

County Improvement Plan (CIP) Template

County Name: Wyoming

Date of Plan: 10/19/12

Initial



Update

Section I. Sponsor Team Members *(List the members of the Sponsor Team):*

- Patricia Skrynski, Director
- Carol Lyman, Casework Supervisor
- Consultation and guidance provided by Gene Caprio, CWRC

Section II. Background: *(Describe, in detail, the process of how you developed the plan. Who was involved in planning? How did you prioritize your outcomes? List any sources of information that helped in decision making.)*

The sponsor team developed this plan by looking at the results of the Quality Service Review (QSR), the benchmarks from the Needs Based Budget as well as our recent state licensing. The three priorities that selected were based on areas needing improvement from all three sources.

Section III. Priority Outcomes: *(List and describe the overarching outcomes identified by the Sponsor Team. Outcomes should be limited to approximately three to four priority areas.)*

Outcome # 1: To provide children with a safe, secure and permanent home within 24 months of out of home care.

Outcome # 2: To improve parent/caregiver functioning.

Outcome # 3: To continue to engage the absent parent and consistently document agency efforts that meet state and federal regulations.

Outcome # 4:

Section IV. Findings *(Identify the findings that explain why each priority outcome was chosen. List any related findings: e.g., strength and gap trends, data, and connections to CFSR indicators of Safety, Permanency, and Well-Being and/or QSR Practice Performance indicators):*

Findings related to Outcome # 1: This outcome is an area that the agency has been working on for some time. Looking back three years, 16 children had been in care over 24 months, 18 in care over 12 months but less than

County Improvement Plan (CIP) Template

24 months. QSR Practice Performance Indicator 8 showed that our efforts to permanence were 60% adequate and 40% inadequate while the timeliness efforts were 33% adequate and 67% inadequate. The Child/Youth and Family Status Indicator for Permanency was 60% adequate and 40% inadequate. These numbers show that as an agency we are on the right track, we just need to continue to improve.

Findings related to Outcome # 2: This outcome is a very broad one, but it lends itself to providing for what is best for children, to stay home with competent parents. The Child/Youth & Family Status Indicator 9 Parent and Caregiver Functioning showed mothers 25% adequate and 75% inadequate, fathers 100% inadequate, while substitute caregivers were 100% adequate and other was 50/50.

Looking at cases where children remained in care over 24 months, we found that this was due to parents not functioning appropriately enough to have their children safely in their home. Parents have major drug & alcohol problems, mental health, financial and housing issues that they are not willing to consistently address in order to have their children safely returned to them.

Findings related to Outcome # 3: This is an area that the agency has been working to improve for a few years. The Practice Performance Indicator 1a Engagement Efforts showed that the child was 80% adequate and 20% inadequate, mothers 75% adequate and 25% inadequate, fathers 30% adequate and 80% inadequate, substitute caregiver 67% adequate and 33% inadequate and other 67% adequate and 33% inadequate.

Once parents and other appropriate family members are successfully engaged in the case, then you will see an increase in other performance indicators such as role and voice, assessment and understanding, including family in the planning process and maintaining family connections.

Findings related to Outcome # 4:

Section V. Strategies and Action Steps for each Outcome

The following should guide the development of specific strategies and action steps for each of the priority outcomes.

- a. Identify existing strengths
- b. Identify existing gaps
- c. Identify the root causes for the gaps
- d. Identify potential remedies for the root causes
- e. Identify which remedies can be quick wins, midterm, and long term

County Improvement Plan (CIP) Template

The following components should be included in the plan for each priority outcome:

Strategy: *The overall approach/plan to achieve the outcome. Several strategies may be identified for each, but should all connect to the particular outcome you are trying to achieve.*

Action Steps: *Clear and specific steps to be taken to achieve the strategy. There may be several action steps identified for each particular strategy.*

Indicators/Benchmarks: *These indicate how the strategies and action steps will impact the outcome as well as indicating how progress is measured and monitored.*

Evidence of Completion: *Evidence that verifies that each individual action step has been completed.*

Persons Responsible: *The individual who is responsible for completing each individual action step.*

Timeframe: *Expected time of completion for each individual action step.*

Resources Needed: *Resources needed to achieve the strategy or action step. May include, but is not limited to, financial resources, partnerships with technical assistance providers, and staff resources.*

Status: *Progress toward completion of each action step upon review of the County Improvement Plan.*

County Improvement Plan (CIP) Template

Section V. Strategies and Action Steps for each Outcome

Outcome # __To provide children with a safe, secure and permanent home within 24 months of out of home care.__:

STRATEGIES	ACTION STEPS	INDICATORS/ BENCHMARKS	EVIDENCE OF COMPLETION	PERSON(S) RESPONSIBLE	TIMEFRAME	RESOURCES NEEDED	STATUS
Have a better understanding of concurrent planning	Provide caseworkers and the supervisor with training	4 caseworkers, the supervisor and the Director will have completed the training	6 staff persons will have successfully completed the training	Director	As soon as this training is available	Trainer from the CWRC	Waiting for appropriate training
File with the courts for Termination of Parental rights after a child has been in care 12-15 months	Actually file for TPR	2 TPR's will be filed by 12/12 (only 6 children in placement)	33% of the placement cases will have TPR's filed	Para-legal Agency Solicitor	As soon as the need arises	none	Will take action as soon as we have an appropriate case
Use family placement whenever possible	Search for appropriate family	Family will be looked at first for 100% of all children entering placement	50% of all children needing placement will be placed with a relative	Director. Supervisor Caseworkers Courts	ongoing	Nothing new	Agency is already pursuing this

Outcome # __To improve parent/caregiver functioning.__:

STRATEGIES	ACTION STEPS	INDICATORS/ BENCHMARKS	EVIDENCE OF COMPLETION	PERSON(S) RESPONSIBLE	TIMEFRAME	RESOURCES NEEDED	STATUS
To better access parental functioning and ability	Parents will undergo a psychological evaluation and testing	33% of all parents with active cases will have a psychological assessment	33% will successfully complete the evaluation	Jen Yarnell, Psychologist	ongoing	none	Already in use by the agency
To provide individualized in home services for	Utilize the services of an agency case aid to	25% of parents with open cases will utilize	20% will successfully complete in- home	Case Aid Caseworker	ongoing	Another Case Aid	Pending hiring

County Improvement Plan (CIP) Template

parents in their area of weakness.	provide this service	this service	parenting				

Outcome # To continue to engage the absent parent and consistently document agency efforts that meet both state and federal regulations_

STRATEGIES	ACTION STEPS	INDICATORS/ BENCHMARKS	EVIDENCE OF COMPLETION	PERSON(S) RESPONSIBLE	TIMEFRAME	RESOURCES NEEDED	STATUS
To arrange “Engaging Absent Fathers” training for all county staff	Work with CWRC to set up the training	4 caseworkers, the supervisor and the Director will complete the training	6 staff persons will have successfully completed the training	Director	January 2013	Trainer from CWRC	Process has begun

Note: *If counties already have documents or plans that connect to the outcome, that plan should be noted in the table above.*

Improvement Team(s)/ Members *(List the members of the Implementation Team and identify co-chairs with an asterisk if applicable):*

- **Patty Skrynski, Director**
- **Carol Lyman, Supervisor**

Additional Outcomes: *Copy and complete the above table for each additional Outcome identified in Section III.*