

FY 2022 PERFORMANCE PLAN

Foster Care - Permanency		Child Welfare		Lissa Friedman x 1570 Sherry Brothers x 1575 Regine Gerard x1591 Kim Bonham x1096	
Program Purpose	<ul style="list-style-type: none"> Strengthen families so that children in care can achieve permanency through reunification, relative placement and adoption. 				
Program Information	<ul style="list-style-type: none"> Foster care is a temporary living arrangement providing care and parenting for children under the age of 18 who can no longer live in their homes because of abuse, neglect or other severe family problems. Social workers engage families in decision making and treatment planning through home visits, treatment team meetings, family partnership meetings, phone calls, emails and other contacts connected to service and permanency planning. Permanency is defined as Return Home, Relative Placement, and Adoption. Virginia Department of Social Services regulations require that permanency be achieved for all children in foster care through reunification or relative placement within 15 months; and through adoption within 24 months. Parents with goals of reunification are provided services and supports such as substance use treatment, anger management, domestic violence counseling, parenting classes, and parent coaching, to strengthen parental capacity and increase protective factors. Visitation plans are created for each child in foster care with a goal of return home or relative placement. Foster parents planning to adopt a youth in foster care receive services and supports to prepare them to become adoptive parents. 				
Service Delivery Model	<ul style="list-style-type: none"> In FY 2022, services were primarily provided in-person for family visitations and worker visits. Team meetings continue to be provided virtually. In FY 2023, foster care workers will incorporate In-Home cases into their caseloads as foster care numbers decrease and the number of In-Home cases increases. 				
PM1: How much did we do?					
Staff	<ul style="list-style-type: none"> Total 16.5 FTEs: <ul style="list-style-type: none"> 2.5 FTE Supervisor 10 FTE Human Services Clinicians 3 FTE Family Support Workers 1 FTE Kinship Navigators 				
Customers and Service Data		FY 2019	FY 2020	FY 2021	FY 2022
	Youth in Foster Care (as of last day of fiscal year)	78	70	67	49
	Youth Discharged/ Families Closed	53/36	38/29	47/31	26/22
	Relative Placement	10/7	1/1	6/5	2/2
	Reunification	22/13	20/14	28/20	10/8
	Adoption	10/6	10/7	5/5	10/8

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PM2: How well did we do it?

2.1	Parent Engagement toward Permanency
2.2	Family Engagement Satisfaction

PM3: Is anyone better off?

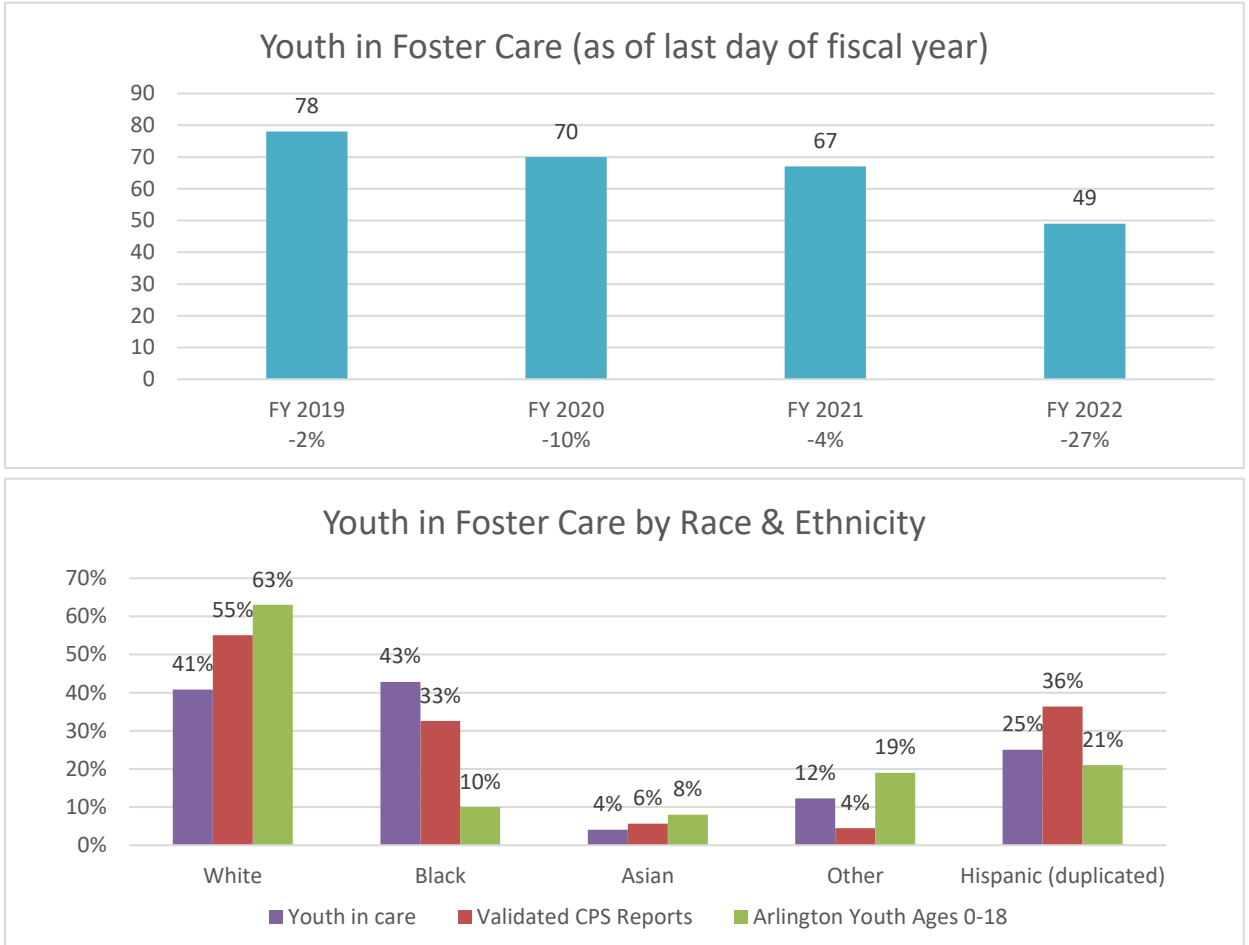
3.1	Children Discharged to Permanency
3.2	Reunifications or Relative Placements within 15 Months

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Measure 1 Youth in Foster Care (as of last day of fiscal year)

Data



Data Summary

- Between FY 2021 and FY 2022, the number of youth in care decreased 27%.
- In FY 2022, 20/49 (41%) youth that were in care on the last day of the year identified as White; 21/49 (43%) of youth identified as Black; and 2/49(4%) identified as Asian. 11/49 (22%) of youth identified as Hispanic. Of the 11 youth that identified as Hispanic, 10 of those youth were White (91%).
- In FY 2022, there was a 4% decrease in the number of validated CPS reports for youth that identify as Hispanic. This is also reflected in the decrease in the percentage of youth in care that identify as Hispanic.
- This data is collected and reported in the child welfare Children in Care stats spreadsheet.

What is the story behind the data?

- According to the Child Welfare Information Gateway, (https://www.childwelfare.gov/pubPDFs/racial_disproportionality.pdf) a significant body of research has documented the overrepresentation of certain racial and ethnic groups in the child welfare system relative to their representation in the general population (e.g., Cénat et al., 2020; Ganasarajah et al., 2017; Wells, 2011). African American children accounted for roughly 14 percent of the child population and 23 percent of the foster care population

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(Annie E. Casey Foundation, 2020a; Children's Bureau, 2020b). At the same time, White children made up half of the child population and just 44 percent of the foster care population. Although Hispanic children have historically been underrepresented in foster care at the national level, they were overrepresented in 20 States in 2018, when the most recent available data were collected (Puzzanchera & Taylor, 2020).

- In FY 2021, 37 youth ages 0-17 were in foster care accounting for 55% of youth in care. In FY 2022, 34 youth were in this age group accounting for 70% (34/49).
- Of the 34 youth in foster care age 0-17, 15 (almost 50%) are between 14 and 17 years of age; 10 entered care in the last 6 months (since Jan 2022), 4 entered care at the age of 17.
- In FY 2021, youth ages 18-21 accounted for 45% (22 youth) of the total population of youth in care. In FY 2022, this age group accounted for 30% (15 youth). The decrease is due in part to a large number of youth reaching age 21 within the fiscal year and (as predicted in the FY 2021 Forecast) because many older youth exited when COVID emergency protocols allowing them to remain past age 21 ended in September 2021.
- In FY 2022, of the 14 families that opened to Foster Care from CPS Intake, 2 (14%) of them identified as Hispanic, a decrease from 50% (8 of 16) in FY 2021.
- In FY 2022, the mandated reporter training was updated to include equity data and cultural differences.
- The overall decrease in the foster care population is due in part to increased efforts at intake on prevention and using family for safety planning. While these efforts have resulted in less children in care, they have increased the number of cases opening to CPS In-Home.

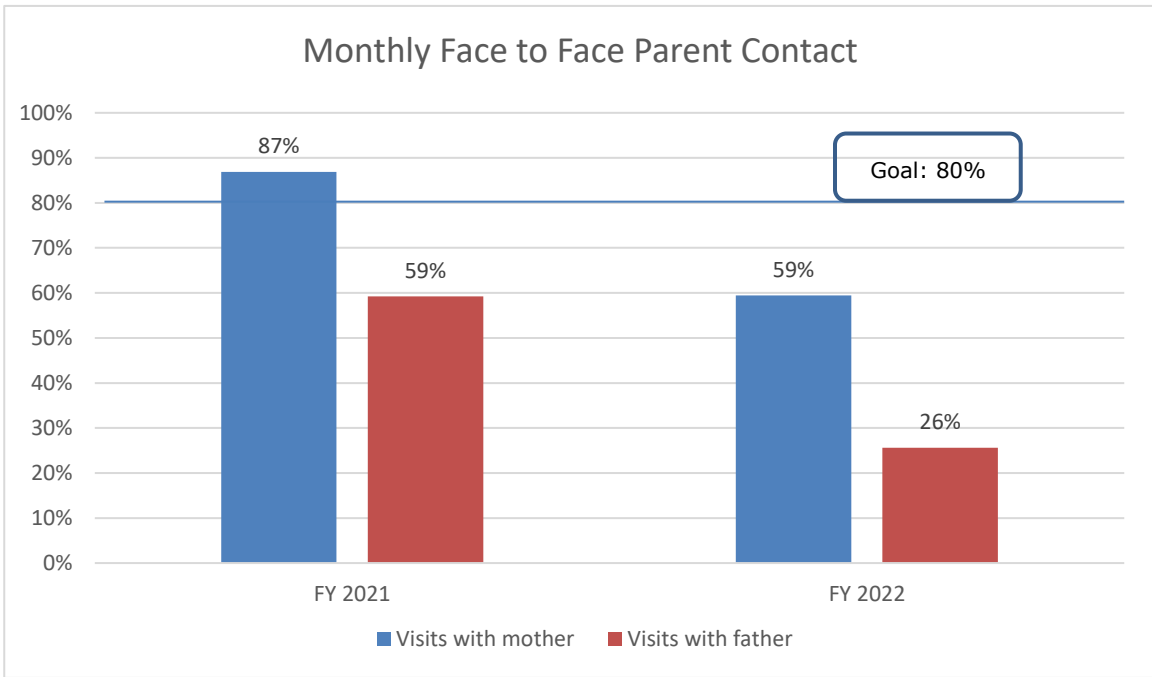
Recommendations	Target Dates
<ul style="list-style-type: none"> • Review data with staff across Bureau to look at all PMP data and consider possible strategies for reducing racial disparity. • Continue efforts to prevent foster care placements and reduce length of stay in care. • Assign In-Home cases to Foster Care staff. • Explore training opportunities to increase staff capacity around engaging older youth. 	<ul style="list-style-type: none"> • Fall 2022 • Ongoing • Fall 2022 • Fall 2022
Forecast	
<ul style="list-style-type: none"> • For FY 2023, the total number of youth in foster care is expected to decrease to 47 youth. 	

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Measure 2.1 Parent Engagement toward Permanency

Data



Data Summary

- In FY 2022, 101/170 (59%) of required face to face visits between youth in care and their parent occurred with the mother and 20/78 (26%) face to face visits occurred with the father.
- In FY 2022, 68/248 (27%) of visits were conducted virtually. These visits are not included in the chart above.
- For situations when a face to face contact was not required (ex. could not be located, was deceased, refused contact or was unknown) those contacts were removed from the denominator. This included 14 fathers and 3 mothers.
- Face to face contact is required monthly for youth with a permanency goal of reunification or relative placement.

What is the story behind the data?

- In FY 2021, virtual visits were considered face to face visits due to COVID. The percentages in FY 2021 reflect both virtual and in-person face to face visits, and most visits occurred virtually. The virtual platform enabled staff to more consistently engage parents due to reduced barriers.
- In FY 2022, in-person face to face visits resumed as the required method of contact as COVID restrictions lessened. The percentages in FY 2022 only reflect in-person face to face visits.
- Face-to-face contact is difficult for parents living out of country due to time differences, language capacity, and technology issues.
- Face-to-face contact is difficult with incarcerated parents due to limited access and rules around contact.
- In FY 2022, a spreadsheet was created to track maternal and paternal face-to-face contact, to monitor engagement throughout the year.

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- In FY 2022 a biopsychosocial packet was designed for use with every parent with a child in foster care, to enhance rapport.

Recommendations

Target Dates

- Continue to collaborate with Arlington County Jail around parent/child visitation and worker contact protocols to maintain parent engagement during incarceration.
- Support Project PEACE implementation of Fathers for Change, a therapeutic intervention to support healthy relationships for fathers who have caused harm through domestic violence.
- Hire Fatherhood Engagement Coordinator to design programming specifically for fathers.
- Add monthly parental contact data to division’s quarterly report.

- Ongoing
- Ongoing
- Fall 2022
- July 2022

Forecast

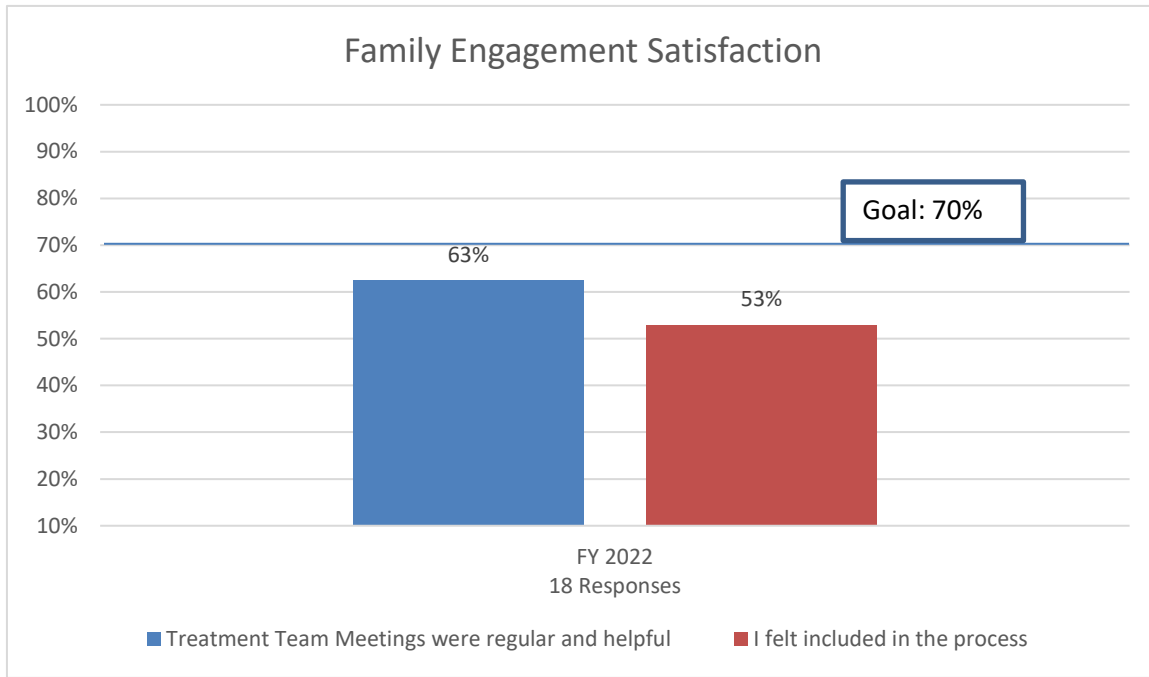
- In FY 2023, it is projected that 70% of face-to-face contacts with the mother will be completed and 50% of face-to-face contacts with the father will be completed.

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Measure 2.2 Family Engagement Satisfaction

Data



Data Summary

- In FY 2022, responses were collected from families of youth that had a goal of reunification or relative placement. There were 18 family members that completed this survey in FY 2022.
- In FY 2022, 10 out of the 16 respondents stated that they felt that treatment team meetings were held regularly and were helpful. Two respondents declined to answer this question.
- In FY 2022, 9 out of 17 respondents stated that they felt included in the decision making process and that their voice was heard. One respondent declined to answer this question.
- In FY 2022, 27% (5 of 18) of the respondents identified as White, 50% (9 of 18) of the respondents identified as Black, 6% (1 of 18) of the respondents identified as Asian, 6% (1 of 18) of the respondents identified as Multi-racial, 11% (2 of 18) of the respondents declined to identify their race.

What is the story behind the data?

- In FY 2022, more than 50% of respondents indicated that treatment team meetings were held regularly and were helpful. They also felt heard and included in the decision-making process.
- The respondents that felt neutral or disagreed tended to be family members of youth that ultimately did not return home and/or older youth.
- One notable theme from the comments is that respondents found individual workers to be helpful.
- An area of improvement noted by a number of respondents was a need for better communication. In addition, some respondents demonstrated confusion about the permanency goals for their youth.

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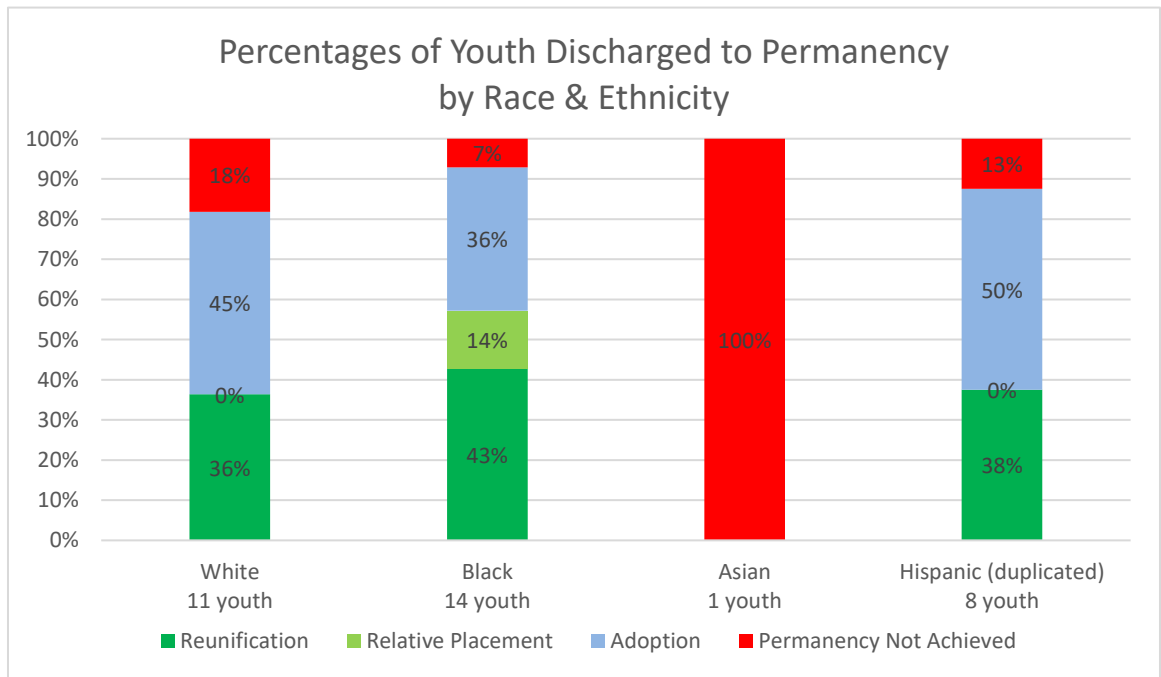
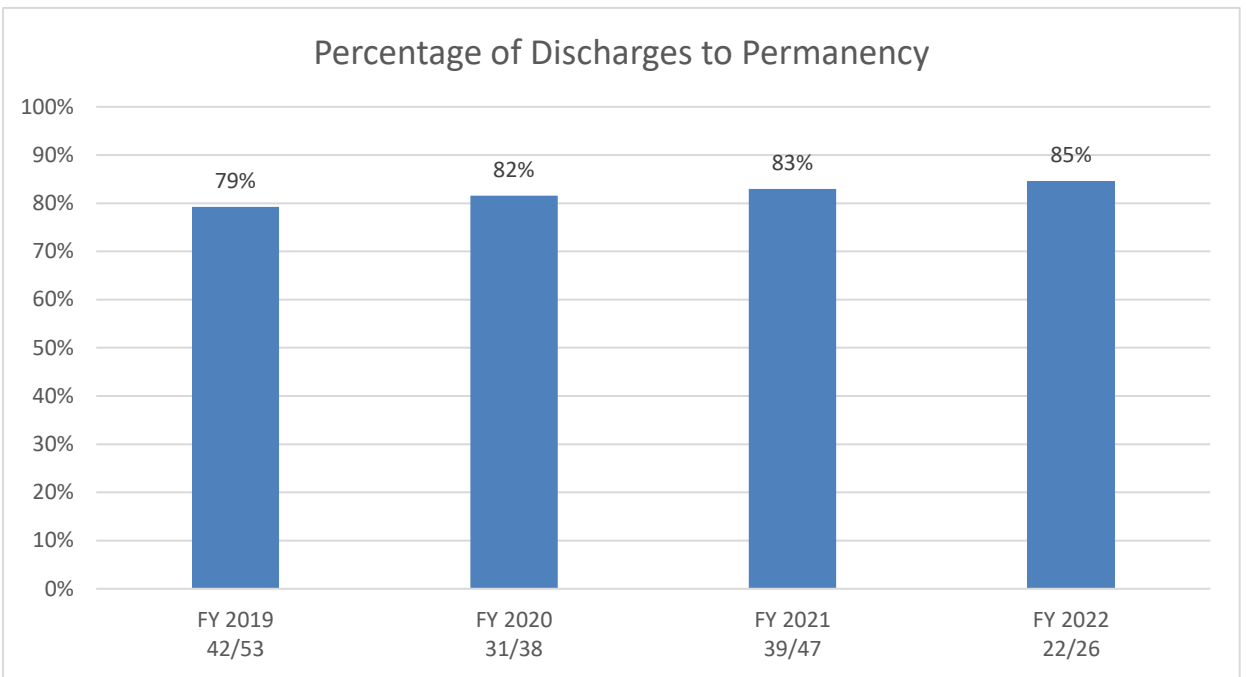
Recommendations	Target Dates
<ul style="list-style-type: none"> • Modify survey to collect additional data • Survey data will be collected by non-clinical staff and reported quarterly. • Provide respondents the option to answer survey anonymously. • Add total number of surveys collected to the quarterly data report to ensure consistent distribution. • Train staff on providing clear and consistent explanations of youth’s permanency goals. • Develop a method to determine response rate 	<ul style="list-style-type: none"> • FY 2023, Q1 • FY 2023, Q1 • FY 2023, Q1 • FY 2023, Q1 • FY 2023, Q2 • FY 2023, Q2
Forecast	
<ul style="list-style-type: none"> • In FY 2023, it is anticipated that 70% of respondents will indicate that treatment team meetings are regular and helpful. 70% of respondents will also indicate that they are included in the decision-making process. 	

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Measure 3.1 Children Discharged to Permanency

Data



Data Summary

- In FY 2022, 22/26 (85%) of children that exited foster care either returned home, were adopted, or were placed with relatives.
- In FY 2022, 2/2 (100%) youth that discharged to relative placement identified as Black.
- In FY 2022, the percentage of youth discharged to reunification was consistent across racial and ethnic groups: 4/11 (36%) of white youth, 6/14 (43%) of black

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- youth, and 3/8 (38%) of Hispanic youth. Of the 8 youth who identified as Hispanic, 7 also identified as white (88%).
- In FY 2022, the percentage of youth that discharged to adoption increased for all racial and ethnic groups; 5/11 (45%) of white youth, 4/14 (29%) of black youth, and 3/8 (38%) of Hispanic youth.
- In FY 2021 and 2022, a higher percentage of Black youth were placed with relatives than any other racial demographic.
- This permanency data reflects youth ages 0-18 who exited to either reunification, relative placement, or adoption. Children are not considered discharged to permanency if they aged-out of care at the age of 18. Outcomes for children who age-out of care at the age of 18 are reported in the Independent Living PMP.
- Data is collected and recorded in the child welfare Monthly Performance Report (MPR) and the Children in Care Stats spreadsheet

What is the story behind the data?

- Permanency rates remained high throughout the COVID pandemic due to agency efforts to maintain connections through modified visitation plans, virtual telehealth platforms, and foster parent support.
- In FY 2021, there were adoptions that were not able to be finalized because of COVID constraints. These adoptions were finalized in FY 2022, which contributed to the increase percentages in permanency through adoption.
- For the 4 youth who exited care without achieving permanency, all entered foster care as teenagers and all 4 entered Fostering Futures (FF) at time of exit.
- Permanency options including adoption were discussed with older youth at their Transitional Living Planning meetings and routinely at home visits.
- In FY 2022, COVID continued and multiple practice protocols remained in place to balance worker/client safety with continued momentum toward permanency. While formal implementation of [Youth Thrive](#) across disciplines was delayed, informal implementation was in place to address the special needs of older youth.
- In FY 2022, internal staffings were held for all youth in foster care, including examining the impact of racial/ethnic identity on engagement, at 4 months and 10 months to review permanency activity. These staffings have given staff the opportunity to get/give support from/to their peers. It has also helped to address concerns about equity when it comes to making sure permanency is fully explored for each family.

Recommendations

Target Dates

- Current IL Coordinator will attend Youth Thrive Train-the-Trainer program to advance efforts to implement Youth Thrive formally in the Bureau and across disciplines.
- Conduct outreach to Court Services to train on Youth Thrive and increase coordinated approach to working with older youth who are dually involved or at risk of entering foster care from court services
- Continue internal staffings for all youth in foster care.

- Fall 2022
- Spring 2023
- Ongoing

Forecast

- In FY 2023, it is anticipated that 50% of youth discharging from care will discharge to permanency due to the age of current population of youth in foster care.

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Measure	3.2	Reunifications or Relative Placements within 15 Months															
Data	<div style="text-align: center;"> <p>Percentage of Reunifications or Relative Placements within 15 Months</p> <table border="1"> <caption>Data for Percentage of Reunifications or Relative Placements within 15 Months</caption> <thead> <tr> <th>Fiscal Year</th> <th>Percentage</th> <th>Number of Children</th> </tr> </thead> <tbody> <tr> <td>FY 2019</td> <td>56%</td> <td>18/32 children</td> </tr> <tr> <td>FY 2020</td> <td>76%</td> <td>16/21 children</td> </tr> <tr> <td>FY 2021</td> <td>71%</td> <td>24/34 children</td> </tr> <tr> <td>FY 2022</td> <td>58%</td> <td>7/12 children</td> </tr> </tbody> </table> </div>		Fiscal Year	Percentage	Number of Children	FY 2019	56%	18/32 children	FY 2020	76%	16/21 children	FY 2021	71%	24/34 children	FY 2022	58%	7/12 children
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FY 2020	76%	16/21 children															
FY 2021	71%	24/34 children															
FY 2022	58%	7/12 children															
Data Summary	<ul style="list-style-type: none"> In FY 2022, 7/12 (58%) of youth that exited to reunification or relative placement, exited within 15 months of coming into foster care. Data is collected and recorded in the child welfare Monthly Performance Report (MPR). 																
What is the story behind the data?																	
<ul style="list-style-type: none"> The use of family engagement practices such as Family Partnership Meetings, family finding and regular treatment team meetings, and visitation plans have contributed to the high rate of exits within 15 months. In FY 2022, permanency took longer than 15 months for 5 children from 3 families. For 2 families (4 children) the parent was very young (under age 21). For these young parents, multiple factors complicated timely return home including housing/employment stability, insufficient parenting skills, and limited social supports. In FY 2022, Arlington had 2 parenting classes in place – one co-ed for all parents and one specifically for fathers with a focus on employment support called Fathers In Tech. In FY 2022, a Family Finding administrative issuance was finalized that standardized the protocol for family searches. In FY 2022, a second kinship navigator was added to the Bureau to support outreach to kin. In FY 2022, an employment specialist joined the Bureau to support job readiness and economic stability for parents and older youth. 																	
Recommendations		Target Dates															

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<ul style="list-style-type: none">• Continue outreach with Adult Behavioral Health to increase partnership around treatment for parents dually involved with the child welfare system• Add Fatherhood Engagement Coordinator to Bureau to build fatherhood programming• Utilize newly added Employment Specialist to support permanency efforts and older youth.	<ul style="list-style-type: none">• Ongoing• FY 2022, Q3• Ongoing
Forecast	
<ul style="list-style-type: none">• In FY 2023, it is anticipated that 70% of youth discharging to permanency will do so within 15 months of entering care.	