

1. CYS has a significant vacancy rate for professional staff (25%) which leads to higher caseloads carried by inexperienced staff and significantly impacts the Agency's ability to assure safety.
Quick Win- they currently have 2 open positions both of which will be filled by the end of the month

Strategic Plan

-county wide orientation for new staff

-supervisors new worker transition meetings to find best placement for new workers

-focus on retention-working with Workforce Development through CWTP, will conduct agency wide focus groups to develop themes of what is working and not working in the county from all levels, small work groups will be developed to plan strategies for long term change and quick wins, will develop flow charts and navigational charts of everyone's roles and responsibilities

2. High Number of children re-entering care within 12 months of reunification

Quick Win- started a new program for children released from JPO system called Family Solutions. This program is for children who "Failed to Adjust" in placement and is an intensive family focused therapy that works on building community support. There are currently 9 children in the program and one worker.

-Dauphin has a lot of resources and services available but those resources are not know to front line staff, **plan will be** to educate staff on what is available in the community and also develop initiative groups for workers to join based on their interest to incorporate into the agency

-Plan: Develop a county wide website with all of the community resources available so any worker could do a quick search using key words to find what service would best fit the client's needs. Action steps would be to find someone to start gathering all this information then an IT person to develop and maintain the website. Need to pick a date for all information collected and plan to educate the staff on the resources, \$ could come from IHSP budget

-training to help workers feel they have control in their decisions and that things "just don't happen"

Plan-SNAP program

Quick Win-Drug baby policy, schedule a meeting with the judges to discuss the court orders and plan for next steps, **Plan-**new staff at CYS that work specifically for this issue-take referrals, do the visits etc.

Plan-how to get workers excited for all this new work, bring in all community partners, get subcommittees to work on multi-system assessment form

Plan-get a Truancy work group together

3. **Prevention Efforts**

Plan

School based social workers, FGDM, new program with family coaches (volunteers who have been involved in the system and can support and educate people on services before they get involved in the system) they are looking for ways to provide stipends for travel reimbursement and training. Have this group of people work on prevention in the schools and community

Quick Win-New Beginnings Summer Camp provides 7-8 hours of structured time for children in the system. School sites with family therapy, screening, treatment services, children are referred through SOC and \$ is provided through non-profits

Quick Win- meeting on 4/30 with Faith-based subcommittee to discuss Seeds of Hope program that organizes all the local churches to collect \$ and supplies to provide basic need supplies for families to avoid placement. Want to look at the entire work of the faith based group to look at

how we measure their work and compare results, also look at adding extra people (frontline staff) to this committee and combining all their efforts

Quick Win-Omega Phi fraternity is starting a Mentoring program called Uplift Group that matches children in services to a mentor. Dauphin can work with the Mentoring Coalition Group to help plan this service. Next steps would be to identify a CYS worker to coordinate all mentoring groups and put under one group and contract. They would like to put the Fathering Engagement program which discusses fathers and how important their roles are to the mentoring program.

Plan- Transfer of Learning activities on resources and how to identify what is out there and let staff know about it, they want staff to be engaged in the process

Plan- Combining positions under Human Services to make a Community Liaison who would participate in monthly meetings and help to coordinate all these efforts.

Fiscal

Plan- www.pccd.com this website can be used to see what new money is available since the stimulus money has been released.

Work on Communities that Care-new grant \$ to start to build community programs coordinate with pccd.com.