

Erie County Program Improvement Plan—DRAFT

Problem/Driver	Outcome Measures	Interim Measures to Assess Progress	Strategies	Timeline
1-Elevated number of children entering and re-entering care due to child behavior problems, particularly in adolescent age range.	A-Increase the number of children and families receiving home and community-based services by 30%.	Year 1: Establish baseline Year 2: Increase by 10% Year 3: Increase by 30%	1-Continue to form collaborative relationships with MH/MR system—form a joint system of care which stresses community services. 2-Increase youth and family control in individual and system planning/improvement (FGDM; Youth Advisory Board Members).	Start immediately. -MHMR relationships are in progress, improving, and will be an ongoing goal. -Establish Youth Advisory Board no later than Dec. 2009.
2-Assessments at the intake level lead to placements more frequently than a recommendation of home and community service provision.	B-Decrease the number of inappropriate placements (placements that are “fear-based” v. necessary to assure and maintain safety) by 15% in 3 years.	Year 1: Establish baseline Year 2: Decrease by 5% Year 3: Decrease by 15%	3-Strict adherence to Safety Assessment bulletin and protocol. 4-Development of home/community based services continuum of care. 5-Increased utilization of Family Group Decision Making 6-Utilization of clinical review team whose goal is to address placement alternatives for safely maintaining children in their homes.	-Safety Assessment training began 1/09. -Started; ongoing. -Start immediately, evidence significant increase in utilization by Dec. 09. -Clinical review team has begun this.
3-Family connections are inconsistently established as resources for permanency.	C-Increase the utilization of family/kin as resources for permanency by 20% in 3 years.	Year 1: Establish baseline Year 2: Increase by 10% Year 3: Increase by 10%.	7-Increase utilization of Family Group Decision Making 8-Establish supervisory and administrative review process 9-Establish Family Finding in Erie County 10-Work with staff on	-Start immediately, evidence significant increase in util. by Dec. 09. -Immediate -By Dec. 09 -In process,

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			assuring that culture of agency reflects a family friendly atmosphere.	ongoing
4-Stabilize staff retention within the agency to minimize disruption in case management and permanency follow through.	D. Stabilize retention to no more than a 20% annual loss of CW staff.	Year 1: Establish baseline. Year 2: No more than 25% annual loss. Year 3: No more than 20% annual loss.	11-Educate supervisors in forming stable supervisory relationships with workers. 12-Educate supervisors in relationship between permanency and retention in child welfare	-Immediate and ongoing. -Immediate and ongoing.