

FY 2022 PERFORMANCE PLAN

Independent Living		CFSD/Child Welfare	Katrina Amartey x 1580 Regine Gerard x1591		
Program Purpose	<ul style="list-style-type: none"> Maximize self-sufficiency for youth aging out of foster care. 				
Program Information	<ul style="list-style-type: none"> Assists youth in obtaining basic life skills, education and employment preparation necessary to become self-sufficient adults. Serves youth 14 years of age and above currently in foster care and young adults formerly in foster care who have requested services. In July 2016, Virginia implemented the Fostering Futures program, which offers housing and other supports to youth 18 to 21 years old. To access these enhanced supports, youth who are medically able must be enrolled in school, participating in post-secondary education, or employed. Program is available to young adults formerly in foster care who need assistance or referrals in the community. Program is federally mandated; federally and state funded. The State is allocated funds from the Federal Government. The State then allocates independent living funds, based on the number of youth served. 				
Service Delivery Model	<ul style="list-style-type: none"> In FY 2022, most services were provided using a hybrid model. Worker visits and transition planning meetings were in-person. After care supports, events and workshops were provided using a virtual platform. In FY 2023, services will continue to be provided using a hybrid model. Using the virtual platform reduced barriers to attendance in FY 2022 and therefore will be continued in FY 2023. 				
PM1: How much did we do?					
Staff	<ul style="list-style-type: none"> Total 7 FTEs including: <ul style="list-style-type: none"> 1 FTE Supervisor 1 FTE Independent Living Coordinator 1 Family Support Worker 1 Employment Specialist <p>3 FTE Human Service Clinicians (50% of 6 staff)</p>				
Customers and Service Data		FY 2019	FY 2020	FY 2021	FY 2022
	Youth served in foster care between the ages of 14 and 21	37	42	43	54
	Average youth per month receiving after care or information/referrals after exiting care	8	5	6	6
	Independent Living Seminars offered	32	15	78*	112*
*In FY 2021 and 2022, the number of seminars offered increased significantly due to virtual offerings.					
PM2: How well did we do it?					

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2.1	Timeliness of Transitional Living Planning meetings for youth ages 14 through 21 years of age
2.2	Youth aged 14-21 are engaged in education and employment readiness activities
2.3	Youth receive regular medical and dental care
PM3: Is anyone better off?	
3.1	Eligible youth engaged in Fostering Futures Program
3.2	Permanency Outcomes for youth ages 14-18
3.3	Connections to supportive adults for youth ages 18 and older

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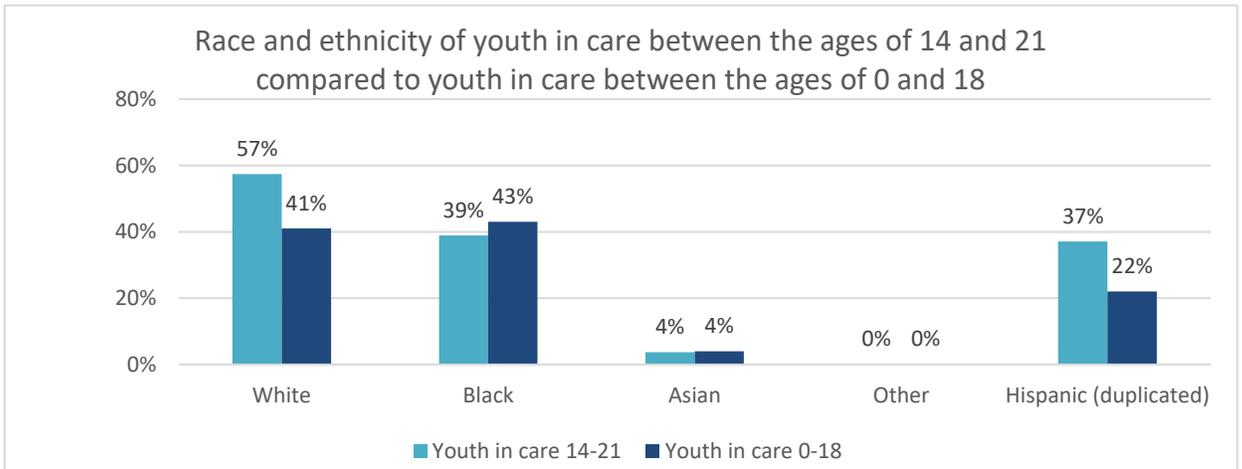
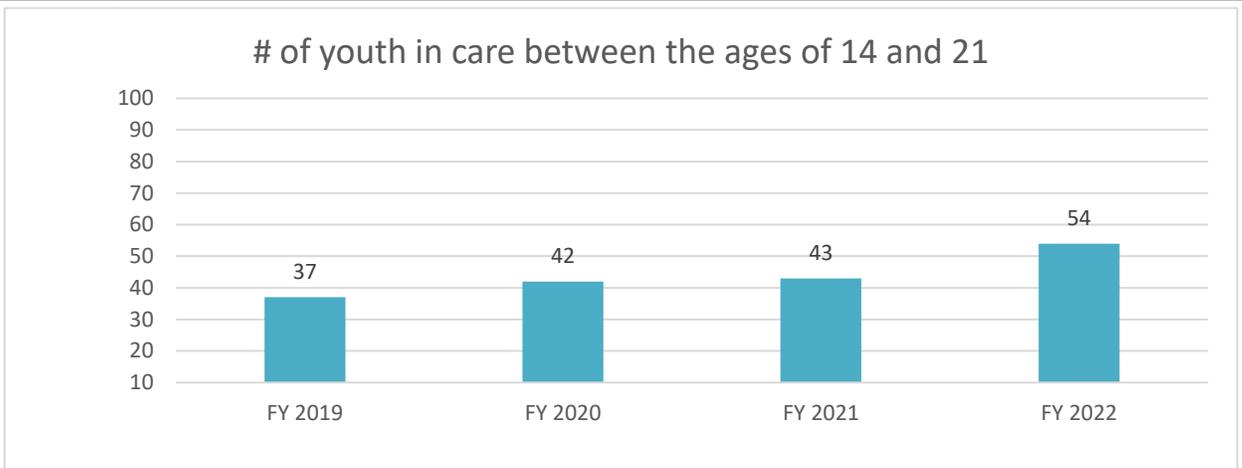
Independent Living

Measure

1

Youth served in foster care between the ages of 14 and 21

Data



Data Summary

- In FY 2022, there were a total of 54 youth served in foster care between the ages of 14-21, which is an increase from FY 2021.
- In FY 2022, 57% of youth identified as white (31/54), 39% identified as Black (21/54), 4% identified as Asian (2/54), and 37% identified as Hispanic (20/54)
- 19 of the 20 youth who identified as Hispanic, also identified as White. There were 12 youth who identified as white, Non-Hispanic.
- In FY 2021 and 2022, the majority of older youth in care are white, Hispanic.

What is the story behind the data?

- In FY 2021, emergency policies were put in place by the State due to COVID allowing youth to remain in care beyond age 21 and to return to care after having been discharged at age 21. This impacted 10 youth; 6 youth stayed in care beyond age 21 and 4 youth returned to receive services after having been discharged earlier in the fiscal year. All 10 youth discharged on September 30, 2021 when the emergency policy ended.
- In FY 2022, there were more older youth entering care than previous years. It is anticipated that this will increase the number of youth being served in Fostering Futures next year as permanency will likely not be an option for many of them.

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- In FY 2021 and 2022, the majority of older youth in care identified as white Hispanic. 6 of the 10 youth who remained in care beyond the age of 21 during the COVID pandemic identified as white Hispanic.
- In FY 2022, staff began exploring outreach with existing and former foster parents to create lasting connections with youth who do not have familial support.

Recommendations

Target Dates

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| <ul style="list-style-type: none"> • Complete annual data review regarding the circumstances that brought older youth into care to determine trends or co-occurring risk factors. • Continue to explore practice implications for an increasing number of older youth experiencing a lack of familial/social connections. • Work with community partners to ensure that older youth are connected to services to stabilize with their families when possible, prior to considering Fostering Futures. • Analyze barriers to achieving permanency prior to age 18 for Hispanic youth. | <ul style="list-style-type: none"> • Ongoing • Ongoing • FY 2023 Q4 • FY 2023 Q2 |
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Forecast

- For FY 2023, the number of IL youth served will be 45.

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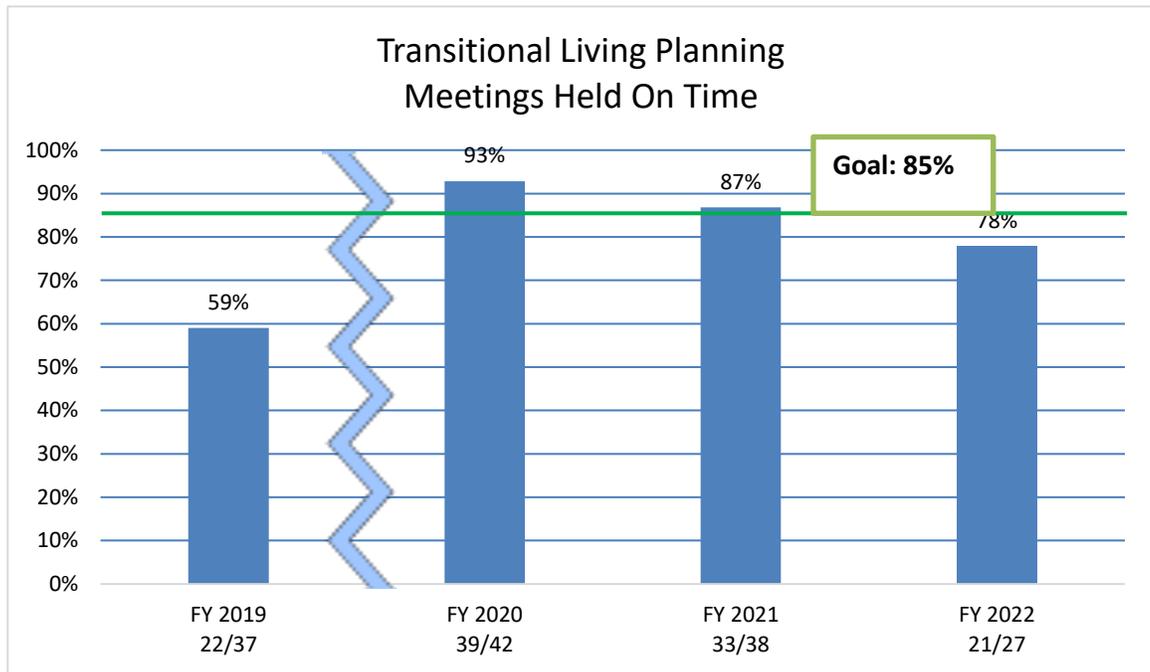
Independent Living

Measure

2.1

Timeliness of Transitional Living Planning meetings for youth ages 14 through 21 years of age.

Data



Data Summary

- During FY 2022, 21 of 27 youth (78%) had a Transitional Living Plan (TLP) completed on-time (within 30 days of entry into foster care, or within 30 days of turning 14, and annually thereafter).
- Due dates were captured for 27 TLP meetings. Data is excluded for youth who left care before their TLP was due, youth that did not have a TLP due before the end of the fiscal year, and for ten 22 year old youth received IL services through September 2021 due to the COVID pandemic.
- Additional TLPs that were held at the youth or family’s request are not reflected in this measure. In FY 2022, 11 additional TLPs were conducted.
- Data is maintained in Excel by the program coordinator.

What is the story behind the data?

- A Transitional Living Planning (TLP) meeting is a youth-driven process that allows for the development of goals, independent living services, activities and supports that are provided to help youth transition to adulthood.
- The success of plan completion relies heavily on the availability and wellness of the youth. In 2/6 instances of the late TLPs, the youth was experiencing serious mental health issues and complicated life challenges that made it too difficult to meet; in 2 instances, the youth refused to participate in the TLP; and in 2 instances the TLP appeared to be late due to due dates that were temporarily suspended during trial home visits. The TLP meetings for the youth were held at a later date and/or the youth did not appear for the meeting.
- Staff continue to receive notifications 30 to 45 days in advance of the TLP due dates to encourage timeliness.
- The use of virtual platforms for meetings increased participation and assisted with the timeliness of TLP meetings.

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- When older youth come into care, a combined Family Partnership-Transitional Living Plan meeting is held, to ensure required timelines are met and reduce the number of meetings the youth has to attend.

Recommendations

Target Dates

- Continue 30/45-day notification for TLP due dates to supervisors and case managers.
- Continue to utilize FPM program manager to assist in coordination and facilitation of TLP meetings and enlist program managers in training other FPM coordinators.
- Modify spreadsheet to capture additional TLP information.
- Work with VDSS to clarify TLP due dates and requirements during trial home visits.

- Ongoing
- Ongoing
- FY 2023, Q1
- September 2022

Forecast

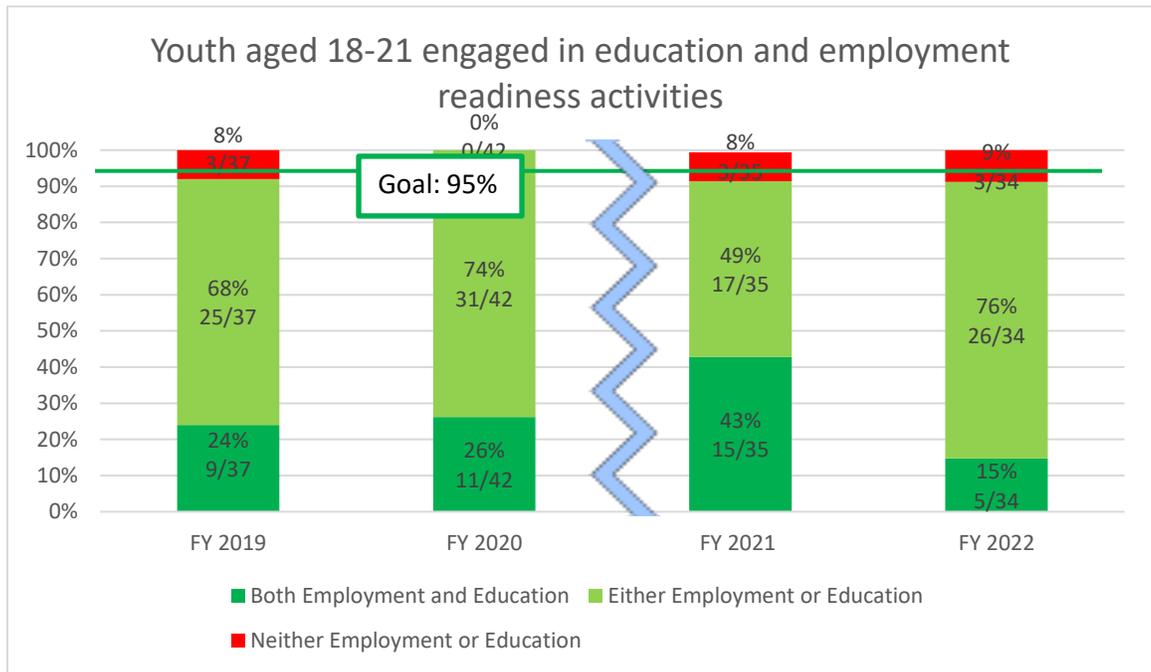
- In FY 2023, it is anticipated that 80% of TLP meetings will be held on time.

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Measure 2.2 Youth aged 18-21 are engaged in education and employment readiness activities

Data



Data Summary

- In FY 2022, 91% of youth 18-21 served by IL services were engaged in education and/or employment readiness activities at some point during this fiscal year.
- Of the 31 youth engaged in either education or employment related activities, 9 were receiving educational services only, and 17 were employed or engaged in an employment readiness program only. There were 5 youth engaged in both education and employment readiness activities this fiscal year.
- In FY 2021, this measure was adjusted to report data for youth aged 18-21, rather than youth 14-21.
- This data is obtained from the IL Data Dashboard maintained by the Supervisor

What is the story behind the data?

- National research indicates that only 50% of older youth in the U.S. and 55% in Virginia leave foster care with employment. Some of the factors affecting employment for older youth include incarceration, placement instability, lack of education and incomplete vocational training.
- Fostering Futures typically requires that youth to be enrolled into an educational program or employed. However, in FY 2021, the State directed localities not to discharge any youth from Fostering Futures due to lack of employment or enrollment in school as the COVID pandemic impacted job stability and school attendance.
- In FY 2021, a higher percentage of youth were able to maintain employment and education as a result of virtual school and the flexibility that it afforded. In FY 2022, many youth returned to in-person activities and therefore found it difficult to maintain both education and employment simultaneously.

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- In FY 2022, an Employment Specialist position was added. This person assists older youth with job readiness which includes resume writing, job searching, application completions. This staff also prepares the youth for sustaining employment.
- Some youth receive services from Navigate, Opportunity, Worth (NOW) where they learn skill building activities and work with mentors to set professional career goals. These supports continued during the pandemic.
- In FY 2022, IL partnered with Capitol Youth Empowerment to facilitate the Level Up program, providing workshops related to money management, relationships, and mentoring. This program also offered skill building and certification in IT, construction, and property management.

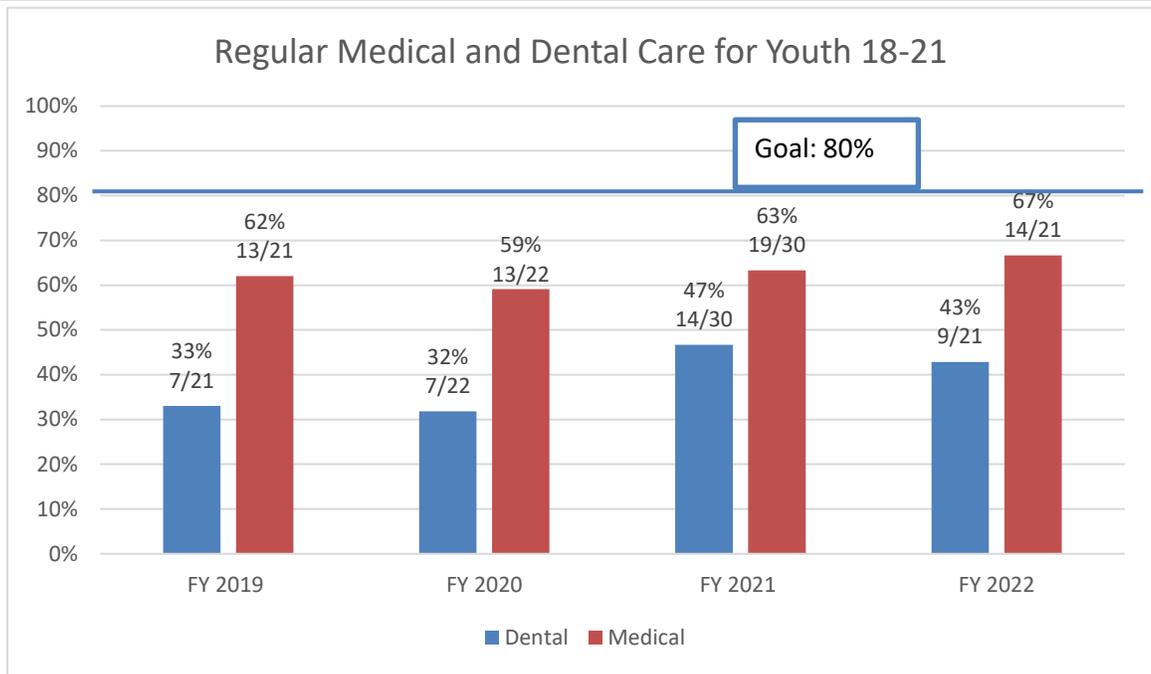
Recommendations	Target Dates
<ul style="list-style-type: none"> • Explore assessment tools for vocational assessments • Continue to use TLPs to facilitate goal planning conversations around education/employment • Continue collaboration with Arlington Public Schools (APS) and Department of Aging and Rehabilitation Services (DARS) to assist youth with IEP for planning post high school. • Continue to partner with Project Life and other local community organizations to organize vocational and college tours. • Continue to expand our collaboration with external stakeholders for scholarship opportunities to reduce the amount of loans that are used for post-secondary education. • Continue partnership with NAACP where one youth received a scholarship in FY 2021 and FY 2022. • Continue to partner with Capitol Youth Empowerment to provide the Level Up Program 	<ul style="list-style-type: none"> • FY 2023, Q1 • Ongoing • Ongoing • Ongoing • Ongoing • Ongoing • Ongoing
Forecast	
<ul style="list-style-type: none"> • In FY 2023, it is anticipated that 93% of youth ages 18-21 will be engaged in an educational or employment readiness activity 	

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Measure 2.3 Youth receive regular medical and dental care

Data



Data Summary

- In FY 2022, 43% of youth ages 18-21 were current with their dental exams which is comparable to 47% in FY 2021. 67% of youth were current with their medical exams which is comparable to 63% in FY 2021.
- Data is reported for the last month of the fiscal year.

What is the story behind the data?

- Youth between the ages 14-17 are obtaining their routine physical and dental evaluations which is managed by their case managers. At the age of 18 the youth are legally considered adults and assume the responsibility of managing their appointments with support and reminders.
- Medical and dental conversations are held during TLP meetings and on an ongoing basis. Staff utilize OASIS to review medical and dental due dates and send reminders to case managers.
- Staff maintained improvements in data entry of medical and dental appointments into the electronic record.
- Some jobs/educational opportunities and placements require a physical examination prior to beginning, and many youth are required to receive an examination in order to access employment/educational opportunities.
- Many of the youth who are not receiving annual physicals are still seeking medical care as needed (e.g., prenatal care, STD testing, birth control and sick visits).
- While some youth are not receiving 6 month dental cleanings, they are seeing specialists (e.g., Orthodontists) for braces.
- For some youth, medical and dental fears present a barrier to accessing treatment.

Recommendations

Target Dates

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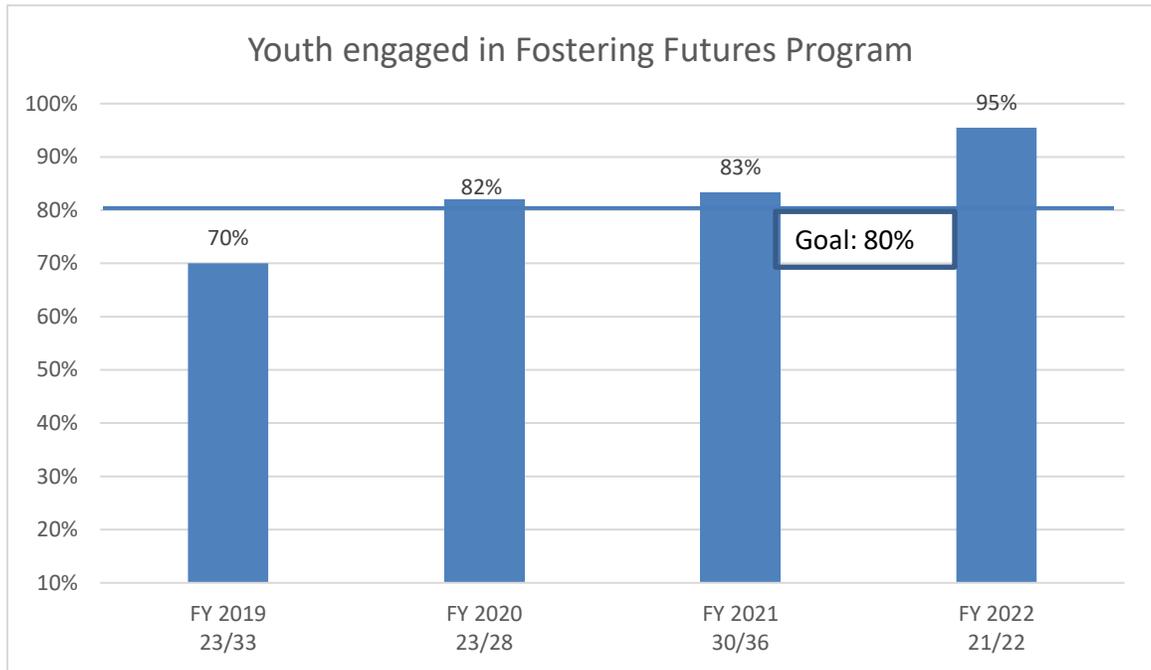
<ul style="list-style-type: none"> • Partner with System of Care to identify vendors and create list of healthcare providers to give to youth (which will include mobile clinics), with a particular emphasis on providers who accept Medicaid, who specialize in treating patients with fears, and/or are demographically and culturally representative of youth in care. • Explore providing videos/seminars to engage youth in their own health and wellness, and share feedback from youth with foster care team. • Continue to collaborate with case managers to ensure youth attending college are familiar with the on-site clinics. • Continue collaborating with supervisors to ensure all medical/dental data for all youth is reviewed and updated monthly. • Continue conversations with IL youth about the importance of health care to include family history and possible familial connections to particular health concerns. 	<ul style="list-style-type: none"> • FY 2023, Q4 • FY 2023, Q4 • Ongoing • Ongoing • Ongoing
Forecast	
<ul style="list-style-type: none"> • In FY 2023, it is anticipated that 50% of dental visits and 70% of medical visits will occur on time. 	

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Measure 3.1 Eligible youth engaged in Fostering Futures Program

Data



Data Summary

- At the end of FY 2022, 22 youth were eligible to participate in the Fostering Futures program. Of these youth, 21 (95%) were engaged in the program at the end of this fiscal year.
- Typically all youth ages 18-21 who are enrolled in an educational/vocational program or maintain employment are eligible for Fostering Futures, however in FY 2021 all youth were eligible regardless of employment/educational status due to emergency COVID protocols implemented by State. This guidance ended September 30, 2021.
- Youth who enter the military are excluded from this measure.
- This data is collected and maintained by the Supervisor on an Excel spreadsheet.

What is the story behind the data?

- Fostering Futures is a voluntary program available to young adults in foster care after age 18 that provides support and assistance through age 21 to assist with successful transition into adulthood.
- Youth who become ineligible due to non-compliance with eligibility criteria can re-enter the program once the eligibility status has changed.
- Youth decline involvement with Fostering Futures because they are well-connected to family, have unaddressed mental health issues, or enter the military.
- In FY 2022, the youth not engaged did not meet work/education requirements.
- Supervisor is staffing cases with workers prior to case closure to ensure that all reasonable efforts are made to engage the youth.

Recommendations

- Continue assisting youth with locating employment/vocational/educational opportunities.

Target Dates

- Ongoing

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<ul style="list-style-type: none"> • Employment specialist will create and facilitate job readiness and sustainability activities • Continue facilitating conversations about engagement in Fostering Futures at the TLP held 90 days before the 18th birthday. • Continue follow up discussions at 3 or 6-month intervals for youth who have exited to assess their needs, where applicable. • Continue collaboration with CASA and the court system to expand support and service provision to Fostering Futures youth. • Create an Independent Living webpage that contains resource information, training/webinars for youth etc. 	<ul style="list-style-type: none"> • FY 2023, Q1 • Ongoing • Ongoing • Ongoing • April 2023
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Forecast

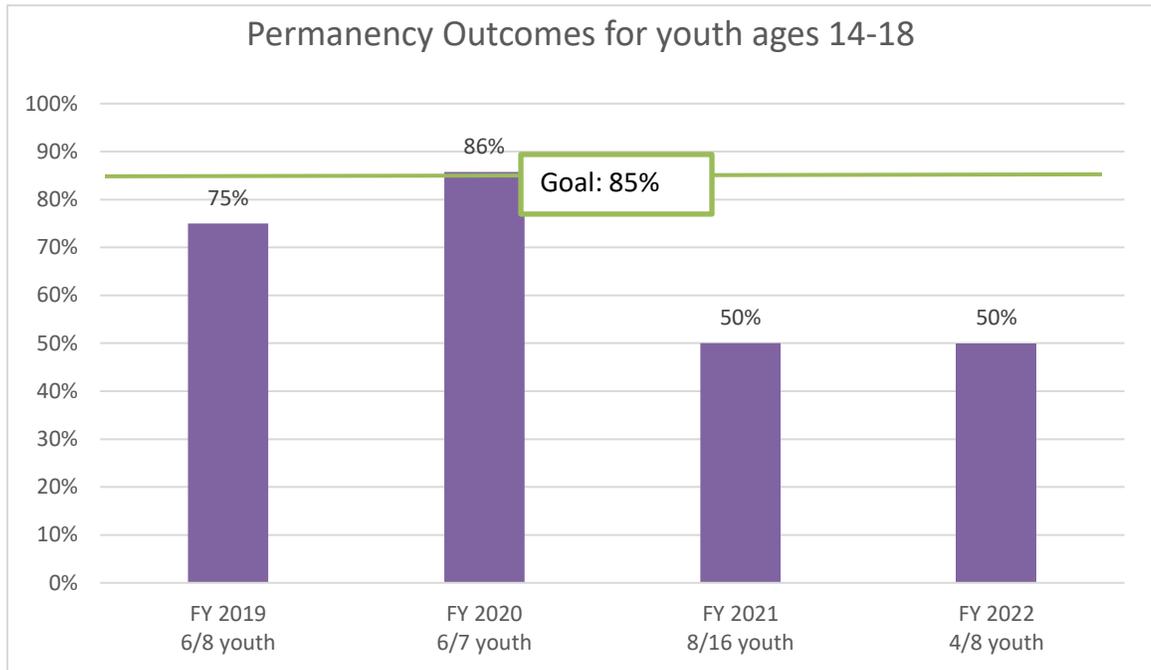
- In FY 2023, it is anticipated that 90% of eligible youth will enter Fostering Futures.

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Measure 3.2 Permanency Outcomes for youth ages 14-18

Data



Data Summary

- In FY 2022, 8 youth exited care between the ages of 14 and 18. Of those 8 youth who exited, 4 exited to permanency.
- Permanency is achieved when a child leaves foster care to live with family through reunification, adoption, or relative placement.
- This data is collected and maintained by the Supervisor on an Excel spreadsheet.

What is the story behind the data?

- In FY 2022, 3 of the older youth that exited to permanency were reunified with their families, and 1 was adopted.
- In FY 2022, 100% of the youth that did not exit to permanency entered Fostering Futures.
- Age at removal is a contributing factor to successful permanency outcomes as the time available to support biological parents toward resolving risk factors and increasing protective capacity may be limited by the youth’s 18th birthday.
- Permanency for older youth can be challenging due to their age, trauma history, current mental health and substance use, and willingness to consent to a permanency plan.
- According to the Joint Legislative Audit and Review Commission, only 39% of older youth in Virginia achieve permanency at exit from foster care.
- Arlington County placed a priority on engaging youth and families in permanency planning regardless of child’s age.

Recommendations

- Continue to strengthen family finding efforts and case mining of records to improve permanency outcomes.
- Explore ways to partner with Lead Kinship Navigator around building rapport with existing family members.

Target Dates

- Ongoing
- November 2022

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- Continue to emphasize permanency for all youth in foster care despite age of entry.
- Continue conversations about permanency options at TLP meetings.

- Ongoing
- Ongoing

Forecast

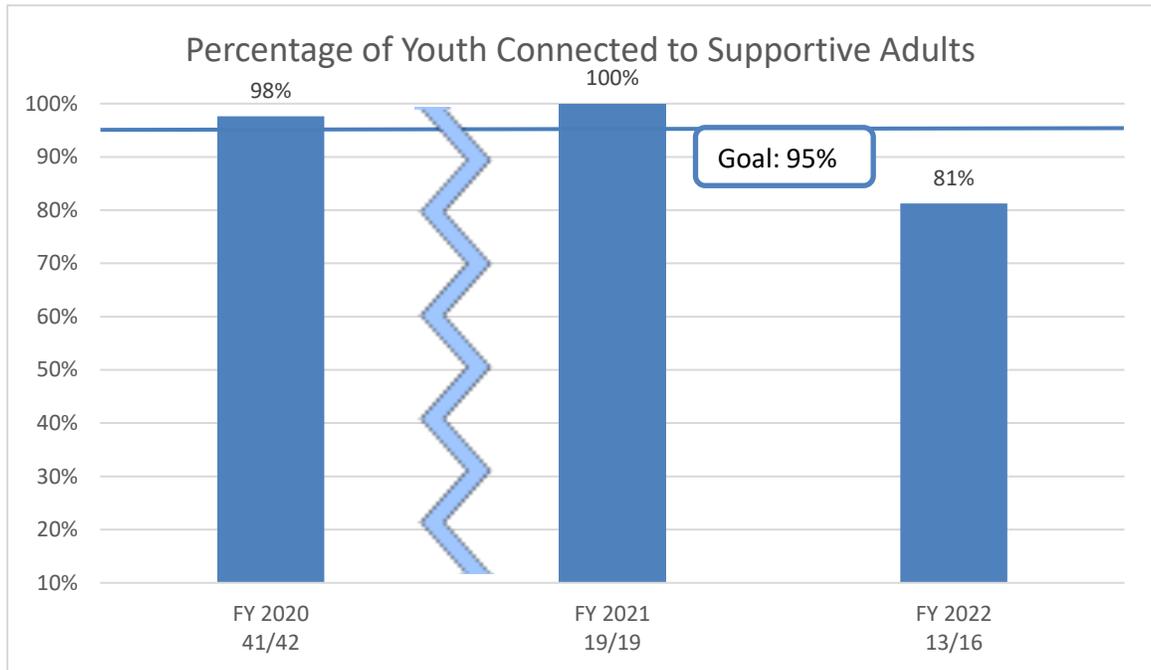
- In FY 2023, it is anticipated that 55% of youth ages 14-18 will exit to permanency.

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Independent Living

Measure 3.3 Connections to supportive adults for youth ages 18 and older

Data



Data Summary

- In FY 2022 81% (13/16) of youth that completed the youth connection survey reported being connected to a positive supportive adult.
- The survey is sent quarterly to every youth in care in that month which averages 24 youth.
- The data collected for this measure comes from the Youth Connection Survey

What is the story behind the data?

- In FY 2022 the percentage of youth who reported being connected to a positive supportive adult decreased to 81%.
- In FY 2022, 58% of youth reported having meaningful relationships with other adult relatives (not including siblings or parents). 46% of youth reported having meaningful relationships with adult siblings.
- In FY 2022, 7 of the 16 youth were able to list the names of at least 3 adults with whom they have meaningful relationships.
- While most of the youth reported having meaningful relationships with adult relatives and siblings, 63% of the youth reported the strongest relationships with an adult friend, mentor or sponsor.
- In FY 2021 and FY 2022, youth identified that they have an adult to support them after foster care in the top 3 areas: assisting in daily living skills, providing an emergency place to stay, providing a home to go to for the holidays. The areas that the youth reported the lowest support following their exit from care include: someone to send care packages to college, supporting youth in civic engagement and assisting to purchase a cell phone/cell service.

Recommendations

Target Dates

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<ul style="list-style-type: none">• Modify survey to simplify questions• Implement permanency pacts for older youth.• Develop data collection method documenting supportive adults and progress of permanency pacts.• Explore utilizing interns to develop and implement a virtual format for permanency pact.• Distribute survey at annual TLP Meeting• Develop mechanism to track response rate• Add Survey distribution count to IL spreadsheet	<ul style="list-style-type: none">• FY 2023, Q2• FY 2023, Q2• FY 2023, Q2 • FY 2023, Q2 • September 2022• FY 2023, Q1• FY 2023, Q1
Forecast	
<ul style="list-style-type: none">• In FY 2023, it is anticipated that 90% of youth completing the survey will identify at least one supportive adult	