspective that focuses on the knowledge, values, skills, and techniques appropriate to assessment and interventions with individuals, families, and groups.

Generalist Practice with Groups, Organizations, and Communities. The second of two required foundation year method courses in the generalist social work practice. Continuation of the exploration of the generalist perspective focusing on the knowledge, values, skills, and techniques appropriate to assessment and treatment planning with groups, organizations, and communities.

Models for Gender and Culturally Sensitive Practice. Feminist and culturally sensitive methods of facilitating empowerment at all-sized system levels will be presented within a generalist practice model. A strengths and wellness perspective will be emphasized. Issues related to diversity among women and special populations will be interwoven throughout the course content.

Child Abuse and Neglect. Introduction to the field of child abuse and neglect. Examines the history of the field, different forms of abuse and neglect, causative factors, abuse and neglect dynamics, treatment planning, the social services system, and prevention strategies

Special Topics in Social Work and Social Welfare. Focus is on issues significant to social work or social welfare. Cost allocated only if topic is IV-E compensable.

Genomics – Social Work Practice. Not cost allocated.

Social Gerontology. This course overviews the sociological aspects of aging. It examines the institutions of society that affect the older population and that are affected by them. Not cost allocated.

Child Welfare and Sexually Abusive Families. Focus on child sexual abuse as a special content area of social work practice within child welfare services. Emphasis will be placed upon intervention.

Social Work Practice in Aging. Practice issues in the care, treatment and delivery of social and health care services to elders. Not cost allocated.

Social Work and the Law. Examines law and the legal system. Special attention is given to legal issues impacting child welfare programs, clients, and the profession of social work.

Infant Mental Health. Covers brain and physical development of children up to age 2 years, including the effects of trauma and adverse events on brain development.

Ethiopian Social Welfare Issues. The course provides students with knowledge of social welfare issues in Ethiopia and knowledge of local, national and international responses in educational institutions, various organizations and by services providers. This content is presented within the historical, social, cultural, economic and political context of Africa in general, and Ethiopia specifically. Not cost allocated.

Human Behavior: Individuals and Families. Within a social systems framework and biopsychosocial perspective, students learn empirically-based theories which deal with life-span development and family behavior. This course provides a theoretical foundation for micro and mezzo level generalist practice.

Human Behavior: Groups, Organizations, and Communities. Students learn theories related to group, organization, and community dynamics and behavior. Special attention is given to establishing theoretical foundations for the assessment of mezzo and macro level systems.

Alcohol and Other Drugs. Provides an integrated focus on the action of drugs and the consequences of AOD use, abuse, and addiction. Historical and current policies as well as issues are also examined. Attention is given to diverse populations, including child welfare, as an estimated 80% of child welfare cases involve substance abuse; research finding and theoretical perspectives.

School Social Work. Prerequisite: graduate standing in social work or permission of instructor.

Designed to help prepare students for social work practice in school settings. It covers a range of practice and policy issues along with the multiplicity of school social worker roles and responsibilities. Not cost allocated.

Social Welfare in a Changing World. An historical and descriptive review of U.S. social welfare programming, introduction to social welfare policy analysis, and the role of the social work profession in affecting change in social welfare policy.

Human Diversity and Societal Oppression. Focuses on social work practice issues in the context of human diversity, differential power, societal oppression, and discrimination. Emphasis is on the interpersonal transactions between and within groups who differ by race, ethnic/cultural heritage, religion, gender, socio-economic status, sexual orientation, physical limits, and generational status.

Social Work Practicum I and II. Professionally supervised foundation and concentration year practicum placements in a public child welfare agency in a Title IV-E compensable activity.

Research Investigations in Social Work. Initiation and completion of an individual or group research project dealing with some aspect of social work. Students are expected to demonstrate knowledge of the scientific method as applied to social work. Emphasis will be on student's capacity to elaborate implications of research findings for social work theory and practice. Cost allocated only if project is IV-E related.

Advanced Direct Practice with Populations at Risk. This course will focus on a critical analysis of traditional and emerging social work practice approaches as well as advanced interviewing and assessment skills and techniques. Specific attention is focused on the application of practice models in complex situations, particularly those involving populations at risk and diverse clients, behaviors, strengths, needs and values.

Administration in Social Work. Prerequisite. First in a sequence of two advanced practice seminars in the administration and community practice concentration. Course content is based on a social systems model. Primary attention is given to the roles of administrator and planner in social work/social welfare settings.

Supervision and Consultation. Addresses the development of skills in supervision and consultation of social work practice in agency context. The tasks of supervision and consultation are addressed in a social systems context and address the issues confronting supervisors in a multicultural society.

Advanced Group Work. Advanced social group work practice using a social systems perspective to enhance well-being in the group context.

Advanced Social Work Practice with Families. Provides an integrated learning experience in the theory and practice of social work with families. An overview of theories of family functioning and contemporary approaches to family-oriented practice which provides a systemic base for understanding and utilizing the helping process with special attention given to the design and implementation of practice evaluation.

Proposal Development. Prerequisite: second-year graduate standing in social work, concentration in administration and community practice, concurrent enrollment in 5553 and 5763. Designed to enable students to obtain skills in planning and program implementation through development of funding proposals.

Medical Social Work. Not cost allocated.

Adult Psychopathology. The study of adult psychopathology based on the current diagnostic and statistical manual of mental disorders. Several diagnostic categories will be addressed from a biopsychosocial perspective, emphasizing the theoretical foundation for these mental illnesses. Provides information for child welfare workers dealing with parents with mental health issues which affect their ability to care for their children.

The DSM-IV in Social Work: Assessment and Diagnosis. Designed to assist the student in understanding and using the prevailing psychiatric taxonomic system, the diagnostic and statistical manual of mental disorders (DSM-IV-TR). Helps students understand the significance of various diagnoses for clients and implications for treatment planning.

Perspectives on International Social Work. Designed to help students acquire knowledge about international social work, models of practice, developmental processes, and strategies. Specific attention is given to the methods and skills of social work practice with international communities. Emphasis is given to social problems adversely impacting at-risk international populations. Not cost allocated.

Child and Adolescent Psychopathology: Assessment and Treatment. Provides an overview of clinical information necessary to effectively assess, diagnose and provide social work treatment for children and adolescents in need of mental health services. Provides information for child welfare workers dealing with children and adolescents on their caseloads who have mental health issues affecting their placements and well being.

Community Analysis and Organization. Examines the community and the state as a social system. Within this framework, several concepts, theories and approaches to practice are examined. Special attention is given to social problem identification, assessment, funding advocacy and related matters.

Social Work Practicum I, II and/or III. Concentration-focused candidacy year professionally-supervised practicum placement. Cost allocated if in a public child welfare setting in a IV-E compensable activity.

Directed Readings. Directed readings and/or literature reviews under the direction of a faculty member. Cost allocated only if topic is IV-E related.

Advanced Integrative Seminar for Direct Social Work Practice. Drawing on material from all previous required courses, this seminar provides students in the direct practice concentration with an opportunity to integrate theories and techniques of social work practice and to develop knowledge and skills in the evaluation of practice methods and outcomes. |

Research for Master's Thesis. Cost allocated only if IV-E related.

Social Service Monitoring and Evaluation. This seminar is designed to enable students to integrate learning experiences in the administration and community practice concentration through monitoring and evaluation.

SFY 2009 Staff Pre- and In-Service Training Activities

The following pre-service and in-service activities occurred during SFY2009 to develop the values, knowledge and skills of new and experienced Child Welfare staff. The following training was provided through a contract with The University of Oklahoma Health Science Center.

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
CORE Level I	Four weeks of classroom and one week of on the job training. Focuses on purpose and philosophy of OKDHS Child Welfare, policies and procedures, skills for engagement and interviewing, procedure and best practice towards safety, well-being and permanency for children and families. Includes information on child abuse and neglect issues, such as the impact of CA/N on a child, placement planning and assessment, familial patterns of CA/N, family assessments which support developing effective case planning.	Referral to services; Development and maintenance of case plan; Case management; Placement of Children; Recruitment/ Licensing of Foster Homes; IV-E Eligibility Determination or Redetermination	Pre-service	Short term	OKDHS training staff; Contract trainers	20 days per CORE- 10 CORE Groups	OKDHS	\$239,633 Random Moment Time Study with IV-E @ 75%
Level I Introduction to Child Sexual Abuse	This basic introduction to working with sexually abused children identifies normal child sexual development, behavioral signs of sexually abused children, the long-range impact of abuse on their lives.	Referral to Services; Preparation for and Participation in Judicial Determinations; Placement of Child; Development and Maintenance of Case Plan	Initial In-Service	Short Term	Contract Trainers	Two Days	OKDHS	\$18,973 Random Moment Time Study with IV-E @ 75%
Level I Diversity	This course challenges workers to examine their sensitivity and responsiveness to the diverse cultures of the populations they serve. Participants will examine their own culture, traditions, and economic values - recognizing the potential impact upon their own outlook and the decisions they make concerning their clients. We will examine the growing diversity created by four generations currently co-existing in the workplace and will examine the growing diversity created by 'class': generational poverty, middle class, and wealth.	Placement of Child; Case Management	Initial In-Service	Short Term	Contract Trainers and OKDHS Staff	Two Days	OKDHS	\$13,588 Random Moment Time Study with IV-E @ 75%

Training Activity	Description	Administrative Functions	Setting/Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level I Specialized CPS Services	Offers new workers advanced training on assessments and investigations as well as training on prevention and voluntary services. Upon completion of this class workers are able to identify risk factors and utilize them in all aspects of the CPS screening process, assignment of CPS investigations and assessments, prioritization as a time frame for response, and form conclusions of an assessment or findings of an investigation. Workers are trained on how to identify and use CPS and Family – Centered policy as a resource in following required investigative and assessment protocols.	Referral to Services	Initial In-Service	Short Term	OKDHS Staff	Two Days	OKDHS	\$3,708 NOT IV-E eligible training
Level I Specialized Foster Home Policy	This workshop is for workers who are responsible for recruiting foster parents and completing foster family assessments. Upon completion of this class workers will be able to: apply current Foster Care policy, utilize and maintain resource screens in the KIDS system to process and manage cases from inquiries to closure, use KIDS to set up resources, understand and utilize all Foster Care forms, utilize financial screens for claims, utilize written plans of compliance, understand the process for Foster Home closures.	IV-E Eligibility Determination or Re-determination; Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Initial In-Service	Short Term	OKDHS Staff	Two Days	OKDHS	\$1,750 Foster Care with IV-E @75%
Level I Prep for Court	This workshop gives participants knowledge of the legal system to help alleviate this anxiety. Through lecture, role play, and demonstration, the workshop addresses: Courtroom etiquette, coping with cross-examination, and effective non-verbal and verbal communication.	Preparation for and Participation in Judicial Determinations; Placement of Child	Initial In-Service	Short Term	OKDHS Attorneys	Two Days	OKDHS	\$9,091 Foster Care with IV-E @75%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level I Out of Home Care	Out of Home Care training will provide an in-depth overview of placements for children in the child welfare system. Upon completion of this class Workers will be able to: assess the level of risk in a child's current placement, approach all placements as planned and goal-directed, demonstrate knowledge of the concept of continuum of placement, list the resources provided by shelters, TFC and host homes, understanding the dynamics and procedures of kinship, foster care, tribal foster care and therapeutic foster care placements, utilize community resources in meeting the needs of children on their case loads, understand the dynamics of the adoption process, and understand the impact of transitioning between placements.	Placement of Child; Development and Maintenance of Case Plan; Case Management	Initial In-Service	Short Term	OKDHS Staff	Two Days	OKDHS	\$1,690 Foster Care with IV-E @75%
Level I Skills for Interviewing	Provides workers with techniques on how to improve their interviewing skills with children and adults on CPS and Permanency Planning cases.	Development and Maintenance of Case Plan; Case Management	Initial In-Service	Short Term	Contract Trainer	Three Days	OKDHS	\$71,206 Random Moment Time Study with IV-E @ 75%
Level I Substance Abuse	This two-day workshop will provide workers with a base understanding of working with substance abusing individuals and families. Participants will gain knowledge on how to recognize warning signs as well gain a better understanding of the dynamics of substance abusers. Child Welfare Specialists will learn how to improve communication skills with substance abusing clients and how to utilize assessment tools.	Development and Maintenance of Case Plan; Case Management	Initial In-Service	Short Term	Contract Trainer	Two Days	OKDHS	\$14,698 TANF
Level I Specialized Permanency Planning	This class will cover in more detail and use examples of situations that students have encountered while in the field on a wide range of Permanency Planning subjects first introduced to staff in CORE training. Topics for this training include: Creative Strategies for Permanence, strategies to Shorten Stays, and tips on handling new and Inherited Cases.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Initial In-Service	Short Term	OKDHS Staff	Two Days	OKDHS	\$6,534 Adoptions with IV-E @ 75%

Training Activity	Description	Administrative Functions	Setting/Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level II Advanced Child Protective Services Policy	Focuses on the decision making process in assigning CPS Investigations/Assessments, the CPS Investigation process, assessing safety, guidelines in confirmations, and making out-of-home placements.	Referral to Services; Placement of Child	Continuing In-service	Short Term	OKDHS Staff	One Day	OKDHS	\$4,087 Not Eligible for IV-E
Level II Permanency Planning for CPS	This workshop provides an overview of the Permanency Planning program with an emphasis on the crucial aspects of our first contacts with families. Topics covered in this course include: Adoption and Safe Families Act 1997 (ASFA); Creative Strategies for Permanency; ASFA Principles; ASFA Goals; ASFA Methods; ASFA Provisions; Ways That May Shorten Length of Stay; CPS Activities that Impact Permanency; Parent/child Visitation; Reunification and Good Services.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	One Day	OKDHS	\$1,036 50% Foster Care and 50% Adoptions with IV-E @ 75% FFP
Advanced Foster Care Policy	This workshop will review and introduce new Foster Care Policy issues. Topics in this class include: Initial Screening and Requirements; Inquiries from other states; Background Investigation; History of CA/N Investigations; Disposition of Foster Home Assessment; Denial of the Assessment; Kinship Reimbursements; Placement Considerations-Requests for Exceptions; Foster Care Reviews; How workers can help resource parents; Written Plans of Compliance; Reassessments; Closure of Home and Clothing Policy.	Placement of Child; Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Continuing In-service	Short Term	OKDHS Staff	One Day	OKDHS	\$350 Foster Care with IV-E @75%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level II Substance Abuse	This two-day workshop will provide an advanced understanding of working with substance abusing individuals and families and developing ISP's. Topics covered in this class include; Children of Substance Abusing Families; why are Substance Abuse cases difficult and frustrating; to manage; what make Alcohol and Other Drug Abuse A Critical Child Welfare Issue; Spectrum of Substance Abuse; Ramification on child safety; Women & Substance Abuse; Co-occurring substance abuse and mental illness; How to talk with kids about parental substance abuse; How to Motivate Parents into Treatment and Enhance Treatment Readiness; Levels of Treatment; Substance Abusing Families; Typically Have Other Problems; Substance Abuse Treatment and Recovery; 13 Principles of Effective Drug Addiction Treatment; Understanding Relapse; Permanency Planning for Families with Substance Abuse Issues; Adoptions and Safe Families Act; Goals and Services; Developing a Safety Plan for a Child Remaining in the Home and Ways to Combat Barriers.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$10,578 TANF
Level II Basic Attachment Issues	This workshop will discuss the process of attachment: factors contributing to attachment, factors disruptive to attachment and the consequences of breakdown in attachment. Topics covered by this class include; Introduction and Definitions; Process of Attachment: Factors contributing to attachment; Factors disruptive to attachment; Consequences of breakdown in attachment; Assessing the Quality of Parent-Infant Attachment; Strange Situation Paradigm (Ainsworth); Classification of attachment; Parental behavior and child patterns of attachment; Attachment theory and maltreatment; Types of Disordered Attachment and Ways to help children in care with disordered attachment.	Referral to Services; Placement of Child	Continuing In-service	Short Term	Contract Trainers	One Day	OKDHS	\$4,589 50% Foster Care and 50% Adoptions with IV-E @ 75% FFP

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level II Field Interviewing	This one on one training focuses on interviewing skills in the field. Trainers shadow a worker on the job and model good interviewing skills. At the end of the training the trainer meets with the supervisor and worker to complete the evaluation and make any further recommendations.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainers	One Day	OKDHS	\$58,728 Random Moment Time Study @75%
Level II Out of Home Investigations	Policy and Protocol will be discussed in detail in relation to child abuse/neglect referrals and CPS investigations/assessments of foster homes, trial adoptive homes and child care center/homes. Topics covered in this class include; Child Abuse/Neglect Investigations/Assessments in Child Care Centers/Homes; Oklahoma Administrative Code; Protocol for Investigating CA/N Reports in Child Care Centers or Homes; Referral Acceptance; Demographics Example; CCL/CPS Coordination; DCL & CPS Roles; CCL/CPS Coordination; Contact with the Alleged Child Victim; Non-Victims or Witnesses; Other Agency Notification; Medical Consultation; Contact with the Facility/Home; Report to District Attorney; Completion Notification; Related Forms; Confidentiality; Separate or Companion Investigations; Child Care Locator; Facility Search; and Division of Child Care Licensing.	Referral to Services; Placement of Child; Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Continuing In-service	Short Term	OKDHS Staff	One Day	OKDHS	\$777 Foster Care with IV-E @75%
Level II Overview of IL	Components of the Oklahoma Independent Living Program will be shared and the guiding policies reviewed.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	One day	OKDHS	\$1,691 IV-E at 75%
Level II Parenting the Sexually Abuse Child	This workshop focuses on understanding behaviors and their relationship to modifying those behaviors, handling disclosures, and creating boundaries that help the family and child feel safe.	Referral to Services; Placement of Child; Case Management	Continuing In-service	Short Term	Contract Trainer	One Day	OKDHS	\$287 50% Foster Care and 50% Adoptions with IV-E @ 75% FFP

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level II Dynamics of Domestic Violence	This workshop will address the effects of domestic violence on children. Topics covered in this class include: effects of domestic violence on children; CPS policy; ways to increase the child's safety in violent homes; tools to ease children's anxiety in homes where violence occurs; system responses and alternatives; and ways to address battering as a parenting style.	Referral to Services; Placement of Child; Case Management	Continuing In-service	Short Term	Contract Trainer	One Day	OKDHS	\$6,561 TANF
Level II Medical Aspects	This training focuses on injuries associated with child abuse, particularly fractures, head trauma, and other injuries that may be misdiagnosed as accidental.	Referral to Services; Placement of Child; Case Management	Continuing In-service	Short Term	Contract Trainer	One Day	OKDHS	\$589 Random Moment Time Study with IV-E @ 75%
Level II Planning for Successful Reunification	This workshop helps develop competencies in: ASFA and Reunification; Research in Reunification; Principles of Reunification; Visiting for Successful Reunification; Concurrent Planning; Substance Abuse and Reunification Case Planning.	Referral to Services; Preparation for and Participation in Judicial Determinations; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	Two Days	OKDHS	\$5,138 Foster Care with IV-E @75%
Level I Resource Family Assessment	This training will guide Foster Care and Adoption Specialists, as well as contractors through the process of assessing and preparing potential resource families to meet the needs of children from the child welfare system.	Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Continuing In-service	Short Term	Contract Staff and OKDHS Staff	Three Days	OKDHS	\$7,791 50% Foster Care and 50% Adoptions with IV-E @ 75% FFP

Training Activity	Description	Administrative Functions	Setting/Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level II Child Assessment and Preparation Training	This workshop will give permanency-planning workers an overview of adoption policy and updates on SWIFT outcomes and procedures, which will help, facilitate timely placements for children waiting for adoptive families.	Referral to Services; Preparation for and Participation in Judicial Determinations; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	One Day	OKDHS	\$530 Random Moment Time Study with IV-E @ 75%
Level III Forensic Interviewing	This workshop will focus on the topic of conducting forensic interviews with adults and children who have developmental disabilities. Topics covered in this class include: dynamics affecting adolescent disclosure of sexual assault; language and memory capacity: impact of trauma on memory; “compliant” adolescent; barriers in the interview to help identify sexual abuse among special needs children; barriers among special needs children to help identify their abuse; optimal questions to use when interviewing a developmentally disabled child; and the issue of suggestibility in the developmentally disabled population. The workshop also focuses on developing skills for working with developmentally disabled children and parents to enhance case planning, assessments and placement planning.	Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$6,650 Random Moment Time Study with IV-E at 75%
Level III Family Based Services	This workshop will explore the day to day challenges of keeping families together and reunifying families.	Referral to Services; Preparation for and Participation in Judicial Determinations; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Day	OKDHS	\$3,120 Foster Care based @75%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level III Working with Parents with Mental Health Issues	This training will address common challenges experienced by families living with mental illness, discuss the effects on youth, explore strategies for motivating parents to seek mental healthcare for themselves, and review the availability of programs and resources for professionals, parents and youths.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$2,220 Foster Care with IV-E at 75%
Level III Child Neglect	This workshop covers the impact of Child Neglect and the effects on children and families. This training provide an in-depth program on child neglect, addressing the definition and scope of the problem, treatment issues, prenatal and postpartum neglect, Munchausen Syndrome by Proxy, Failure To Thrive, emotional and developmental, medical, supervision and educational neglect. It includes the implications of the dynamics of Child Neglect for family assessment and case planning.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$5,460 Random Moment Time Study with IV-E at 75%
Level III Assessment and Treatment for Alcohol and Drug Abuse	With the prevalence of parents with substance abuse issues in the child welfare system, CW workers are often faced with daunting task of identifying signs of alcohol and drug abuse in the homes, as well as determining the safety of the children.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$2,250 TANF
Level III How to Present Cases in Different Venus	This one day workshop will engage participants in discussions of the needs of the unique audiences and how to tailor case presentation accordingly with particular on preparation.	Case Management	Continuing In-service	Short Term	OKDHS	One Day	OKDHS	\$1,210 Random Time Study with IV-E a@ 50%
Level III Interviewing Children	Interviewing and engagement skills are the foundation of a good relationship with each and every client and is focused on building skills for interviewing children throughout the life of a Child Welfare case. This three day workshop will provide workers with techniques on how to improve these skills with children. Workers will be given the opportunity to practice the new tools and techniques presented in the workshop.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$5,810 Random Moment Time Study with IV-E @ 75%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Level III Ice Cold and Red Hot	The workshop will enhance your understanding of the special vulnerability of children to trauma and neglect as you learn the two characteristic responses to trauma: the long term impact of trauma and neglect on mental health and appropriate forms of treatment.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	One Day	OKDHS	\$3,160 Foster Care With IV-E @ 75%
Violence in the Family	This workshop gives workers a number of practical tolls for assessing and working with families, who are dealing with the impact of violence in their lives.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	Two Days	OKDHS	\$2,650 TANF
Level III Signs of Safety	The class will enhance the partnership with clients as well as integrated safety into the work with families.	Referral to Services; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	Contract Trainer	One Day	OKDHS	\$5,160 Random Moment Time Study with IV-E at 75%
Misc. Child Fatality Training	This workshop is designed specifically for Child Welfare Workers and Supervisors who deal with fatality cases. Topics covered in this class include: OKDHS procedures and protocols in child death investigations; Child Death/Near Death Reporting; CPS Section Functions; Critical Incidents Review; State Child Death Review Board; Area Reviews; Child Known to Child Welfare; and Critical Incident Stress Debriefings.	Case Management	Conference/ workshop	Short Term	OKDHS Staff	One Day	OKDHS	\$1, 136 Not IV-E eligible training
Misc. Community Based Residential Care Liaison Meeting	This meeting is for Child Welfare Specialists and their supervisors who are assigned as liaisons to Community Based Residential Care, psychiatric facilities, Specialized Community Homes or Therapeutic Foster Care and for Area Resource Coordinators. Policy and procedure will be reviewed.	Case Management	Conference/ workshop	Short Term	OKDHS Staff	One Day	OKDHS	\$800 Not IV-E eligible training

Training Activity	Description	Administrative Functions	Setting/Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Misc. Introduction to KIDS	Introduction to the KIDS computer system. This module develops worker skills in documenting the various CW activities into Oklahoma's SACWIS system. It discusses the importance of quality data entry for all aspects of CW documentation including AFCARS and how that data is used by both state and federal reporting efforts.	Case Management	Pre-Service	Short Term	OKDHS Staff	Two Days	OKDHS	\$16,574 Random Time Study at IV-E @ 75%
Misc. ICWA	The workshop focuses on legal issues and the practice and policy implication surrounding ICWA. This class is offered yearly to all staff and mandatory for new staff.	Referral to Services; Preparation for and Participation in Judicial Determinations; Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	Two Days	OKDHS	\$1,274 Random Time Study at IV-E @ 75%
Misc. Family Group Decision Making	The workshop focuses on how to bring the case together to the family group and agency personnel to create and carry out a plan to safeguard children and other family members.	Placement of Child; Development and Maintenance of Case Plan; Case Management	Continuing In-service	Short Term	OKDHS Staff	Two Days	OKDHS	\$715 Random Time Study at IV-E @ 75%
Misc. Critical Thinking	It is designed to assist supervisors in acquiring and /or refining the skills required to guide workers through a thoughtful, critical, analytical decision making process. The goal is to standardize the information supervisors require to consult effectively on case situations and to increase their awareness of their role and responsibility in analyzing and challenging worker decision making in the areas of family assessment, case and placement planning.	Case Management	Continuing In-service	Short Term	OKDHS Staff	Two Days	OKDHS	\$664 Random Time Study at IV-E @ 50%
Advanced Child Fatality Training	This is advanced training in regard to the CPS investigation of child deaths resulting from suspected abuse or neglect.	Case Management	Continuing In-service	Short Term	OKDHS Staff and Contract Trainers	One Day	OKDHS	\$350 Not IV-E eligible training

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Misc. Diligent Search	This training is to help Child Welfare staff locate parents, relatives and other people relevant to their cases.	Case Management	Continuing in-service	Short term	OKDHS Staff	One Day	OKDHS	\$211 Random Time Study at IV-E @ 75%
Misc. Statewide Child Welfare Supervisors' Meeting	This is a workshop for Child Welfare Supervisors and field liaisons. The overall topic for this conference was the examination of the components of Oklahoma's proposed Practice Model and its implications for supervisors.	Case Management	Conference/ workshop	Short term	Contract Trainers	Two Days	OKDHS	\$40,368 Random Time Study at IV-E @ 50%
AFCARS	This on-line course introduces CW staff to the Adoption and Foster Analysis and Reporting System, commonly known as AFCARS. This course is required of all staff who provide direct CW services to families and children as well as admin and program staff who supervise and manage CW Programs. The course focuses on quality data entry and the purposes of maintaining that quality data		In-service	Short Term	OKDHS Staff	3 hours	OKDHS	\$13,000 Random Time Study at IV-E @ 75%
Supervisory New Supervisor Programmatic Instruction	This workshop is mandatory for all new CW supervisors, and provides specific instruction on policies and procedures related to multiple program areas in child welfare. These include: CPS, Permanency Planning, ICWA, Foster Care, Adoptions, Legal, KIDS for Supervisors and KIDS reports.	Continuing Case Management	Continuing In-service	Short term	OKDHS Staff	Five Days	OKDHS	\$4, 115 Random Time Study at IV-E @ 50%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Beyond Listening to the Employee	This workshop will focus on a leader's use of employee organizational assessment to create a motivating and dynamic organization.	Case Management	Continuing In-service	Short term	Contract Trainers	One Day	OKDHS	\$2, 340 Random Time Study at IV-E @ 50%
Supervisory The Art of Constructive Confrontation	This interactive workshop will redefine how most staff look at constructive confrontation. Using the presenter's definition of confrontation, emphasis will be placed on helping participants view confrontation as a positive way to strengthen their practice and relationships. This course gives participants an opportunity to use real life examples to enact a more successful confrontation. Participants will leave with concrete tools to help them confront more constructively and will learn a model for constructive confrontation	Case Management	Continuing In-service	Short Term	Contract Trainers	Two Days	OKDHS	\$6, 720 Random Time Study at IV-E @ 50%
How to be a Good Clinical Supervisor	This workshop will discuss the aspect of supervision that focuses on the work with clients. It will include how to coach and mentor workers around issues of assessment, case planning, interventions with clients and case implementation and closure.	Case Management	Continuing in-service	Short term	Contract Trainers	Two Days	OKDHS	\$3, 980 Random Time Study at IV-E @ 50%
Safety Planning for Supervisors	This workshop will provide participants with a practice model, which will focus on solution building client competency and signs of safety.	Case Management	Continuing In-service	Short term	Contract Trainers	Two Days	OKDHS	\$2, 710 Random Time Study at IV-E @ 50%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Supervisory Supervisory Issues in Child Sexual Abuse	This five day training series was designed for supervisors who want to expand their knowledge base regarding the supervision of all levels of child sexual abuse cases. In this training, the supervisor will explore the world of the victim, non-offending parent and perpetrator from the point of identification of the sexual abuse through the reunification process (if applicable). Safety, Permanency and Well Being for the child victim of SA are addressed at all case levels. Interwoven in their training is the supervisor s role as educator, administrator and supportive individual to the Child Welfare Specialist.	Case Management	Continuing In-service	Short term	Contract Trainers	Five Days	OKDHS	\$10, 312 Random Time Study at IV-E @ 75%
Effective Leadership	This workshop is divided into four different Effective Leadership Sessions: Positive Leadership, Emotional Intelligence, Improving Communication and Preventing Conflict.	Case Management	Continuing In-service	Short term	Contract Trainers	Two Days	OKDHS	\$2,610 Random Time Study at IV-E @ 50%
Evidence Based Practice	This workshop will discuss different Evidence Based Practice Models used in Child Welfare with special emphasis on Solution Based Casework as a way to work with clients on a daily basis to ensure better outcomes for children in terms of safety, permanency and well-being.	Case Management	Continuing In-service	Short term	Contract Trainers	Two Days	OKDHS	\$3, 690 Random Time Study at IV-E @ 50%
Developing Worker Competency	This workshop provides critical tools for developing worker competency, and offers effective methods for determining where workers need improvement.	Case Management	Continuing In-service	Short term	Contract Trainers	Two Days	OKDHS	\$4, 280 Random Time Study at IV-E @ 50%
Packaging your Skills for Lead Workers	This workshop explores the many ways a supervisor can carry out his professional role. The activities build skills and confidence to communicate in an effective and professional manner.	Case Management	Continuing In-service	Short term	Contract Trainers	Two Days	OKDHS	\$7420 Random Time Study at IV-E @ 50%

Training Activity	Description	Administrative Functions	Setting/ Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost/ Cost Allocation
Ethical Issues for Lead Workers	This workshop is an overview of ethical standards forming the foundation of the provision of professional Child Welfare Services.	Case Management	Continuing In-service	Short term	Contract Trainers	One Day	OKDHS	\$900 Random Time Study at IV-E @ 50%
Time Management for Lead Workers	This workshop addresses the difficulties lead workers have in managing their specific to their caseload responsibilities.	Case Management	Continuing In-service	Short term	OKDHS	One Day	OKDHS	\$310 Random Time Study at IV-E @ 50%
Optimism Workout	This workshop focuses on reclaiming the enthusiasm for your job and managing the frequent changes and challenges in your workplace.	Case Management	Continuing In-service	Short term	Contract Trainers	One Day	OKDHS	\$1600 Random Time Study at IV-E @ 50%
Shelter Training	This training is designed to give behavior modification skill for direct care staff and supervisors who work with children	Case Management	Continuing In-service	Short term	Contract Trainers	One Day per month	OKDHS	\$9,095 Not IV –E eligible training

The contract includes cost for office space for OKDS staff and all of the contract staff who work on this contract. Also included are three classrooms. The total cost of the space is \$199, 662.60

Staff Training Cost Allocation Plan

Sixty percent of children in care are eligible for support authorized through provisions of title IV-E of the Social Security Act (penetration rate). The maximum authorized rate of federal financial participation (FFP) for direct training services is 75%. The overall rate of FFP for training services represents the sum of 62.39% x 75% for a total of 45%. Indirect training costs are subject to FFP at the rate of 50% x 62.39% (penetration rate) for an actual FFP of 30%. The University of Oklahoma contributes to the cost of services provided by the Health Sciences Center for the delivery of staff training services at an indirect cost rate of 33.7%. OKDHS is billed indirect costs at a rate of 10%.

Staff training expenditures listed above does not include related and incidental costs such as travel and per diem associated with training.

The University of Oklahoma, and its partner universities, anticipates a SFY12 budget of approximately \$1.2 in support of academic instruction for current and future Child Welfare professionals.

The following training is through a contract with The University of Oklahoma Norman Campus, Office of Sponsored Programs for the College of Continuing Education.

Training Activity	Description	Administrative Functions	Setting/Venue	Duration Category	Provider	Training Length	Audience	Estimated Cost
CW Curriculum Development	Contracted individuals given the task of formalizing a written curriculum for all modules of child welfare CORE training.	N/A	N/A	Short Term	Contract Staff	N/A	N/A	\$11,694
Statewide Adoption Celebration	Celebrates the adoptions of children by bringing the adoptive parents and families together	Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Conference	Short Term	Contract Staff	Four Hours	OKDHS Staff	\$11,000
On-Line Training	Topics include Pre-CORE assessment, substance abuse training and KIDS training and included is the Adoption Community On-line training.	Data Collection and Reporting. Recruitment/Licensing of Foster/Adoptive Homes and Institutions	Continuing In-service	Short Term	OKDHS Trainers	On-line	OKDHS	\$1,000

Cost Allocation Methodology

SATTRN training workshops for CFSD are funded by various Federal programs along with state appropriated dollars, based on a Federal government approved cost allocation plan. Federal sources of funding include Title XX (SSBG), Title IV-B Child Welfare (Part 1), Title IV-E Foster Care, and Title IV-E Adoption Assistance. Costs are allocated between Title IV-E and non Title IV-E sources based on the number of paid foster care and adoption assistance days for Title IV-E eligible children (including SSI IV-E eligible / non-reimbursable youth) in relation to the total number of paid foster care and adoption assistance days. Foster care and adoption assistance payment data from the most recent quarter will be used for allocating costs to all benefiting programs.

OKDHS

RESOURCE RECRUITMENT & RETENTION

GOALS, OBJECTIVES AND STRATEGIES UPDATE

FY 2011

Oklahoma utilized Technical Assistance from **AdoptUsKIDS** on 6/2, 3, and 4/09 for consultants John and Judy McKenzie, Tamika Williams and Dr. Michele Hanna to facilitate development of goals, objectives and strategies for recruitment and retention of resource families. Prior to the TA the consultants asked staff in Oklahoma to submit recruitment and retention data. Results of the data analysis were shared with administrative and management staff during the first day of TA, which focused on developing the framework for the work to follow on the second day. The second day of TA involved a diverse group of administrators, managers, supervisors, workers, resource parents, tribes, and other community stakeholders. This day was very labor intensive, focused, and resulted in a draft of the following goals and strategies. The third day focused on finalizing the goals and strategies with management staff.

Update

Oklahoma requested technical assistance for the development of a statewide recruitment and retention plan that can be disseminated to their 10 PIP counties for individualization as required by their PIP and IV-B plan.

August 30th & 31st, 2011:

TA Consultants- Dr. Michelle Hanna and Rhonda Abban from AdoptUSKids

The purpose of the two days of T/TA was to assist OKDHS, Children and Family Services Division with the development of a statewide Recruitment and Retention (R&R) plan that local counties would be able use as a framework in the development of their local R&R plan. This T/TA will also provide CFSD with tools to assist the Bridge Consultants in their roles as consultants to the counties.

November 2 & 3rd 2011:

TA Consultants- Dr. Michelle Hanna- AdoptUsKids & Dr. Rose Handon –NRCFA.

The purpose of the first day of T/TA was to assist CFSD with the introduction of the statewide Recruitment and Retention (R&R) plan to the 10 PIP counties. This framework is being used as by these counties for the development of their local R&R plan. In addition, the NRC for Adoption provided T/TA on MEPA-IEP, specifically as it related to recruitment and retention of resource families. T/TA from the NRCRRFAP was also provided to assist the Bridge Consultants as they initiated the conversation with the 10 PIP County Directors and began the process. The purpose of The second day of T/TA the consultants worked directly with the Bridge Consultants, helping them to assess the process from Day 1 and initiate a plan for next steps.

Work completed to date is merely the beginning of work to be done. The following is intended to be a living document that will be expanded and fine-tuned over the next five years. The Adoption Program Administrator and Foster Care Program Administrator will oversee the continued implementation of this plan. The Bridge Leadership Team has been assigned to work on the statewide recruitment goals and determine priorities for the next five years. Bridge Consultants have been assigned to work with the 10 PIP counties to develop and implement their local county recruitment plans. These consultants will provide consultation, training and assistance in their work efforts with the 10 PIP counties.

Update

The monthly Statewide Bridge Convening meetings were reinstated and will occur on a quarterly basis to provide updates, assistance and note progress in the 10 PIP counties efforts to meet their goals and to provide documentation for the Statewide Recruitment and Retention Plan. The monthly Bridge Leadership meeting continues to discuss and strategize aspects of Bridge including the recruitment and retention of resource families as well as evaluate the progress of the Diligent Recruitment Grant.

Goal SF5 – A diverse array of foster and adoptive care resources are readily available to children

DILIGENT RECRUITMENT

1. Clarify and integrate recruitment & retention into the practice model

- a. Clear and consistent message to staff from everyone involved
- b. Use the practice model to aid customer service
- c. Customer service with a focus on the relationship between all staff outside of resources and resource parents
- d. Ability to handle inquiries, retention on the front end
- e. Consistent application of the duality of Bridge

Strategies:

- I. Team with representatives from the Field Operations Division (FOD) in helping to define and hold staff accountable for customer service
 - a. Invite FOD representative to problem solving meetings with the CFSD
- II. To clarify what customer service to resource families means at every level and position of the organization.
 - a. Measurable expectations i.e.
 - b. Consider performance reviews, job description, customer surveys (e-mail, mail, telephone instant surveys)
- III. Provide customer service training to all CFSD, adoption, and FOD staff – train staff together
 - a. Oklahoma University customer service mandatory training module
 - b. Annual requirement for all staff
 - c. Consider including in all Level 1 training and above for workers
 - d. Level 3 training for supervisors and CWIII's lead workers

Update

There are 22,244 employees in the Learning Management System (LMS), 2,770 of those assignments are required (child welfare staff). As of March 21, 2011, 1,532 employees of OKDHS have taken the Customer Service course, of those it was required for 912 of them.

During this time, another training need has been identified. The team believes the best way to address multicultural issues in regards to recruitment and retention is to develop an online Multi-Ethnic Placement Act (MEPA) training for staff that focuses on how MEPA influences recruitment. The Bridge Leadership group has been researching training being done by other states at this time.

- IV. Establish a centralized customer service function for response to resource families that is well understood, supported and utilized by the field staff

- a. Open and ongoing communication with the appropriate people in establishing and maintaining the centralized customer service function

Update

The Bridge Resource Support Center began taking calls on February 1, 2010. As of March 31, 2011, the Bridge Resource Support Center has received approximately 2354 inquiries by internet, 545 inquiries by hotline, 100 inquiries by AdoptUSKids.org, and 52 inquiries by email. As of March 31, 2011, the Bridge Resource Support Center received 760 support phone calls from current families.

2. Focus on identifying relative and non-relative kin up front to increase the number of resource parents and decrease the shelter usage.

Strategies

- I. Establish a statewide protocol for completing a diligent search with CFSD and FOD
 - a. Develop policy and documentation process
 - b. Develop time frames and outcome of contact with identified kin
- II. Meet the needs of the children through placement stability
 - a. Utilize technical assistance to assist with placement selection
- III. Develop an ongoing support system for kin placements

Update

A unit within Tulsa Co. Child Welfare and mental health partners, Family and Children's Services, applied and were accepted into a BSC focused on trauma and placement stability. As a part of the CORE team, both the Area Director and the Director of the Children and Family Services Division participated. This BSC ties in with the Chadwick Trauma Informed Systems Project (CTISP) and involves a pilot where OKDHS is working to improve placement stability through a series of trauma related services and interventions. The pilot will provide valuable information as OKDHS creates our state plan (more details in the CTISP section). The final session for this BSC was held June 8 and 9, 2011 and the projected timeline for completion of this BSC is October, 2011.

The differences noticed due to OKDHS involvement in this BSC process is once a trauma lens is developed, this is not something you can take off and ignore. This lens has an impact on the staff's perspective of themselves, the child, the family, the CW and mental health systems and the world. When an understanding is obtained regarding the real reason a person or child has certain behaviors and reactions, a huge difference is made in how effective the CW or mental health staff can be on a case.

The first specific area that has been impacted is the stability of the children on the line worker's case load, which is the target population. Placements have stabilized on the CW worker's caseload and placement disruptions have decreased for the other workers in this unit due to spread of knowledge. This is believed to be due to the link between the workers developing a more comprehensive approach to trauma and beginning to understand how trauma is a thread throughout the process. The community providers have noticed that workers are now specifically asking for Evidence Based Practices such as Trauma Focused Cognitive Behavioral Therapy and Parent Child Interactive Therapy. The second area of impact is one at the state level. The state is moving forward with implementing trauma language into the Practice Model in each area of Child Welfare, from Child Protection Units to Adoption Units.

At the state level, a trauma screening is being considered for statewide use in Child Welfare. At the local level the Day to Day manager has made some structural changes to the Resource Units, giving them more opportunity to meet the needs of the children and resource parents. This was achieved by placing the kinship foster care units and the kinship bridge navigation unit under the administration of the CPS (Child Protection Services) local manager, insuring that the trauma lens is focused on the

needs of the child, biological parents and the resource parent at the beginning of the case. The CPS local manager is also on the extended team. The Resource Supervisor is working with the other resource supervisors to help Foster Parents be trauma informed and trained on trauma. The supervisor of the worker, whose caseload is the target population, is on the extended team and does not plan to stop just because the project ends. He plans to continue to look for ways he can help reduce trauma, help his workers continue to learn about trauma, implement trauma focused intervention into case practice through use of the trauma screenings for children and using their trauma knowledge to make a difference in their daily work with children and their parents. The trauma administrator and trauma clinicians will continue to consult and provide information about trauma and will support OKDHS as they spread what they have learned. Overall support and commitment is high to finish what has been started by the BSC project.

3. Planned communication between FOD and CFSD about the Bridge to the Future grant

- a. Improve understanding of the Bridge to the Future grant and how it will interface with our other initiatives.

Strategies

- I. Team with representatives from FOD in helping to define and hold staff accountable for customer service
 - i. Invite FOD rep to problem solving meetings with the CFSD
 - ii. Have courageous conversations with FOD leadership at all levels
- II. Engage FOD around the need to be consistent around practice and message.
- II. Develop the implementation plan for the grant and use of foster and adoption staff

Update

An implementation team comprised of CFSD and FOD staff has been established and meets quarterly to review progress on the grant. On November 2, 2011, a statewide Recruitment and Retention Campaign Kickoff meeting was conducted. The meeting included a presentation from AdoptUSKids on how to develop a recruitment and retention plan and a presentation on MEPA. In the afternoons, the 10 PIP counties broke out into small groups so that their assigned consultants could review their specific data with them and provide them with a toolkit for moving forward. Since that time, consultants have continued to meet with their counties to help them identify targeted recruitment activities to address their specific county needs. To date, five of the ten county plans have been received. The other counties are continuing to work on completing theirs as well. The implementation team continues to work on collaboration with the counties to encourage them to communicate county efforts with them and to allow them to assist where needed. An example of this collaboration is the monthly meetings where implementation team members can talk to field staff about the grant and let them share their challenges and successes with one another, this meeting is called Bridge Convening.

Oklahoma is participating in the Post Adoption and Marriage Education Grant. This grant has allowed the Oklahoma Department of Human Services (OKDHS) to build on the success of a former grant project to strengthen the marriages of adoptive couples thereby increasing the odds of sustaining more of Oklahoma's adopted children in safe and permanent families. This project has served 206 married adoptive couples in 2011. The project uses a highly innovative marriage education retreat model designed to provide instruction and training in skills explicitly intended to increase marital stability, while also utilizing other marriage strengthening and parental teamwork activities. This grant not only utilizes the retreat model but also includes opportunities for post-retreat booster sessions. This additional dosage of marriage education reinforces the skills learned at the retreat and provides an opportunity for additional skills training to apply what they have learned to parental decision-making and conflict management.

Other Statewide Agency Activities

Recruitment	Retention
<p>November 2, 2010 - Annual Recruitment & Retention Campaign KickOff was held. This conference focused on writing Recruitment & Retention Plans for the 10 PIP counties.</p> <p>Agenda:</p> <ul style="list-style-type: none"> • MEPA/IEP Overview • Developing a Local Recruitment Plan • State Recruitment & Retention Plan Introduction • Recruitment & Retention Planning • Report out by 10 PIP Counties 	<p>6th Annual Military Event scheduled for 7-2011- families and children are invited to a day at the zoo with a picnic lunch. One is to recognize military families who provide foster care and or adoption for OKDHS custody children, the other is to encourage military families who might be interested in foster care or adoption to learn more and to get involved.</p>
<p>Heart Gallery Photo Exhibit featured 75 kids with approximately 50% having found permanent homes. The exhibit is featured monthly at malls, churches and other venues across the state.</p> <p>A smaller traveling exhibit structure was funded through the Diligent Grant to allow for the exhibit to be displayed at smaller venues such as conferences, churches, meetings etc.</p>	<p>April 19, 2011 - Adoption & Post Adoption Staff received Trauma Informed Care Training provided by Gwendolyn Downing with Oklahoma Department of Mental Substance Abuse Services, to assist in discussing the needs and impact of trauma of the children we have in care with adoptive families. Approximately 100 staff were trained.</p>
<p>Adoption Events were held October 16, 2010, February 26, 2011 and May 7, 2011 to provide waiting adoptive parents and children an opportunity to meet. A total of approximately 186 families expressed interest in approximately 226 children who attended these 3 events.</p>	<p>11-17-10 - Adoption Celebration Event, to recognize adoptive parents and advocates of the year. 8 families, 7 advocates and community partners and staff received awards and recognition.</p>
<p>November 20th, 2010 - Joint Community Recruitment Effort with Tulsa County Foster Care Unit, Adoption Unit and One Church One Child, to specifically target recruitment of African American families with approximately 40 participants.</p>	<p>6-2-11 -Yes We Can Conference Presentation for Adoptive Families on the Journey through Adoption.</p>
<p>AdoptUsKids Program - Approximately 72 kids are featured on the AdoptUsKids photolisting. In addition, children are featured on Adoption.com and Adoption Exchange.</p>	<p>Various foster parent appreciation events in each county were held throughout the year. (Dinners, Christmas Parties, Back to School Events, etc).</p>
<p>Video Bios- Adoption in conjunction with the OKDHS Office of Communications are taping video biographies of children waiting on permanent homes. Videos are used for targeted recruitment for these children. 20 video biographies have been completed.</p>	<p>OKDHS Adoption Assistance provided 192 respite vouchers to adoptive families.</p>
<p>November 2010 - National Adoption Month- Informational meeting were held with the families in their areas to inform them of the children that are waiting for placement.</p>	<p>Child S.H.A.R.E. & OCOC have monthly support group meetings in cooperation with the area offices.</p>
<p>5-14-11 Collaboration with the Indian Clinic for the Mark Harmon Celebrity and Red Hawks game for National Foster Care Month</p>	<p>Approximately 206 families attended Marriage Initiative Workshops for Adoptive Families.</p>
<p>The Office of Faith Based and Community Initiatives held meetings in Tulsa and Oklahoma counties on May 17 and 18, 2010</p>	<p>9-8-2011 Journey to Adoption DVD was developed to inform and guide Adoptive Resource Families new to OKDHS through the system.</p>
<p>Collaboration is currently occurring to create a Tribal Recruitment Video that both tribes and states can use for recruitment that focuses on the importance of Indian families</p>	<p><u>Adoptive Parent Day Training Events</u> 11/6/10- 42 adoptive parents attended 3/26/11- 50 adoptive parents attended</p>

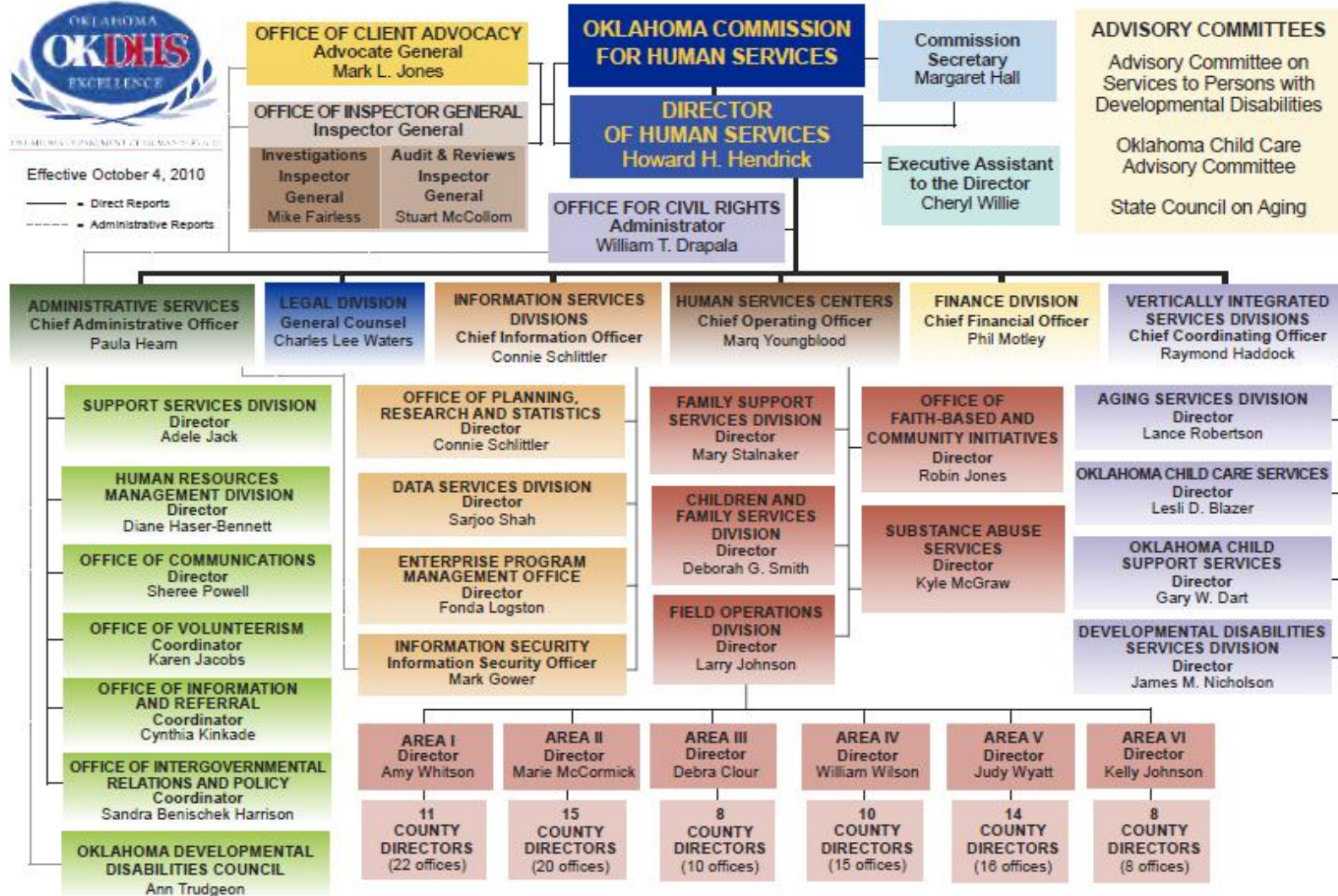
for Indian children.	Adoptive parents were provided continental breakfast, lunch, door prizes, giveaways and a hotel stay at each event was donated.
The Office of Faith Based and Community Initiatives held meetings in Tulsa and Oklahoma counties. Meetings were held May 17 and 18, 2010.	Child S.H.A.R.E., OCOC, and Foster Care and Adoptive Associations have monthly support group meetings in cooperation with the area offices.
Table and Traveling Heart Gallery at Oklahoma City Faith-Based Awareness walk	Social media is being explored as a medium to share information with current families.
Faith Based Recruitment Activities in conjunction with OCOC, Anna's House, Child Share, Circle of Care	Annual customer satisfaction surveys to current families.
Inclusion of The Road DVD and an inquiry packet survey to measure the effectiveness of the packet materials and DVD.	Restructuring of web portal for families www.okbridgefamilies.com in order to provide specific county information as well as general information, training, and links.
Development of one page recruitment and retention report for Director Hendrick..	Closure and 6 month post placement surveys with families are currently being conducted.
Market Segmentation RFP being developed in order to determine our best potential recruitment "market."	Created a kinship orientation tool that will be provided to kinship families when they have been approved for placement of a child in OKDHS custody.
Joint recruitment booth manned by Adoption and Foster Care staff at the Hispanic Celebration October 2010.	Focus group surveys were conducted with kinship families in Tulsa and Oklahoma City on May 23 rd , 2011 to discuss the kinship orientation tool and ways we could better serve kinship families.

OKDHS Organizational Chart



Effective October 4, 2010

— Direct Reports
 - - - Administrative Reports



Tackling Trauma Through Systems Change

Business: Workers excited about lack of blown placements E1

Scene: Foster Parent talks about the difference training makes D1



www.traumatacklers.com
WEDNESDAY
June 8, 2011



\$ 1.00



TRAUMA TACKLERS

GRIM REALITY OF TRAUMA PUSHES OKDHS TO MAKE CHANGES



Howard Hendrick, Director of OKDHS, is surprised by the results achieved on Abdo's case load.

Tulsa County became the focus site for the BSC project in October 2010.

Tulsa, Ok. - The changes that have occurred in Tulsa County are amazing. Participation in the BSC has changed the perspective of all those involved and touched by the PDSA's. In Todd Kirk's unit the focus has been on the line worker, Ladawn Abdo. Her case load has been tracked and used for the metrics. She has been a great asset in helping spread the information about trauma to her unit. A PDSA led to her supervisor, Todd Kirk, to hold staffings with the trauma clinician. A case was chosen and a trauma lens was used. Three areas were identified to focus on while discussing the case: 1) Attachment - How could the worker preserve the attachment to the bio parent, sibling, relative, etc. 2) Basic Needs of the Foster Family - What needs does the family have to keep the adults stable, hence the child stable 3) Safety of the Child and Safety of the Foster Family- How will the family keep themselves and the child safe. This helped Ladawn and the other workers in the unit develop a more comprehensive approach to their cases.

Todd Kirk says "Most placement s disrupt if a foster parent can't go to work . They need their jobs to take care of their own family." So the focus shifted to being a proactive worker and helping meet these three needs. As workers began to apply this to their cases, disruptions decreased and hopefully they will become an anomaly. Trauma Screenings are also being used to guide decisions on getting children into treatment. Workers in two unit are now using a trauma screen to help determine the level of symptoms a child is having and if a referral for TF-CBT, PCIT, or CPP is

needed. This has also made a difference in the children's behavior. As their trauma is treated their trauma symptoms are reduced, increasing their placement stability, decreasing the problems they have in school and relationships. It also helps reduce the secondary trauma for the workers. Workers become very tired physically and emotionally when a child continues to require visits and transportation daily due to mental health issues.

State moves quickly to make changes.

Tulsa County is poised to begin the spread of the PDSAs they have been working on for the last seven months. In conversations with the target worker, target unit, Tulsa County's D office, and higher level administration buzz words are being heard. Words and phrases like trauma lens, attachment, trauma, preventing more trauma are commonly being used. More importantly, workers are starting to understand trauma and the implications it has on their job. At the state level trauma screening tools are being considered, reviews of policy are being done to evaluate how to include trauma language and concepts, and the administration is starting to understand how big a task this will be for Child Welfare. Instead of being overwhelmed administration has been surprised by the results and very supportive. They see the need to make changes and are excited to be part of a grant with Chadwick. Currently Chadwick Center in California has been doing a year long study with OKDHS to determine their organizational readiness to integrate Trauma Informed Information into OKDHS's practices and policies. Deborah Smith has been a huge advocate for Child Welfare becoming Trauma Informed as has OKDHS Director, Howard Hendrick. Deborah and her team have been studying and organizing at the top level so the process of spreading what Tulsa County has been planning and using will be a smooth transition. It is very exciting to be a part of the BSC and also the Chadwick Center Grant at the same time. This has enabled OKDHS to have expert advice and accomplish something that they wouldn't be able to on their own in such a short time period.

As more children were screened for trauma and began to receive Mental Health Services the moves were reduced for the children on Ladawn Abdo's case load.

Percentage of Trauma Screenings vs Percentage of Placement Moves



Kathy Dungan and Tylisha Ross- Oliver are front line workers in OKDHS and have been applying what they have learned from participating in PDSA's.

Partnerships Reduce Organizational Trauma

Call it keeping your sanity or making it work, either one applies to Tylisha Oliver-Ross and Kathy Dungan. Kathy, a co-worker of Ladawn Abdo, is a new worker to Todd Kirk's unit and was transferred a challenging case because she has the most energy and time to devote to a severely traumatized girl. Tylisha had a full caseload and wasn't able to give the time needed for this girl. The girl has a history of self mutilation, homicidal attempts and explosive outbursts making it

challenging to find placements for her. Tylisha and Kathy are working together to make visits and build a trusting relationship. Kathy reports that although she is far from healed some progress has been noticed. She is accepting help to heal through therapy. She says that sharing the case has made the difference because now the girl can receive the attention and care she needs. Todd Kirk their supervisor believes this partnership has happened partly from staffing cases with a trauma lens. Children normally undergo while in DHS care.

He thinks that the workers in his unit are more sensitive to the needs of the children on their caseloads and are being proactive to reduce or prevent the trauma.



traumatacklers.com
View more articles about the growth and change that has happened in Tulsa County.

Shelter decreases emergency foster care disruptions to zero

The Laura Dester Children's Center began using a discharge summary in March 2011. They were having placement disruptions because foster parents didn't think they could meet the needs of the child placed with them.

Including the doctor name and appointments, school attended, child's likes, dislikes, trauma triggers and what helps them cope on the discharge summary has reduced the amount of disrupted placements within a week of discharge to zero.

See Center A3

Changes Being Made in Resources Units

Resource units are making several changes in how they practice to increase the support foster parents receive. They have been trained on trauma and it's affects on children. Resource workers are also being included on case transfer meetings and in family team meetings. Lastly the resource units will be collaborating more closely with

the permanency units to identify placements that are at risk of disrupting. If they know there are warning signs they will communicate with the permanency worker and refer it to the Family Team Meeting Unit for a placement stability meeting.

See Resources A3

Inside today's Trauma Tackler
Ask Trauma Expert..... E2
Bridge Resources..... E6
Comics..... D7
PDSA Hit..... E5
Reunifications..... A12
State Policy..... A8

Today High 90, Low 75
Storms, possible hail and tornadoes

