



Department of
Children's Services



A Home for Every Child: **Program Improvement Plan**

Tennessee CFSR Round 4 | 4/27/26



Child and Family Service Review (CFSR) Program Improvement Plan (PIP)
A Home for Every Child

PIP Timeline

Implementation Start Month	June 1 st 2026
Implementation End Month	May 31 st 2027
Monthly Reporting Start Month	July 31 st 2026
Monthly Reporting End Month	June 30 th 2027
First Semi-Annual Report	December 31 st 2026
Second Semi-Annual Report	June 30 th 2027

Introduction

Tennessee has agreed to renegotiate its approved CFSR Round 4 PIP and PIP measurement plan to become a pilot state and develop a new CFSR PIP and PIP measurement plan. The goals, strategies, and action steps outlined align with the numerator and denominator related to *A Home for Every Child*.

Tennessee is committed and has the capacity to submit monthly reports on the number of homes to number of children in foster care ratio and the four (4) standardized chaser measures statewide. In addition, Tennessee has developed seven (7) lead measures that will be used to track monthly progress of goals and strategies for fifteen (15) counties with high foster care entry rates: Anderson County, Bradley County, Davidson County, Giles County, Greene County, Hamblen County, Hamilton County, Knox County, Montgomery County, Rutherford County, Sevier County, Shelby County, Sullivan County, Sumner County, Washington County.

Strengthen the Numerator: More Foster Homes Goals, Strategies, Action Steps, and Measures

Goal One	<i>Advance Recruitment and Retention Practices to ensure all children entering foster care have a placement (kinship, foster home or residential).</i>
Strategy One	<i>Improve the percentage of children placed in kinship homes.</i>
Action Steps	- Utilize the existing DCS statewide centralized process through a dedicated statewide services team to conduct diligent searches. Provide training to new and existing employees on the current curriculum for Diligent Search Best Practice to better identify kin or fictive kin. - Utilize processes in the current expedited approval process policy and the new Interstate Compact on the Placement of Children (ICPC) contracted home study process for timeliness of approval of Kinship Foster Homes.
Chaser Measure Statewide	Percentage of children placed in kinship homes.

Strategy Two	<i>Improve the percentage of available foster homes and residential placements.</i>
Action Steps	• Utilize targeted strategies in the existing Recruitment Plan and gaps analysis through Every Child Tennessee Program for timeliness of outreach for prospective foster homes. • Expand the number of residential beds to ensure children with high acuity needs have an appropriate placement through the Division of Network Development's current strategies and gaps analysis conducted in partnership with Chapin Hall. • Expand step-down placements to reduce the number of days children are in residential placements • Provide Foster Parent engagement and support through existing a.) Monthly listening sessions for DCS and Provider foster parents statewide b.) Quarterly meetings with foster parent mentors statewide working directly with new DCS and Provider foster parents c.) Foster parent Association Advisory Group statewide to provide formal feedback to DCS.
Chaser Measures Statewide	1. Percentage of days children reside in foster homes or residential placements. (TN will report both) 2. Percentage of homes disrupted.
Lead Measures 15 Counties	1. Percentage of change in foster homes (Therapeutic compared to Traditional homes) 2. Percentage of change in placement type for children with high acuity needs. (Increase in residential placements level 4 and 5).

Reduce the Denominator: Fewer Children entering or remaining in foster care

Goals, Strategies, Actions Steps and Measures

Goal Two	<i>Strengthen the prevention service array to reduce the number of children coming into foster care.</i>
Strategy One	<i>Leverage existing prevention programs and expand network of prevention providers.</i>
Action Steps	• Continue to track the availability and utilization of the Intercept evidence-based prevention services already in place in the 15 counties. • Predictive analysis: use FAST assessment data to determine the needs of families by county to help better recruit prevention service providers that meet the needs of families.
Lead Measure 15 Counties	Percentage of change children and youth enter foster care.

Goal Three	<i>Enhance the Quality Assurance System to support practice improvement standards to address safety, timely permanency, and well-being for children and families.</i>
Strategy One	<i>Improve Caseworker and Supervisor's competency on quality child and family engagement and quality assessments.</i>
Action Steps	• Caseworkers learn from youth and parents about their experiences with case planning, changing schools, court hearings, and services to improve staff understanding and culture of engaging youth and families in the practice model. • Implement statewide Supervisory Leadership to Practice Approach: how to engage staff and support casework that is aligned with each component of the Practice Model/Practice Wheel). • Permanency Review Process for children and youth in care to help children move to permanency timely. • Complete TNCFR Case Reviews monthly in each of the six regions by 15 counties on open custody cases to determine strengths and opportunities based on DCS practice model. Target 1-5 and 6-10 year olds' reasons for untimely permanency in 12 to 23 months and 11-16 year olds reentering foster care. • Implement ChildStat Regional Data and Case Reviews presented to The Commissioner and Executive Leadership for non-custody and custody cases to determine system performance/gaps, and practice improvement opportunities.
Strategy Two	<i>Partner with the Administrative Offices of the Courts to improve the quality of permanency hearings and foster care review boards and strengthen legal advocacy for parents and youth.</i>
Action Steps	• Develop a bench card for Juvenile Court Judges and checklist for Foster Care Review Boards (FCRB) that outline best practice areas to review/ and questions to ask during permanency plan hearings and periodic reviews. • Collaborate with courts and DCS staff to streamline FCRB packets and processes for submitting those packets to courts. • Collaborate with Guardians ad Litem and Parent Attorneys to develop a communication plan to encourage GALs and Parent Attorneys to attend FCRB, and the importance of those reviews.
Chaser Measure Statewide	Percentage of children harmed after agency involvement who had occurrence of maltreatment substantiated in the previous 6 months.
Lead Measures 15 Counties	1. Percentage of change of timely investigation initiated through face to face contact. 2. Percentage of change children and youth exit foster care. 3. Percentage of change parents have a monthly caseworker visit. 4. Percentage of change parents and child/ren in foster care have a monthly visit.

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