

FY 2022 PERFORMANCE PLAN

Family Partnership Meeting		CFSD/Child Welfare	Lissa Friedman x1570 Rhonda Bradley x1504
Program Purpose	Prevent foster care placement for children at risk of removal and reduce time in care for children who enter foster care.		
Program Information	<ul style="list-style-type: none"> • A Family Partnership Meeting (FPM) is a voluntary service that engages a child’s family members and their supports in critical decision making around safety and permanency. • Meetings are held at four decision points: <ol style="list-style-type: none"> 1. Risk: When children are at risk of being removed from their caretakers and placed into foster care 2. Removal: When children have been removed from their caretakers’ custody and placed into foster care 3. Placement Change: When children in foster care have a change or potential change in placement 4. Goal Change: When children in foster care have a potential change in their permanency goal • This plan focuses on children served at the first two decision points. • FPMs provide a structured forum for family members, professionals, and others to discuss ways to support children and families. • FPM is an international best practice that has shown positive results for children and families involved with the child welfare system. In FY 2012, FPM was added to Virginia foster care policy as a mandated program. • Partners are Virginia Department of Social Services (VDSS), families, community supports/resources, schools, and court. • During COVID, FPMs continued virtually with little to no disruption in services. 		
Service Delivery Model	<ul style="list-style-type: none"> • In FY 2022, FPM’s were facilitated virtually. This use of the virtual platform has reduced barriers for meeting attendance. • In FY 2023 FPM’s will continue to be facilitated virtually unless the family requests an in-person face to face meeting. 		
PM1: How much did we do?			
Staff	1.1 FTEs including: <ul style="list-style-type: none"> ○ 0.5 FTE Supervisor/FPM Coordinator ○ 0.6 FTE Case Managers (5% of 12 Staff) 		

FY 2022 PERFORMANCE PLAN

Customers and Service Data		FY 2019	FY 2020	FY 2021	FY 2022
	Total FPMs / Children Served (duplicated)*	64 / 115	89 / 159	96/154	85/155
	Risk FPMs / Children Served	35 / 61	45 / 92	62/102	55/119
	Removal FPMs / Children Served	19 / 37	16 / 22	11/18	11/11
	Placement Change FPMs / Children Served	7 / 13	22 / 39	17/25	12/18
	Goal Change FPMs / Children Served	3 / 4	6 / 6	4/7	4/4
	TLP/FPMs /Children Served	*	*	*	3/3

*Total FPMs include Risk, Removal, Placement Change, Goal Change other meeting types

PM2: How well did we do it?

2.1	Timeliness of Risk and Removal FPMs
2.2	Family and provider satisfaction with FPMs
2.3	Removal FPMs Provided to Youth in Care

PM3: Is anyone better off?

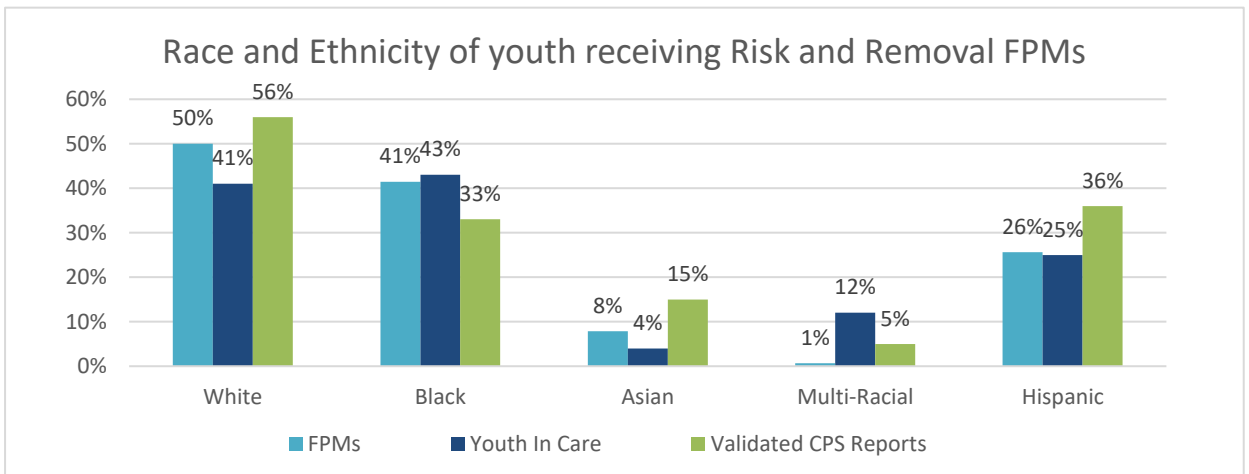
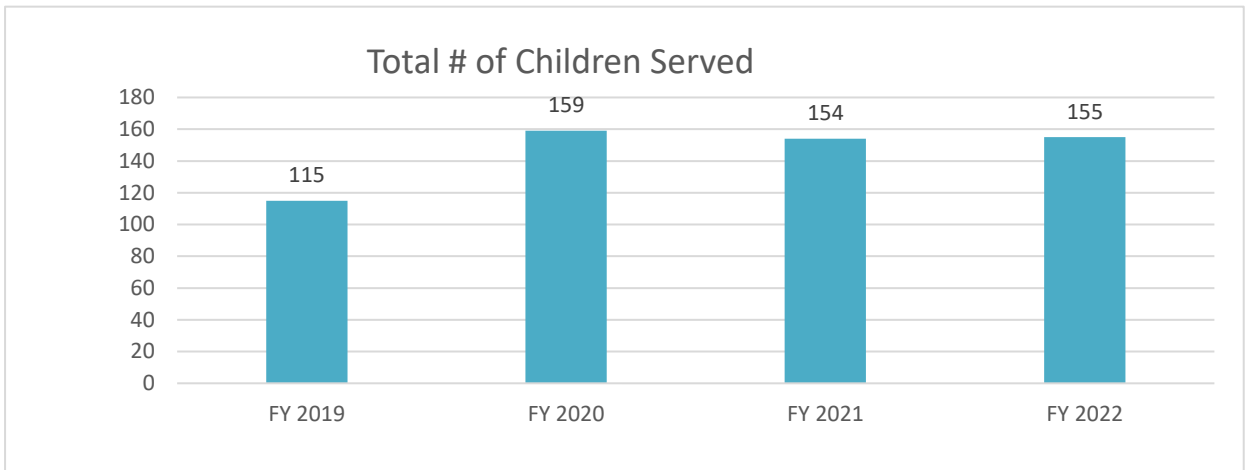
3.1	Risk FPMs: Youth at risk of removal who remain out of foster care
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FY 2022 PERFORMANCE PLAN

Family Partnership Meetings

Measure 1 Total FPMs/Children Served

Data



Data Summary

- In FY 2022, 155 youth received FPMs which is comparable to FY 2021 (154 youth). Youth may have more than one type of FPM during their involvement in child welfare, so total number includes duplicates.
- In FY 2022, 76/152 (50%) of youth receiving FPMs identified as White. 63/152(41%) identified as Black, 12/152 (8%) identified as Asian, 1/152 (1%) Multi-Racial and 39/152 (26%) identified as Hispanic
- Of the 39 youth that received a FPM and identified as Hispanic, 38 also identified as White (97%).

What is the story behind the data?

- In FY 2022, FPMs continued to be facilitated virtually which reduced barriers for family attendance and continues to contribute to the increased number of FPMs and children served.
- In FY 2021 and FY 2022, Black families were more likely to include their community of support in FPMs to divert removal than any other race. White families were less likely to include family and friends in FPMs, citing privacy as a motivator.
- There are times when Hispanic families do not want to get involved in FPMs due to fear of government.

FY 2022 PERFORMANCE PLAN

- The percentage of FPMs is approximately proportional across race/ethnicity
- In FY 2022, the intentionality of centering race and demonstrating awareness has contributed to the proportional percentage of FPM's.
- Some youth received removal FPMs as a result of a court order requiring the agency to justify why a youth is not in foster care. Data for the race/ethnicity of these youth was not captured in FY 2022.

Recommendations

Target Dates

- Continue collecting and analyzing race data to assess for inequities in services.
- Continue offering virtual platform for meeting participation to maximize attendance opportunity and offer in-person participation for a limited number of family members when needed using safety precautions.
- Update tracking spreadsheet to reflect which cases were put on notice by the court

- Ongoing
- Ongoing
- FY 2023, Q1

Forecast

- For FY 2023, the number of FPMs held will remain consistent

FY 2022 PERFORMANCE PLAN

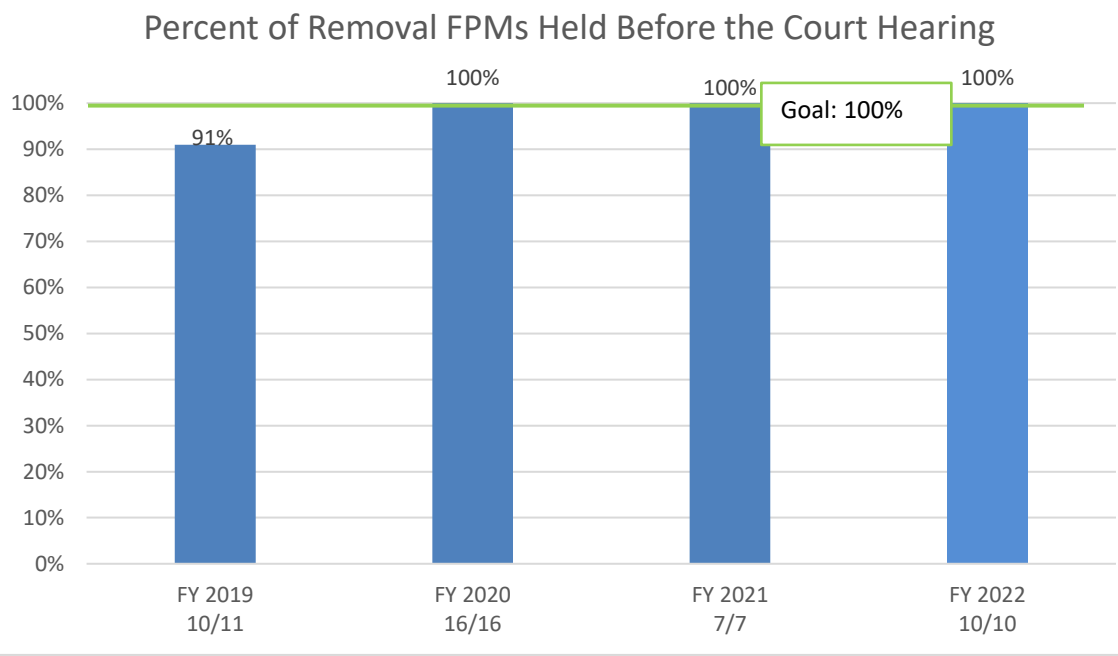
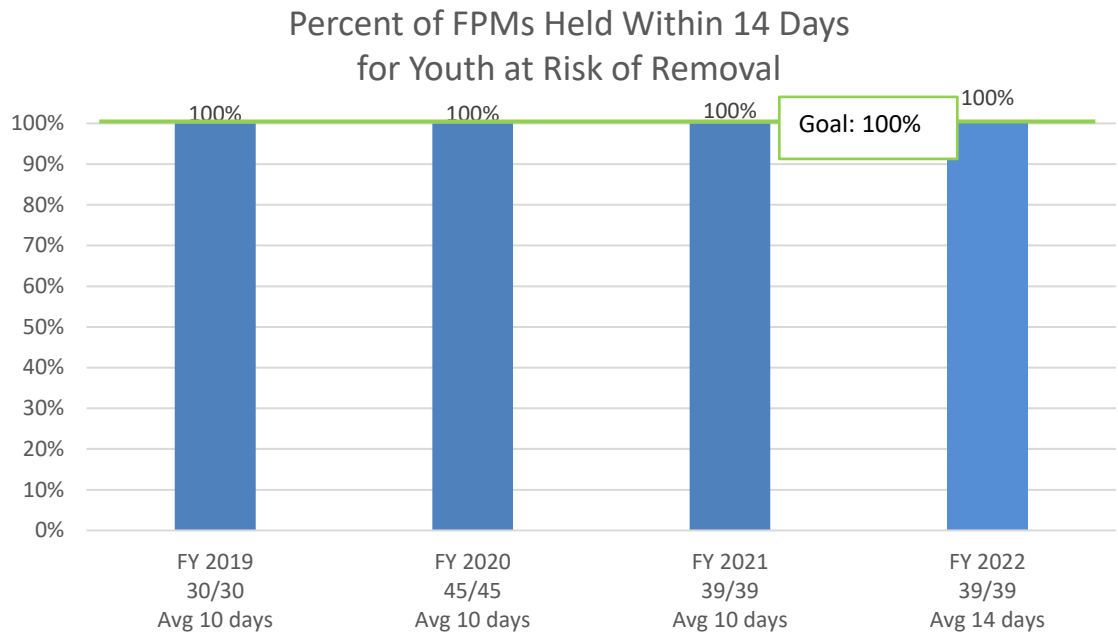
Family Partnership Meetings

Measure

2.1

Timeliness of Risk and Removal FPMs

Data



Data Summary

- For children at risk of removal, 100% of meetings were held within the 14-day timeframe in FY 2022. The average number of days from referral to meeting was 14 days which is higher than the average number of days reported in FY 2021.
- For children who had been removed and placed into foster care, 100% of meetings were held prior to the preliminary court hearing in FY 2022, which is consistent with FY 2021.

FY 2022 PERFORMANCE PLAN

- FPMs held outside the timeframes due to family request or illness were not counted in the percentages reported. 16 Risk FPMs and one Removal FPM fell into this category. The reasons for the delayed Risk FPMs included the family’s need to reschedule, no response after several attempts to schedule and mental health instability of participating family members.
- This data is taken from a spreadsheet maintained by the supervisor

What is the story behind the data?

Risk Meetings:

- In FY 2022, there was a decrease in the number of risk meetings (55 meetings this year compared to 62 meetings in FY 2021).
- The weekly CPS meeting to review High Risk cases and the status of their FPM referrals continues to contribute to identifying those high-risk cases that require an FPM sooner.
- For families that initially refuse the FPM, staff reach out to the families to encourage them to participate. In FY 2022, FPM program manager continued to facilitate joint meetings using a virtual platform with staff to support this conversation. This process has continued to be successful in engaging families although there were some barriers to setting up and preparing for the meetings virtually.
- Through identifying family members and other kin who can serve as resources, the Kinship Navigator continues to play a role in stabilizing families and collaborates with the FPM program manager to identify those families that require referrals.

Removal Meetings:

- Current processes for holding FPMs prior to court hearings continue to work well. In FY 2022, the only meeting held after the court hearing was the result of family availability.

Both Meetings:

- Due to the virtual platform, the FPM Manager was able to facilitate and coordinate more FPMs which lessened the stress on the team to assist.
- Coordination was more time consuming for all meetings to prepare families for the virtual meeting experience.
- In FY 2022, three Spanish speaking facilitators were added. A contract facilitator was also added to assist with the number of facilitators.

Recommendations	Target Dates
<ul style="list-style-type: none"> • Continue monitoring timeliness of referrals to meet policy expectations by continuing High Risk case reviews on a weekly basis. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Continue to review FPM referrals in High Risk meetings. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Update spreadsheet to include specific exclusion criteria 	<ul style="list-style-type: none"> • FY 2023, Q2
<ul style="list-style-type: none"> • Continue offering a hybrid platform (virtual/in person) of meetings based on safety considerations, and family preference. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Continue to collaborate with staff to submit FPM referrals within 24 hours of removal to ensure timeliness for scheduling Removal FPMs. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Continue to use interns for plan typing and coordination 	<ul style="list-style-type: none"> • Ongoing

FY 2022 PERFORMANCE PLAN

- Continue to train additional staff to coordinate and facilitate FPMs particularly staff with Spanish language capabilities.

- Ongoing

Forecast

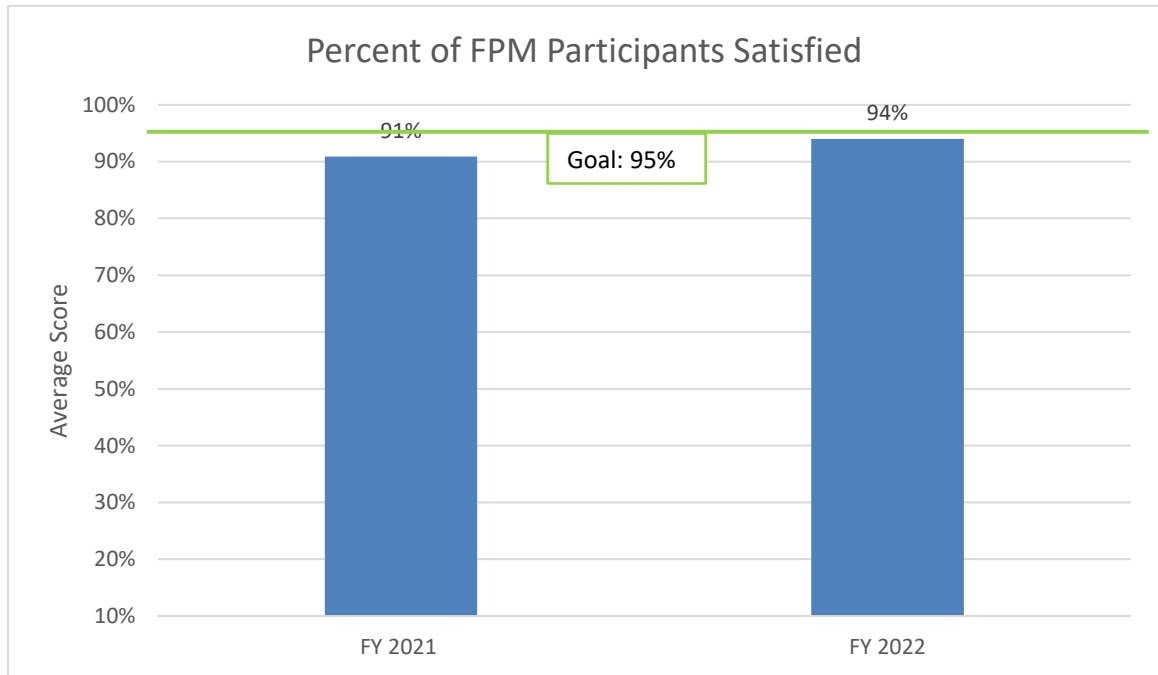
- In FY 2023 it is anticipated that 100% of Risk and Removal FPMs will be held on time.

FY 2022 PERFORMANCE PLAN

Family Partnership Meetings

Measure 2.2 Family and provider satisfaction with FPMs

Data



Data Summary

- In FY 2022, 165 of the 176 (94%) of the survey respondents indicated overall satisfaction with the Family Partnership process.
- The survey is available in Spanish and English.
- Participants receive a hyperlink to this survey at the conclusion of each meeting.

What is the story behind the data?

- In FY 2022, there were 829 documented attendees for 85 meetings. The response rate for survey completion this year was 21%.
- This measure has been consistently high and stable for the last 4 years.
- In FY 2022, 101 respondents identified as service providers and 73 respondents identified family members completed the survey. Two respondents declined to identify their role in the meeting.
- The number of survey respondents in FY 2022 increased greatly (11 respondents in FY 2021, compared to 176 respondents for FY 2022) as a result of utilizing MicroSoft Forms and adding the survey link to the chat feature on the virtual platform at the conclusion of the meeting.
- In FY 2022, respondents reported that the meetings were executed well and organized. The families appreciated the strength-based approach to having difficult conversations. One respondent indicated that the meetings are too long and that too many people are permitted to attend.

Recommendations

Target Dates

FY 2022 PERFORMANCE PLAN

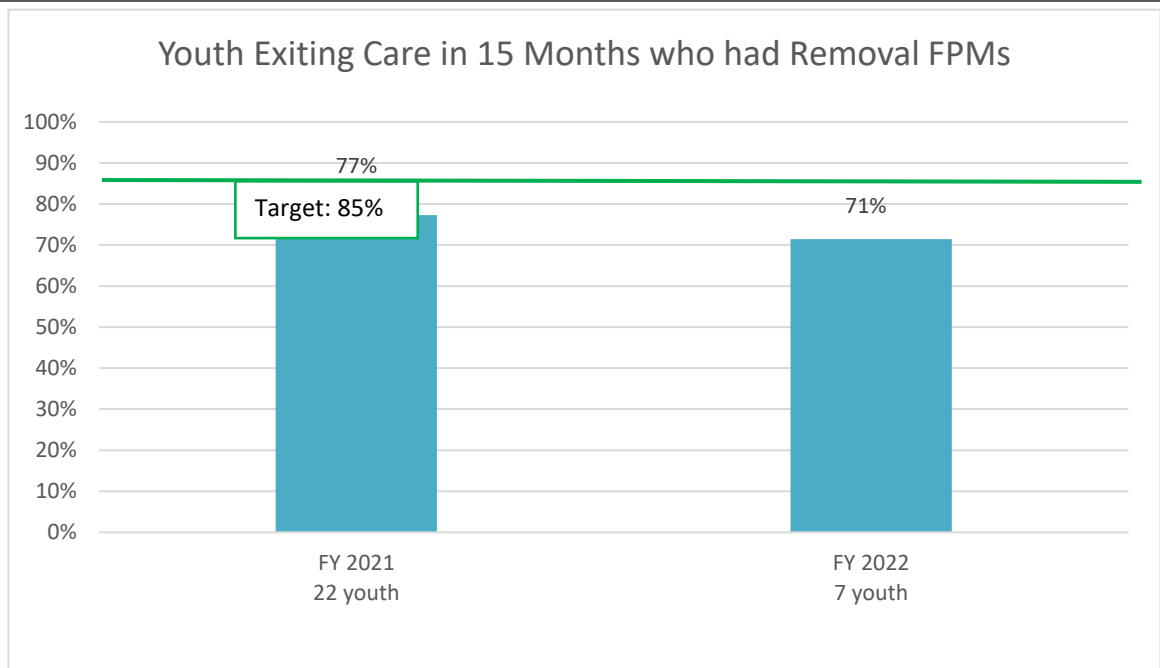
<ul style="list-style-type: none">• Continue to provide regularly scheduled in-service training to facilitators and coordinators on FPM protocols and practices• Continue to consistently collect the total number of professionals and family members who participate in the FPMs.• Consider separately analyzing service providers and family members to better assess satisfaction	<ul style="list-style-type: none">• Ongoing• Ongoing• FY 2023, Q4
Forecast	
<ul style="list-style-type: none">• In FY 2023, Providers and Family members are projected to have a 95% satisfaction rate	

FY 2022 PERFORMANCE PLAN

Family Partnership Meetings

Measure 2.3 Removal FPMs Provided to Youth in Care

Data



Data Summary

- Of the 7 youth exiting foster care to reunification or relative placement within 15 months in FY 2022, 5 of the 7 that exited also received a Removal FPM.
- All youth who exited care in FY 2022 are included in FY 2022’s total unless their goals were changed from reunification to adoption or permanent foster care. Data is taken from a spreadsheet maintained by the supervisor.

What is the story behind the data?

- Ongoing efforts to increase family engagement activities early and often, and to establish written visitation plans initiated in FPMs, have resulted in maintaining and improving exits from foster care within 15-month timeframes.
- All youth placed in foster care are referred for FPM at time of removal; protocols are in place to ensure these referrals occur.
- All removal referrals are reviewed to determine viability for meeting. In some instances, FPMs are not possible due to a parent being unavailable (absent caretaker) or unable to participate (hospitalization due to mental health concerns). In some instances, an FPM is not needed if the child is returned home prior to court involvement.
- In the instances of the 2 youth who exited care and did not receive an FPM because the youth were in care for less than a week prior to returning home.

Recommendations

FY 2022 PERFORMANCE PLAN

<ul style="list-style-type: none">• Continue to require FPMs throughout the life of the case to support all critical decision-making points.• Continue to provide targeted support to kinship providers as their needs are different and more complicated than foster parents.• Continue ongoing efforts to use FPM coordination to assist in identifying potential kinship placements.	<ul style="list-style-type: none">• Ongoing• Ongoing• Ongoing
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Forecast

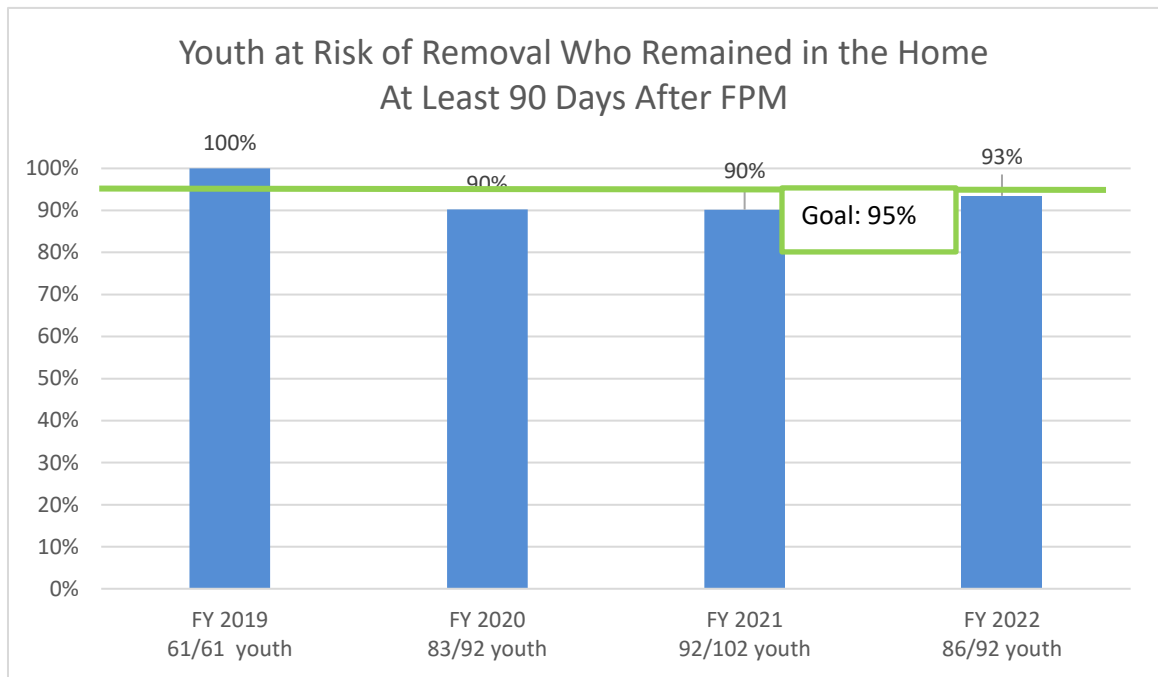
<ul style="list-style-type: none">• In FY 2023, 60% of children that exit care within 15 months will also have an FPM

FY 2022 PERFORMANCE PLAN

Family Partnership Meetings

Measure 3.1 Risk FPMs: Youth at risk of removal who remain out of foster care

Data



Data Summary

- The percent of youth still at home 90 days after their FPM is 93% which is slightly higher than FY 2021 (90%).
- Data is taken from a spreadsheet maintained by the supervisor.

What is the story behind the data?

- To promote early identification and engagement, DHS requires Standardized Decision Making (SDM) assessment within 15 days of referral. In FY 2022, weekly management team reviews of CPS cases with SDM Risk ratings of High or Very High continued to occur. Continued collaboration with the kinship navigator contributed to maintaining youth in the home.
- In FY 2022, CPS In-Home enhanced their focus on family engagement and implemented family support and prevention services to help which helped families secure resources to safely maintain youth in the home
- In FY 2022, 3 of the 6 children who were placed in foster care after having a Risk FPM were court involved cases. Meetings were held prior to foster care placement to support the families in trying to maintain them in the home. Additional reasons for youth not being able to safely stabilize in the home include significant mental health needs and caretaker inability to manage needs. One youth has been reunited with the parent and the case is pending closure.
- FPMs are voluntary and parents have choice about who they want to invite to meetings, which could have a positive impact on children remaining out of care.
- Any youth 14 and older has an opportunity to have two people of their choice at the table to support them in their planning per Virginia Department of Social Services guidance.

Recommendations

Target Dates

FY 2022 PERFORMANCE PLAN

<ul style="list-style-type: none">• Continue to review CPS data weekly to address appropriateness of FPM referrals for cases identified as High or Very High risk.• Continue to document in the electronic health record clinical rationale for those cases that are not referred for FPM or when referred and the family declines.• Utilize Kinship Navigator to provide additional support to kin caring for youth through protective orders and CPS safety plans	<ul style="list-style-type: none">• Ongoing• Ongoing• Ongoing
Forecast	
<ul style="list-style-type: none">• In FY 2023, 95% of youth will remain out of foster care at least 90 days after the FPM.	