

FY 2024 PERFORMANCE PLAN

Independent Living		CFSD/Child Welfare	Katrina Amartey x 1580 Regine Gerard x1591		
Program Purpose	• 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.The Fostering Futures program 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. Beginning FY 2024, youth who opt out of Fostering Futures receive up to 6 months financial assistance with room and board.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 2024, many workshops were offered in-person with a virtual option. Worker visits and transition planning meetings were in-person. After care supports, events and workshops were provided using a virtual platform.In FY 2025, services will continue to be provided using a hybrid model. Offering the virtual platform continues to reduce barriers to attendance.				
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 Supervisor1 FTE Independent Living Coordinator1 Family Support Worker1 Employment Specialist3 FTE Human Service Clinicians (50% of 6 staff)				
Customers and Service Data		FY 2021	FY 2022	FY 2023	FY 2024
	Youth served in foster care between the ages of 14 and 21	43	54	41	41
	# of youth engaged in Fostering Futures	30	21	18	12
	Average youth per month receiving after care or information/referrals after exiting care	6	6	5	3
	Independent Living Seminars offered	78	112	85	62
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 18-21 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

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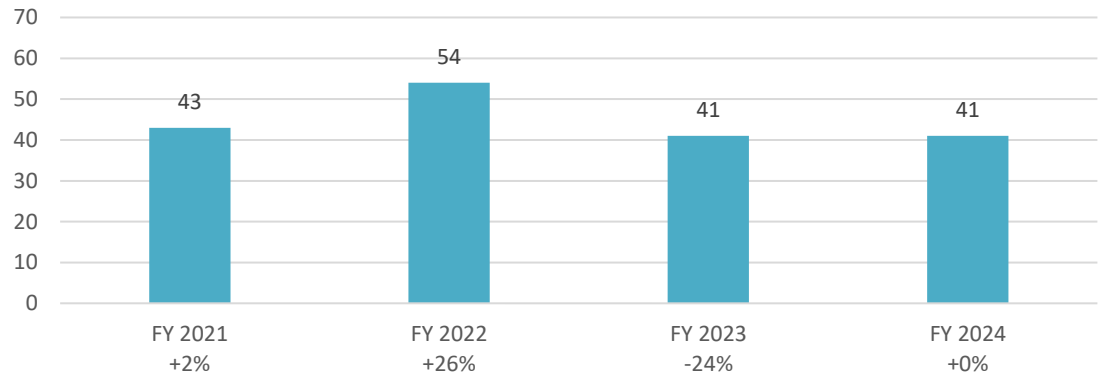
Measure

1

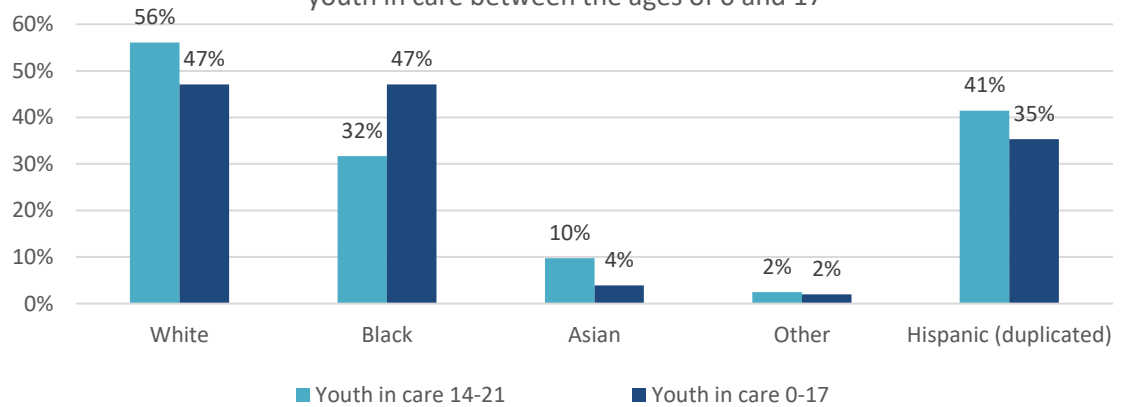
Youth served in foster care between the ages of 14 and 21

Data

of youth in care between the ages of 14 and 21



Race and ethnicity of youth in care between the ages of 14 and 21 compared to youth in care between the ages of 0 and 17



Data Summary

- In FY 2024, there were a total of 41 youth served in foster care between the ages of 14-21, which is consistent with FY 2023.
- In FY 2024, 56% of youth identified as white (23/41), 32% identified as Black (13/41), 10% identified as Asian (4/41), and 41% identified as Hispanic (17/41)
- 94% of the youth who identified as Hispanic, also identified as White (16/17). In FY 2024, the majority of older youth in care are white, Hispanic.
- In FY 2024, youth that identified as Black and Hispanic were overrepresented in services compared to the percentages of Arlington youth.

What is the story behind the data?

- In FY 2024, of the 8 older youth entering care, 6 entered as a result of a court notice.
- In FY 2024, a particular barrier for Hispanic youth aging out of care is the lack of kinship placements in the area. There are licensing limitations to becoming a formal kinship provider with families who have differing legal status.
- In FY 2024, CASA continued to partner with the agency to provide older youth (ages 14-21) with a greeting card and gift card for their birthdays.

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- In FY 2024, the Family Engagement Team was created to help aid older youth in job readiness and other life skills.
- In FY 2024, funding was approved for a genogram tool that builds a family tree for youth to show family/kinship connections, which aids in family finding efforts.
- In FY 2024, court notices were partially responsible for children entering care. In response, one of the Human Services Clinicians was assigned as a court responder to address court notices for custody and to engage with the family to provide feedback to the court.

Recommendations

- Consider reimplementing of permanency pacts.
- Kinship navigator will explore family findings for older youth.
- Implement genogram tool for youth.
- Develop data collection tool to track Family Engagement Teams job readiness/life skills progress with older youth.

Target Dates

- FY 2025, Q4
- FY 2025, Q1
- FY 2025, Q3
- FY 2025, Q2

Forecast

- For FY 2025, the number of Independent Living youth served will remain at 41.

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Measure

2.1

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

Data



Data Summary

- During FY 2024, 28 of 31 youth (90%) 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).
- Data is excluded for youth who left care before their TLP was due, and youth that did not have a TLP due before the end of the fiscal year.
- Additional TLPs that were held at the youth or family's request are not reflected in this measure. In FY 2024, 9 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 all three instances of the late TLPs, the youth were experiencing serious mental health concerns and complicated life challenges that made it too difficult to meet. The TLP meetings for these youth were held at a later date.
- Staff continue to receive notifications 30 to 45 days in advance of the TLP due dates to encourage timeliness.
- 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.
- In FY 2024, the IL Coordinator supported CPS Intake by conducting family assessments, investigations, and home visits due to staffing shortages. Despite this, TLPs continued to be conducted in a timely manner.

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- In FY 2024, the IL Coordinator managed 2 interns that assisted with overseeing TLP due dates and timeliness.

Recommendations

Target Dates

- | | |
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| <ul style="list-style-type: none">• 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.• Continue the internship program to support TLP timeliness.• Train additional staff on conducting TLP meetings. | <ul style="list-style-type: none">• Ongoing• Ongoing• Ongoing• FY 2025, Q3 |
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Forecast

- In FY 2025, it is anticipated that 92% of TLP meetings will be held on time.

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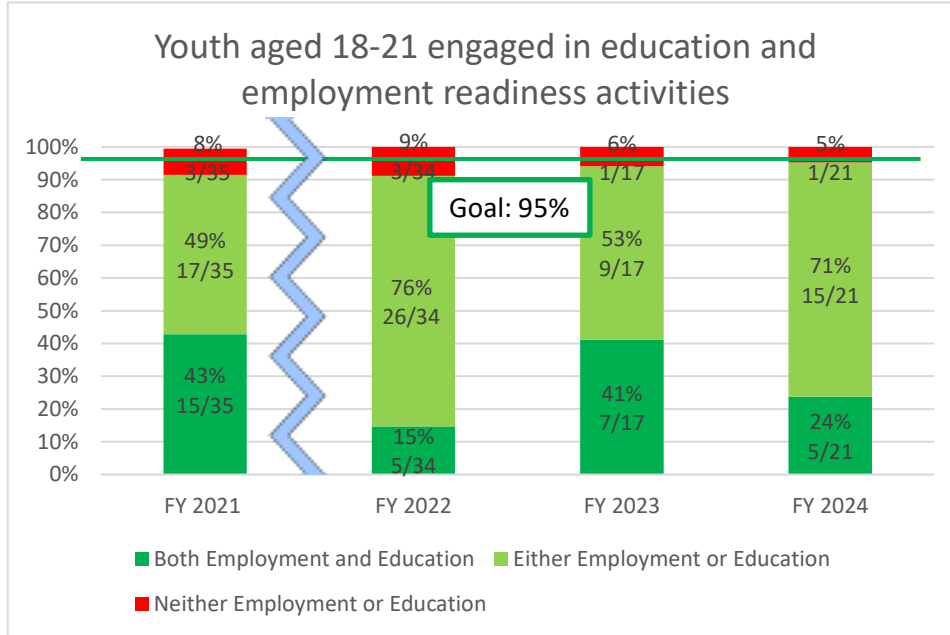
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Measure

2.2

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

Data



Data Summary

- In FY 2024, 95% of youth 18-21 served by IL services were engaged in education and/or employment readiness activities for at least three consecutive months at some point during this fiscal year, which is an increase from FY 2023.
- Of the 21 youth aged 18-21 as of June 30, 2024, 20 were engaged in either education or employment related activities. 8 were receiving educational services only, 7 were employed or engaged in an employment readiness program only, and 5 youth engaged in both education and employment readiness activities. There was 1 youth that was not engaged in either employment or education services.
- 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.
- In FY 2022, an Employment Specialist position was added. In FY 2024, this person continued to assist with summer youth orientations, finding employers, and job training skills. They met with older youth who were having difficulty securing employment and assisted with resume writing and mock interviews. Youth are able to

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participate in the summer youth employment program regardless of their immigration status.

- In FY 2024, while 95% of youth 18-21 were engaged in employment or education throughout the year, they have experienced barriers and challenges that have interrupted the continuity of engagement in services that is not reflected in the overall total.
- In FY 2024, older youth experienced extreme challenges related to substance use and mental health. At times, the eligibility criteria for providers create limitations when it comes to accessing services.
- In FY 2024, the MAPP (Motivational Appraisal of Personal Potential) vocational assessment was implemented to help youth (ages 16+) identify their career interests. This assessment provides keen insights into work preferences, suggesting whether you're more inclined towards analytical, creative or interpersonal tasks.

Recommendations

Target Dates

- | Recommendations | Target Dates |
|--|---|
| <ul style="list-style-type: none">• Complete MAPP assessment for all IL youth ages 16+• Advocate for a permanent budget line to support summer youth employment programing.• Update IL Program Website that includes events, funding opportunities, etc.• Reassess how this measure is calculated to accurately reflect engagement in education and employment. | <ul style="list-style-type: none">• FY 2025, Q2• FY 2025, Q2• FY 2025, Q3• FY 2025, Q2 |

Forecast

- In FY 2025, it is anticipated that 95% 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	<div><p>Regular Medical and Dental Care for Youth 18-21</p><table><thead><tr><th>Fiscal Year</th><th>Dental (%)</th><th>Dental (n/N)</th><th>Medical (%)</th><th>Medical (n/N)</th></tr></thead><tbody><tr><td>FY 2021</td><td>47%</td><td>14/30</td><td>63%</td><td>19/30</td></tr><tr><td>FY 2022</td><td>43%</td><td>9/21</td><td>67%</td><td>14/21</td></tr><tr><td>FY 2023</td><td>82%</td><td>14/17</td><td>88%</td><td>15/17</td></tr><tr><td>FY 2024</td><td>62%</td><td>13/21</td><td>71%</td><td>15/21</td></tr></tbody></table><p>■ Dental ■ Medical</p></div>		Fiscal Year	Dental (%)	Dental (n/N)	Medical (%)	Medical (n/N)	FY 2021	47%	14/30	63%	19/30	FY 2022	43%	9/21	67%	14/21	FY 2023	82%	14/17	88%	15/17	FY 2024	62%	13/21	71%	15/21
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FY 2024	62%	13/21	71%	15/21																							
Data Summary	<ul style="list-style-type: none">As of June 30, 2024, 62% of youth ages 18-21 were current with their dental exams which is a decrease from 82% in FY 2023. 71% of youth were current with their medical exams which is a decrease from 88% in FY 2023.Data is reported for youth who are active at the end of the fiscal year.																										
What is the story behind the data?																											
<ul style="list-style-type: none">Youth between the ages 14-17 are obtaining their routine physical and dental evaluations managed by their case workers. At the age of 18 the youth are legally considered adults and assume the responsibility of managing their appointments with support and reminders.In FY 2024, conversations that express the importance of medical/dental care 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.Agency is paying for medical appointments for youth without insurance coverage which allows the agency more support in scheduling those appointments.Some youth participate in supervised Independent Living programs that also track medical and dental status. These programs provide a lot of support for youth in this area (i.e helping them schedule appointments and arranging transportation)In FY 2024, staff were utilized in different areas of the bureau to support staff vacancies. There were competing priorities which impacted oversight of medical/dental compliance and subsequently contributed to the decrease in the percentage of timeliness.In FY 2024, there were instances where staff discussed the importance of regular medical/dental appointments and scheduled these appointments but the youth still did not follow through with the appointment.																											

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- Some jobs/educational opportunities and placements require a physical examination prior to beginning, and many youth are required to receive an examination to access these 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).
- For some youth, medical and dental fears present a barrier to accessing treatment. Staff continue to explore providers that specialize in working with patients with dental/medical phobias.

Recommendations

Target Dates

- | | |
|--|---|
| <ul style="list-style-type: none"> • Partner with internal stakeholders 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. • Update website with list of healthcare vendors with specialty areas • Continue to collaborate with case managers to ensure youth attending college are familiar with the on-site clinics. • Collaborate with supervisors to ensure all medical/dental data for all youth is reviewed and updated monthly. • Explore the possibility of partnering with Neighborhood Health's newly opened dental clinic at the Sequoia campus to offer youth onsite services. | <ul style="list-style-type: none"> • FY 2025, Q2 • FY 2025, Q3 • Ongoing • Ongoing • FY 2025, Q2 |
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Forecast

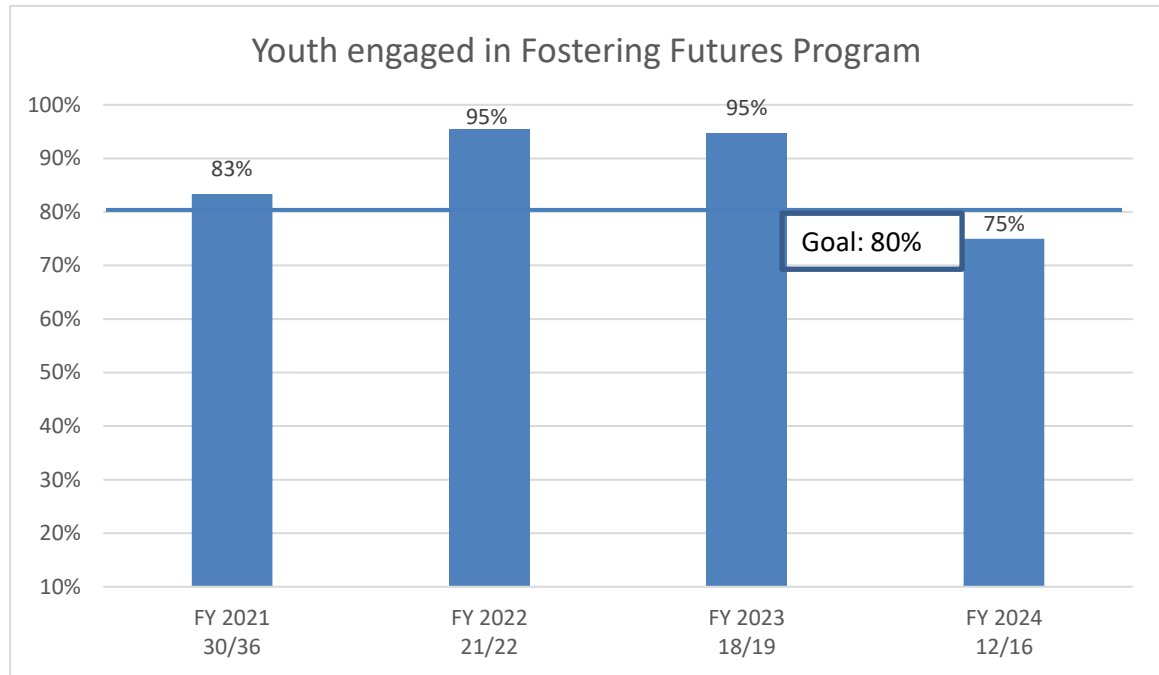
- In FY 2025, it is anticipated that 65% of dental visits and 75% of medical visits will occur on time.

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Measure	3.1	Eligible youth engaged in Fostering Futures Program
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Data



Data Summary

- At the end of FY 2024, 16 youth were eligible to participate in the Fostering Futures program. 75% (12/16) of these youth were engaged in the program at the end of FY 2024.
- Typically all youth ages 18-21 who are enrolled in an educational/vocational program or maintain employment are eligible for Fostering Futures.
- Youth who enter the military or are incarcerated 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. The program 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.
- In FY 2024 youth declined involvement with Fostering Futures because they were well-connected to family, had unaddressed mental health concerns, or were incarcerated. One youth re-engaged with Fostering Futures in the beginning of FY 2025.
- The supervisor is staffing cases with workers prior to case closure to ensure that all reasonable efforts are made to engage the youth.

Recommendations

- Continue facilitating conversations about engagement in Fostering Futures at the TLP held 90 days before the 18th birthday.

Target Dates

- Ongoing

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- | | |
|--|---|
| <ul style="list-style-type: none">• Continue follow up discussions at 3 or 6-month intervals for youth who have exited at age 21 to assess their needs, where applicable.• Continue collaboration with CASA and the court system to expand support and service provision to Fostering Futures youth.• Complete the Independent Living webpage that contains resource information, training/webinars for youth etc. | <ul style="list-style-type: none">• Ongoing• Ongoing• FY 2025, Q3 |
|--|---|

Forecast

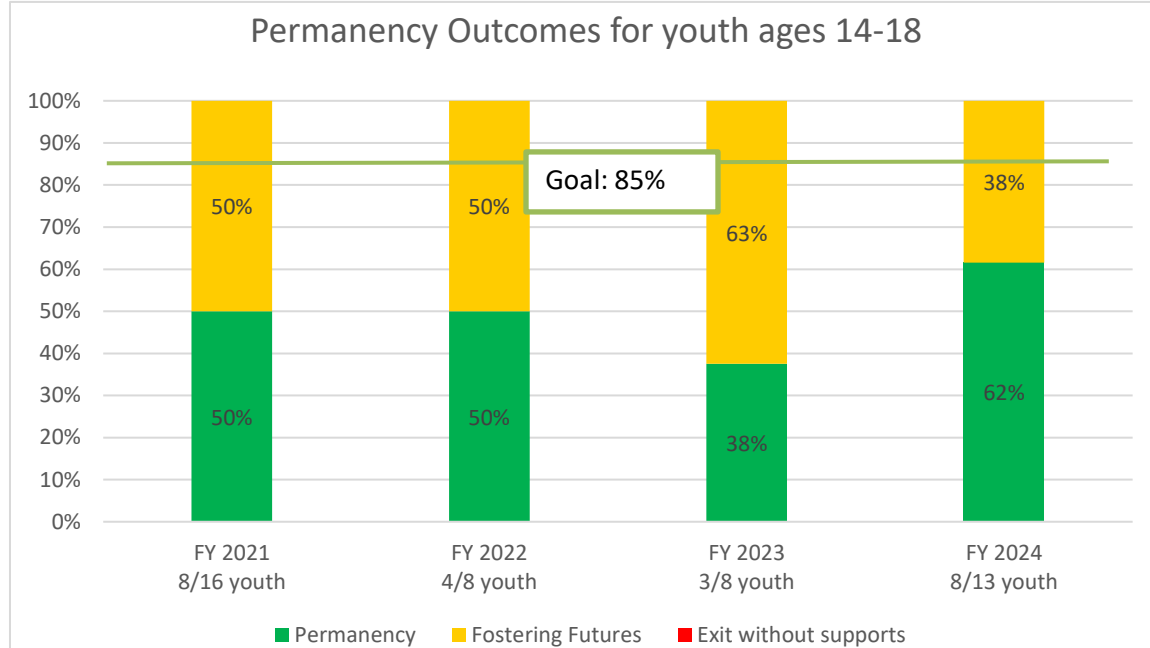
- In FY 2025, it is anticipated that at least 80% of eligible youth will engage with Fostering Futures.

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Measure	3.2	Permanency Outcomes for youth ages 14-18
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Data



Data Summary

- In FY 2023, 13 youth exited care between the ages of 14 and 18. Of those 13 youth who exited, 8 exited to permanency and 5 entered Fostering Futures.
- 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?

- Permanency for older youth can be challenging to achieve 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.
- In FY 2024, all of the older youth who exited to permanency were reunified with their families.
- In FY 2024, 100% (5/5) of the older youth who did not exit to permanency entered Fostering Futures.
- In FY 2024, there were 10 youth who entered care at age 14 or older, which impacts their ability to reach permanency. 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.
- In FY 2024, there were instances in which it was unsafe for youth to return home based on the circumstances in which they were removed.
- In FY 2024, The Family Engagement Team worked with older youth to explore and identify permanency options.
- Arlington County places a priority on engaging youth and families in permanency planning regardless of child's age.

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Recommendations	Target Dates
<ul style="list-style-type: none">• Continue to strengthen family finding efforts and case mining of records to improve permanency outcomes.• Continue to partner with the Family Engagement Team around building rapport with existing family members.• Disaggregate this measure by race and ethnicity.	<ul style="list-style-type: none">• Ongoing• Ongoing• FY 2025, Q2
Forecast	
<ul style="list-style-type: none">• In FY 2025, it is anticipated that 65% of youth ages 14-18 will exit to permanency.	