

FY 2011-12 NBPB

Commonwealth of
Pennsylvania

Office of Children,
Youth and Families



**NEEDS BASED PLAN AND BUDGET
NARRATIVE TEMPLATE**

Budget Narrative Template

The following pages provide a template for counties to use to complete the narrative piece of the 2011-2012 Needs Based Plan and Budget. All narrative pieces should be included in this template; no additional narrative is necessary. Detailed instructions for completing each section are in the Needs Based Plan and Budget Bulletin, Instructions & Appendices.

The budget narrative is limited to a MAXIMUM of 50 pages, excluding charts, Special Grants Request Forms, and IL Documentation. All text must be in either 11-point Arial or 12-point Times New Roman font, and all margins (bottom, top, left, and right) must be 1 inch.

Note: On the following page, once the county inserts its name in the gray shaded text, headers throughout the document will automatically populate with the county name. Enter the county name by clicking on the gray shaded area and typing in the name.

NORTHUMBERLAND

Needs Based Plan and Budget FYs 2009/10, 2010/11, and 2011/12

Version Control	
Original Submission Date:	
Version 2 Submission Date:	
Version 3 Submission Date:	
Version 4 Submission Date:	

Section 2: NBPB Development

2-1: Executive Summary

- Submit an executive summary highlighting the major priorities, challenges, and successes identified by the county since its most recent NBPB submission. The summary should include any widespread trends or staffing challenges which affect the county, particularly those which impact all outcome indicators.

Beginning in FY 2008-09 and carrying into FY 2009-10, the agency experienced increased stressors regarding organizational instability. Resignation of one administrator and swift termination of the next appointed administrator resulted in a domino effect of leadership and organizational changes including promotions from within to fill vacancies within the next higher classification. Specifically, the promotion of an experienced department director to administrator; the promotion of two experienced supervisors to department directors; and the promotion of two experienced workers to casework supervisor positions.

Unfortunately, the agency also experienced a high rate of staff turn-over during FY 2008-09 and FY 2009-10. Many caseworkers resigned to accept better paying jobs and/or to enroll in higher education programs in spite of available incentives like the CWEL Program. Of the 21 total resignations that occurred during FY 2008-09 and FY 2009-10, 9 were from caseworkers who were employed by the agency for 2-5 years, and 3 were from caseworkers with 5+ years experience. Having a high turn-over rate of experienced caseworkers undeniably places the agency at a disadvantage from the perspective of skill and ability in providing service to families with complex needs.

As a result of the changes mentioned above, the agency continues to be in the midst of a learning curve. During FY 2009-10, 41% of the casework staff had less than 1 year experience; and 78% had less than 5 years experience. Of the casework supervisory staff, 67% had less than 5 years experience. The agency's administrator and two of the three department directors have less than two years experience in their current job classifications.

Of the 40 caseworkers employed by the agency, 2 are assigned to coordinate and facilitate family group conferences only (grant positions); and 1 provides support and services to older youth enrolled in the Independent Living Program (grant position), leaving 37 workers to carry caseloads.

An assessment of caseload data and certified casework staff numbers during FY 2009-10 revealed that on average per month each intake worker served 22 families and 43 children; each GPS worker served 19 families and 47 children; each Family Preservation worker served 7 families and 14 children; each CPS worker served 13 families and 28 children; each adoption worker served 9 families and 11 children; and each foster care worker served 10 families and 20 children. Averages provided are based upon a full complement, including a re-alignment of existing resources to decrease the number of children entering out of home care.

Based upon the information provided above, it appears that the average caseload size of a caseworker may be manageable. However, given the high rate of staff turn-over that occurs at the agency, coupled with the intense training requirements for new workers, the agency's more experienced workers are required to carry well above that average in order to meet mandates. In an attempt to reduce further negative impact on staff and assure appropriate

NORTHUMBERLAND

delivery of services, the agency shifted resources to the intake and in-home departments; and supervisors carried caseloads when necessary.

The agency has experienced a significant increase in the number of children placed out of the home since last year. Examination of data shows that more children have been placed within the first 8 months of FY 2009/10 than during the entire FY 2008/09. Contributing factors to the trend include a 17% reduction in the overall number of certified staff over the past five years, coupled with an increase in the number of referrals investigated, and an increase in the number of families and children accepted for services.

In terms of overall workforce, the agency currently has 15 employees with less than 1 year of experience; 4 employees with 1-2 years experience; 20 employees with 2-5 years experience; 14 employees with 5-10 years of experience; 7 employees with 10-15 years experience; and 9 employees who have 15+ years of experience.

As resources and services continue to shrink to the point of grave concern many families are faced with having to make difficult decisions to meet the basic needs of their children. Examples of adversity include empty food banks throughout the county; growing waiting lists for low income families needing quality subsidized child care; homelessness due to the inability to pay rent and utilities; multi-family and multi-generational living situations; unemployment and job loss; child neglect; and increased substance abuse in response to increased stressors.

Despite increasing hardships and barriers to adequately serve the community, the county has the benefit of Court Appointed Special Advocates to work with children and families involved in child dependency proceedings. On March 9, 2009 the community came together to witness the appointment of eight volunteers to the Northumberland County CASA Program. More volunteers are being trained and the part-time director was recently changed to a full-time position. The addition of the CASA Program enhances the courts ability to make sound decisions for children needing permanent homes.

Another success for the county includes the addition of the Watchful Shepherd Program for children living in high-risk situations. Beginning in June 2009, the community was educated about this National Prevention Program intended to further reduce abuse of children residing in the county. A collaborative response to an alert occurs by local police departments and Children and Youth. The implementation of the program was made possible through grant funds awarded to Parent-to-Parent Connections, Inc. Designated staff from Children and Youth monitor the program.

In addition to the two programs mentioned above, Northumberland County was awarded funds from the Youth and Family Training Institute and CCAP for the addition of Hi-Fidelity Wrap Services to our continuum of services for children with behavioral health care needs. Additional funding was requested through last year's Integrated Children Services Plan. The service is intended to engage family support systems and maximize their natural resources.

At the core of county successes are the on-going collaborative efforts and activities of the dedicated Human, Senior, and Social Services staff. They include:

- Children's Clinic: A representative from the referring county agency as well as a family advocate join with families to ensure that least restrictive services have been explored.

NORTHUMBERLAND

- Family-Group Decision-Making: Families join with relatives and friends in developing a plan, which ensures that their children are cared for and protected from future harm in ways befitting their culture and lifestyle.
- Family Center: Parents use the center to receive education and support classes, visit their children when they are in out of home placement, and can meet for Family Group Conferences. Community partners utilize the center for meetings, activities, and events to benefit families and children.
- Training and Orientation: Cross-systems orientation is provided on a monthly basis.
- Treatment Courts: Cross-systems committees enhance community safety by offering substance abuse treatment and related services.
- Parental Truancy Awareness Program: Meetings are held on a quarterly basis to collaborate on the needs of children and families struggling with school issues.
- Student Assistance Program: Cross-trained team includes staff from Drug and Alcohol, Children and Youth, Juvenile Probation, and Mental Health.

2-2a. Collaboration

Entity	County Engagement
County Children and Youth Agency Staff	Agency staff participate in all SOC activities and work, paying particular attention to service delivery and planning. Scheduled monthly meetings occur between all human services directors.
Juvenile Probation Staff	Scheduled monthly meetings occur between caseworkers, probation officers, and supervisors to identify and plan for children with dependency/delinquency issues. Planning for children identified as shared case responsibility occurs on an as needed basis.
Juvenile Court and Family Court Judges and Legal Counsel for Parties	Agency administrator, various staff, and legal counsel for parties actively participate in Leadership and Local Roundtable activities, including sub-committee work and pre-hearing conferences.
Family Members and Youth, especially those who are or who have received services	IL Youth hold fundraising activities to benefit community agencies and families receiving services. Families and youth participate in Family Group Conferences as guest speakers.
Child, Parent, and Family Advocates	CASA volunteers work with children involved in the dependency system, attend agency meetings, pre-hearing conferences, and family group conferences. The director of CASA chairs the agency's Child Fatality/Near Fatality Review Team and is an active member of the Local Children's Roundtable.
Mental Health and Mental Retardation service system	MDT meetings are available in schools throughout the county to accommodate families in need of MH/MR services for children.

NORTHUMBERLAND

Entity	County Engagement
Drug and Alcohol Service System	Treatment Courts utilize a cross-systems committee to provide substance abuse treatment and to offer additional services to the community.
Early Intervention System	The agency conducts initial and on-going screens for children utilizing the ASQ tool. If a delay is noted, the child is referred for EI services.
Local Education System	Student Assistance Program is available in all local school districts. SAP team was cross-trained to represent all human service agencies. The PTAP Program is provided by agency staff in all school districts to address truancy.
Community Organizations which provide support and services to children and families	Agency facilitated fund-raisers are held regularly by staff and IL youth to benefit local community organizations. Child Abuse Prevention Month activities and events are a collaborative effort.
Current Service Providers	Service providers attend agency staff meetings to provide updates regarding service delivery. On-going exchange of information occurs during family/youth service planning activities, CASSP meetings, FGDM conferences, and, and interagency meetings.

2-2b. Data Collection Details

Resource	Data Collected	Date of Data
U.S. Census	Population	2009-2010
U.S. Department of Labor	Unemployment rates	May 2010
AFCARS	Placement information	2009-2010
Hornby-Zellers	Trend data	2004-2010
CFSR findings	outcomes	2008
City-Data.com	Population, poverty statistics	2008

2-3: Meeting Mandates

2-3a. PA Rules of Juvenile Court Procedure

- What steps are the county taking to address this mandate?

The agency Administrator and Director of Permanency Services attend Leadership Roundtable meetings and the Pennsylvania’s Children’s Roundtable Summits with the local Juvenile Court Judge to stay up to date with current practices. Various agency staff members participate in the Local Roundtable meetings, activities, and sub-committee work. The specific areas of the rules listed below are addressed by the agency:

Records: all delinquency and dependency petitions are entered and tracked in CPCMS

NORTHUMBERLAND

Commencement of proceedings: all dependency proceedings are commenced by filing of a petition, emergency custody order, change in jurisdiction of a child from another state, transfer of supervision from another state

Pre-adjudicatory procedures: dependency proceedings occur in the county where the child resides or transferred to the appropriate county including transmission of all records

Adjudicatory hearing: agency has discussed a concern regarding timeliness of hearings for children who have been removed from the home with the dependency judge and requested additional court time to assure promptness

Dispositional hearing: summons and notice is provided to all parties

Post Dispositional procedures: foster parents, pre-adoptive parents, and relatives caring for a child are informed of their right to submit reports to the court through the appointed designee

2-3b. Truancy

- What steps are the county taking to address this mandate?

The Parent Truancy Awareness Program (PTAP) was initially developed as a collaborative effort between Juvenile Probation, Children and Youth, the local District Magistrates, and local school districts to address truancy with parents and children enrolled in all 6 public school districts in the county. The program is currently operated by Children and Youth staff.

PTAP is a voluntary, 2-hour program that families with students who have at least 3 unexcused absences are invited to attend as opposed to being referred to the magistrate for assessment of fines. The educational component of the program is provided to parents and students, and it addresses Pennsylvania laws regarding compulsory school attendance; their school's attendance policy; school, home, and student factors that contribute to truancy; risks of truancy; ways to prevent truancy; available services within the county designed to empower families to address barriers to regular school attendance; and it also provides parents with the opportunity to voice their concerns about the school. Parents are also provided with information about area gangs.

Children and Youth's school-based workers are responsible for scheduling PTAP sessions at the various schools, sending invitation letters to families, assisting families with getting services in place, sending attendance sheets from PTAP to the school, and monitoring attendance of the student 30 and 60 days after completion of the program. School based workers complete full intake assessments on families with habitual truancy problems and accepts cases for services as needed.

Surveys are administered to students and parents to assess the program, reasons for truancy, risk factors that could be contributing to truancy, and ways to improve the program. Concerns shared by the parents are noted and kept confidential, and are presented to the school districts anonymously. Attendance records are gathered at the end of the year of all that were invited to PTAP to assess the efficiency of the program as well as to assist in the identification of school districts that need more support to address truancy concerns.

NORTHUMBERLAND

2-3c. Quality Assurance Process

- What steps are the county taking to address this mandate?

RMTS hits are mailed to the county on a quarterly basis. The RMTS coordinator is responsible for maintaining the quarterly list and updating the list as new caseworkers are hired, resign and/or moved to other units. An email is sent to all caseworkers during the week that they have received their hit. A time is designated for the caseworker and RMTS coordinator to meet and code their individual hit. After all hits for the week have been coded and checked with the caseworker's dictation on Childnet, the RMTS coordinator and Fiscal Officer meet and discuss each hit and the code selected. The individual RMTS hits are then mailed to the appropriate contact person.

2-3d. Fostering Connections

- What steps are the county taking to address this mandate?

The agency has added the statement that assures that a child of compulsory school age is a full time student or that the child is incapable of attending school due to a documented medical condition into both the adoption subsidy agreement and the SPLC agreement.

The Transition Plan has been included as part of the Child Permanency Plan with a note that it must be completed within 90 days prior to discharge so as to avoid oversights. The Transition Plan includes the required elements of need that must be addressed and expected plan development participants are indicated on the form. The Transition Plan is also presented to the Courts for their approval.

Prior to the finalization of guardianship or adoption for a child age 16 or older, the agency provides written notification to both the child and the permanent caregiver(s) of the child's eligibility for CFCIP and ETG benefits, information about the programs and how to access them.

All children in foster care receive EPSDTs at the appropriate intervals. All documentation is kept in the child's file to show the date that the child received their EPSDT.

Prior to a child being placed with an adoptive family; the agency provides the adoptive family with information on adoption tax credit. The family signs two copies; one which they keep and one that remains in the agency's file. The adoption tax credit information is also on the child's Individual Adoption Service Plan.

For a family that is involved with the agency, every attempt is made to identify family members and family supports who may be contacted prior to a child being placed. The agency developed a resource form of all the individuals that the family has named as a potential resource and the status of that family. The resource form is kept in the family's file.

The agency sends written notification to identified relatives informing them of their opportunity to become a resource for the child who was removed from their home. This letter is sent within 30 days of the child being removed from the home.

The agency will document in the Child's Permanency Plan efforts to keep the child in his or her home school district. The agency will also coordinate their efforts with schools and the foster parents to assure educational stability for children in care.

NORTHUMBERLAND

The agency has always made every effort to place siblings together in out of home placements. If it is not possible to place siblings together, the agency will document in the Child's Permanency Plan contact frequency, regular sibling face to face visitation no less than once per month, and phone contact schedules that allow siblings to call each other as well. The agency has also coordinated weekend visitation between siblings to occur at each of the child's foster homes.

2-3e. Safety Assessment

- What steps are the county taking to address this mandate?

The agency identified one department director and two casework supervisors as our designated Safety Leads. Each individual attended the 3-day training and continue to participate in monthly safety assessment conference calls to provide updates to staff of all changes that may occur.

The Safety Leads provided two training sessions for the Agency. All new employees that started after July 1, 2009, received Safety Assessment training through Charting the Course.

The agency began utilizing Safety Assessment Procedures on July 1, 2009 according to the most current bulletin. All Safety Assessments are maintained in the family's case file.

2-3f. Children & Family Services Act of 2006

- What steps are the county taking to address this mandate?

The agency developed a protocol for tracking the number of visits made by worker per child in out of home placement and the percentage of children visited by each worker within their placement setting. The caseworker completes a tracking log that shows monthly contact with each child in their out of home placement setting. Logs are then submitted to OCYF as required. The Agency is in compliance with 90% of children in foster care visited by their caseworkers monthly according to CFSR in July 2008.

2-3g. Development Evaluation & Early Intervention Referral

- What steps are the county taking to address this mandate?

Children and Youth staff administer the Ages and Stages (ASQ) and Ages and Stages, Social Emotional (ASQ-SE) questionnaires on every child, under age 3, who have been the subject of a substantiated report of child abuse/neglect and are completed within 30 days from the date the report was indicated/substantiated. Questionnaires are also completed on every child, under age 5, whose family has been accepted for services with the initial screening being completed within 30 days from the date accepted for services.

If a child is screened and services are deemed appropriate, the worker refers the child for Early Intervention Services (EI) or for services through the Central Susquehanna Intermediate Unit (CSIU).

If the child does not qualify for referral to EI/CSIU, follow-up screenings are required at the following intervals: ages 4-24 months - ASQ 3 times a year, ASQ-SE 1 time a year; ages

NORTHUMBERLAND

24-36 months - ASQ 2 times a year, ASQ-SE 1 time a year; and ages 36-60 months – ASQ and ASQ-SE 1 time each a year.

Since July 1, 2009, upon completion of all screenings, the Ages and Stages Data Entry Forms are completed and entered into the statewide data system.

2-3h. CFSR Outcomes and Continuous Quality Improvement

- What steps will the county take to develop or enhance a continuous quality improvement process related to the CFSR outcomes and themes?

Northumberland County Children and Youth Services had the opportunity of being selected as one of the 3 counties to participate in the 2008 CFSR process. Strengths of the agency included services that have an emphasis on prevention; family engagement; strong placement stability; and cross systems-collaboration. Contributing factors to agency wide strengths include the use of Family Group Decision-Making Conferences; cultural sensitivity in casework and case planning; parent and youth advocacy for families in the child welfare system provided by Parent to Parent Connections, Inc.; SOC approach; and a wide array of services for families and children.

Concerns identified included the depth of assessments; lack of a formal assessment tool; and lack of concurrent planning. Efforts to improve in these areas include an organizational change to dissolve the Initial Assessment Team and return it to a second intake unit in order to complete more thorough front end assessments. This has resulted in more families being identified as needing on-going services. In addition, the initiation of the statewide Safety Assessment has assisted in providing a formal assessment tool for the Agency to utilize in determining the needs of the family and identifying any underlying issues. The county had a tendency to utilize sequential planning versus concurrent planning. Through continued involvement in the AOPC Roundtable initiatives with the County Juvenile Court Judge we hope to improve consistency between the agency and the judge regarding concurrent planning.

In order to enhance the continuous quality improvement process recommended by the state, the agency has actively participated in the development of the state's Program Improvement Plan. In addition to all SOC activities and regular supervisory caseload reviews, the agency has developed formal processes to assess strengths and areas needing improvement. The agency has established specific times to address on-call situations, out of home placements, difficult cases, and cross-system shared cases.

2-3i. Shared Case Responsibility

- What steps are the county taking to address this mandate?

The agency has been working with JPO regarding the Shared Case Responsibility mandate since January 2008. Currently one permanency caseworker is identified to work with youth in placement who are adjudicated both dependent and delinquent. Children and Youth and JPO collaborated on the development of an initial Shared Case Responsibility Policy and Procedure that had been implemented prior to the final bulletin being issued.

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More recently, a county team has been identified to address on-going issues related to implementation, communication, policy/procedure changes, quality assurance, staff support, technical assistance, and barriers/solutions.

Supervisors from JPO and C&Y continue to participate in monthly joint case staffing to discuss any issues or concerns that either may have. The Director of Permanency Services along with JPO supervisor meet quarterly to discuss Shared Case Responsibility and to identify if any changes need to be made.

2-3j. The Child Abuse Prevention and Treatment Act (CAPTA) – Guardian Ad Litem training

- What steps are the county taking to address this mandate?

The agency will assure that the existing GAL will participate in the core training developed by the Legal representation Workgroup, once it becomes available. Any new GAL will receive pre-service training prior to their appointment to represent a child in a judicial proceeding.

2-3k. Chafee Foster Care Independence Program (CFCIP) - National Youth in Transition Database (NYTD) – Baseline Survey

- What steps are the county taking to prepare to address this mandate?

The agency will report all information regarding youth receiving independent living services as well as outcomes information regarding youth who are in or have aged out of foster care upon further instruction and guidance from OCYF. In the meantime, an agency procedure for tracking youth who have aged out of foster care has been created. Youth contact information and outcomes are maintained in a data file. Furthermore, an Independent Living Program Facebook page has been created and youth are routinely invited to join in an effort to sustain on-going contact with youth.

2-3l. Emergency and Disaster Planning

- What steps are the county taking to address this mandate?

The county has a Basic Continuity of Operations Plan (COOP) that addresses emergency disaster responses for each human service agency. Children and Youth update their plan on an on-going basis and participate in all county planning meetings to assure safe operation.

2-3m. Time Limited Family Reunification (TLFR)

- What steps are the county taking to address this mandate?

The agency is not currently receiving Federal IV-B TLFR grant funds for the TLFR program.

Section 3: General Indicators

3-1: County Information/Background

□ Population and poverty trends

According to the U.S. Census Bureau, the population of the county continues to decline. In 2008, the total county population was reported as 93,542 and 2009 estimates it as 91,311.

Concerning statistics include: only 16% of individuals age 25+ have a college degree; 16% of the population were high school drop-outs, and the median household income is \$31,454. According to the U.S. Census Bureau American Fact Finder, between 2006 and 2008, 15% of Northumberland County families were living in poverty, 20% of the related children were below the poverty level, and 30% of female headed households had incomes below the poverty level. The poverty level of the county continues to remain higher than that of the state (12.1%). This percentage clearly demonstrates the need for on-going collaboration among Social Service providers to meet the needs of a community struggling to function at a healthy level.

According to the U.S. Department of Labor, the county ranks the third highest in Pennsylvania's fifth class counties for unemployment rate. As of May 2010, the county was reported at 9.9%, a rate slightly higher than the state average of 9.2%. The current rate of unemployment places a high demand on the child welfare system to assist an increasing number of families affected by inadequate or non-existent resources to meet the basic needs of their children.

In addition to these concerns, the county continues to see an increase in drug abuse, gang activity and crime. According to information provided by the county's District Attorney and the Northumberland County Drug Task Force, drug use in the county is a local epidemic with 10% of county residents using illegal drugs. The increase in unsafe neighborhoods drives the agency to continue its participation in the county's Gang Awareness Task Force.

□ Issues in annual licensing review and/or the Quality Services Review

Annual licensing for the agency occurred in February 2010. Inspection included the review of 7 new personnel records, 47 staff training records, 20 out of 854 GPS intakes, 20 out of 168 CPS records, 19 out of 299 ongoing in-home records, 16 out of 164 placement records, 33 out of 101 kinship and foster family records of which 27 were new families, 4 out of 15 adoption records, and 7 out of 17 adoptive parent records.

The inspection summary indicated that our agency files were well organized, caseworkers were knowledgeable of their records and familiar with their children and families, safety planning has been fully implemented, and the staff was cooperative and well prepared for licensing.

Recommendations included: grievances and consents to treatment should be signed each time a child goes into placement, establish policies and procedures for shared case responsibility with the Juvenile Probation Office, and review with the court system the need for timeliness of hearings after voluntary agreements are signed and the agency needs to continue placement of the child after 30 days.

NORTHUMBERLAND

The following issues required a corrective plan of action:

- One GPS intake record failed to show a response time assigned to the investigation. The supervisor will mark the response time on each referral and the worker will check to ensure the response time is indicated.
- One GPS intake record failed to show a home visit was conducted. The supervisor will ensure that the worker visits the child's home during the assessment period through regular case reviews.
- Three GPS intake records failed to provide written notice to the father with the decision to accept or not accept the family for services. When discussing case disposition the supervisor and worker will ensure that all parties receive documentation of the decision to close or accept the family for services within 7 days of the decision.
- One placement record failed to show documentation of religious preference for the child. Workers will obtain information from the parent of any child placed into foster care regarding the child's religious preference and right to participate in activities, services, etc. Letters are included in all placement packets regarding religious preferences and receipt of documents obtained that the letter was provided to the parents.
- One placement record failed to have a risk assessment completed at the conclusion of an investigation. During caseload review, the supervisor and worker will ensure that a risk assessment is completed at the conclusion of all investigations.
- Two placement records showed that an updated medical appraisal was late and one placement record showed that an initial dental appraisal did not occur in a timely manner. Caseworkers will visit all resource homes on a monthly basis to obtain documentation to ensure compliance. Information will be recorded on the child's medical tracking form and monthly reminders will be mailed to resource parents reminding them of compliance issues.
- One placement record failed to document that the agency contacted and assessed identified kin for placement. Outcomes of assessments for potential kinship caregivers will be documented in dictation and will continue to be assessed on an on-going basis for every child involved with CYS and for every child in out-of-home care. The appropriate form will be utilized to reflect on-going assessments and will be maintained in the Family Supports/Resources section of the file. Supervisors will monitor during case reviews.
- Two resource family records failed to show physical examinations prior to approval as a resource family. The supervisor and worker will ensure that all resource parents receive a medical appraisal; and appropriate medical documentation is received by the agency prior to approval of any new and old resource homes. The agency believed that the health appraisals previously obtained were still in good standing due to them being obtained within the year, however, the kinship home was closed and again reopened and now new appraisals were requested.
- One adoptive home failed to show that Child line and police clearances were obtained on a household member requiring such clearances. The agency ensures that all appropriate household members (14 +) in resource homes obtain criminal and Child line clearances.

□ Other Changes or Important Trends

Beginning January 2010, the county increased employee contribution toward insurance co-pays for all non-union employees and intends to do the same for all union employees. Specifically, those increases include: 171% for single; 338% for 2-party; and 504% for family. This change for non-union employees has created a stir among all union employees resulting in an increase of employee resignations who leave for better paying jobs or to

NORTHUMBERLAND

attend graduate school in the field of education. As a consequence, the agency is in a state of constant change.

During the first six months of employment, new workers are frequently required to be out of the office to attend Charting the Course and Safety Assessment training, placing a heavy burden on seasoned employees who are already attempting to appropriately manage increased caseloads and requirements related to mandates, including:

- Increased visitation requirements for children in out of home placement including sibling visits, extended family member visits, and longer visits for biological parents.
- Increased tracking requirements for children in out of home placement
- Identification and assessment of all potential resources for children at risk of placement
- More in-depth Transition Plans for youth 16 and older in out of home placement
- Participation in both State and Local Roundtables with all Juvenile Court Judges in the region. Subsequent participation in sub-committee work.
- Judicial reviews for each child in out of home placement every 3 months
- Development and participation in both agency and community Child Death/Near Death Team review process
- Administration of initial and on-going Ages and Stages Screens for each child under age 3 who has been the subject of an indicated abuse, and every child under age 5 who has been accepted for services (formerly referred to Early Intervention for screening)
- Identification of agency Safety Leads to attend 3-day training, provide training to entire CYS staff, and participate in on-going monthly conference calls
- Assess safety of each child at every contact and document appropriately
- Identification of an Educational Liaison to develop connection with each school district
- Increased collaboration between CYS and JPO to develop, implement, and maintain formal processes to address Shared Case Responsibility
- Identification of an agency site coordinator to complete Voter Registration tracking forms and forward to the state on a monthly basis

In addition to the increasing numbers of children and families served by the agency and a high turnover of casework staff, the agency was placed in the difficult position last year to choose between program funding Parent-to-Parent Connections, Inc. or to focus on mandated services. The intent of the continued partnership with the organization was to broaden community support for parents attempting to cope with difficult situations and to educate and empower individuals to become independent stakeholders and equal partners. However, budget constraints lead to the agency's decision to revoke the approved request. As a result, families are no longer served by Parent-to-Parent, Inc., increasing dependency on traditional services.

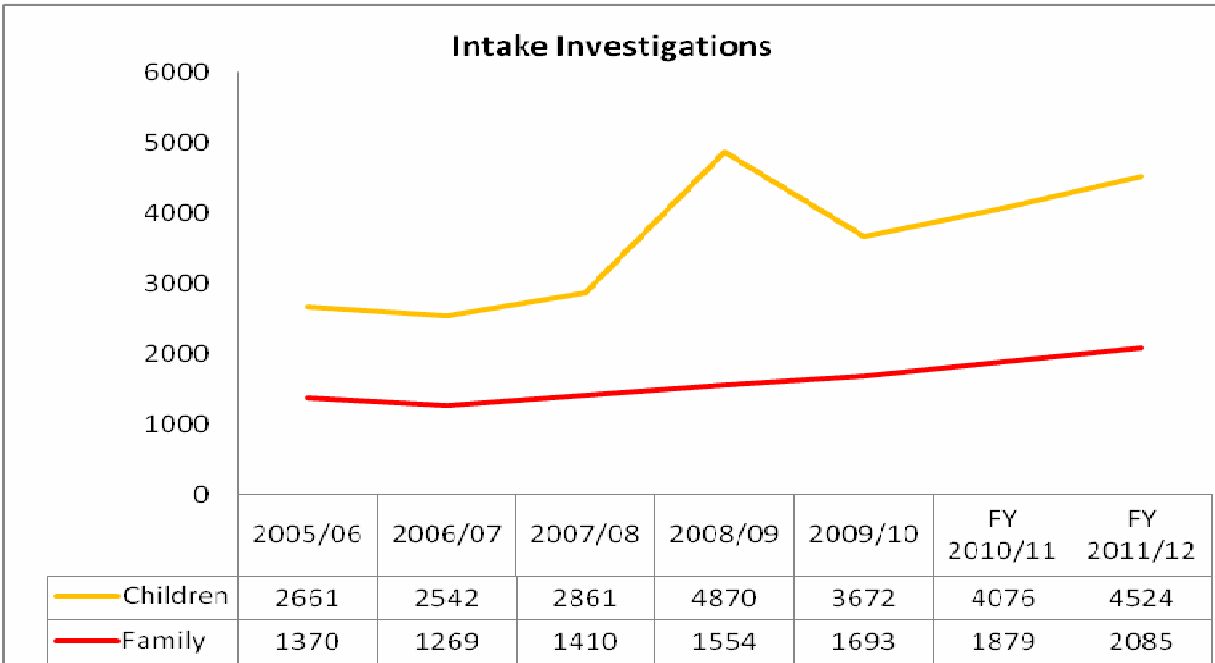
Lastly, the Child Advocacy Center of the Susquehanna Valley recently made a request for the agency to participate in the cost of services offered to children who are referred by the agency for forensic interviews. In comparison to other local CYS agencies, District Attorneys, and law enforcement agencies served by the CAC, Northumberland County Children and Youth is the largest user of services with an average of 108 children referred annually since 2007.

The agency is hopeful that with the initiation of the CAPS case management system, the overwhelming requirements involving paperwork will be streamlined.

NORTHUMBERLAND

3-2a. Intake Investigations

- Insert the Intake Investigations Chart (Chart 1) and discuss any highlighted trends. Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



The Agency continues to experience an increase in the number of intake investigations being completed. This trend may be partially attributed to the school based workers shifting their focus from following up with all families shortly after completion of the PTAP program to completing full intake assessments on families who previously attended the program yet continue to struggle with concerns related to truancy. By changing our focus, the number of intake assessments completed by the agency school-based unit has increased by over 150%.

The Agency continues to note an influx of families from out of state and larger cities coming to this area for affordable and subsidized housing. This trend seems to be coupled with a growing number of families being reported to the Agency for substance abuse. This would include both illegal drug and prescription drug abuse. Unfortunately, services to assist families dealing with addiction are not always readily accessible as county funding was not available; and many times are not adequate to meet their needs on an on-going basis. For example, many clients involved with the agency are referred for an intake through the county Drug and Alcohol office, but many clients are not referred for services due to inaccurate self reports by the individuals. According to information provided by the county's District Attorney and the Northumberland County Drug Task Force, drug use in the county is a local epidemic with 10% of county residents using illegal drugs. It was noted that Drug and Alcohol abuse was an identified concern in the homes of approximately 44% of the children placed into foster care by the Intake Department this year.

Additionally, many more families are finding themselves in financial hardship and are unable to meet the basic needs of their family and therefore are turning to the Agency or are being reported to the Agency for assistance with meeting these needs. With the number of available community resources declining, the ability to serve families has become more difficult and in fact families are becoming active or are remaining active with the Agency longer than in years

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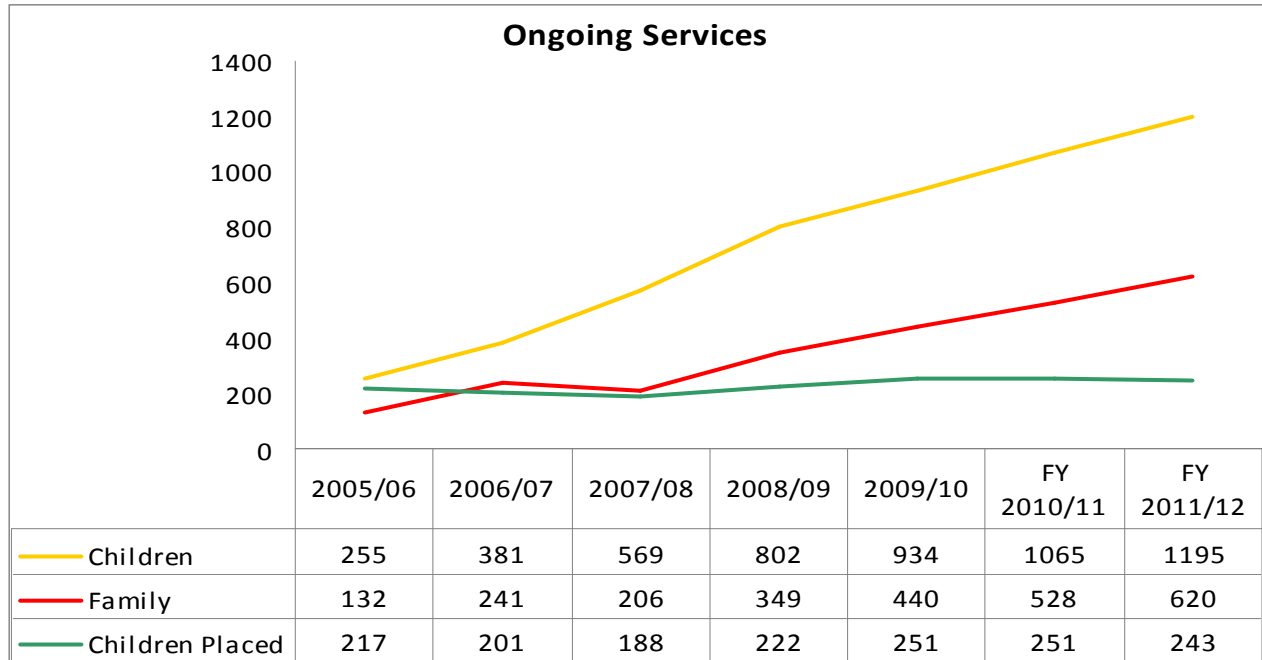
past. Between 2006 and 2008, it is reported that 15% of Northumberland County families were living in poverty, 20% of the related children were below the poverty level, and 30% of female headed households had incomes below the poverty level.

Examination of county specific data has shown that the Agency is not investigating many repeat referrals as 76% of the families investigated had only 1 referral during the year and 90% of the families had 2 or less referrals throughout the year.

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3-2a. Ongoing Services

- Insert the Ongoing Services Chart (Chart 2) and discuss any highlighted trends. Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



The agency is experiencing an increase in the number of families receiving on-going services with approximately 20% more cases being accepted for services than the previous year. This is contributed to numerous factors including the full implementation of the statewide Safety Assessment Bulletin which has assisted in providing a formal assessment instrument for the agency to utilize in completing more in-depth assessments on families and identifying any underlying issues. This has resulted in more families being identified as needing on-going services. Despite the use of FGDM to prevent families being accepted for services and/or to decrease the time families are active with the agency, many families are resistant to services that would ameliorate safety concerns.

Also contributing to this increase is school based workers shifting their focus from following up with all families shortly after completion of the PTAP program to completing full intake assessments on families who previously attended the program yet continue to struggle with concerns related to truancy. Often times, a myriad of concerns is identified in many of the homes where chronic truancy was the issue that brought the family to the agency's attention.

As was noted in the intake section, an increasing number of families are being reported to the agency for substance abuse. This would include both illegal drug and prescription drug abuse. With inadequate services available in the county to meet the needs of these addicted individuals and taking into account the serious nature of many of these addictions, cases are frequently being assessed and opened for services due to risk and safety concerns identified in the homes.

In addition, with poor economic conditions in the county not improving, many more families are finding themselves in financial hardship and losing the ability to be self-sufficient. They are

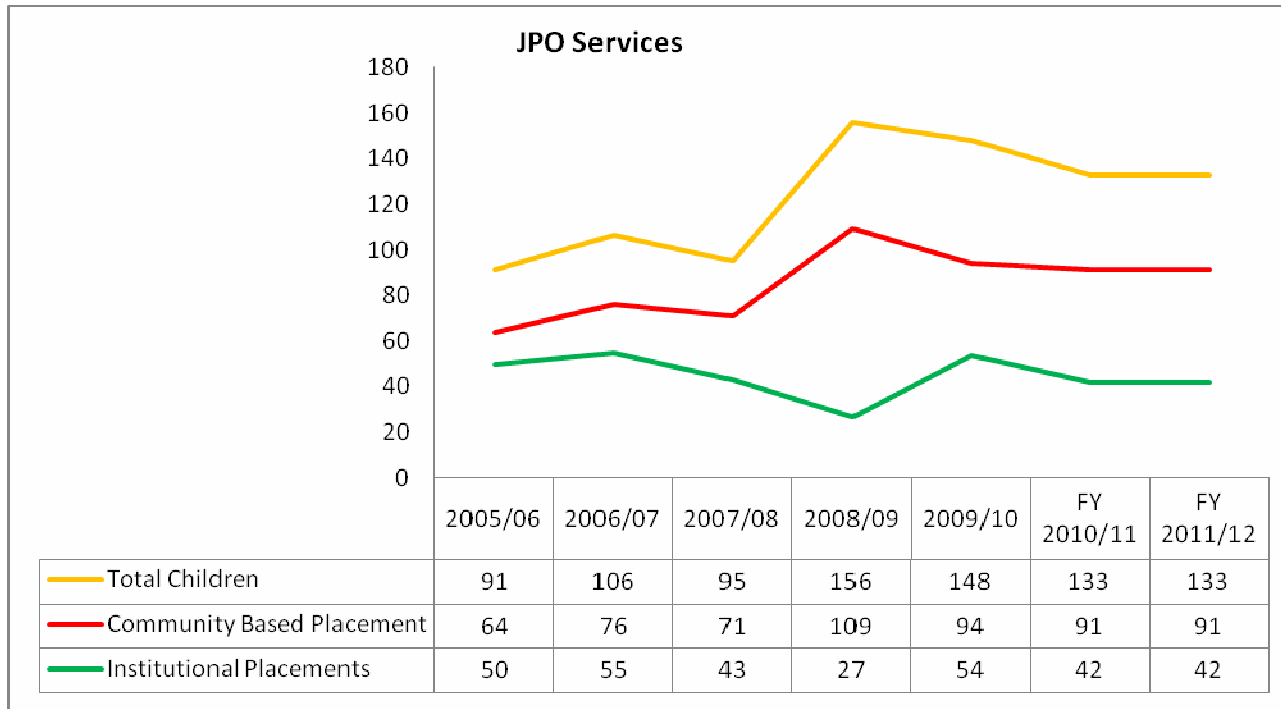
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unable to meet the basic needs of their family and therefore are turning to the Agency or are being reported to the agency for assistance with meeting these needs. With the number of available community resources declining and many agencies finding themselves with restricted operating budgets, there is insufficient assistance available to meet the increasing needs in our community. This has resulted in more families being accepted for services and/or remaining active with our agency longer than in previous years.

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3-2a. JPO Services

- Insert the JPO Services Chart (Chart 3) and discuss any highlighted trends. Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



The Northumberland County Juvenile Court Services has historically utilized county operated services and community-based programs before accessing out-of home services, programs, and placements. However, this trend seemed to reverse itself in 2009/10 as community based services decreased while the utilization of out of home services and residential placements increased.

The total number of referrals has decreased over the past three years from 743 in FY 07/08 to 599 in FY 09/10. However, the agency has seen an increase in “special need” offenders: sex offenders, fire setters, and mental health issues. Additionally, the number of youth on supervision who violated conditions or are in non-compliance has increased. With increased numbers, comes increased services, of which includes both Community-Based Services (Alt. Treatment, Shelter Care, Foster Care) and Institutional Placement (Secure Detention, Residential placements (both YFC/YDC and private)).

In order to combat the high number of youth who violated conditions or are in non-compliance, this agency has been utilizing short term, high impact residential programs such as VCORE at Northwestern Academy, which allows this agency to choose the length of placement – from thirty days to four months, depending on the individual need of the youth. The use of VCORE is the main reason the institutional placement number increased by 100% from FY 08/09 (27) to FY 09/10 (54).

It should be noted that state wide average for Placement as the Disposition in a case is 9.5% (2008 JCJC STATISTICAL RECORDS). The Northumberland County Juvenile Court Services utilizes Placement in only 4.3% of its disposition. This can be attributed to the numerous

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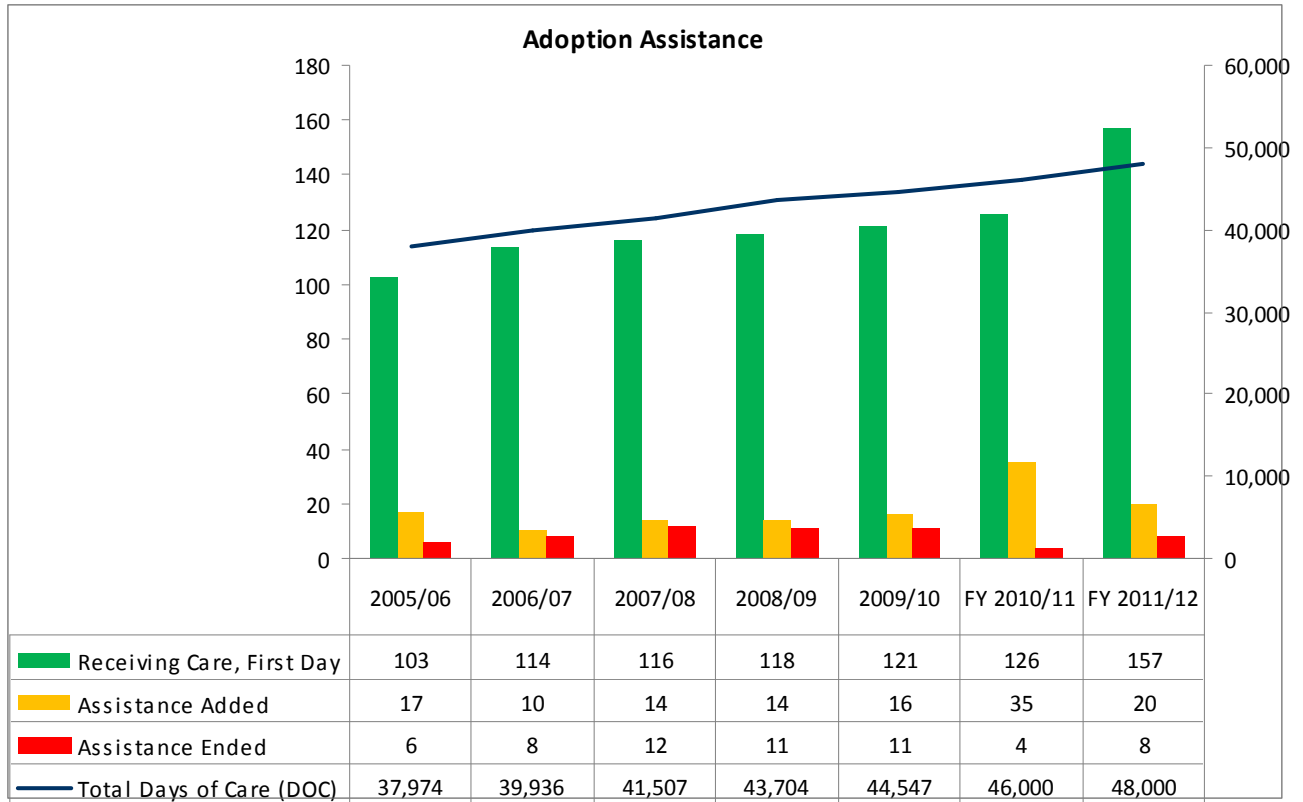
community based services offered and utilized by the Juvenile Court Services and the belief in providing the least restrictive alternative before removing a juvenile from his home.

It is this Officers belief that this agency needs to increase the use community-based services and decrease in the number of residential and institutional placements. The collaboration by Northumberland County and its Systems of Care initiative to focus resources on prevention, early intervention and family-based services, including Family Group Decision Making, would decrease out of home placement services.

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3-2b. Adoption Assistance

- Insert the Adoption Assistance Chart (Chart 4) and discuss any highlighted trends. Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.

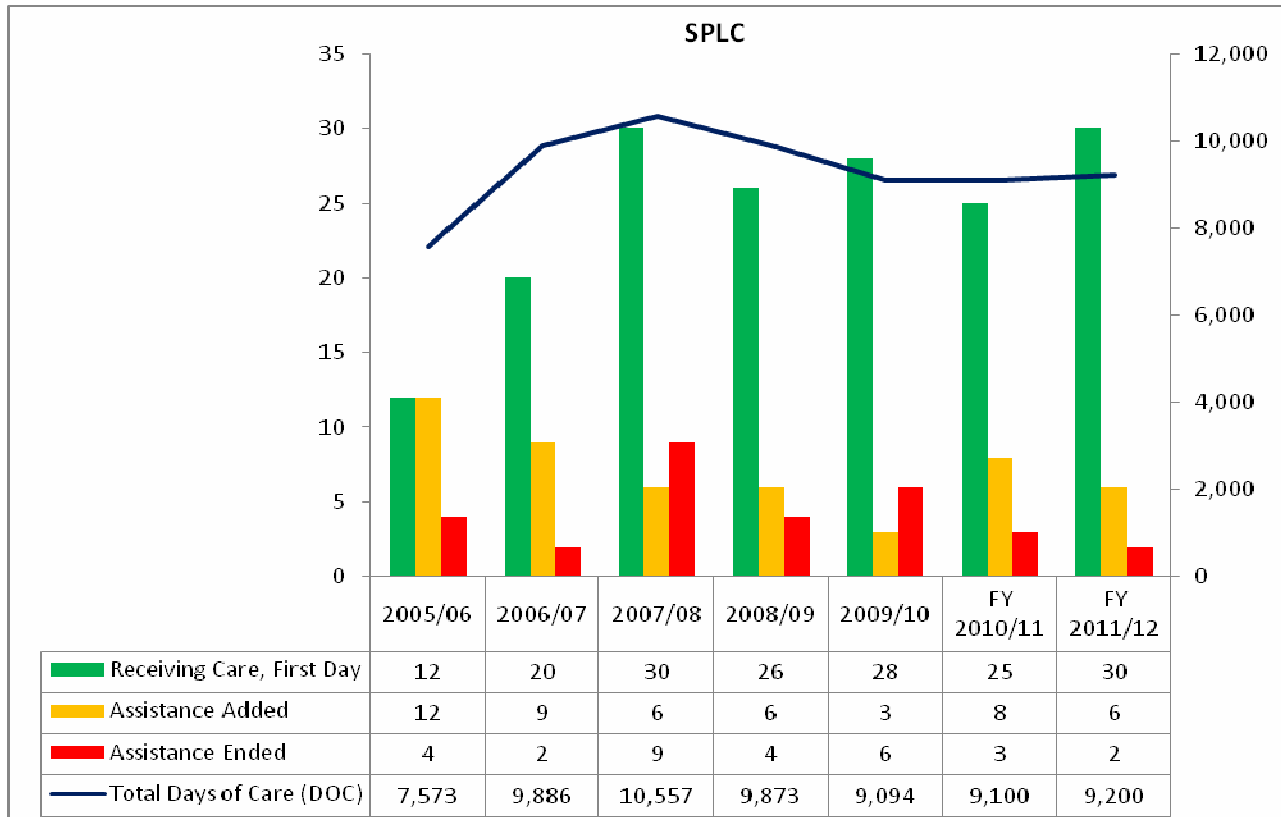


The Agency is experiencing an increase in Adoption Assistance. This trend is contributed to the fact that the number of finalized adoptions has increased over the years. Another contributing factor would be that more families are adopting children with special needs, sibling groups, and older children. Many families are requesting increases in their current subsidy amount as a result of the economy and hardships they face.

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3-2c. Subsidized Permanent Legal Custody (SPLC)

- Insert the SPLC Chart (Chart 5) and discuss any highlighted trends. Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.

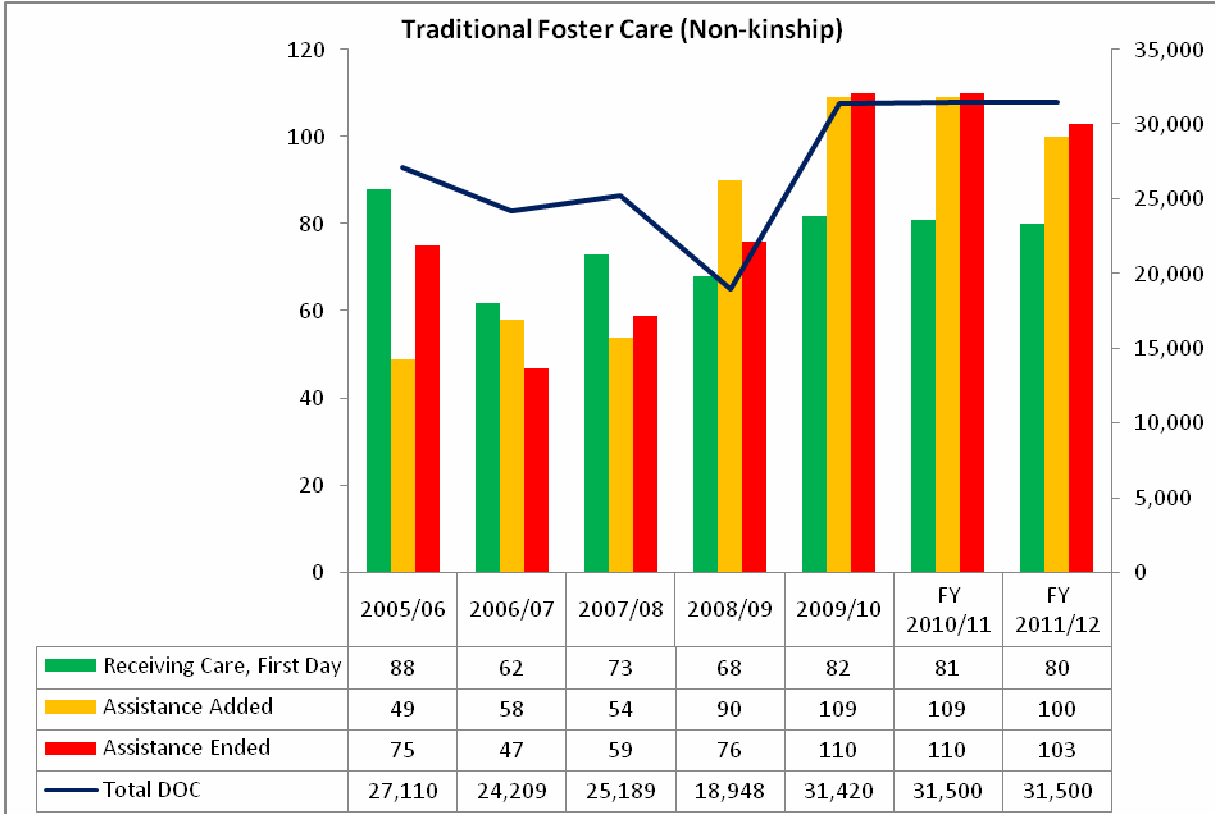


The Agency is experiencing an increase in Subsidized Permanent Legal Custodianship. This is due to several factors. First, the number of children discharged from care to families receiving SPLC has increased over the years. As a result of FGDM, the majority of these children are placed with families who are willing to maintain contact with the child's biological family. The agency is in support of this type of placement for obvious reasons. Another factor contributing to the increase would be that families receiving SPLC are willing to provide permanency to children with special needs, sibling groups and older children who are not willing to be adopted. Families receiving subsidy report economic hardship as the main reason for the request.

NORTHUMBERLAND

3-2d. Out-of-Home Placements: County Selected Indicator

- Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



The agency has experienced an increase in the number of out-of-home placements. One contributing factor to this trend is related to the amount of work required to prevent placement coupled with the average caseload size carried by workers. An assessment of caseload data for FY 2009-10 revealed that on average per month each intake worker served 22 families and 43 children; each GPS worker served 19 families and 47 children; each Family Preservation worker served 7 families and 14 children; and each CPS worker served 13 families and 28 children. Given the high rate of staff turn-over that occurred during FY 2009-10 and the training requirements for new workers, the more experienced workers needed to carry well above that average.

Another factor influencing the number of placements is an increase in the number of families referred to the agency who struggle with substance abuse. As mentioned above, services to assist families dealing with addiction are not always readily available or have immediate positive changes resulting in out of home placement of the child/ren in order to assure safety. This year, the county drug and alcohol office had limited funding, which placed individuals on waiting lists for services that could have prevented out of home placement.

Without services to support families and children, parents lack the support they need to meet the needs of their children. Important to note is the age of children placed during the intake

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process and/or after their family has been accepted for services. Overall, 49% of children placed during FY 2009-10 were age 5 and under; and 30% were children ages 12-18.

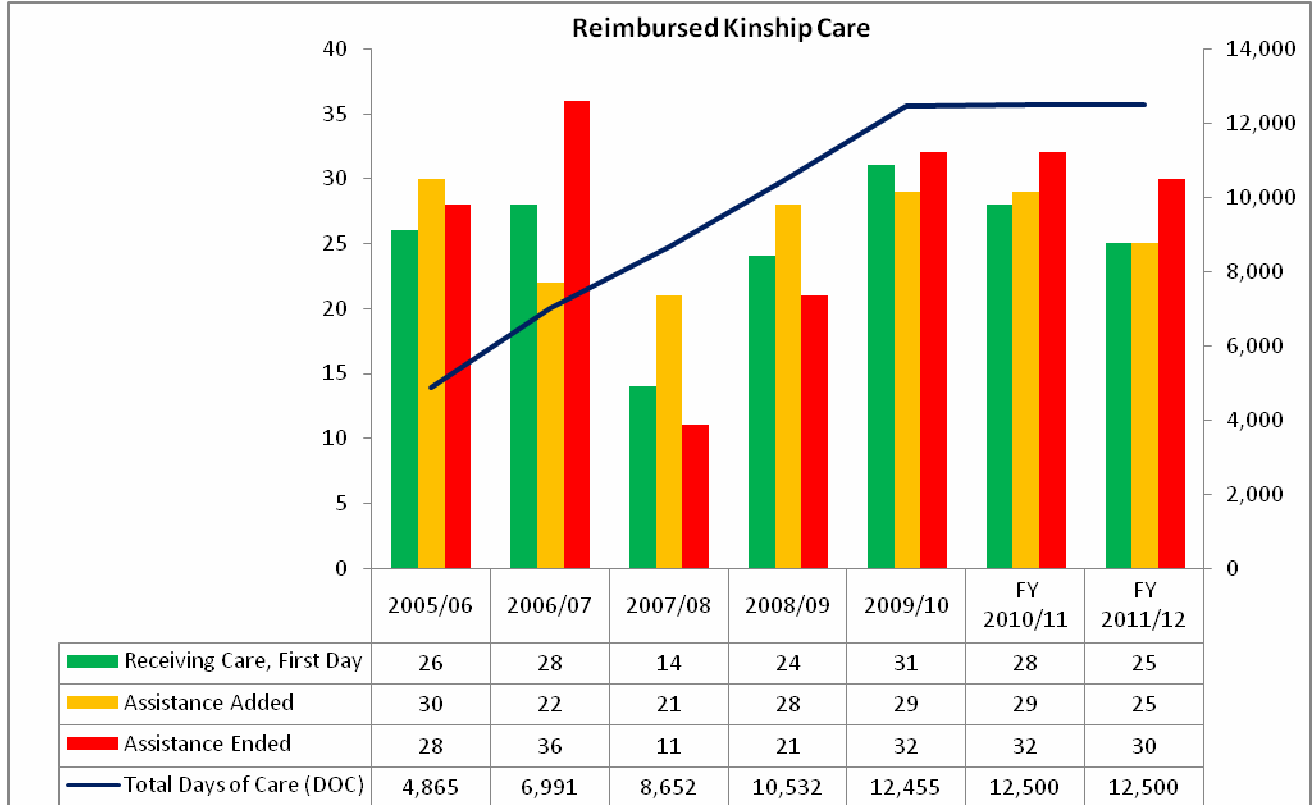
The most current data available to the county shows that during 10/1/09-3/31/10, the top six reasons for placement include substance abuse; CPS; lack of parental control; parent-child conflict; neglect; and domestic violence.

Another contributing factor to the increase in placement is the poor economy and unemployment. As stated above, many families are finding themselves in financial hardship and are unable to meet the basic needs of their family.

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3-2d. Out-of-Home Placements: County Selected Indicator

- Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



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It is the goal of Northumberland County Children and Youth Services to utilize kinship as the first option for placement. Therefore, as placement numbers increase so does the agency's use of kinship care. One contributing factor to this trend is an increase in the number of families referred to the agency who struggle with substance abuse. Services to assist families dealing with addiction are not always readily available or have immediate positive changes resulting in out of home placement of the child/ren in order to assure safety. This year, the county drug and alcohol office had limited funding, which placed individuals on waiting lists for services that could have prevented out of home placement.

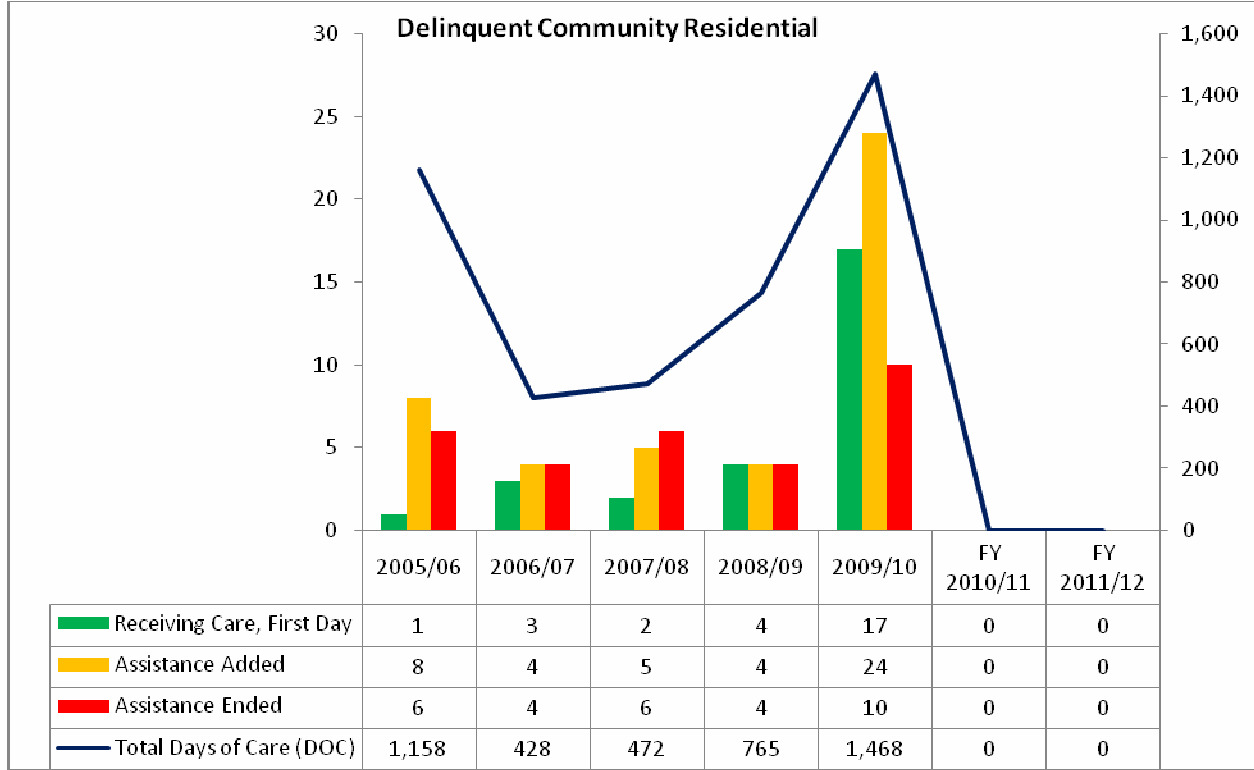
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Another contributing factor to the increase in placement in kinship care is the poor economy and unemployment. As stated above, many families are finding themselves in financial hardship and are unable to meet the basic needs of their family. Many families are being honest and state that they cannot care for additional family members without the financial assistance.

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3-2d. Out-of-Home Placements: County Selected Indicator

- Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.

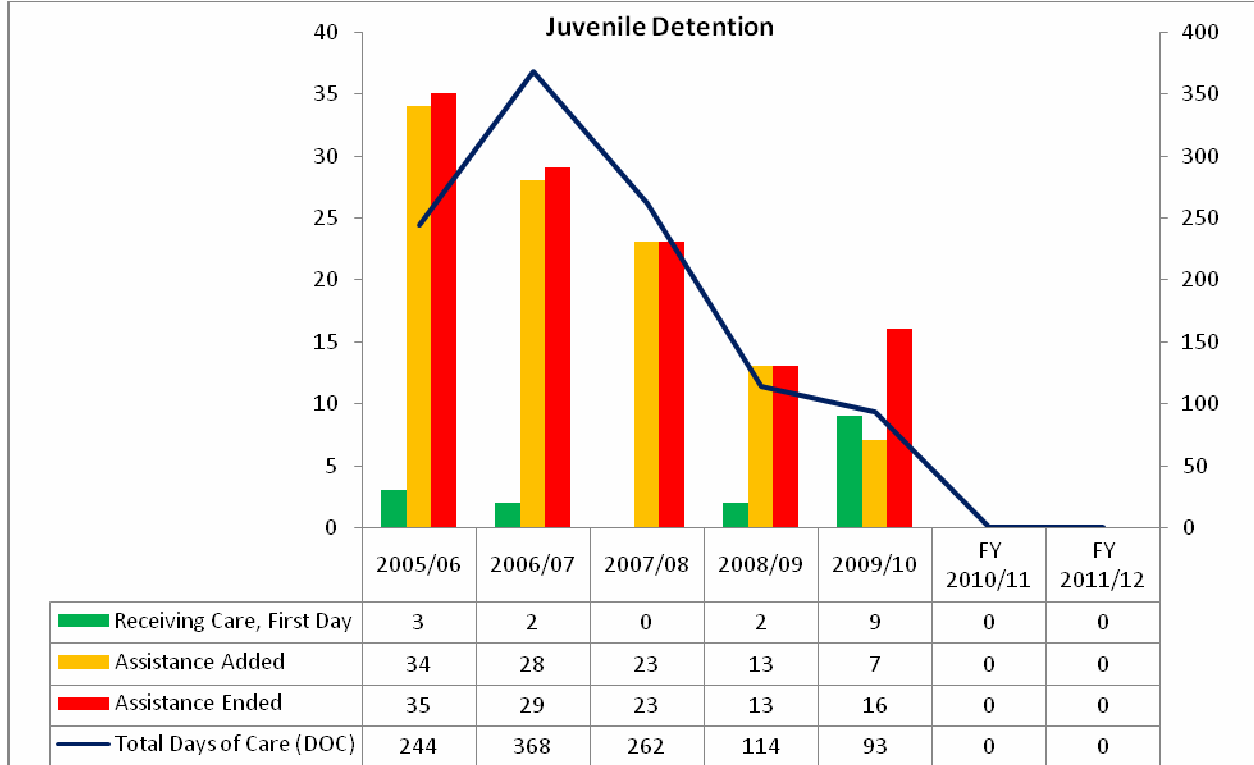


Cross examination by the Children and Youth Services Fiscal department revealed reporting of inaccurate child counts resulting in skewed trend lines in reporting for previous years. Information for FY 2009-10 is correct. Further review of this indicator is required by the Juvenile Court Office.

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3-2d. Out-of-Home Placements: County Selected Indicator

- Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.

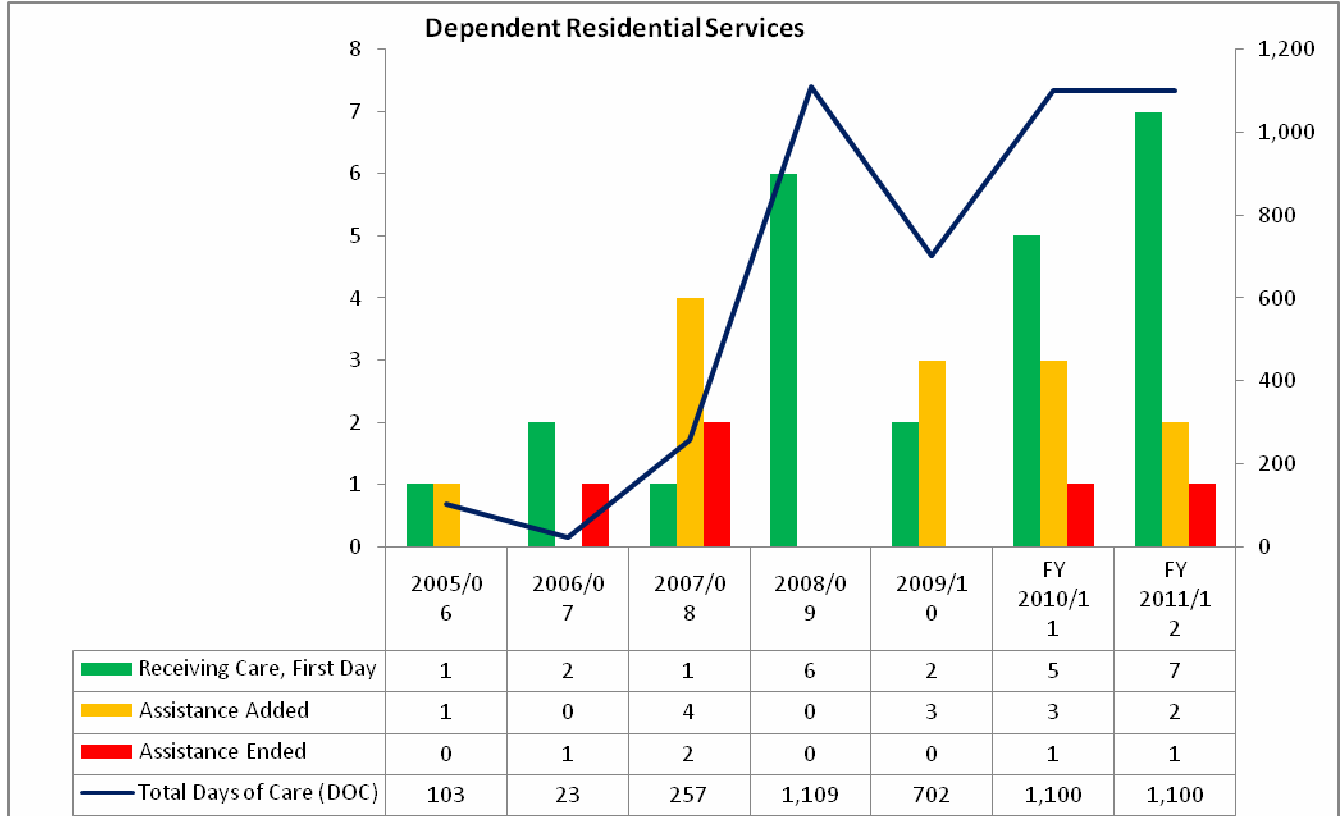


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NORTHUMBERLAND

3-2d. Out-of-Home Placements: County Selected Indicator

- Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.



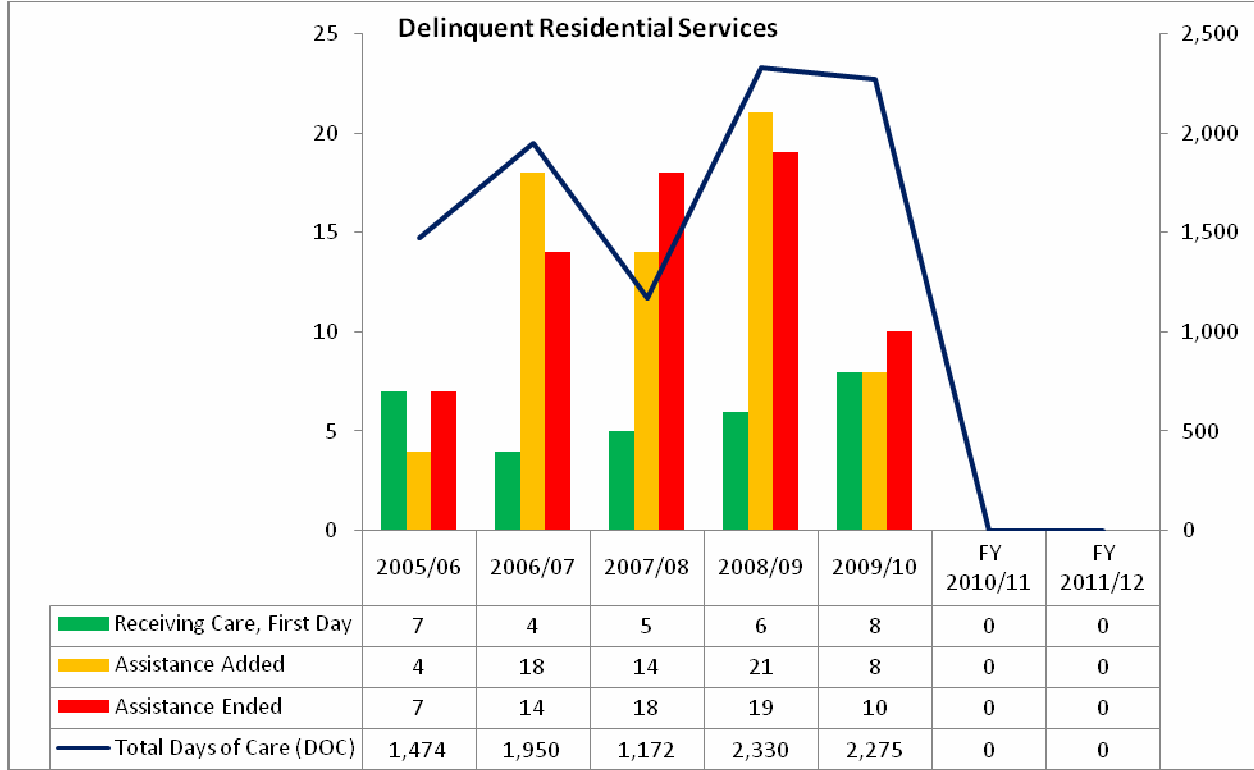
It is the goal of Northumberland County Children and Youth services to utilize kinship and/or traditional foster care when placing children in out of home placements. However, due to the extensive needs of some of our youth; kinship and/or foster care were unable to meet the needs of these youth. The agency will utilize other alternatives prior to placing a child in a residential treatment facility such as therapeutic staff support, mobile therapy, behavioral specialist, medication clinic, counseling, and therapeutic family care. It should be noted as stated above 30% of the children placed during FY 2009-10 were children ages 12-18.

NORTHUMBERLAND

3-2d. Out-of-Home Placements: County Selected Indicator

- ❑ Insert charts related to out-of-home placements where trends are highlighted (Charts 6-13), and discuss the trend(s). Describe factors contributing to the trend. Discuss any important trends that may not be highlighted.

❑

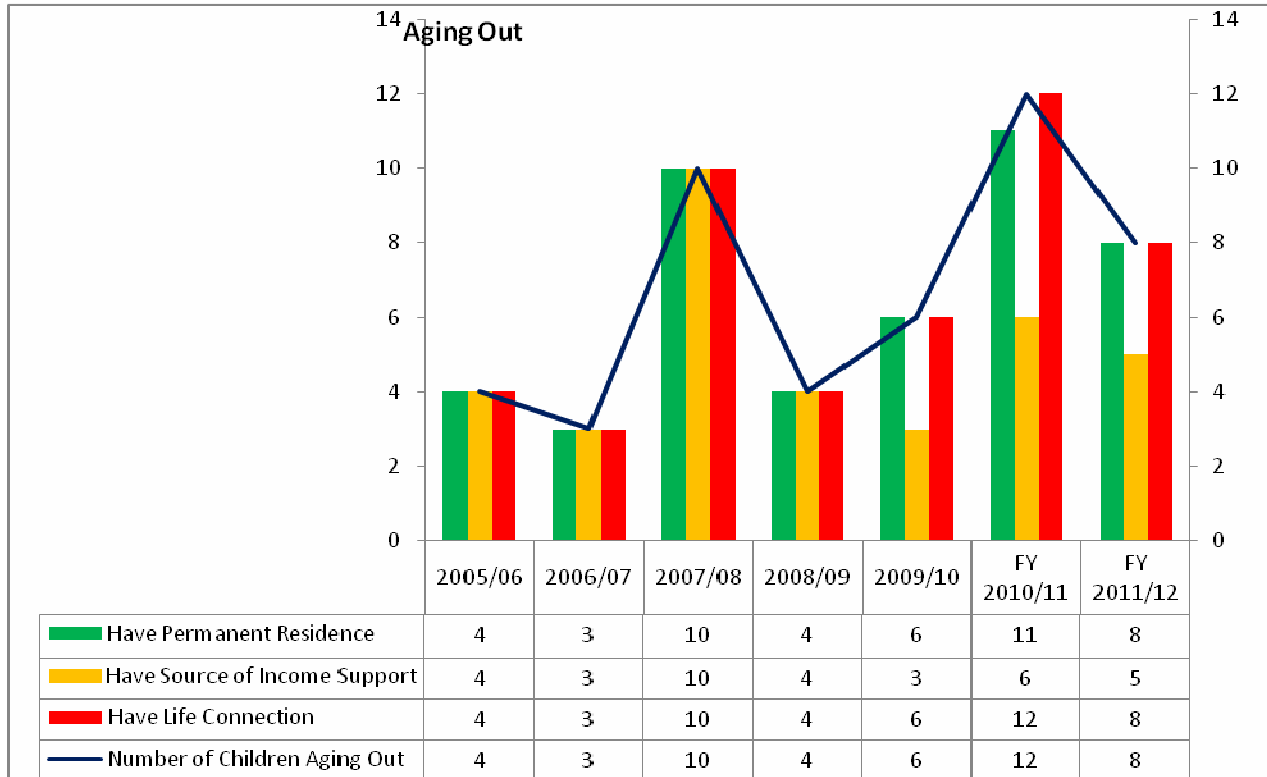


Cross examination by the Children and Youth Services Fiscal department revealed reporting of inaccurate child counts resulting in skewed trend lines in reporting for previous years. Information for FY 2009-10 is correct. Further review of this indicator is required by the Juvenile Court Office.

NORTHUMBERLAND

3-2e. Aging Out

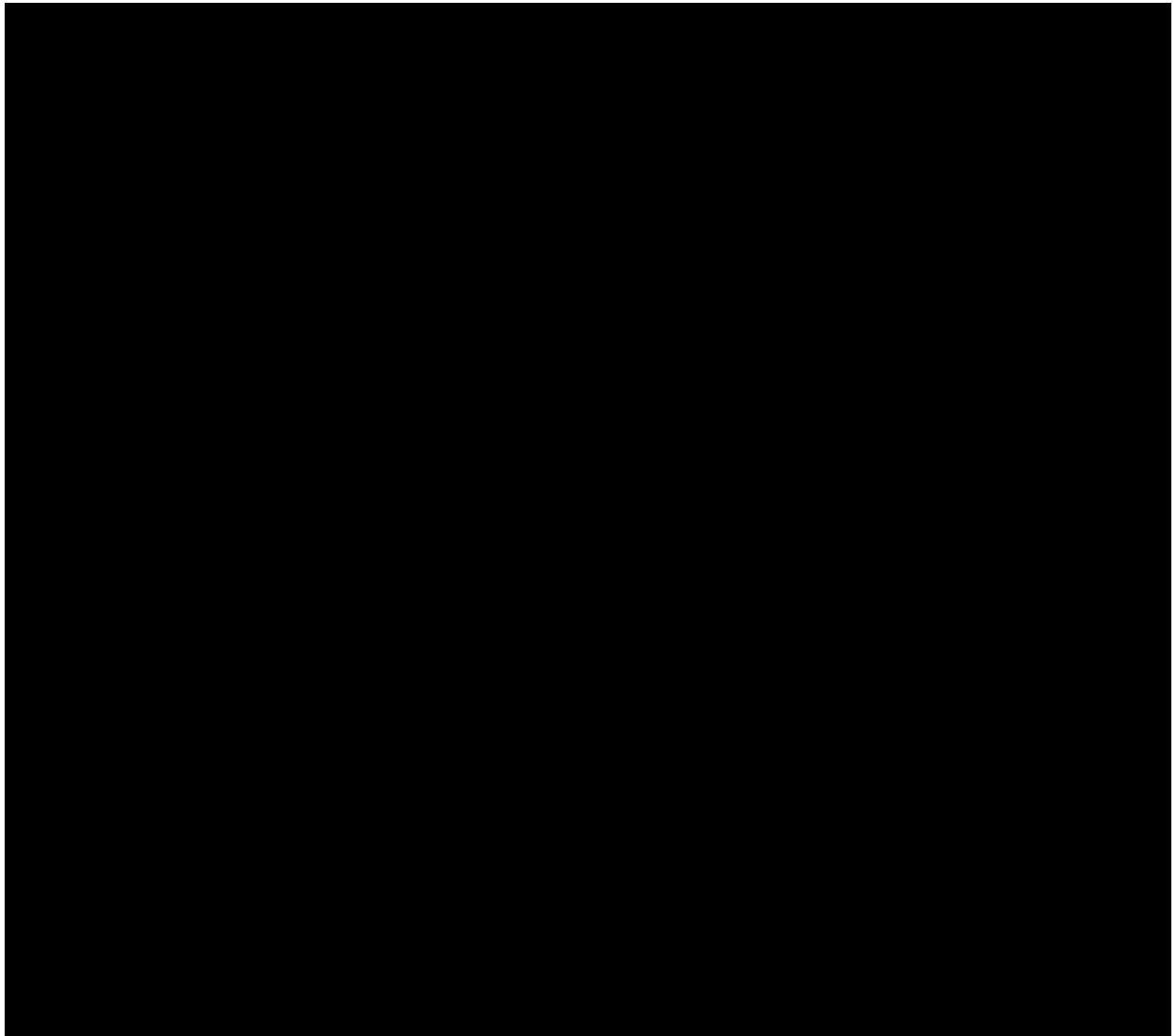
- Insert the Aging Out Chart (Chart 14). If the county does not have sufficient data to analyze trends, describe how the county plans to track this data in the future.



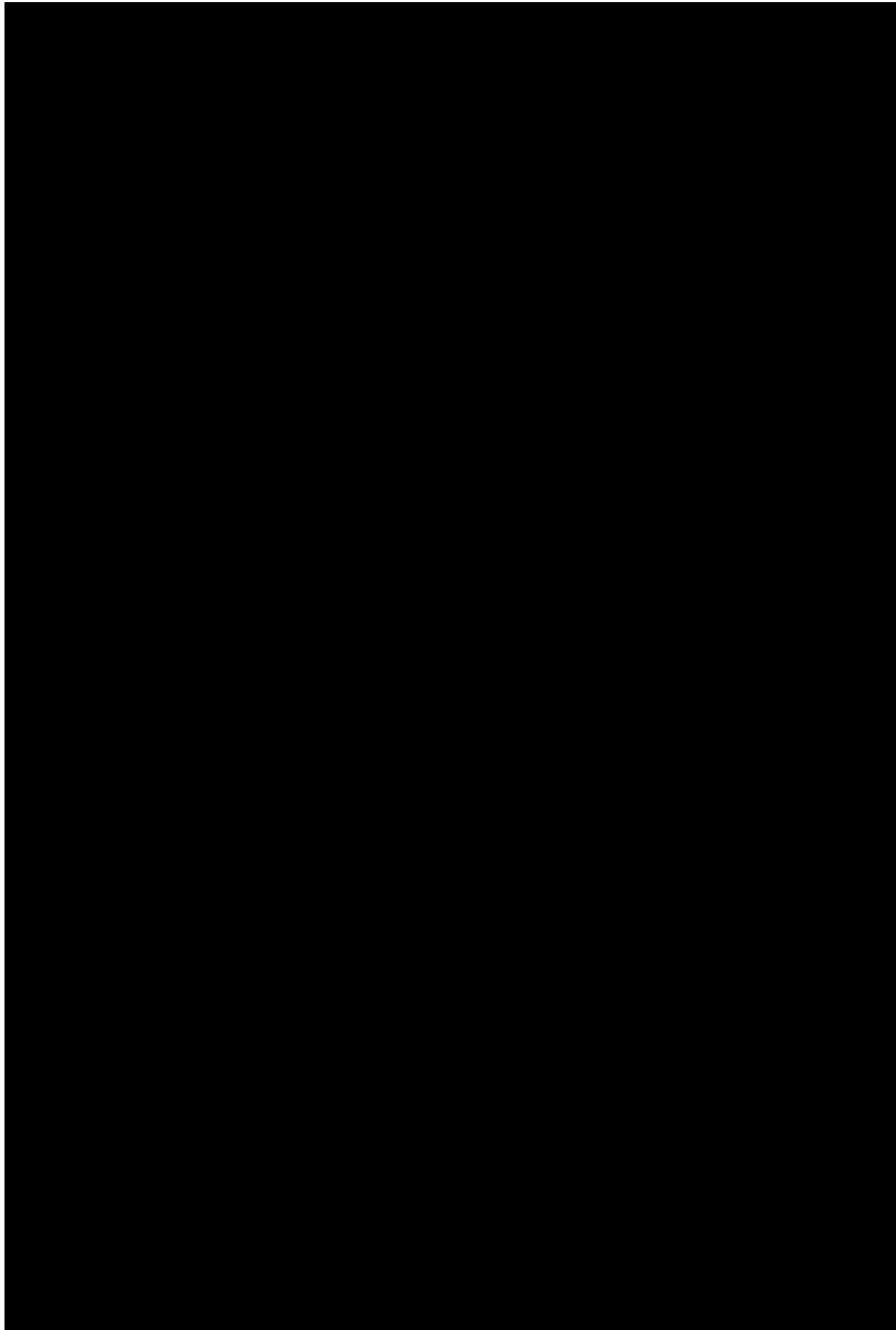
The agency will continue with their current practice of tracking the above information for the youth aging out of foster care. The data for this chart is extracted from the agency data file created specifically for the purposes of meeting the requirements of the National Youth in Transition Database (NYTD) mandate. Since the agency has utilized one coordinator to work solely on providing IL services to our youth, the agency has been more successful in providing youth with assistance in obtaining a permanent residence, having a source of income, and having a life connection.

3-2f. General Indicators

- ❑ Insert the complete table from the *General Indicators* tab. No narrative is required in this section.



NORTHUMBERLAND



Section 4: County Programs & Services

☞ 4-1: Children/Families not Accepted for Service

- ❑ How does the county determine a child/family is not accepted for service?

Agency workers complete a full assessment on a family when determining whether or not to accept the family for services. This assessment includes gathering as much information as possible while completing the most current risk and safety assessments available as required throughout the intake period. When areas of concern are identified, agency staff identify what services the family is currently receiving and they network families with additional services. At the end of the assessment period when deciding whether to accept or not accept a family for services, agency personnel look at the seriousness of the concerns, the risk to the safety and well-being of the children, the family's progress with services, the family's commitment level/cooperation, and the families openness to services. If the family is not agreeable to services, agency personnel take into consideration if services should be mandated through the court system.

☞ 4-2: New/Enhanced Programs

- ❑ Briefly explain requests for funding of new programs or enhancements to existing programs. The explanation must include why the county is seeking funding for the new/enhanced program and how it relates to needs identified in the county.

Although the agency requested and was granted a waiver to program fund Parent-to-Parent Connections, Inc. for FY 2009/10, the request was revoked due to county budget constraints. The agency is not seeking to request for program funds for 2010/11 or 2011/12.

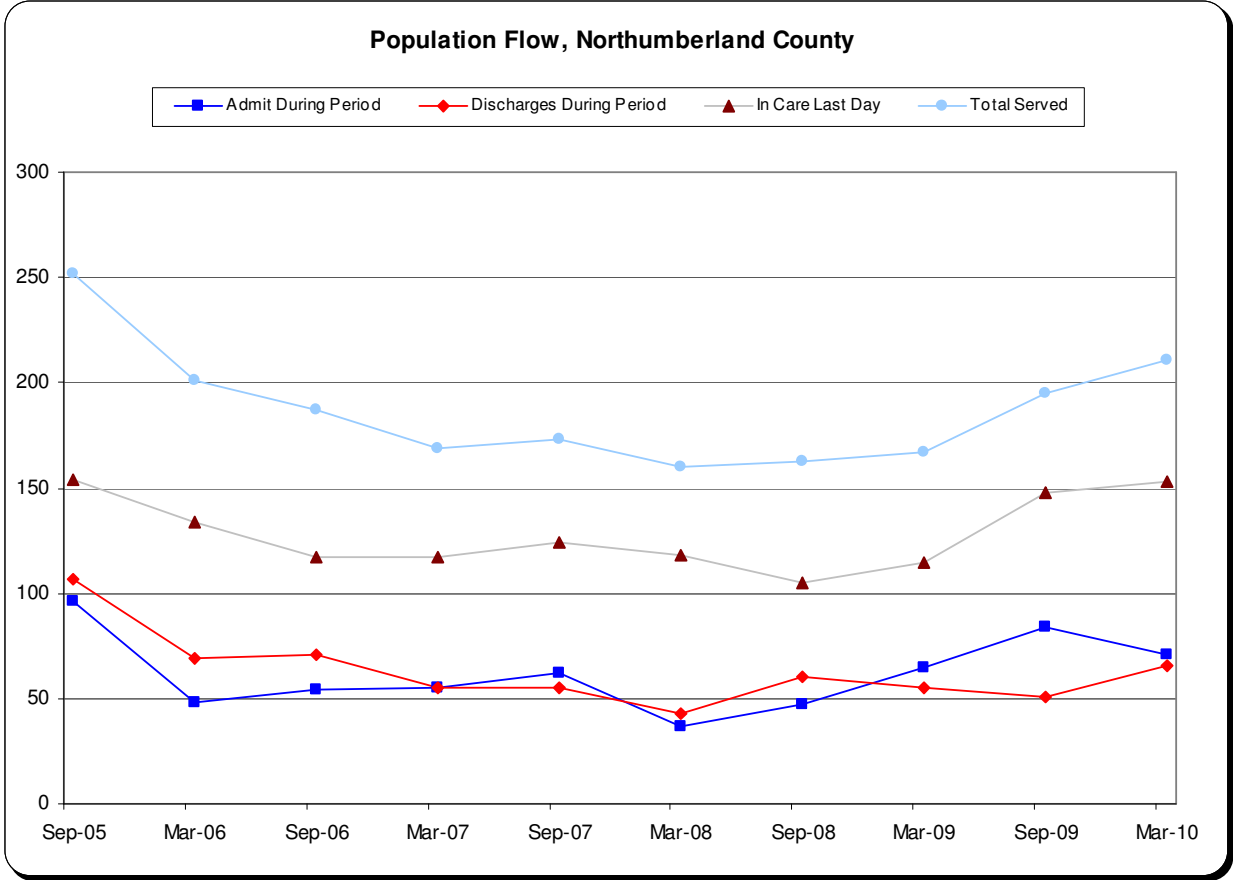
- ❑ In the specific budget adjustment forms for new initiatives or services, identify cost savings and reduced rates, and provide evidence that the new program is less expensive or more effective than the current service. N/A
- ❑ For enhanced programs, describe how the program is effective. N/A
- ❑ For enhanced programs, discuss the expected level of program improvement, and describe how the program will reduce costs or the rate of future cost increases. N/A

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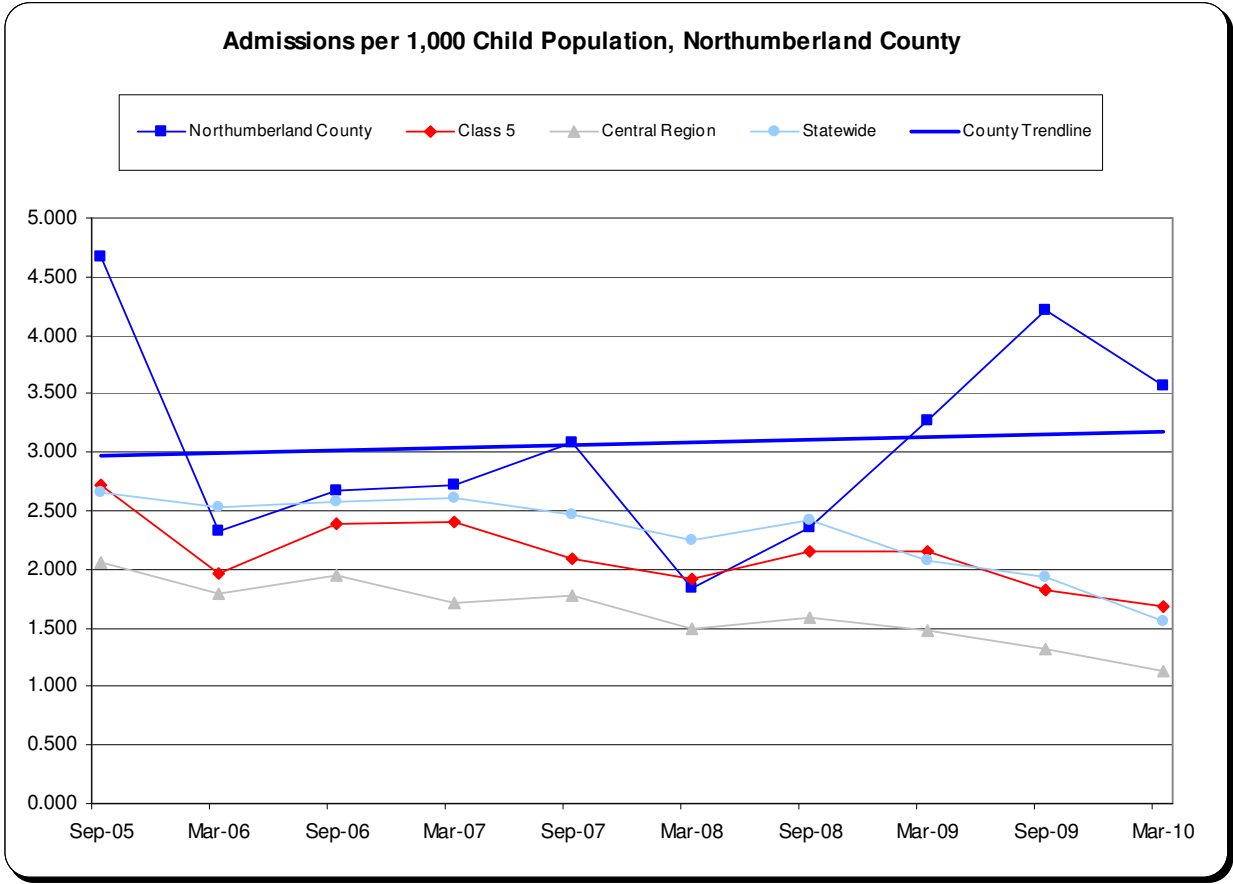
Section 5: Outcome Indicators

5-1a. Foster Care Population Flow (See HZA Data Package)

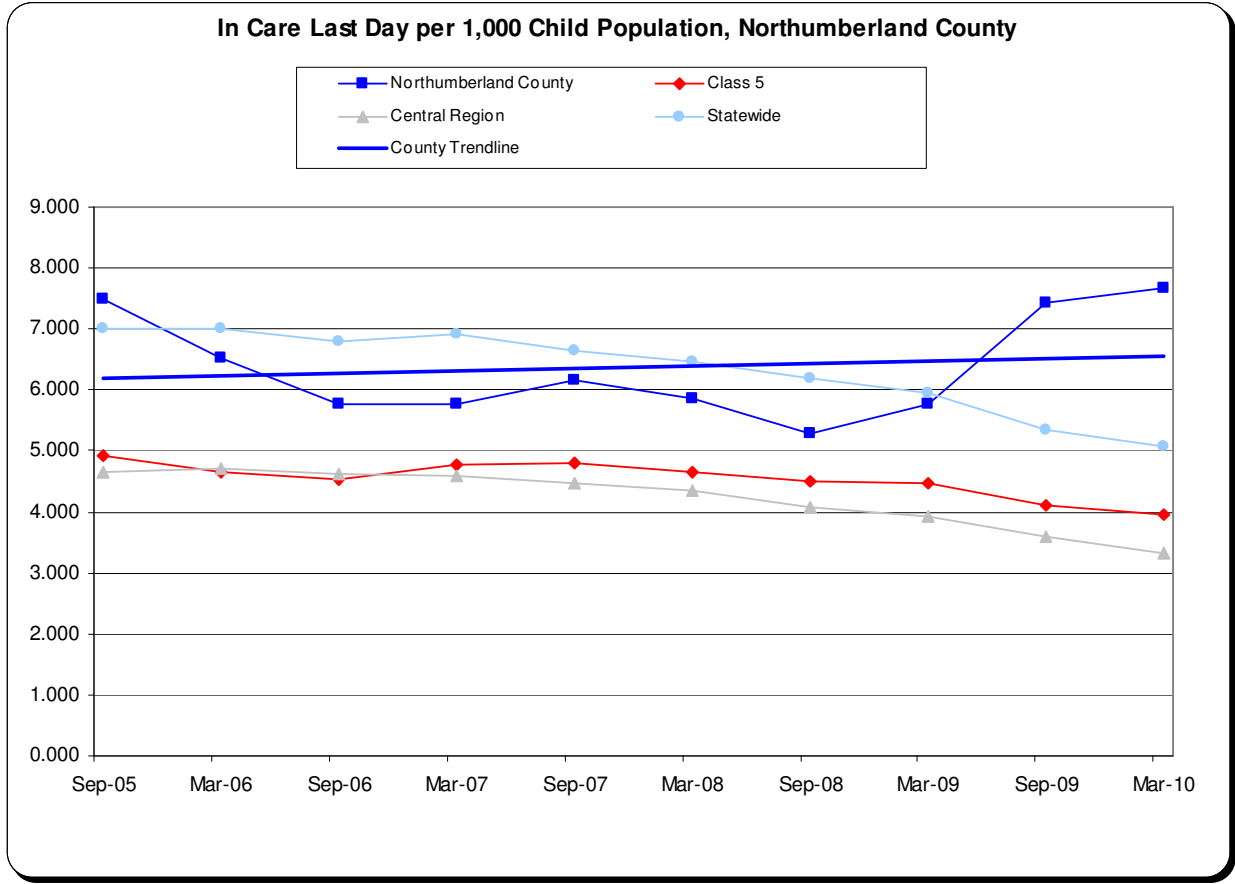
- On the following pages, paste up to three charts from the HZA data. Each chart should be pasted on a separate page.



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- ❑ Is the overall trend in the number of children being served or in care in the county different than that in the state as a whole? In counties of the same class?

Northumberland County's overall trend line is now increasing which was different than the trend line from last years Needs Based Plan and Budget. The number of children served in the county from September 30, 2005 to March 31, 2010 is higher than that of class 5 counties and the Central Region. In comparison with the state the county was lower from September 30, 2006 to September 30, 2008, but higher during all other time periods.

Similarly, the number of children in care in the county from September 30, 2005 to March 31, 2010 is higher than that of class 5 counties and the Central Region. In comparison with the state the county was lower from September 30, 2006 to March 31, 2009, but higher during all other time periods.

- ❑ Please describe what demographic factors, if any, have contributed to changes in the number of children being served or in care.

The county's highest number of children in care during FY 2009-2010 were birth to age 5 and the second highest age group of children in placement were ages 12-17. During this same time frame the number of females served in placement was 136 and the number of males was 115. No significant changes in race/ethnicity were noted, however factors influencing placement including substance abuse and lack of parental control/parent-child conflict continue to increase.

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- Please describe what changes in agency priorities or programs, if any, have contributed to changes in the number of children served or in care and/or the rate at which children are discharged from care.

The noted increase of children entering care is consistent with the increase of intake investigations and the number of families accepted for services. As mentioned earlier, limited funding of the county drug and alcohol office has had an impact on the timeliness of families served through evaluation, and in-patient stays was limited to one time.

The agency's use of Family Group Decision-Making Conferences and family engagement activities has resulted in an increased rate of children discharged from care. In addition, SOC activities and the use of kinship care has expedited the time children spend in care.

- Are there any demographic shifts which impact the proportions of children in care (for example, are younger children making up a larger proportion of admissions than in years past)?

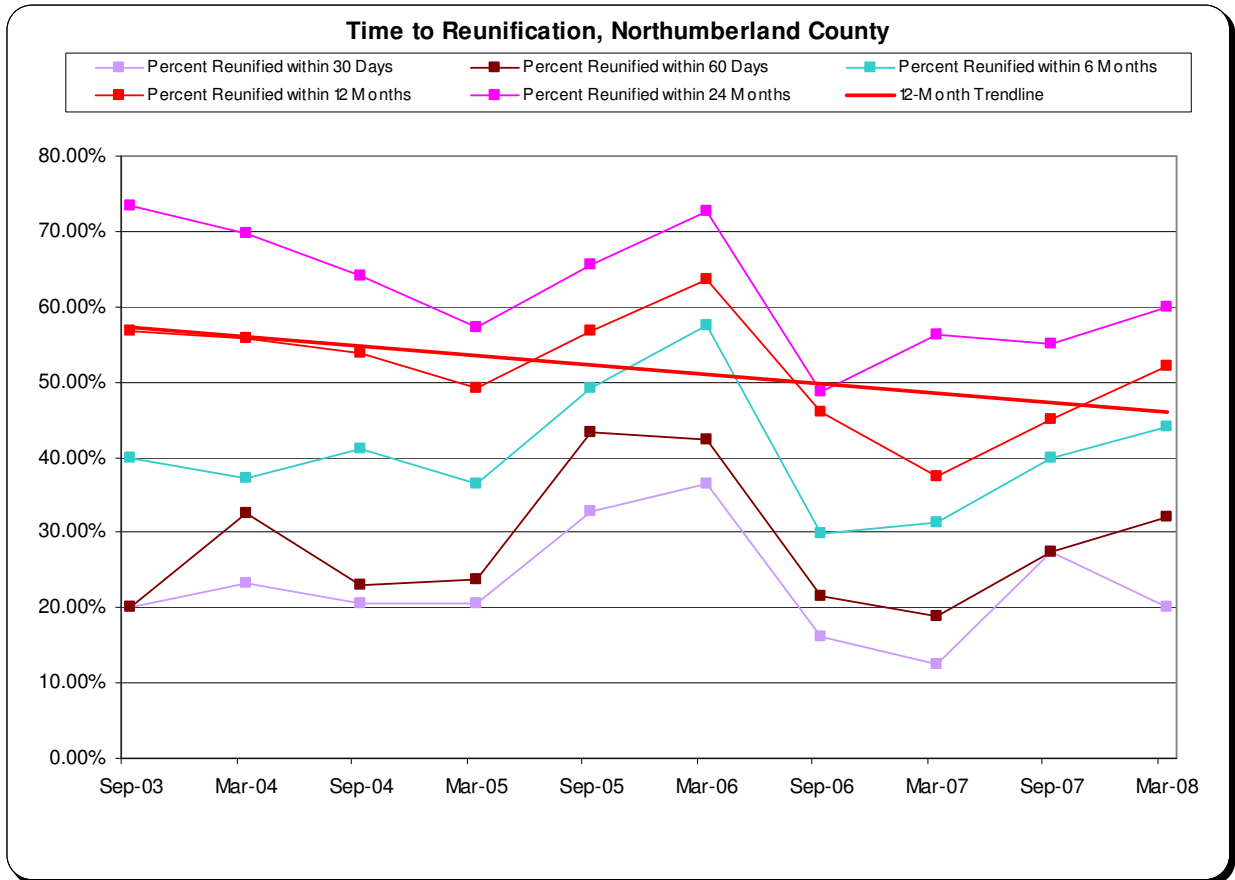
The county's highest number of children in care during FY 2009-2010 were birth to age 5 and the second highest age group of children in placement were ages 12-17. During this same time frame the number of females served in placement was 136 and the number of males was 115. No significant changes in race/ethnicity were noted. Nor were there any demographic shifts noted.

- How has the county adjusted staff ratios and/or resource allocations (both financial and staffing, including vacancies, hiring, turnover, etc.) in response to a change in the foster care population? Is the county's current resource allocation appropriate to address projected needs?

Staff in the Family Preservation and General Protective Services Units were adjusted in an attempt to serve the high number of cases being accepted from the intake units. Three intake units were funneling all the accepted cases into one GPS unit of five workers, who had difficulty meeting the growing demands of the families on their caseload often resulting in out of home placement. Due to the noted demands on the workers, the GPS unit was increased from five workers to eight workers; and the Family Preservation Unit was also changed from taking cases from all units in the agency to taking only high risk cases from intake in hopes of decreasing out of home placement. The county's current resource allocation is not appropriate to meet the current or projected needs of families and children served through the intake and on-going departments.

NORTHUMBERLAND

5-1b. Reunification Survival Analysis (See HZA Data Package)



- Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

The county's performance in each timeframe of reunification listed above has improved except in the area of reunification within 30 days. The county's trend line in this measure has declined over the years. An increased number of children are attaining permanency with kin or are adopted, ultimately decreasing the rate of reunification.

- If there are fewer reunifications within 12 months of the child's removal, what is happening to those children? Are they returning home later or eventually being discharged in some other way?

The county over the past several years has noted an increase in substance abuse by parents often resulting in out of home placement of the children. These placements have required more time for reunification due to the nature of addiction. Of the children that were not reunified, these children were adopted or placed with permanent legal guardians.

- Are children being reunified more quickly, or more slowly, than in past years? Does the timeliness of the reunifications reflect the changing needs of families in the county? Among children reunified in less than 30 days, were the services provided sufficiently to alleviate the

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concerns that led to the child's removal? What services could have prevented removal of children who were reunified within 30 days?

It appears that children are being reunified more slowly than in past years. As stated above, many children are coming into placement as a result of their parents' substance abuse issues. Many parents are in denial about their problem and are non-compliant with services or end up incarcerated due to related charges. Among the cases where children were reunified in less than 30 days, a majority of the children were placed via verbal orders often resulting in reunification at the shelter care hearing where the judge ordered Family Preservation Services. The county frequently utilizes the Family Preservation Unit in preventing removal and providing the more intensive services for children at high risk of removal.

- How does the county's data compare to other counties of the same county class size? To the statewide data?

When comparing the county with other fifth class counties regarding reunification within 30 days, the county was lower from 9/30/03 to 3/31/05, higher from 9/30/05 to 3/31/06, lower from 9/30/06 to 3/31/07, higher in 9/30/07 and lower in 3/31/08. Reunification rates within 60 days, the county was lower in 9/30/03, higher in 3/31/04, lower from 9/30/04 to 3/31/05, higher from 9/30/05 to 3/31/06, lower from 9/30/06 to 3/31/07, and higher from 9/30/07 to 3/31/08. Reunification within 6 months, the county was lower than the class from 9/30/03 to 3/31/05, higher from 9/30/05 to 3/31/06, lower from 9/30/06 to 3/31/07, and higher from 9/30/07 to 3/31/08. Reunification within 12 months, the county was lower than the class from 9/30/03 to 3/31/05, higher from 9/30/05 to 3/31/06, and lower from 9/30/06 to 3/31/08. Reunification within 24 months, the county was higher than the class from 9/30/03 to 3/31/04, lower from 9/30/04 to 9/30/05, higher in 3/31/06, and lower from 9/30/06 to 3/31/08.

When comparing the county with the state regarding reunification within 30 days, the county has been higher from 9/30/03 to 9/30/06 and again from 9/30/07 to 3/31/08. However, the county was lower than the state during the period of 3/31/07. Reunification rates within 60 days, the county is higher than the state from 9/30/03 to 3/31/04, lower in 9/30/04, higher from 3/31/05 to 3/31/06, lower from 9/30/06 to 3/31/07, and higher from 9/30/07 to 3/31/08. Reunification within 6 months, the county was higher than the state from 9/30/03 to 3/31/06, lower from 9/30/06 to 3/31/07, and higher from 9/30/07 to 3/31/08. Reunification within 12 months, the county was higher than the state from 9/30/03 to 3/31/06, lower from 9/30/06 to 9/30/07, and higher in 3/31/08. Reunification within 24 months, the county was higher than the state from 9/30/03 to 9/30/04, lower in 3/31/05, higher from 9/30/05 to 3/31/06, and lower from 9/30/06 to 3/31/08.

- If the county's performance exceeds comparable county and/or statewide performance, what policies or practices does the county believe have contributed to this result? What actions is the county taking to maintain or improve its performance?

Or

- If the county's performance lags behind comparable county and/or statewide performance, what factors does the county believe have contributed to this result? What actions is the county taking to improve its performance?

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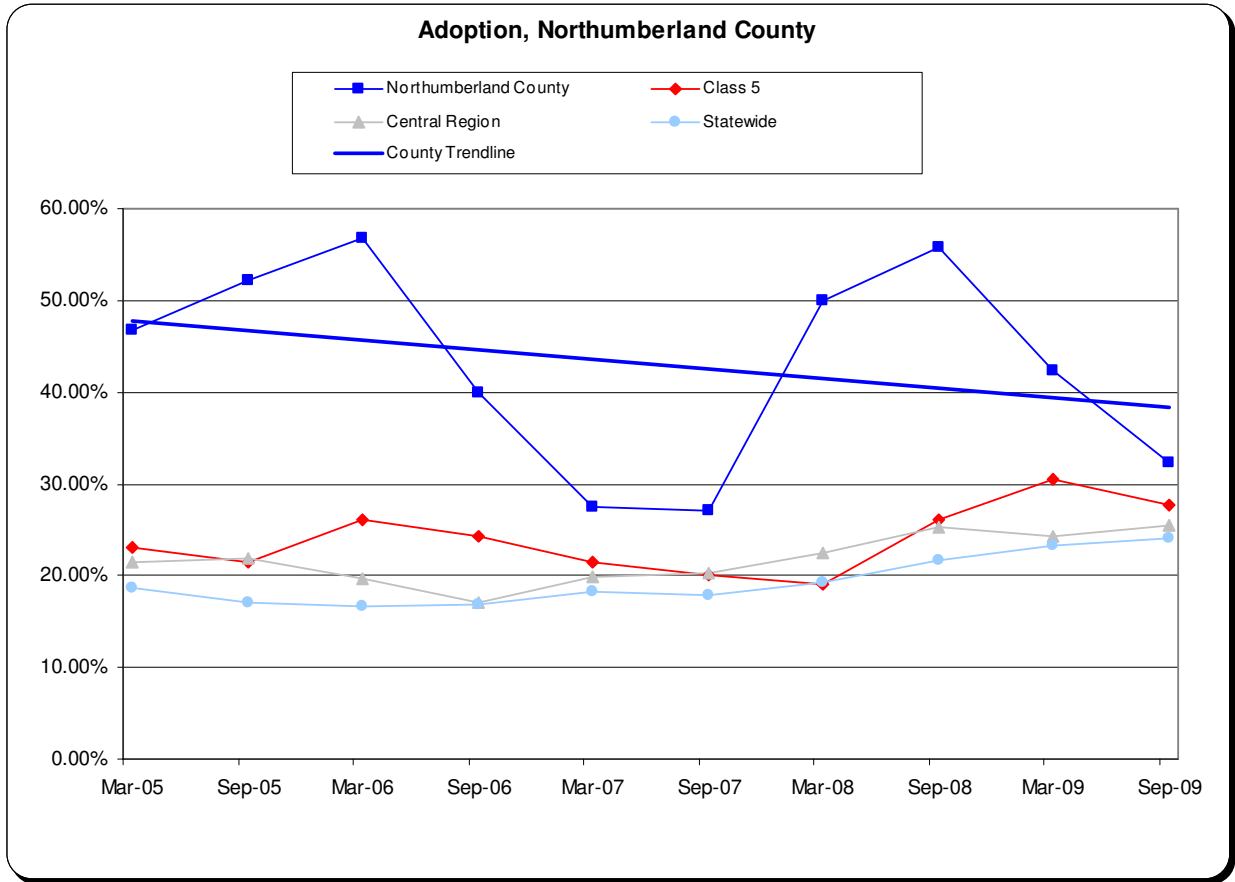
The county's performance has fluctuated over the years, both exceeding and lagging behind comparable county and statewide performance. The use of Family Group Decision-Making and the Family Preservation Program at the front end as well as throughout the life of the case affects the rate of reunification. As mentioned above, reunification is indicative of problems affecting families and children. One of the primary factors affecting timely reunification is the availability and funding for drug and alcohol services. These services have not been readily available for families due to the lack of funding as well as the parents denial for the need of services.

- ❑ Are there certain populations which are disproportionately represented in this measure? What actions is the county taking to address that population's needs?

No population is disproportionately represented in this measure.

NORTHUMBERLAND

5-1c. Adoption Rate, 17 Months
(See HZA Data Package)



- Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

Although Northumberland County's performance has declined over time, the county is still higher than other counties of the same class, statewide, and central region. Trends that have been identified relate specifically to the appeal of the termination often resulting in children awaiting finalization. With the increased need to move children to permanency faster the agency decided to focus the Adoption Unit on cases with the goal of adoption and eventually combined both the goal change hearing with the termination of parental rights hearing. The agency also was afforded the opportunity to work with a full time paralegal to assist in terminations and diligent searches. SWAN services were also utilized to the fullest extent, spending all of the money allocated to the agency. CASA volunteers that are ordered to work with adjudicated children has also had a positive impact regarding this measure.

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- ❑ Do current policies of the agency or courts serve affect the timeliness of adoptions? Do the delays tend to occur between removal and TPR, between TPR and pre-adoptive placement, or between pre-adoptive placement and finalization?

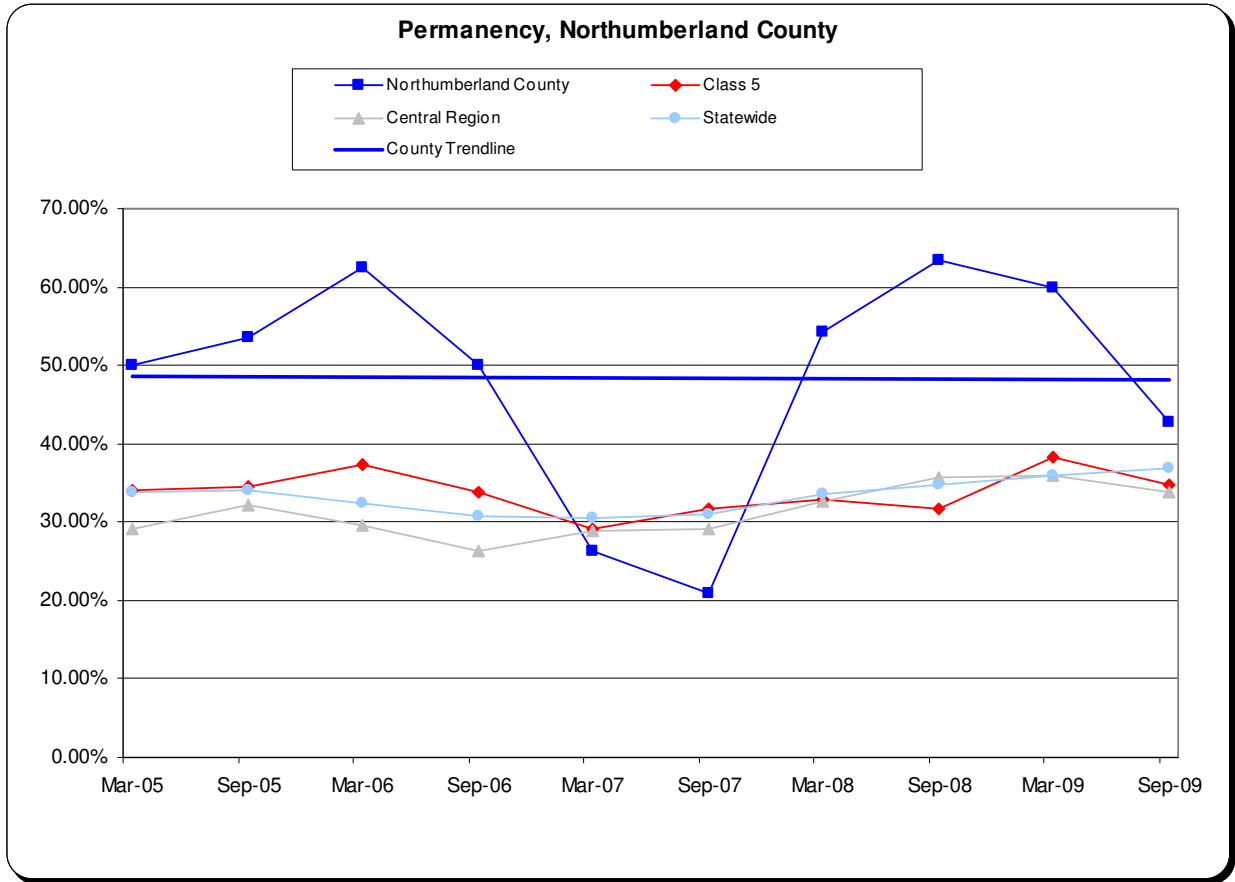
In combining the goal change and TPR hearings, timeliness of adoptions have improved and have resulted in a decrease of individual appeals on goal change and TPR to the state. The majority of delays typically occurred between removal and TPR as a result of families being afforded more time for reunification. Other delays were the result of appeals after goal changes and TPR hearings. In addition, the adoption unit has experienced a complete turn-over with new supervision and all case management staff.

- ❑ Which group of children represent the largest proportion/share of children for whom performance is below the national standard? What actions is the county taking to address that population's needs?

The county's performance exceeds the national standard from 3/31/05 through 9/30/09.

NORTHUMBERLAND

5-1d. Permanency, 24 Months
(See HZA Data Package)



- Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

The county's performance in this measure has fluctuated over time. The performance improved 9/30/03 (73.33%), declined from 3/31/04 (69.77%) to 3/31/05 (57.14%), improved from 9/30/05 (65.67%) to 3/31/06 (72.73%), declined in 9/30/06 (48.65%), improved in 3/31/07 (56.25%), declined 9/30/07 (55%), and improved 3/31/08 to (60%). The county's trend line has slightly declined over time. The practices that explain the decline in performance from March 06 to September 07 most likely occurred as a result of appeals on goal changes and TPRs, separately. This was prior to the change in combining the hearings. As of late there has been an increase of appeals resulting in longer lengths of stay before finalization can occur.

- Which group of children represent the largest proportion/share of children in care more than 24 months? What are the most frequent permanency goals for these children? What are the most frequent actual discharge destinations for these children?

The children in care more than 24 months were those children with a goal of adoption. The most frequent discharge destinations for these children are adoption or age out of the system with the assistance of the county Independent Living Program and Aftercare.

NORTHUMBERLAND

- What steps is the county taking to achieve permanency for these children? What are the barriers to achieving permanency?

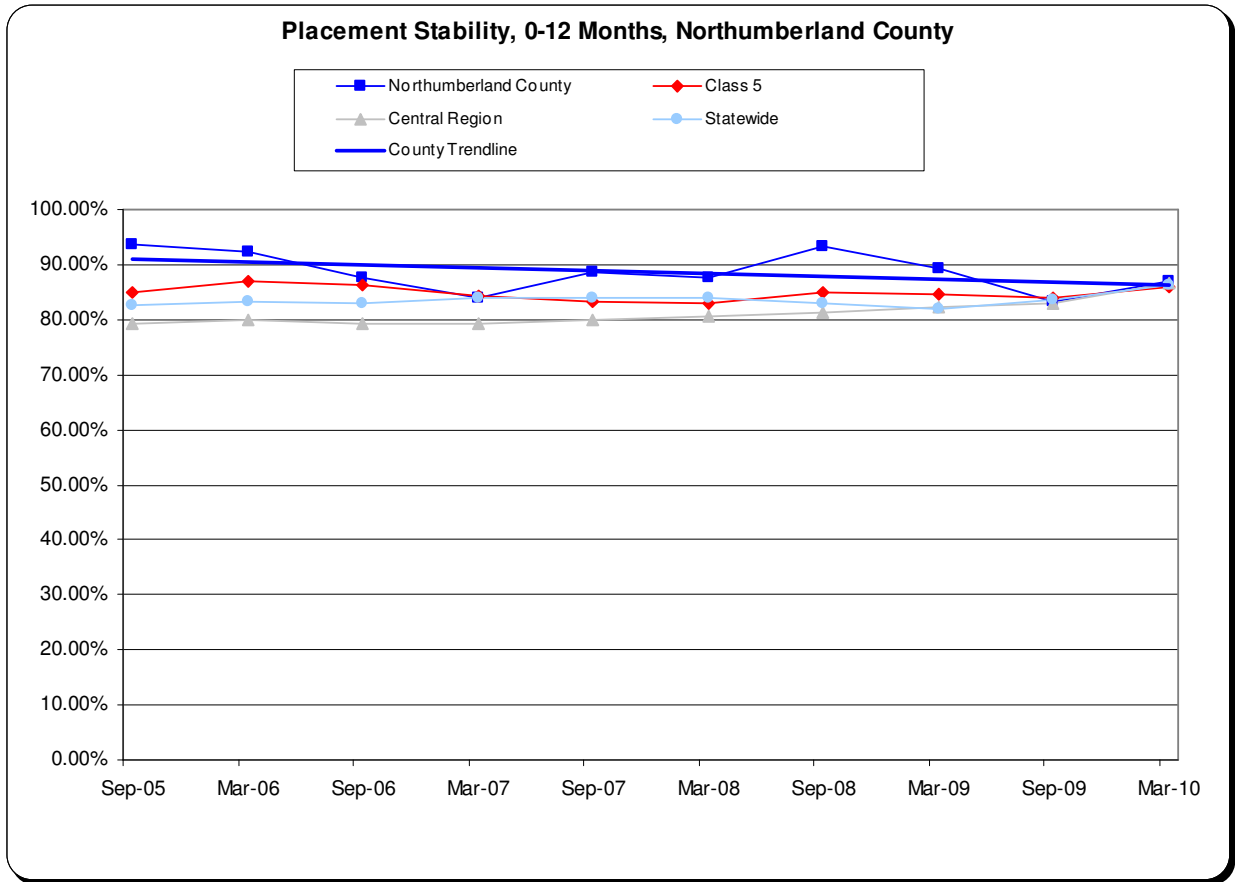
All children awaiting permanency are receiving SWAN services such as child specific recruitment, child preparation, and child profiles. Some are enrolled in the Older Children Initiative. The county utilizes Val's Kids, Heart Gallery, and attends all SWAN matching events.

Of the children awaiting permanency, many have experienced significant abuse and/or neglect resulting in severe mental health problems and/or behavioral problems (sexually acting out), some requiring residential treatment, while other children have refused adoption or SPLC.

During FY 2009-10 each adoption worker served 9 families and 11 children; and each foster care worker served 10 families and 20 children. Given the high rate of staff turn-over that occurred during FY 2009-10 and the training requirements for new workers, the more experienced workers needed to carry well above that average.

NORTHUMBERLAND

5-2a. Placement Stability, Less than 12 Months (CFSR Measure 4.1)
 (See HZA Data Package)



- Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

The county's performance has remained fairly steady with a slight decline over the time frames. The significant trends noted in the data involved children initially being placed in foster homes and then transferred into kinship homes which are later identified by the families. It should be noted that the agency policy is to place with kin at time of placement.

- How does the county's data compare to other counties of the same size? To the statewide data?

The county's performance compared to other counties of its size was better in all timeframes other than 3/31/07 and 9/30/09, which was only minimal.

The county exceeded the state in all timeframes but 9/30/09, which was also very minimal. The state was 83.62% and the county was 83.20%.

- If the county's performance exceeds comparable county and/or statewide performance, what policies or practices does the county believe have contributed to this result? What actions is the county taking to maintain or improve its performance?

NORTHUMBERLAND

The county attempts to find placements within the child's own community by utilizing kinship for placements. When kinship placements are not available the county tries to locate foster placements that meet the child's needs. The county's foster/kinship parents are trained regarding the importance of stability. Appropriate services are put into place to help the children maintain stability. Foster Parent Advocacy services tend to result in the building of the relationship between the biological parents and the foster parents, ultimately increasing stability. Foster/Adopt placements are utilized in an attempt to provide permanency and stability for children.

- ❑ When compared to class and state performance on each of the measures, at what point does placement stability tend to break down– the first, second, or third year? What is the county doing differently than the class, region, or rest of the state?

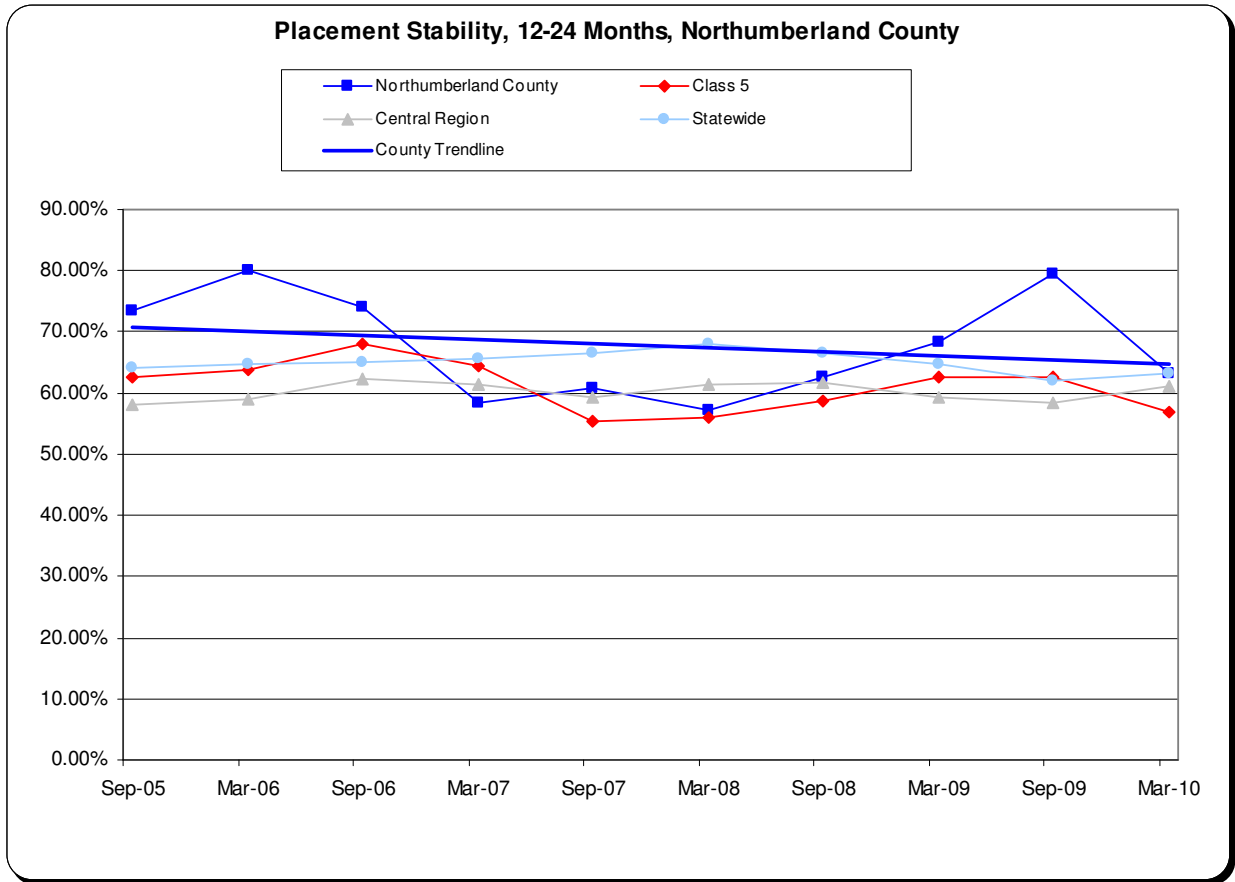
Placement stability tends to breakdown at any point after the first year. The county attempts to implement services as a support as well as utilizing FGDM at any point throughout the life of the case. The agency utilizes a family resource sheet to document family supports and resources from initial intake with the agency throughout the life of the case in the event out of home placement is necessary. All attempts are made to place children in a kinship home in an effort to provide stability for children. In order to provide as much stability as possible, if a child enters foster care and a kinship resource is identified, the identified family must become approved prior to a change in placement. This process is utilized to avoid the possibility of another move for the child if the home is not approved.

- ❑ Describe the relationship between actions taken in the first 24-72 hours of a child's removal and the on placement stability? How often does the child's first placement become the placement in which the child remains while in care? What steps is the county taking to increase that proportion?

The county makes all efforts to find a placement for the children that best suits their needs at the time of removal. The agency utilizes the foster parent coordinator to assist in locating a foster parent who can meet the child's needs. As much information as possible regarding the child is shared with the foster parent prior to the actual placement in an effort to assess the foster parents' ability to handle the child's special needs. Currently the agency is attempting to recruit more foster parents to meet the growing number of teens in placement. Each placement is staffed within 24 hours to discuss the appropriateness of the placement as well as discussions regarding potential kinship options. Approximately 75% of children remain in their first placement setting. Hopefully continued recruitment of foster homes will increase the percentage. The agency continues to utilize foster/adopt resource families for those children with a concurrent plan of adoption.

NORTHUMBERLAND

5-2b. Placement Stability, 12 to 24 Months (CFSR Measure 4.2)
 (See HZA Data Package)



- ❑ Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

The county's performance has remained fairly steady over the time frames. There are not any significant trends noted in the data.

- ❑ How does the county's data compare to other counties of the same size? To the statewide data?

The county's performance compared to other counties of its size was better in all timeframes other than 3/31/07, which was only minimal. The class was 64.41% and the county was 58.43%.

The county's performance compared to the state was higher from 9/30/05 to 3/31/07, and again from 3/31/09 to 3/31/10. The county's performance was lower than the state from 3/31/07 to 9/30/08.

- ❑ If the county's performance exceeds comparable county and/or statewide performance, what policies or practices does the county believe have contributed to this result? What actions is the county taking to maintain or improve its performance?

NORTHUMBERLAND

The county attempts to find placements within the child's own community by utilizing kinship for placements. When kinship placements are not available the county tries to locate foster placements that meet the child's needs. The county's foster/kinship parents are trained regarding the importance of stability. Appropriate services are put into place to help the children maintain stability. Foster Parent Advocacy services tend to result in the building of the relationship between the biological parents and the foster parents, increasing stability. Foster/Adopt placements are utilized in an attempt to provide permanency and stability for children.

- When compared to class and state performance on each of the measures, at what point does placement stability tend to break down– the first, second, or third year? What is the county doing differently than the class, region, or rest of the state?

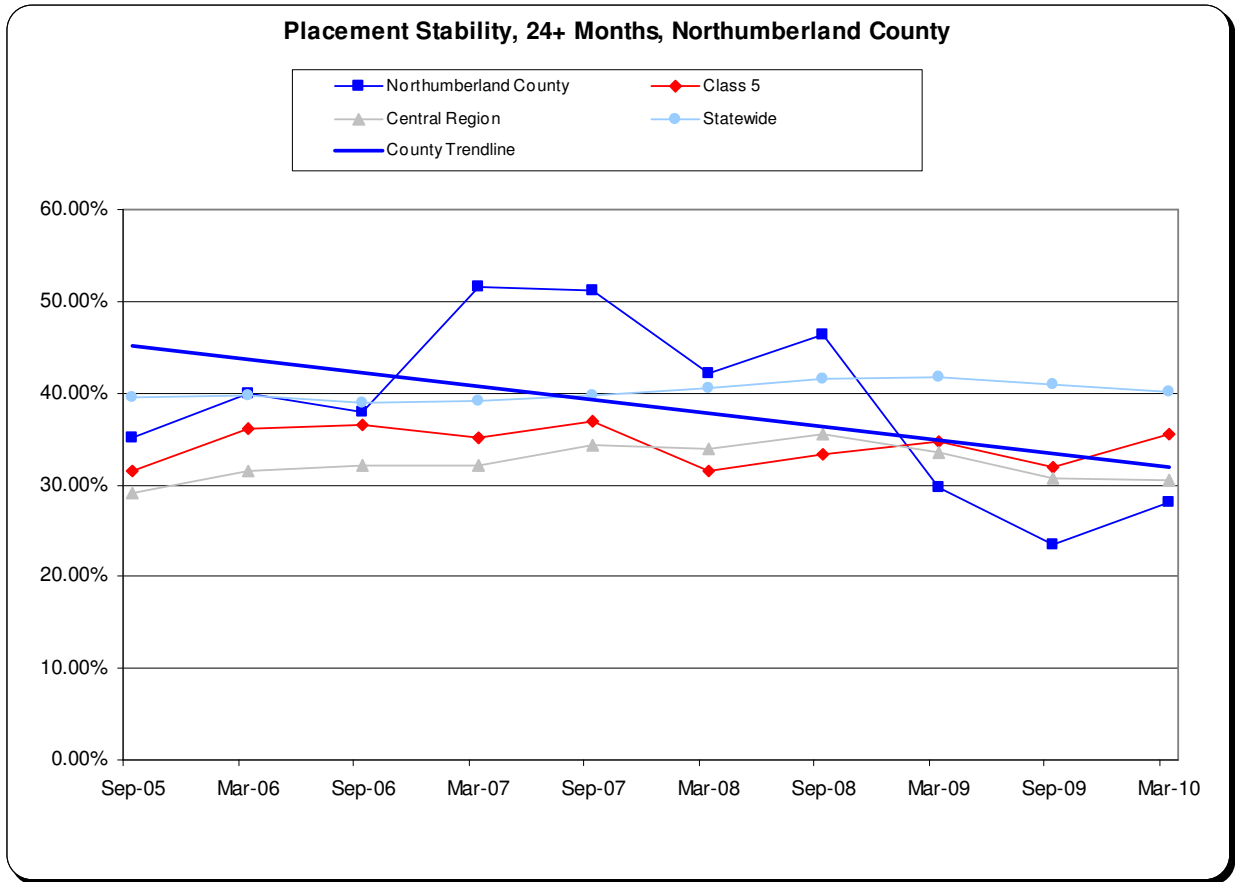
Placement stability tends to breakdown at any point after the first year. The county tries to implement services as a support as well as utilizing FGDM at any point throughout the life of the case. The agency utilizes a family resource sheet to document family supports and resources from initial intake with the agency throughout the life of the case in the event out of home placement is necessary. All attempts are made to place children in a kinship home in an effort to provide stability for children. In order to provide as much stability as possible, if a child enters foster care and a kinship resource is identified, the identified family must become approved prior to a change in placement. This process is utilized to avoid the possibility of another move for the child if the home is not approved.

- Describe the relationship between actions taken in the first 24-72 hours of a child's removal and the on placement stability? How often does the child's first placement become the placement in which the child remains while in care? What steps is the county taking to increase that proportion?

The county makes all efforts to find a placement for the children that best suits their needs at the time of removal. The agency utilizes the foster parent coordinator to assist in locating a foster parent who can meet the child's needs. As much information as possible regarding the child is shared with the foster parent prior to the actual placement in an effort to assess the foster parents' ability to handle the child's special needs. Currently the agency is attempting to recruit more foster parents to meet the growing number of teens in placement. Each placement is staffed within 24 hours to discuss the appropriateness of the placement as well as discussions regarding potential kinship options. Approximately 75% of children remain in their first placement setting. Hopefully continued recruitment of foster homes will increase the percentage. The agency continues to utilize foster/adopt resource families for those children with a concurrent plan of adoption.

NORTHUMBERLAND

5-2c. Placement Stability, More than 24 Months (CFSR Measure 4.3)
 (See HZA Data Package)



- Is the county's performance in each measure improving or declining over time? Please describe briefly any significant trends in the data. What policies or practices explain the trends?

The county's performance in this measure has declined over time. In reviewing the child specific data, it appears that child behaviors were the primary reason for placement instability.

- How does the county's data compare to other counties of the same size? To the statewide data?

The county's performance compared to other 5th class counties and the state was better in all timeframes other than 3/31/09 to 3/31/10.

- If the county's performance exceeds comparable county and/or statewide performance, what policies or practices does the county believe have contributed to this result? What actions is the county taking to maintain or improve its performance?

The county attempts to find placements within the child's own community by utilizing kinship for placements. When kinship placements are not available the county tries to locate foster placements that meet the child's specific needs. The county's foster/kinship parents are

NORTHUMBERLAND

trained regarding the importance of stability. Appropriate services are put into place to help the children maintain stability. Foster Parent Advocacy services tend to result in the building of the relationship between the biological parents and the foster parents resulting in an increase in stability. Foster/Adopt placements are utilized in an attempt to provide permanency and stability for children.

- ❑ If the county's performance lags behind comparable county and/or statewide performance, what factors does the county believe have contributed to this result? What actions is the county taking to improve its performance?

The agency's performance has shown a decrease in 24 month placement stability due to teen runaways and difficulty finding the most appropriate placement for children with serious behavioral health needs. In order to improve performance, the agency will continue to utilize Family Group Conferences and family engagement activities. In addition, Children and Youth Services will continue to participate in regional meetings to expand the array of contracted providers to better meet the needs of children.

- ❑ When compared to class and state performance on each of the measures, at what point does placement stability tend to break down— the first, second, or third year? What is the county doing differently than the class, region, or rest of the state?

Placement stability tends to breakdown at any point after the first year. The county tries to implement services as a support as well as utilizing FGDM at any point throughout the life of the case. The county has experienced a decrease in our foster homes over the past several years as well as an increase in children requiring extensive mental health treatment often resulting in a lack of stability. The agency attempts to utilize least restrictive services prior to residential treatment which tends to result in multiple moves for the child from traditional foster care placement to therapeutic placements and then residential placement.

- ❑ Describe the relationship between actions taken in the first 24-72 hours of a child's removal and the on placement stability? How often does the child's first placement become the placement in which the child remains while in care? What steps is the county taking to increase that proportion?

The county makes all efforts to find a placement for the children that best suits their needs at the time of removal. The agency utilizes the foster parent coordinator to assist in located a foster parent who can meet the child's needs. As much information as possible regarding the child is shared with the foster parent prior to the actual placement in an effort to assess the foster parents' ability to handle the child's special needs. Currently the agency is attempting to recruit more foster parents to meet the growing number of teens in placement. Each placement is staffed within 24 hours to discuss the appropriateness of the placement as well as discussions regarding potential kinship options. Approximately 75% of children remain in their first placement setting. Hopefully continued recruitment of foster homes will increase the percentage.

NORTHUMBERLAND

➤ 5-3a. Prevention Services

- Briefly describe prevention programs, including services to be provided and what will be prevented (i.e., child abuse, child neglect, truancy, delinquency).

Prevention Services – Dependent (provided by CYS)

- Family Group Decision Making Conferences provide an opportunity for families to come together to develop a plan to resolve concerns by identifying and utilizing their own resources. Conferences are utilized to prevent child abuse, child neglect, truancy, delinquency, and out of home placement. Conferences are available to families prior to acceptance for service or anytime after that point.
- Parental Truancy Awareness Program (PTAP) is offered to families struggling with truancy helping to reduce drop-out rate. Families are referred to the program by their local school district after a child has 3 unexcused absences. The two-part program addresses issues of truancy and school dropout by waiving fees for truancy fines issued by the magistrate if the family agrees to attend the program. Education is provided to parents and students on the laws regarding compulsory school attendance, their schools district's attendance policy, factors contributing to truancy, the risks of truancy, and community supports available to help them overcome barriers to regular school attendance. School attendance is monitored 30 and 60 days after program completion and at the end of the academic year. Full intake assessments are completed on the family when attendance shows little or no improvement at any point after a family has attended the PTAP program.
- Help Eliminate Lice Program (H.E.L.P.) provides education and hands-on assistance to resolve issues with lice resulting in decreased truancy and child neglect allegations.
- Family Center offers education and support classes to prevent child abuse, child neglect, and out of home placement. Transportation and on-site child care is available to assist families enrolled in a class. Family Center offers parent education classes to help families address safety and systemic issues as well as groups for children/teens as determined by need. Information is delivered through the use of outcomes based curriculums as well as informal support groups. Classes are tailored to meet the needs of families through a formal intake that identifies needs and through the use of the Adult-Adolescent Parenting Inventory (AAPI) that provides an index of risk behaviors attributable to child abuse and neglect.
- Watchful Shepherd Program is a national non-profit family abuse prevention program that enables children and victims of domestic violence to protect themselves from abuse and neglect in the home. The agency utilizes the program for numerous familial issues such as substance abuse, sexual abuse, relative placement for safety reasons, and medical problems as well as domestic violence. Families are identified through the agency, the court, school district, or any other system that comes in contact with a child. Children are provided a bracelet that can send an alert to the National Watchful Shepherd Center. Local law enforcement and Children and Youth respond to all unit activations.
- Family Preservation Program is utilized to prevent child abuse, neglect, and out of home placement. The program is offered to families struggling with immediate and serious

NORTHUMBERLAND

concerns related to child safety. Families are provided with intensive, time limited, in-home services tailored to meet individual needs.

- Family Resource Work is utilized in the family home to provide parenting education, housekeeping, budgeting, and transportation. The service is designed to prevent child abuse and neglect.
- Resource Parent Advocacy Services are used for families with children in the home as a means to prevent out of home placement. Resource parents work hands-on with the parents in their home, at the family center, or in the resource parent home. In addition they provide much needed respite for families.

Prevention Services – Delinquent and Dependent (provided by JPO)

- Court and community-based services utilized by Northumberland County Juvenile Court Services to divert youth from formal court action include: Community Service Program, Restitution Accountability Program, Victim Awareness Groups, Family Center, mental health and drug and alcohol counseling, Parental Truancy Awareness Program (PTAP), Homekeepers Program, Weekend Outward Bound Programs, Alternative Education and Day Treatment Programs, Electronic Monitoring Program, Family Group Decision Making (FGDM), Sex Offender Counseling, and Multi-Systemic Therapy (MST).
- The Northumberland County Juvenile Court Services in conjunction with the Court has developed the First-Time Offender's Program (FOP) which targets first-time, non-violent misdemeanor offenses and non-violent felony crimes. The purpose of the program is to promote balanced and restorative justice principles, focus on personal responsibility, restitution to victims and accountability to their community.

The program will take between four to six months for offenders to complete. The program will help decrease the caseload size for probation officers. Of the 1,100 cases referred to juvenile court each year, roughly 600 will fall within the first-time offender category. The Court believes that the program will prove cost-effective to the county in that it will minimize the use of judicial and prosecutorial resources while preserving public safety. One of the aims of the program is to allow for more supervisory time to be spent on serious juvenile crime.

If the program is completed successfully, the juvenile's record will be expunged, which is something that will benefit the juvenile, as they grow older. The program is similar to the ARD (Accelerated Rehabilitative Disposition) program for the adult system. If the juvenile, while participating in the program, does not abide to the program guidelines, the juvenile will then revert to the agency's supervision system.

- The Northumberland County Juvenile Court Alternative Education and Day Treatment Program has partnered with the Pennsylvania Academic & Career/Technology Training (PACTT) Alliance to bring employability and soft skill competencies to the youth participating in the program. The PACTT is designed to provide guidance and uniformity to the work ready training programs provided to delinquent youth in the community. Upon completion, each youth is provided with a competency sheet, which includes a list a skills obtained from the program, to be included with their portfolio. The program is designed to make each participant more attractive to potential employer's in the community.

NORTHUMBERLAND

5-3b. Previously Introduced Outcomes

- For each outcome introduced by the county in past budgets, describe the activities, programs, or services implemented in order to achieve the outcome and results.

The agency is focusing on only current outcome indicators required by the NBPB process.

- Describe whether the county will continue its efforts to improve outcomes, or if the county has analyzed needs and chosen to address different outcomes.

No new outcomes identified.

- Discuss whether the outcome has been achieved, and reasons for that status. Provide specifics on the activities, programs, or services that affect the targeted outcome (county provided and/or purchased). N/A
- For continuing or newly targeted outcomes for FY 2009-10: N/A
 - Identify specific activities [planned] and services to improve the outcomes.
 - Provide timeframes for measured improvement.
 - Describe the process for data collection/measurement.

5-4a. Family Engagement in Case Planning

- Assess performance to determine if improvement in this area is needed in the county, describe previous efforts which the county believes have had a positive impact, and any new initiatives to improve this area.

The agency strongly believes that parent and child involvement in case planning is essential to success. All family members are invited to participate in the development of Family Service Plans, Service Plan Reviews, and Child Permanency Plans. The agency has been very successful in utilizing Family Group Decision-Making to engage family members in case planning. No new initiatives implemented.

5-4b. Youth Involvement in Case Planning

- Assess performance to determine if improvement in this area is needed in the county, describe previous efforts which the county believes have had a positive impact, and any new initiatives to improve this area.

The agency continues to employ one caseworker who is entirely dedicated to working with youth enrolled in the Independent Living Program. The agency's IL coordinator involves youth in all aspects of their case. The agency continues to feel that having youth involvement is important to the success of the youth's plan. The agency has experienced that youth take ownership and accountability of their plan when they are actively involved. No new initiatives implemented.

5-4c. Transition Planning & Preparation

- Assess performance to determine if improvement in this area is needed in the county, describe previous efforts which the county believes have had a positive impact, and any new initiatives to improve this area.

The Transition Plan is very effective in assisting youth in transitioning to independent living. The fact that it is made part of the CPP ensures that all agency workers recognize the requirement of plan completion within 90 days of discharge. The Transition Plan includes all of the required elements that must be addressed prior to discharge to ensure the best possible outcome for successful transitioning. The youth's Transition Plan is presented to the Court during the Permanency Review Hearing for the Judge to review and made part of the court order.

5-4d. Implementation of Concurrent Planning

- Assess performance to determine if improvement in this area is needed in the county, describe previous efforts which the county believes have had a positive impact, and any new initiatives to improve this area.

The agency will attempt to improve its efforts through continued involvement in the AOPC Roundtable initiatives with the County Juvenile Court Judge. We hope these efforts will assist in coordinating consistency between the agency and the judge regarding concurrent planning.

Caseworkers continue to inform parents at the time of placement about ASFA and have open discussions with families regarding a concurrent plan that is identified in the CPP should reunification not occur. As stated above, the agency needs to document the efforts made by caseworkers and supervisors.

The agency also conducts monthly permanency team meetings to discuss case goals and plans. The current caseworker and supervisor along with any staff who may have had involvement with the case are in attendance to discuss what is happening with the case. Input from the agency's paralegal is also utilized as well to determine options for the case.

NORTHUMBERLAND

Section 6: Administration

6-1b. Employee Benefit Detail

- ❑ Submit a detailed description of the county's employee benefit package for FY 2011-12. Include a description of each benefit included in the package and the methodology for calculating benefit costs.

Northumberland County's benefit package includes retirement, FICA, unemployment taxes, workman's compensation, medical insurance, dental insurance, vision insurance, prescription coverage insurance and life insurance.

The retirement is now 13.167% of total salary cost and FICA taxes are at 7.65% of the total salary cost. The unemployment compensation rate is currently at 7.92% of the first \$ 8,000 per employee; however, this is calculated at 89 employees due to our high turnover rate. All medical benefits are calculated per individual (including coverage of family) at the actual cost to the county for the plan. Medical insurance consists of Health America with a separate HRA account to cover the deductible. Life is a flat fee of \$40.80 per employee per year. Estimated benefit costs for FY 2010/11 total \$ 1,244,028 which is approximately 52% of salary cost.

6-1d. Organizational Changes

- ❑ Note any changes to the county's organizational chart.

The agency has seen a decrease of two certified positions on the complement since last year's NBPB submission. They include one Casework Supervisor and one Caseworker. The need to reduce the county budget has resulted in the following organizational changes: Human, Senior, and Social Services Director position has been eliminated; Children and Youth combined the duties of supervisory staff by having Family Group Decision-Making and Family Center Services under one supervisor instead of two.

6-1e. Staff Evaluations

- ❑ Describe the method for evaluating staff effectiveness.
 - The county evaluates the agency's effectiveness of staff on an on-going basis through the application of System of Care (SOC) Principles and the incorporation of those principles on Employee Performance Evaluations.
 - Case file reviews were conducted in 2006 and 2008 for the National SOC Evaluation to document the impact of planning; collaborative activities; policy, practice, and procedures; case management; service delivery; and outcomes for children and families. A total of 73 files were reviewed.
 - Surveys are administered after each Family Group Decision-Making Conference to measure satisfaction and involvement with the process. Families are again surveyed 6 months after the conference to measure plan success and outcomes. Results are evaluated by University of Pittsburgh.
 - AFCARS data is reviewed on a quarterly basis to assess placement trends.
 - CY-28 data is gathered on a quarterly basis to evaluate the number of families and children served by the intake, in home, and placement units.
 - Each unit supervisor conducts monthly caseload reviews with staff to assess the appropriateness of services being offered to families.

NORTHUMBERLAND

- Each unit supervisor gathers data regarding case flow, involvement in court proceedings, and any other pertinent information on a monthly basis.
- Each unit supervisor conducts random quality assurance calls as needed.
- Title I-VE Random Moment in Time Studies are conducted on daily basis.
- Department Directors and Supervisors meet on a daily basis to assess effectiveness of on-call services, out of home placements, and difficult cases.

6-1f. Contract Monitoring & Evaluation

- Note the employee/unit which oversees county contracts. Describe the evaluation process.

Contracts are overseen by the Fiscal Department. The fiscal staff attends regional meetings. Providers complete documents and electronically submit them to the State website. Contracts are reviewed for provider staff rosters, rates, expenditures and licenses, etc. Completed information is forwarded to the regional leads. When approved they are then forwarded to the State. The State will post accepted contracts on the State website. Information is obtained from the State website and contracts are then completed by the fiscal staff and are on file in Children and Youth Agency. Outcomes are evaluated on a regular basis by the Administrator, department directors, and supervisors.

6-1g. Largest Providers Contract Review

Review the Schedule of Existing Purchased Services and identify the four largest providers (regardless of whether it is a CCYA or JPO provider) as follows:

- Two largest providers of In-Home Services. Include contact information.

Provider Name	Provider Address & Phone	Provider Contact Name	# of Children Served FY 2009-10	Total \$ Amount of Services
1: PATH – PA Treatment & Healing	5972 Susquehanna Trail Turbotville, PA 17772 570-649-6855	Joshua Weisen	18	\$93,061.25
2: Northumberland County CLANCY	314 N. Second St. Sunbury, PA 17801 570-495-2305	Marc Weir	10	\$61,110.72

- Largest provider of Community Based Placement services. Include contact information.

Provider Name	Provider Address & Phone	Provider Contact Name	# of Children Served FY 2009-10	Total \$ Amount of Services
1: CONCERN	One West Main St. Fleetwood, PA 19522 610-944-0445	Glenn Hillegass	24	\$188,738.00

NORTHUMBERLAND

- The largest provider of Institutional Placement services (excluding Youth Development Center and Juvenile Detention Center placements) . Include contact information.

Provider Name	Provider Address & Phone	Provider Contact Name	# of Children Served FY 2009-10	Total \$ Amount of Services
1:Susquehanna House	8664 Route 220 South Highway Linden, PA 17744 570-398-3607	Holly Smeltzer	6	\$79, 831.00

- Briefly summarize the services provided by these entities, the expected outcomes of those services, and how provider performance is monitored.

In-Home Service Providers:

PATH day treatment services are focused on providing behavioral health treatment to “at-risk” delinquent and dependent youth. Expected outcomes associated with this in-home service are to increase child safety so they can be safely maintained in their homes whenever possible and appropriate and to increase child well-being by enhancing families’ capacity to provide for their children’s needs. Performance is monitored by the staff through direct observation and on site visits to the treatment center during treatment hours, quality assurance checklists designed to measure the utilization and quality of treatment, assured compliance with the methods of *PATH*’s relationship-based CBT model of therapy and behavior management system, and follow up letters sent to clients and parents regarding how the client is doing after treatment has been completed.

CLANCY Day Treatment Program provides treatment for delinquent and dependent youth from Northumberland County, ages 14 to 18, involved with Juvenile Court, Children and Youth, and Mental Health Services. The program is in existence to help young men and women look at themselves in a positive light and develop goals that will help them be successful and productive in life. The Day Treatment Program is a unique and stimulating environment for accomplishing the goals of the individual. Participants in this program will learn appropriate social interaction skills through the utilization of meaningful structured activities. Their means of communication will be enhanced by the overall atmosphere of cooperation. Their personal resources will be tapped into by the exploration of interests and the development of hobbies. The participants’ potential will also begin to be realized through the step by step achievement of their goals, set by themselves at the onset of participation in the program. There are no failures in this program, only improvement of the mind educationally, the attitudes positively, and the behavior motivationally.

Goals of the program include: develop appropriate social interaction skills; enhance communication skills; develop appropriate leisure time activities and hobbies; improve interpersonal relations with peers; develop appropriate working relations with authority figures; increase environmental and career knowledge; increase ability to accept, cope, and adjust in a responsible manner; increase their ability to make appropriate choices and

NORTHUMBERLAND

decisions; become aware of self worth and identity; develop a more physically fit body through weight training and other physical conditioning; and increase self esteem through involvement in a variety of activities designed to realize inherent strengths and abilities.

Performance is monitored through the following means directly by the staff of our treatment program and reported to the referring agency. The program will be evaluated through the following means: the number of positive and negative terminations from the program; the number of youth who recidivate at six months and one year from discharge; the number of youth who received graduated sanctions resulting in out of home placement; the number of youth still in an educational setting at six months and one year from discharge; and the number of youth who successfully complete supervision and her released from services.

Community Based Provider:

CONCERN Professional Services for Children, Youth, and Families provides Treatment Foster Care for children ages 0-18; Intermediate Foster Care for children ages 0-18; Traditional Foster Care for children ages 0-18; and Foster Care for Children with Disabilities. Expected outcomes of the services include the improvement of permanency for children by providing stability in their living situations, increase capacity for families to provide for their children's needs, and improved mental/behavioral health needs of the child. Performance is monitored through collaborative intake, monthly contact by agency staff with the child and foster parent in the foster home, and review of safety and home checks completed by the provider case manager.

Institutional Provider:

Susquehanna House, Inc. provides therapeutic services to both boys and girls who are between 10 and 18 years of age. Over the years the Agency's focus has been on providing specialized behavioral health treatment to "at-risk" delinquent and dependent youth. A potential client could be experiencing problematic behaviors which may include, but are not limited to, the following: Having been diagnosed with one or more mental health disorders; significant parent-child conflict; lacking a supportive family structure; poor social skills; low self-esteem/suicidal ideation; having committed multiple delinquent offenses; needing an intensely structured placement in a community setting; having committed repeated acts of violence; poor communication skills; exhibiting a high risk of being removed from natural/foster family without the program structure; displaying disrespect towards authority; substance abuse related problems; lacking refusal skills; truancy and/or poor educational skills; and high incidents of running away.

The program's main objective is to provide a variety of therapeutic approaches (individual, group, family, etc.), along with life skills, community service, and family intervention focused on restoring and reconciling broken family relationships. The program offers a cost effective intervention for youth who are considered by the agencies to be "at risk" in the community. The program also provides aftercare for youth who are removed from costly institutional placements and returned to their homes and community. Aftercare minimizes reentry problems for youth attempting to readjust to home life when returning from institutional life.

Specific goals of the Susquehanna House, Inc. Program include restoring and reconciling broken family relationships; identifying and treating the root causes of the youth's dysfunctional behavior; preparing youth to become responsible, productive members of the

NORTHUMBERLAND

community where they reside; and providing a variety of positive opportunities that may be substituted for a youth's antisocial behavior patterns.

When it appears that a client is reaching their maximal benefits from the Susquehanna House, plans for discharge will be initiated. The caseworker will discuss the recommendations to discharge a client with the supervisor and the treatment team. If the team is in agreement, the caseworker discusses the recommended discharge with the referring agency representative and the parent before a final decision is made. If the decision is to discharge, the caseworker drafts a Discharge Summary with recommendations, which is reviewed by the supervisor.

Success within the program is measured by a number of factors such as recidivism and the progress that the client and family have made in terms of their relationships and counseling. Additionally, it can be stated that progress in the program can be measured by a decrease in the frequency and intensity of negative and acting out behaviors following the completion of the program.

Performance is monitored through the following means directly by the staff of our treatment program and reported to the referring agency. The program will be evaluated through the following means direct observation and on site visits to the treatment centers during treatment hours; quality assurance checklists designed to measure the utilization and quality of treatment; and follow up letters are sent to clients and parents regarding how the client is doing after treatment has been completed.

NORTHUMBERLAND

6-3a. Evidence Based Programs

6-3a. Evidence Based Programs: Family Group Decision Making

Please indicate which type of request this is:

Request Type	Enter Y or N			
Renewal from 2009-10	Y			
New implementation for 2010-11 (did not receive funds in 2009-10)	N			
Funded and delivered services in 2009-10 but not renewing in 2010-11	N			
Requesting funds for 2011-12 (new, continuing or expanding)	Y	New	Continuing	Expanding
			X	

Complete the following table if providing this service or requesting a **transfer, shift, or revision** only of funds for FY 2010-11; and/or requesting funds for FY 2011-12. Enter the total amount of state and matching local funds. (Transfer/shifting is allowable only within EBP funds. Counties may not transfer/shift from or to other SGI categories.)

Total Budget Amount	Original/Approved Allocation (Amt requested and approved)	Revision Amount Change + or -	Requested Amount (enter this amount in fiscal worksheets)
FY 2010-11	\$116,474 requested \$91,907 approved	0	\$116,474
FY 2011-12			\$169,525

Did your county request and receive approval to transfer/shift funds during FY 2009-10? If YES, will the rationale for the change remain the same for FY 2010-11? Describe, briefly that rationale for the approved change and do not respond to the next question. If NO, please respond to the following question.

Response: The agency did request and receive approval to transfer/shift funds for FY 2009-10. Rationale for the change remains the same for FY 2010-2011 as increased participation by the state allows the agency to continue the provision of the much needed service to families and children.

NORTHUMBERLAND

❑ **Complete the following table for each applicable year.**

	06-07	07-08	08-09	09-10	10-11	11-12
Target Population	All county families with children (18 years and younger)	All county families with children (18 years and younger)	All county families with children (18 years and younger)	All county families with children (18 years and younger)	Same as previous years with the addition of SCR and truancy cases	Same as previous years with the addition of SCR and truancy cases
# of Referrals	69	58	67	68	80	90
# Successfully completing program	39	37	26	38	45	50
Cost per year						
Per Diem Cost/Program funded amount	0	0	0	0	0	0
# of MA referrals	0	0	0	0	0	0
# of Non MA referrals	0	0	0	0	0	0
Name of provider	NCCYS	NCCYS	NCCYS	NCCYS	NCCYS	NCCYS

If this is a renewal of services delivered in FY 2009-10, answer the following:

❑ Clearly describe the program’s accomplishments or results; any challenges to implementation; and the impact on service delivery for FY 2010-11. Use data/statistics to show the impact of the program services.

Response: Since start up of the practice in 2004, the agency has successfully completed 163 conferences. Outcomes of total conferences for families include: 87 prevented placement of children; 38 resulted in formal kinship placements; 34 resulted in return home; and 6 resulted in continued foster care placement.

39 families and 95 children participated in conferences during FY 06-07, outcomes include:

- Prevent out of home placement: 26 families; 61 children
- Kinship Care: 5 families, 10 children
- Return Home: 7 families, 23 children
- Foster Care: 1 family, 1 child

37 families and 83 children participated in conferences during FY 07-08, outcomes include:

- Prevent out of home placement: 17 families; 35 children
- Kinship Care: 7 families, 22 children
- Return Home: 10 families, 22 children
- Foster Care: 3 families, 4 children

26 families and 56 children participated in conferences during FY 08-09, outcomes include:

- Prevent out of home placement: 12 families; 23 children
- Kinship Care: 10 families, 25 children
- Return Home: 4 families, 0 children
- Foster Care: 0 families, 0 children

NORTHUMBERLAND

38 families and 81 children participated in conferences during FY 09-10, outcomes include:

- Prevent out of home placement: 19 families; 40 children
- Kinship Care: 11 families, 22 children
- Return Home: 7 families, 17 children
- Foster Care: 1 family, 2 children

- What are the barriers to the realization of your program outcomes? Identify each year and describe the barrier/challenge to reaching the program outcomes for that year.

Response: Barriers/challenges to the realization of outcomes include:

FY 03-04: need for philosophical change within the Children and Youth Agency from system-driven to family-driven practice, lack of training, and understanding of the practice

FY 04-05: dual responsibilities of Children and Youth casework staff, engagement of system partners (schools, JPO, MH), training of facilitators, policy and procedure development, resistance of FGDM supervisor

FY 05-06: dual responsibilities of Children and Youth casework staff, engagement of system partners, dual responsibilities of new FGDM supervisor

FY 06-07: engagement of system partners, expansion of practice to include permanency goals

FY 07-08: engagement of system partners, expansion of practice to include exploratory referrals, increased gang activity in the county

FY 08-09: engagement of system partners, SOC grant funding ended, absence of state budget, reduction of county budget, decrease in number of certified staff, focus on mandated services

FY 09-10: engagement of system partners, loss of contract with Parent-to-Parent Connections, Inc., limited contact with incarcerated parents, decrease in number of certified staff, focus on mandated services

- Describe the county's expenditures history, if any, for the program/practice. What factors contributed to the successful or underspending or under-utilization of grant funds?

Response: The agency has no history of start up costs because all FGDM practices have been provided by county staff. The County expended approx. 88% of FY09-10 grant funds. Under spending was due to a lack of understanding of allowable expenditures.

- If there were instances of underspending or under-utilization of prior years grant funds, describe what changes have occurred or will occur to ensure that grant funds for this program/service are maximized and effectively managed. Also, identify the measures the county will utilize in both FY 2010-11 and FY 2011-12.

Response: The agency anticipates no under spending for FY 2010-11 and FY 2011-12 now that we have gained a better understanding of allowable costs.

NORTHUMBERLAND

Complete the following for each applicable year.

- ❑ Indicate and describe the target population for whom the county expects to provide these services. Describe how the target population was chosen and the internal and external factors influencing this decision. This may include age, location, type or reason for placement, whether it is county-wide, school district focused, etc.

FY 2010-11 (for counties with approved allocations or transfer/shift requests)

Response: Since the agency began its practice of utilizing FGDM conferences in 2004, the target population has included any family with children under age 18 that resides in the county. Referrals are generated from within the agency, and accepted from other county human services agencies, schools, or self referrals from the community. The service is often provided as a means to keep families out of the children and youth system by forming supports and resources within their family and community; to keep children safe within their family whether it be with their biological parents or their extended family; and to help the family work toward reunification if the child is in out of home placement.

Factors influencing the identified target population include the number of children and families served by the agency, the number of children entering out of home placement, and the number of children truant from school. It is anticipated that the number of families receiving the service will increase during FY 2010-11 as shared case responsibility will increase the number of children and families served by the agency.

FY 2011-12 Renewing counties may reply with “same as above” unless expanding or decreasing the services, which requires further information and justification. Describe the provider’s capacity to serve additional youth.

Response: same as above

- ❑ Identify the service outcomes the county expects to achieve as a result of providing these services. Explain how service outcomes will be measured and the frequency of measurement.

FY 2010-11 (for counties with approved allocations or transfer/shift requests)

Response: Expected services outcomes include: decreased number of children entering out of home placement, decreased amount of days of care, increased number of children reunified with their biological families, decreased number of families being accepted for services, increased family supports/resources, decreased amount of time families require agency involvement, and decreased truancy rate.

Outcomes are measured through the following means: self report; follow-up meetings with families after every conference; periodic phone calls to families; 6 month survey sent to all conference participants; quarterly reports from statewide leadership committee; direct observation of familial communication, relationships, and the ability to meet needs through natural supports.

FY 2011-12 Renewing counties may reply with “same as above” unless expanding or decreasing the services or revising prior outcomes, which requires further information and justification.

NORTHUMBERLAND

Response: same as above

- ❑ Describe how the program will be implemented or operated for services from the identification and referral process through program completion. Do not describe the model. Discuss the agency's experience with the provider agency, and their Medical Assistance approval and enrollment status. Provide a timeline for any changes or new program implementation.

FY 2010-11 (for counties with approved allocations or transfer/shift requests)

Response: The need for service is identified for a family through the case review process and through staffing with the FGDM supervisor and coordinators. Cases can be identified for Family Group from the initial referral with the agency through each unit to adoption. All services are provided by agency personnel.

The service is implemented through a referral process, where meetings are held between the referring worker, FGDM coordinators and supervisor. These meetings are held on a weekly basis to discuss the specific circumstances of the case and the benefit of working with the identified family to come to a conference. The referring worker then schedules a visit to introduce the FGDM coordinator, who provides a more in depth explanation of the service. The coordinator then gathers information from the family about their resources and supports and develops a list of individuals that may or may not participate in the conference. The coordinator contacts all identified individuals and schedules face to face contacts with all individuals to an attempt to gain their agreement to participate and then works on helping the family understand the process. Typically the timeframe from referral to conference is approximately 30 days. Upon completion of the conference the plan is typed and provided to the worker and all participants. The worker then incorporates the FGDM plan into the Family Service Plan or Child Permanency Plan.

FY 2011-12 Renewing counties may reply with "same as above" unless expanding or decreasing the services, which requires further information and justification.

Response: same as above

- ❑ Clearly explain the implementation year budget of FY 2010-11. Identify and discuss how the cost of services (per diem/unit or program funded) is determined and included in the budget, and provide a brief narrative description of each budget line item. Also describe the invoicing process and any requirements between the county and provider agencies.

FY 2010-11 (for counties with approved allocations or transfer/shift requests)

Response: Children and Youth provides all services through agency staff, eliminating the need for provider agencies. Cost of services is determined through guidelines set forth by the grant.

FY 2011-12 For new funding requests or renewing counties requesting an increase or expansion of funds, clearly describe the process used to calculate the county request for funding and the rationale. Provide historical information as to the county's successes or barriers to new program/practice implementation, including provider contracting and participation. Refer to the county timeline (requested above) as part of the rationale.

NORTHUMBERLAND

Response: Increase of funds for FY 2011-12 was calculated by anticipating the number of successful conferences, successful referral, and unsuccessful referral. Outcomes during FY 2009-10 include: 38 families and 81 children participated in conferences. Results of those conferences include: 40 children remained safe in their own home or within their own family, 22 children were placed with kin or remained in kinship care, 17 children returned home, and 2 children remained in care with an increase in family resources and/or services.

- For FY 2011-12 Explain the potential cost savings/offsets and impact of increased use. When is it predicted that the cost savings will be realized? What type of placement will be utilized?

Response: It is anticipated that the agency will continue to realize cost savings by utilizing the service to prevent out of home placement, identify kin for care when out of home placement is necessary, and to identify services and supports to reduce the number of days in care.

- Identify any technical assistance needs the county or provider agency has to provide effective services.

FY 2010-11 (for counties with approved allocations or transfer/shift requests)

Response: no technical assistance is requested

FY 2011-12 (for counties requesting funds for the first time)

Response: N/A

NORTHUMBERLAND

6-3b. Pennsylvania Promising Practices

The county did not receive an approved allotment for the PaPP Initiative for Implementation Year 2010-2011 nor are we requesting allotment for FY 2011-2012.

6-3c. Housing Initiative

The county did not receive an approved allotment for the Housing Initiative for Implementation Year 2010-2011 nor are we requesting allotment for FY 2011-2012.

6-3d. Alternatives to Truancy Prevention

The county did not receive an approved allotment for the Alternatives to Truancy Prevention Initiative for Implementation Year 2010-2011 nor are we requesting allotment for FY 2011-2012.

6-3d. State Reintegration Plan

The following questions must be answered for the SRP Initiative by counties requesting funds for FY 2011-2012. Once determined, enter the amount in the "10-11 SGI BDGT RQST" tab in the **Budget Excel file**.

Number of Youth	Cost per youth	\$ amount
8	\$3,665	\$29,320

- Describe the how the number of youth was determined.

The number of youth was determined based on current and projected usage of the State Reintegration Plan by the Northumberland County Juvenile Court Services. In 09/10, there was a total of 14 youth placed in YFC/YDC. In reviewing the goals of the State Reintegration Program, the agency determined that the youth in longer term placement (3 or more months) would best benefit from its usage. Therefore, this agency calculated its number based on the number of youth at YDC's (4) YFC #2, and YFC #3 – B Dorm (4), for a total number of 8.

NORTHUMBERLAND

6-3e. Independent Living Service Grant

- In the table below, place an “X” for the services that will be provided by CCYA (regardless of funding source). Check as many boxes as apply.

Mark “X” in this column	Services
X	A. Needs Assessment/Case Planning
X	B. Life Skills Training
	C. Prevention Services
X	Dental/Health
X	Drug Abuse Prevention
X	Alcohol/Tobacco/Substance
X	Safe Sex/Pregnancy
	D. Education
X	Vocational Training
X	High School Support and Retention
X	Preparation for GED
X	Assistance in Obtaining Higher Education
	E. Support
X	Individual and Group Counseling
X	Stipends
X	Services for Teen Parents
	Mentoring
	F. Employment
X	Job Placement
X	Subsidized Employment
X	G. Location of Housing
X	H. Room and Board
	I. Retreats/Camps
X	J. Indirect Services
X	K. Program Administration

- In the following forms, complete the form **for services marked with an “X” in the above table only**. Provide the requested information pertaining to each specific IL service to be provided by the CCYA. Enter all county IL services information in this template. In each service area table, list the estimated requested grant amount to be used for IL services. Include the following in the estimate: staff costs to perform these services, the cost of materials and supplies and the cost to develop, implement and monitor implementation of these services unless adding in Indirect Services or Program Administration.
- For each IL service **marked with an “X” in the above table**, estimate the number of in care; delinquent, discharged and total youth (unduplicated counts) who will receive IL services.

IL Services (federal, state, local)	\$ amount
FY 2010-11 Approved Budget *	201,495
FY 2011-12 Budget Request *	204,929

* These amounts must match the amounts on the county’s budget worksheets.

NORTHUMBERLAND

- ❑ Describe the county’s expenditures history for IL Services for FY 2006-07, 2007-08, 2008-09 and 2009-10. What factors contributed to the successful or unsuccessful spending of grant funds for each year?

2006/2007—the county overspent for IL Services because the need for services was greater than the availability of grant funds.

2007/2008—the county overspent for IL Services because the need for services was greater than the availability of grant funds.

2008/2009—the county overspent for IL Services due to an unanticipated increase in the need for the Fully Subsidized Apartment Program service.

2009/2010—approximately \$25,000 was underspent in expenditures for IL Services due to fewer youth needing the College Break Room & Board service and no youth receiving the Apartment Step-Down Program service.

- ❑ If there were instances of underspending of prior years grant funds, describe what changes have occurred to ensure that grant funds for this program/service are maximized and effectively managed.

Program spending will be monitored more closely to ensure the maximizing and effective managing of grant funds.

A. Needs Assessment/Case Planning

- ❑ Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Needs Assessment/Case Planning	\$4,872	24	1	21	46
Total	\$4,872				

* Enter unduplicated youth count only.

- ❑ Describe how the needs assessment/case planning process will be delivered; who will deliver the activities (provider or agency staff); what tool(s) will be used; and the frequency of the activity for or with youth.

Our Agency is structured such that upon turning 16, the youth’s case is transferred to a caseworker in the Permanency Unit who works with youth 16 years of age and older, and this Foster Care caseworker works closely with the IL Coordinator. In the case of youth adjudicated dependent and in placement with Juvenile Court, the Juvenile Court caseworker participates in the development of the IL Plan and monitors the progress made. The Foster Care /Juvenile Court caseworker has 2 contacts per month with the youth, in addition to other

NORTHUMBERLAND

contacts involving services, making it possible for the youth's progress and readiness for various services to be monitored and acted upon as deemed appropriate. The IL Coordinator administers the IL assessments and charts the youth's progress through visits, telephone contacts and 6 month reassessments. The IL Coordinator makes referrals, as needed, to other Agencies/Programs that are able to provide resources to the youth. The IL Coordinator communicates opportunities, dates and times for services that compliment the youth's IL Case Plan. The IL Coordinator assists youth in securing employment, finding housing and obtaining a driver's license.

The IL Program makes available to youth an annual weekly IL Group wherein the participants develop independent living skills. The ILP also has available to eligible youth various room and board programs to accommodate those youth pursuing a post-secondary education and those entering the job market after high school. The Independent Living Program of Northumberland County Children and Youth provides services that are aimed specifically at the development of the requisite skills and attitudes necessary for youth in becoming self-supporting and independent. The goal of the Program is to provide all youth making the transition from placement to independent living with the skills and resources necessary to make them independent and productive members of society.

- Describe the needs assessment/case planning process.

The IL Coordinator administers an assessment of independent living skills developed by Agency personnel made up of questions from the five basic areas of job placement, life skills, housing education and prevention. In developing the case plan, the IL Coordinator involves the youth, his/her foster care parent(s), casework manager and service providers. The case plan is developed based on the results of the needs assessment and reviewed every 6 months. Changes resulting from the periodic reviews are documented in the plan.

- Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

B. Life Skills Training

- Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Life Skills Training	\$9,743	24	1	21	46
Total	\$9,743				

* Enter unduplicated youth count only.

- Estimate the percentage of the delivery method for this service area.

50%	50%
Individualized Svcs.	Group or Classroom Svcs.

NORTHUMBERLAND

- ❑ Describe how life skills training will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

The Independent Living Program utilizes case-management to successfully prepare youth for dealing with independent living and the family/relationship portion of adulthood. The participants learn to distinguish between appropriate inappropriate social interactions in the foster home, a safe place to practice social skills. The foster parents also instruct the youth in daily hygiene, personal appearance, home management and other skills that are required for successful independent living. The IL Program makes available to youth an annual weekly IL Group wherein the participants develop budgeting and money management skills; career plans; prevention skills; post-secondary education plans; apartment hunting skills; job searching and maintenance skills; and goal setting skills.

- ❑ Describe how the costs to provide the activities are determined.
The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

C. Prevention

- ❑ Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Dental/Health	\$852.50	24	1	12	37
Drug Abuse Prevention	\$852.50	24	1	12	37
Alcohol/Tobacco Substances	\$852.50	24	1	12	37
Safe Sex/Pregnancy	\$852.50	24	1	12	37
Total	\$3,410				

* Enter unduplicated youth count only.

- ❑ Estimate the percentage of the delivery method for this service area.

50%	50%
Individualized Svcs.	Group or Classroom Svcs.

- ❑ Describe how prevention services will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

The Foster Care caseworker ensures that youth-in-care receive routine medical and dental health care. The IL Coordinator ensures that discharged youth have access to appropriate medical services. The IL Program makes it possible, through stipend payments, for youth to take advantage of opportunities to fill his/her free time with life enriching activities. This approach addresses all of the Prevention Service types in assisting to prepare youth to deal

NORTHUMBERLAND

with the significant portion of his/her life not spent exposed to appropriate avocation activities. Developing a lifestyle that includes healthy avocations should reduce the instances of pregnancy, drug & alcohol use and smoking. Stipends for participation in enrichment programs are available throughout the year.

- Describe any additional prevention services provided to the youth that are not listed above and who will provide those services.

Presentations on substance abuse prevention and safe sex information are made available to IL Group participants throughout the year. The information is presented by members of the community who specialize in these services.

- Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

D. Education

- Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Vocational	\$1,000	12	1	3	16
High School Support and Retention	\$535	24	1	3	28
GED	\$1,000	2	0	2	4
Assistance in Obtaining Higher Education	\$2,645	5	0	3	8
Education and Training Grant (ETG) Provision and Retention	\$1,000	3	0	4	7
Total	\$6,180				

* Enter unduplicated youth count only.

- Estimate the percentage of the delivery method for this service area.

75%	25%
Individualized Svcs.	Group or Classroom Svcs.

NORTHUMBERLAND

- ❑ Describe how education services will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

The IL Coordinator assesses each youth's educational needs and will make available the appropriate service on an individual basis. Fees for tutoring and summer school are provided as needed. The IL coordinator determines, by working with the youth and school staff, if the goal of obtaining a GED is in the best interest of the youth. This determination is based on the youth's records. The youth's agreement in this determination is obtained. If GED preparation is deemed appropriate, the IL Coordinator refers the youth to Career Link whereby the youth takes tests to determine if and when GED is achievable.

The IL Coordinator assists youth with the college selection and application process. The IL Coordinator informs youth of current available scholarships and grants, and assists youth in the application process.

- ❑ Describe any additional services provided to the youth that are not listed above and who will provide those services. N/A
- ❑ Describe how the costs to provide the activities are determined.
The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

E. Support Services

- ❑ Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Individual and/or Group Counseling	\$3,663	12	1	0	13
Stipends	\$51,015	24	1	12	37
Services for Teen Parents	\$1,664	2	0	3	5
Mentoring	\$00	0	0	0	0
Total	\$56,342				

* Enter unduplicated youth count only.

- ❑ Estimate the number of youth who the county will refer to the SWAN prime contractor for the following services related to permanent connections.

SWAN	
	No. of Youths
Child Profile:	14
Child Preparation:	14
Child Specific Recruitment:	0

NORTHUMBERLAND

- ❑ Estimate the percentage of the delivery method for this service area.

75%	25%
Individualized Svcs.	Group or Classroom Svcs.

- ❑ Describe how support services will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

IL youth are eligible to receive stipends for activities and/or items that promote the transition to independent living. Justification can be found for payment for items/services that contribute to an outcome of successful independent living.

The NCCYS stipend policy was modified for the FY 2010/2011 to increase the list of items that qualify for purchase by IL youth via a county stipend. Items that were added to the list are those items that contribute to the successful transition to independent living and continued success but ones that the IL youth is not able to easily afford. The broadened policy requires the youth to meet certain criteria for behavior, employment, community service, educational achievement, and savings to qualify for the stipend. A matching funds approach is employed in certain instances. The stipend policy also now allows for IL youth to accrue a “nest egg” of savings to be received upon discharge from foster care placement and a maximum of \$2000 per youth has been made available to IL youth apartment program participants for apartment furnishings. Participants also receive a bi-weekly food and toiletries stipend in the amount of \$150. The increased funds available for stipends was based on the anticipated need of a current average of 5 youth per year aging out of foster care with a projected increase to 8 youth per year aging out of foster care placement. Funds have also be made available up to \$2000/year for youth who are unable to meet their college tuition costs. College loans and the ETV Grant (Chafee) must first be applied toward college costs. The motivation for making these funds available to youth is to cover the cost of unanticipated tuition increases, but can also be used in other instances for which there is justification.

All youth who’s CPP identifies a need for individual and/or group counseling services are referred for this service. Within the department of Human Services, a program area known as the Children’s Clinic has been developed and operational during the past several years. The Children’s Clinic is a licensed Mental Health Clinic made up of professionals from all of the Human Service Agencies including: Juvenile Court Services, MH/MR, Drug and Alcohol, Adult Services, Homekeepers Program (an intensive home-based service through MH/MR), C & Y Services and counseling services. In addition, local school districts’ personnel and Intermediate Unit Staff are part of this Clinic.

The purpose of the Children’s Clinic is to staff children and adolescents involved with any of the Human Service Agencies and/or schools in order to provide the most appropriate case management and treatment programming available within any of the individual agencies. Children’s Clinic participants and staff members are involved in the Independent Living Program. When a youth’s case plan identifies a need for counseling, the ongoing caseworker staffs the case for Children’s Clinic. In staffing, the youth’s needs are determined and the most appropriate type of intervention is recommended and authorized. Through this process, actual counseling services can start immediately. Children’s Clinic meets on a weekly basis; however, in emergency situations the Clinic can convene as needed.

NORTHUMBERLAND

Teen parents receive assistance in applying for local services that support young parents, such as, WIC, CCIS (a childcare subsidy program), Project Elect, the Medical Access Card, Food Stamps and Cash Assistance. Teen parents are also referred to the Family Center for parenting classes.

- Describe any additional services provided to the youth that are not listed above and who will provide those services. N/A
- Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task, in addition to the stipend amounts that are required to sustain the various IL Program services, such as, Laptop Program, Nest Egg Program, purchase of college textbooks, etc.

F. Employment

- Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Job Placement	\$4,135	12	1	12	25
Subsidized Employment	\$737	5	2	0	7
Total	\$4,872				

* Enter unduplicated youth count only.

- Mark with an "X" the types of subsidized employment services which will be offered, and whether the subsidy will be full or partial.

Subsidy Type	Offered	Full	Partial
Summer Employment	x	x	
Agency Operated Only			
Tax Credits			
Other (describe:)	x		x

- Estimate the percentage of the delivery method for this service area.

100%	0%
Individualized Svcs.	Group or Classroom Svcs.

- Describe how employment services will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

The Independent Living Coordinator utilizes the Child Permanency Plan to determine which services are needed for each individual to ensure the success of the employment services. The IL Coordinator refers participating youth to and shares all appropriate employment

NORTHUMBERLAND

information with Career Links, a local job placement service, whose goal is to find employment for local young people.

This service is available for eligible youth who are in placement and have MH/MR issues. These subsidized work programs are made available to youth by the Northumberland County Mental Health and Mental Retardation Services and the Central Susquehanna Intermediate Unit. MH/MR operates a bakery, CSG Bakery in Sunbury, which serves the community and functions as a job training site for eligible individuals. The CSIU operates the Work Activity Center in Sunbury. It serves as an occupational/vocational rehabilitation center for individuals with mental health issues.

The IL Coordinator refers qualified youth to the Central Pennsylvania Workforce Developmental Corporation (CPWDC) for summer employment. Through CPWDC's partnership with CareerLinks, youth are able to obtain full-time summer employment.

- Describe any additional services provided to the youth that are not listed above and who will provide those services. N/A
- Describe how the costs to provide the activities are determined.
The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

G. Location of Housing

- Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file. **Do not request placement costs in this service area or grant.**

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Location of Housing	\$14,112	2	0	12	14
Total	\$14,112				

* Enter unduplicated youth count only.

- Mark with an "X" the types of assistance which will be offered.

Assistance Type	Offered
Referral to public housing agency	X
Interview preparation	X
Application assistance	X
Accompany on inspection	X
Use local realtors as a housing resource	X
Other (describe:)	

NORTHUMBERLAND

- ❑ Estimate the percentage of the delivery method for this service area.

100%	0%
Individualized Svcs.	Group or Classroom Svcs.

- ❑ Describe how location of housing services will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth.

This service is available to youth who have completed IL Group or Individual Child Prep and are ready to live on their own. Those youth whose needs assessment in this area indicates a need will receive location of permanent housing services. The IL Coordinator works with the youth on an as needed basis until housing is secured.

- ❑ Describe any additional services provided to the youth that are not listed above and who will provide those services. N/A
- ❑ Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task.

H. Room & Board

- ❑ Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Room and Board	\$85,352	2	0	16	18
Total	\$85,352				

* Enter unduplicated youth count only.

- ❑ If the agency **does** provide youth with room and board, describe the frequency of staff contact with youth accessing these services.

The IL Coordinator maintains frequent contact with the youth, especially during the first couple of months in the Room and Board Service. Weekly visits are made during the first month, gradually decreasing to monthly visits, as appropriate. Daily contact by phone and/or in person is made during the 14-day emergency period. The IL Coordinator maintains contact with youth in the College Break Assistance Program via email and contact with the respective Resource Parent is made by telephone.

- ❑ If the agency **does** provide youth with room and board, describe the period of time that youth can access the service, by type of assistance offered and whether a “step-down” approach will be used.

NORTHUMBERLAND

Planned Services --

This approach includes both temporary and extended or longer-term approaches to assisting eligible youth with room and board costs.

College Break Assistance—Intermittent assistance is made available to the eligible youth enrolled in an educational/vocational program who is between semesters. Room & board funds are available for the following periods: winter break (3 weeks), spring break (1 week), 5 days for Thanksgiving break and summer vacation (12 weeks). Funding is available over a 2-4 year period depending on the length of the educational/vocational program. The per diem rate for this temporary assistance is \$19 per day.

Community College R & R Assistance—Long-term assistance is made available to eligible youth in the form of per diem rate support while living in a Foster/Kinship Care home while attending community college. This type of assistance is limited to 2 years. The per diem rate for this service is \$19.

Apartment Support Program—A “step-down” funding approach is used for those eligible youth who need assistance during a 12-month period while maintaining stable employment. The Agency funds 100% of the first rental payment, security deposit and utility bills. Thereafter, the Agency decreases the monthly portion by .09% for a period of 11 months at which time the participant assumes 100% of his/her rental costs. The utilities are to be in the youth’s name and the utility costs are fully funded for one year. Rental and utility payments are made directly to the landlord/lady and utility companies. Proof of payments will be kept in the youth’s file.

SIL Apartment Program—Full subsidy is made available to those eligible youth in need of support while pursuing a high school diploma/GED, attending community college, pregnant and/or raising a young child. Funding is available until the goal is attained at which point the youth is eligible to participate in the Apartment Support Program.

- If the agency **does not** provide youth with room and board, describe what services are used to meet housing needs. N/A
- Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to perform this task, in addition to the stipend amounts that are required to sustain the various IL Program services, such as, fully subsidized apartments, partially subsidized apartments, college break room and board and funds for apartment furnishings.

I. Retreats/Camps

- Complete the table and estimate the unduplicated total number of youth who will receive the services. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Service	Budget Request (\$)	In Care Youth*	Delinquent Youth*	Discharged Youth*	Total Youth*
Retreats/Camps	0				
Total	0				

* Enter unduplicated youth count only.

NORTHUMBERLAND

- ❑ Estimate the percentage of the delivery method for this service area.

0%	0%
Individualized Svcs.	Group or Classroom Svcs.

- ❑ Describe how retreats/camps will be delivered; who will deliver the activities (provider or agency staff); what curricula will be used; and the frequency of the activity with youth. N/A
- ❑ Describe how the costs to provide the activities are determined. N/A

J. Indirect Services

- ❑ Complete the table and breakout the costs for these activities. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Indirect Service Type	Budget Request \$
Staff, Foster/Adoptive and other Residential Child Care Providers	0
Community Outreach and Educational Efforts	0
Interagency coordination to support IL activities and services at the local level	0
System change efforts	0
Other (describe:)	
Total	

- ❑ Describe the indirect services provided by the county.
 - A. Training efforts are aimed not only at staff directly involved with the program, but also at foster parents and additional staff coming into contact with the program participants. Training is provided to foster parents to enhance their role as an extension of the professional staff serving the participants in order to maximize efforts in this area. This training is provided by the IL Coordinator to familiarize foster parents with the efforts and curriculum currently being utilized.
 - B. The ILP staff continues to network with the many other Agencies that are able to provide resources to the ILP participants. The NCCYS Agency is one of several under the Department of Human Services within the county. Other Agencies involved in Human Services include Juvenile Court Services, MH/MR, the Homekeepers Program, Adult Services, Drug and Alcohol Services and Northumberland County Counseling Services. Each of the above has been involved with the development and implementation of the Independent Living Program.
 - C. The IL Program staff also utilize the services of agencies such as Career Link, the Employment Office, Occupational and Vocational Rehabilitation Program, the Central Pennsylvania Workforce Development Corporation, the Penn State Cooperative Extension Services, the Housing Authority, local school districts, the Central Susquehanna Intermediate Unit and the Federal Job Corps Program. Public speaking is

NORTHUMBERLAND

made available to participants and interested members of the community at the Human Services Building and at local schools. Through these efforts, public awareness is raised in the areas of housing, employment, education, substance abuse, pregnancy prevention and opportunities in support of youth leaving care.

- Describe any additional indirect services provided by the county and who will provide those services. N/A
- Describe how the costs to provide the activities are determined. N/A

K. Program Administration

- Complete the table and breakout the costs for these activities. These totals must equal the amounts on the FY 11-12 IL Grant Request worksheet in the Budget Excel file.

Indirect Service Type	Budget Request \$
Staff providing direct services	\$10,990
Program reporting costs	\$1,000
Equipment, training materials, supplies, postage, facility expenses	\$8,056
IL and Youth Advisory Board related travel	\$00
Other (describe:)	\$00
Total	\$20,046

- Explain the administrative costs of providing IL services and the drivers of these costs.

Program administrative costs include 100% of the salary for the Independent Living Program Coordinator, 15% of the salary for the ILP Supervisor and 1% of the salary for the Agency Administrator.

- Describe any additional administrative costs of providing IL services that are not listed above and the drivers of these costs. N/A
- Describe how the costs to provide the activities are determined.

The cost to provide this activity is determined by the amount of time required by the ILP Coordinator to administer the program and supervision time required. Supplies, travel and facility expenses are also factored into the determination.

NORTHUMBERLAND

6-4. Accurint Search Tool

The following information must be provided for the Accurint Search Tool for the Implementation Year 2010-11 and to request and justify the number of users needed for FY 2011-12.

Column Instructions

Column 1

Provide the number of Accurint users that your county was allotted in FY 2009-10. If you do not know the number of users your county was allotted, please contact the DPW/OCYF Accurint Manager listed in Appendix 8.

Column 2

Provide the number of Accurint users that your county was allotted in the tentative or final allocations for July 1, 2010 by DPW/OCYF. If the final FY 2010-11 allocations have not been provided by the submission deadline, counties should not create more user ID's than originally assigned in FY 2009-10. If you do not know the number of tentative or final users your county was allocated, please contact the DPW/OCYF Accurint Manager.

Column 3

Provide the number of additional Accurint users your county needs for FY 2011-12. Before requesting additional users, counties should analyze their current usage. Justification for additional users must include the following:

- The type of staff selected to use Accurint and the reasons why. Examples of the types of staff may include County Administrator, LSI paralegal, supervisor, JPO, etc.
- The average monthly number of users who did searches in FY 2009-10.
- The average monthly number of searches completed by users in FY 2009-10.
- The total number of searches completed by your county for FY 2009-10.

For assistance with an analysis of your county's usage, contact the DPW/OCYF Accurint Manager.

Column 4

Provide the total number of Accurint users your county would like for FY 2011-12. This number is calculated by adding columns 2 and 3 together.

Column 1	Column 2	Column 3	Column 4
Number of users assigned by DPW for FY 2009-10	Number of users assigned by DPW for FY 2010-11	Number of additional users requested for FY 2011-12	Total number of users requested for FY 2011-12
6	6	0	6

Provide Justification for Column 2:

The six identified people who currently have access to the Accurint Search Tool are in different departments within the agency. This allows for adequate coverage throughout the agency. The identified users are 2 LSI Paralegals; 2 supervisors; 1 Director of Services; and 1 Information Technology personnel. The number of searches completed in 2009-10 were 1042.

NORTHUMBERLAND

Provide Justification for Column 3:

The agency is not requesting any additional people to have access to the Accurint Search Tool.

NORTHUMBERLAND

6-??. Information Technology

- Submit a detailed description of the county's current Information Technology Plan. The description should provide answers to the following questions and should include what the county is doing in FY 2010-2011 and planning for FY 2011-2012.
 1. Does the county currently have an automated case management system that is sustainable? No, the county will transition from Childnet to CAPS.
 - a. If no, describe how the county plans to transfer an already existing case management system from another county. The agency is awaiting an estimate from Avanco, Inc. for the costs of hosting, training, conversion; and on-going annual cost for hosting and maintenance.
 2. How does the county's current system or transfer system align with the goals of the Statewide Child Welfare Information System Strategic Plan (Statewide Plan)? CAPS is an approved system that is aligned with the statewide plan; is sustainable; and available for transfer.
 - a. Interoperability – The system uses technology that is web-based and allows the efficient and secure exchange of information with other systems or components.
 - b. Real-Time Information – The system is accessible to all workers, allows the direct input of real time information and will be capable of exchanging real time information with a statewide database. Information is not first tracked on paper and then entered into the system by data entry staff.
 - c. Standardized Data – the system accurately collects and reports data associated with federal and state reporting, such as AFCARS; and can be enhanced to exchange data with a statewide database using a standard data schema.
 - d. Case Management System – the system is a true case management system that is used by all caseworkers and supervisors to manage day to day caseload activities. The system adequately supports the following functional areas: Case Management (Intake/Investigation, In-Home Services, Placement Services, Adoption, etc.); Eligibility; and Resource/Provider Management.
 - e. The system is compliant with DPW and/or Commonwealth Enterprise Standards and the system software code is public domain.
 3. How does the county's current system or transfer system support other critical business areas such as Financial Management and Administrative Functions? Same as above.
 4. How does the county's current system or transfer system support the evaluation of child welfare outcomes in the areas of child safety, permanency and well-being? Same as above.
 5. How does the county plan support the reuse of existing IT assets? Same as above.
 6. If the county is requesting funding for ongoing or new development in their FY 2011-2012 ITG, the county must provide the following information. Same as above.
 - a. Business Need - describe the business need for the ongoing or new development;
 - b. High Level Requirements – provide a description of the high level business and technical requirements;
 - c. Project Cost Proposal – provide the total costs for the development as well as the total estimated project costs if the development is part of a larger project; and
 - d. Cost/Benefit Analysis – provide a cost/benefit analysis that demonstrates the ongoing or new development provides a better return on investment than transfer of an already existing system or component.

Section 7: Required & Additional Language

7-1. Assurances

The following pages include assurance forms to be completed by counties. These forms are included:

Assurance of Compliance/Participation
Documentation of Participation by the Judiciary
Assurance of Financial Commitment and Participation

The following forms must be signed and submitted in hard copy to:

Mr. Cliff Crowe
Office of Children, Youth and Families
Health and Welfare Building Annex
Seventh and Forster Streets
P.O. Box 2675
Harrisburg, Pennsylvania 17105-2675

and

Mr. James Anderson, Executive Director
Juvenile Court Judges' Commission
401 Finance Building
Harrisburg, Pennsylvania 17102-0018

**ASSURANCE OF COMPLIANCE/PARTICIPATION FORM
DOCUMENTATION OF PARTICIPATION BY THE JUVENILE COURT**

The Assurance of Compliance/Participation Form

The Assurance of Compliance/Review Form provided in this bulletin must be signed by the County Executive or a majority of the County Commissioners, the Juvenile Court Judge(s) or his/her designee, the County Human Services Director, the County Children and Youth Administrator, and the County Chief Juvenile Probation Officer and submitted with the FY2011-2012 Needs Based Plan and Budget submission.

The Assurance of Compliance/Review Form has two signatory pages. The first page is for the County Human Services Director, the County Children and Youth Administrator, the County Chief Juvenile Probation Officer and the Juvenile Court Judge(s) or his/her designee. This page must be submitted at the time of the county's implementation plan and needs based plan submissions. The second page is for the signatures of the County Executive or a majority of the County Commissioners. This page must be submitted at the time of the county's financial budget submission and must contain the financial commitment of the county.

COUNTY: Northumberland

These assurances are applicable as indicated below.

Fiscal Year 2011 - 2012 Children and Youth Needs Based Plan and Budget Estimate and/or the

Fiscal Year 2010 - 2011 Children and Youth Implementation Plan

Note: A separate, signed Assurance of Compliance/Participation form must accompany the Children and Youth Implementation Plan and the Needs Based Plan and Budget when they are submitted separately. This Assurance of Compliance/Participation form cannot be modified or altered in any manner or the Children and Youth Implementation Plan and the Needs Based Plan and Budget will not be accepted.

COMMON ASSURANCES

I/We hereby expressly, and as a condition precedent to the receipt of state and federal funds, assure that in compliance with Title VI of the Civil Rights Act of 1964; Section 504 of the Federal Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Americans with Disabilities Act of 1990; the Pennsylvania Human Relations Act of 1955, as amended, and 16 PA Code, Chapter 49 (Contract Compliance Regulations):

1. I/We do not and will not discriminate against any person because of race, color, religious creed, ancestry, national origin, age, sex, sexual orientation or disability:
 - a. in providing services or employment, or in our relationship with other providers;
 - b. in providing access to services and employment for handicapped individuals.
2. I/We will comply with all regulations promulgated to enforce the statutory provisions against discrimination.

I/We assure that these documents shall constitute the agreement required by Title IV-E of the Social Security Act 42 U.S.C. § 672 (a)(2) for foster care maintenance and adoption assistance payments.

I/We assure:

- the County Children and Youth Agency and Juvenile Probation Office has the responsibility for placement and care of the children for whom Title IV-E foster care maintenance and adoption assistance payments are claimed;
- the County Children and Youth Agency/Juvenile Probation Office will provide each child all of the statutory and regulatory protections required under the Title IV-E agency, including permanency hearings, case plans etc.;
- the agreement between the Office of Children, Youth and Families and the County Children and Youth Agency/Juvenile Probation Office shall be binding on both parties; and
- the State Title IV-E agency shall have access to case records, reports or other informational materials that may be needed to monitor Title IV-E compliance.

I/We understand that any Administration for Children and Families (ACF) disallowance incurred as a result of county noncompliance with Title IV-E foster care maintenance, adoption assistance or Title IV-E administrative claim requirements will be the responsibility of the county.

I/We assure that all information herein is true to the best of my/our knowledge and belief, based on my/our thorough review of the information submitted.

EXECUTIVE ASSURANCES

In addition to the Common Assurances,

I/We assure that I/we have participated in the development of the Plan, are in agreement with the Plan as submitted and that all mandated services if funded by the Plan will be delivered.

I/We assure that these Plans comply with the "Planning and Financial Reimbursement Requirements for County Children and Youth Social Services Programs" as found in 55 PA Code Chapter 3140.

I/We assure that, when approved by the Department of Public Welfare, the attached Children and Youth Implementation Plan and Needs Based Plan and Budget, including any new initiatives, additional staff and/or increased services and special grants that are approved, shall be the basis for administration of public child welfare services for all children in need under Article VII of the Public Welfare Code, 62 P.S. § 701 et seq., as amended.

I/We assure that, where possible, the county will cooperate with state efforts to maximize the use of federal funds for the services in this Plan.

I/We assure that all contracts for the provision of services addressed herein will require the providers to comply with the Chapter 49 provisions (contract compliance regulations).

I/We assure that expenditure of funds shall be in accordance with these Plans and estimates and Department of Public Welfare regulations.

I/We assure that services required by 55 PA code 3130.34 through 3130.38 will be made available as required by 55 PA code 3140.17 (b)(2);

I/We assure that the capacity of both the county and the providers has been assessed and it is my/our judgment that it will be adequate to implement the Plan as presented;

I/We assure all Title IV-E foster care maintenance and adoption assistance payment eligibility requirements are met for the specified children, not merely addressed by the agreement;

I/We assure that the County Children and Youth Advisory Committee has participated in the development of this Plan and has reviewed the Plan as submitted; and

I/We assure that representatives of the community, providers and consumers have been given the opportunity to participate in the development of this Plan; and

I/We assure that the county programs that affect children (e.g., Mental Health, Mental Retardation, and Drug and Alcohol) have participated in the development and review of this Plan.

I/We understand that the accompanying budget projections are based on estimates and that the amounts may change when the state budget is adopted and final allocations are made.

I/We understand that substantial changes to the Plans subsequent to Departmental approval must be submitted to the Regional Office of Children, Youth and Families for approval.

NEW ASSUARANCE in FY 2011-2012 NBB Bulletin

I/We assure that all new Guardians Ad Litem have/will complete the pre-service training prior to being appointed to represent a child. If the GAL has not completed the pre-service training, costs incurred for representation of children by this GAL will not be claimed.

**COUNTY ASSURANCE OF COMPLIANCE AND PARTICIPATION
DOCUMENTATION OF PARTICIPATION BY THE JUVENILE COURT**

**THE SIGNATURES OF THESE COUNTY OFFICIALS REPRESENTS AN ACKNOWLEDGEMENT OF
COUNTY COMMITMENT TO ADHERE TO THE COMMON AND EXECUTIVE ASSURANCES
CONTAINED IN THE PRECEEDING PARAGRAPHS**

County Human Services Director

Name Signature Date

County Children and Youth Administrator

Karen Miller
Name Signature Date

County Chief Juvenile Probation Officer

William Rossnock
Name Signature Date

DOCUMENTATION OF PARTICIPATION BY THE JUDICIARY

In addition to the Common Assurances:

I/We assure that I/we had the opportunity to review, comment and/or participate to the level desired in the development of the Children, Youth and Families Needs Based Plan and Budget.

I/We assure that the plan accurately reflects the needs of children and youth served by the juvenile court.

I/We assure that the Juvenile Probation Office has actively participated in the development of the Children, Youth and Families Needs Based Plan and Budget.

Judicial Comments:

Juvenile Court Judge(s)/ Designee

Charles H. Saylor
Name Signature Date

Wm. Harvey Wiest
Name Signature Date

COUNTY ASSURANCE OF FINACIAL COMMITMENT AND PARTICIPATION

THE SIGNATURES OF THESE COUNTY OFFICIALS REPRESENTS AN ACKNOWLEDGEMENT OF COUNTY COMMITMENT TO ADHERE TO THE COMMON AND EXECUTIVE ASSURANCES CONTAINED IN THE PRECEEDING PARAGRAPHS AS WELL AS COUNTY COMMITMENT TO PROVIDE THE LOCAL FUNDS SPECIFIED IN THE PLAN AS NECESSARY TO OBTAIN THE MATCHING STATE AND FEDERAL FUNDS BASED ON THE COUNTY'S PROPOSAL. THE LOCAL FUND COMMITMENT AS PROVIDED IN THE COUNTY'S PROPOSAL TOTAL
\$ _____.

Signature(s)

County Executive/Mayor

_____	_____	_____
Name	Signature	Date

County Commissioners

Frank J. Sawicki _____	_____	_____
Name	Signature	Date

Vinny Clausi _____	_____	_____
Name	Signature	Date

Kurt A. Masser _____	_____	_____
Name	Signature	Date