



IDAHO DEPARTMENT OF HEALTH & WELFARE

Introduction

Idaho is excited to be part of the pilot for the implementation of Technical Bulletin 14 to reimagine how states can improve the system for the children and families we serve in child welfare.

Goal

To ensure all children placed in foster care in the state of Idaho have a safe and stable living environment that meets their needs for safety and timely permanency. This is achieved by maintaining a ratio of at least one foster home to each child in foster care.

Strategies

Strategy	Implementation	Monitoring
Worker academy will be revised to ensure case carrying staff will have the needed competencies for completing comprehensive initial assessments, reassessments, and safety planning throughout the life of the case.	A. Review the current academy training, guidelines, policies, procedures, and court documentation/reports. B. Revise the curriculum. C. Worker application of skills developed in training will be evaluated through rubrics completed by supervisors.	1. % of substantiations that occurred within 12 months of an unsubstantiated investigation 2. % of children who exit care within 30 days of removal 3. Repeat maltreatment data indicator
Implement motivational interviewing to improve engagement with families on prevention cases and ensure the needs and strengths of children and parents are identified to help inform case plan goals and determine individualized service needs.	A. Assess the total scope of prevention staff who will need training and the resources necessary to achieve implementation. B. Design implementation and rollout C. Execute implementation of training.	1. % of prevention cases that do not become foster care cases within 12 months 2. % of children who are victims of maltreatment while on a prevention case

Strategy	Implementation	Monitoring
Implement tools and process for relative search and engagement.	A. Clarify and assign role responsible for relative identification and search. B. Research and identify more effective relative locate tools. C. Update the letter sent to identified relatives. D. The relative letter draft and relative locate tool will be reviewed by CFS leadership for approval. E. Track notification of relatives.	1. % of children in care at the end of the month placed with relative/kin.
Formalize and complete implementation of the statewide CQI process.	A. Identify and develop performance dashboard focusing on retention/recruitment of foster homes, safety, well-being and permanency, including all the chaser and lead measures on this plan. B. Develop performance thresholds and response to performance that is not within identified performance expectations. C. Develop ongoing monitoring cadence by leadership.	
Update the state prevention plan to expand the definition of candidate and include additional services to support families.	A. Update the prevention plan to expand the definition of candidate for foster care. B. Update the prevention plan to expand the services available for prevention cases as well as create community pathways for prevention services.	1. Prevention cases as a share of all cases.

Strategy	Implementation	Monitoring
Expand the pool of foster parents who have the skill, experience or training to accept placement of sibling groups, older youth, and children/youth with higher emotional, behavioral, medical, and mental health needs through a focused marketing campaign.	A. Schedule initial and ongoing collaborative meetings with representatives from the director's office (including those responsible for faith-based initiatives, community partnerships, and the office of communications) to review any changes in data related to overall placement stability and recruitment needs. B. Implement marketing campaign. C. Evaluate efficacy of marketing campaign based on recruitment data. D. Revise marketing materials, as needed. E. Monitor data regarding new licenses and relicensure of foster parents and therapeutic foster parents to determine impact on recruitment and retention.	1. Ratio of foster children to foster homes. 2. 5 star survey rating

Strategy	Implementation	Monitoring
Provide an on-call point of contact who can connect foster parents to effective, timely, and tangible clinical support after hours.	A. Develop scope of work based on resources available. B. Review and obtain leadership approval on the scope of work for the helpline. C. Implement helpline including feedback loop from participants. D. Revise scope of work, as needed, in response to feedback from users. E. Finalize helpline structure and process. F. Continue monitoring use of help line and evaluate effectiveness of strategy in stabilizing placements.	1. Stability data indicator
Design system for clinical support of children and youth with mental, emotional, behavioral, and medical health needs to increase placement stability and increase the skills of foster parents.	A. Identify and prioritize children and foster parents who need in-home clinical support. B. Work with leadership to develop the scope of work for clinical support for children and youth. C. Implement clinical structure to provide hands on support to case workers, youth, and foster parents. D. Develop a tableau report regarding placement stability with quarterly monitoring by leadership.	1. Number of days children are placed in a group home setting. 2. Median length of stay in congregate care placement 3. Reentries into congregate care within 12 months of discharge

Strategy	Implementation	Monitoring
The department will work with the Administrative Office of the Courts (AOC) to implement permanency learning experiences which focus on the timely establishment of appropriate permanency goals, ongoing permanency goal re-assessment, and timely goal achievement for department staff, judges, attorneys, guardians ad litem, tribes, and resource parents.	A. In collaboration with the AOC, CFS will convene a curriculum development group which will use subject matter experts to develop curriculum for permanency learning experiences and identify the training team. B. The permanency learning experiences curriculum and permanency collaboration meeting process will be reviewed and approved by CFS and court leadership. C. Implement the judicial permanency learning experience to be attended by CFS state leadership and child protection judges. D. Implement the child welfare field and partner permanency learning experience for each department region to be attended by all case carrying and permanency department workers, regional leadership, CFS and prosecuting attorneys, parent attorneys, and CASA attorneys, CASA, Idaho tribes, and resource parents.	1. Time from removal to reunification in months 2. Time from removal to adoption in months 3. Time from removal to guardianship in months

Strategy	Implementation	Monitoring
Improve the appropriate selection of permanency goals through the initial and ongoing assessment of goals using indicators of poor prognosis and early reunification.	A. Gather data related to nationally identified poor prognosis and early reunification indicators and permanency outcomes in Idaho cases. B. Develop a draft written response guide identifying poor prognosis and early reunification indicators and expected responses for their use in the assessment of appropriate permanency goals. The response guide will be based on nationally identified indicators. C. In collaboration with the Policy Team, a training plan will be developed for family services workers and supervisors regarding poor prognosis and early reunification indicators and their use during case consultations and family meetings. D. Implement the training plan. E. Implement use of poor prognosis and early reunification indicators in case consultations and family meetings through the response guide and training. F. Training regarding the use of poor prognosis and early reunification indicators will be incorporated into new worker and leadership academy training.	1. Time from removal to reunification in months 2. Time from removal to adoption in months 3. Time from removal to guardianship in months

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