

DRAFT

York County NGA PIP Reduction Strategies and Action Steps document- DRAFT 1/16/09

County : York

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Strategy 1: Facilitate community partnerships to prevent out-of-home placements whenever possible.

Action Steps and Timeline:

1. Enhance and expand the Children and Youth School-Based Caseworker Team. **Ongoing- August 2010.**
2. Implementation of Family Group Decision Making utilizing It Takes a Village as provider. **Ongoing- June 2009.**
3. Partner with the Human Services Department (develop a Task Force) to conduct education and outreach to the community regarding child abuse and neglect, resources available for families, and to conduct foster/ kinship parent recruitment in the community. **Begin January 2009- ongoing.**
4. Invite community partners to speak at agency staff meetings regarding their services available to the families prior to CYS involvement. **Begin January 2009- ongoing.**
5. Research and invest in Family-to-Family action items. **Begin December 2008- ongoing.**
6. Managers and the Director will schedule and hold quarterly Community Forums to outreach to the public and answer questions or concerns about Children and Youth. **Begin March 2009.**
7. Implement a CYS/D&A Task Force, replicating the Lancaster County Model. **In process.**

Strategy 2: Ensure the placement of children in close proximity to their home and preservation of connections in their home community. Increase the quality and quantity of contacts between children and their families.

Action Steps and Timeline:

1. Participation in the Pennsylvania Permanency Initiative as a Phase I County (reference York County Action Plan for further details and timeframes).
2. Develop an internal process to hold emergency Family Group Decision Making conferences for families and community members when placement of a child appears imminent. Research other PA County processes to

Strategy 3: Employ Team Decision Making at all levels of case service activity.

Action Steps and Timeline:

1. Revamp Child Placement Advisory Committee to ensure that cases that are pending placement are reviewed prior to placement occurring. **February 2009.**
2. Develop a Child Discharge Advisory Committee to review all cases pending discharge from placement/ services to ensure appropriate and thorough discharge plans. **January 2009.**
3. Develop a Complaint Review Conference Process to review complaints received regarding active cases. The members of this team will consist of the Human Services Executive Director, the Directors of Children and Youth and Mental Health/Mental Retardation, and the caseworker and supervisor assigned to the case. The conferences will be scheduled and moderated by the CYS Quality Manager. **In process.**
4. Develop a process to review cases of youth in shelter placements over 30-days. **March 2009- ongoing.**
5. When relocation of a child is necessary, either to another foster home, a step-up, or step-down level of service, conduct Team Decision Making conferences with foster parents, relatives, birth families, caseworkers, and other community members to participate in the placement decision. Use of FGDM conferences and expansion of invitees to interagency funding meetings for RTF and CRR placements. **March 2009-ongoing.**
6. During interviews of pre-adoptive parents, the Adoption caseworker and supervisor, family support supervisor and caseworker, a representative from Quality Assurance, and the current foster parents will be present. Multiple families will be interviewed and the team of interviewers will decide on the most appropriate adoptive resource for the subject child. **Begin January 2009- ongoing.**

Strategy 4: Transition from traditional child welfare services to implementation of evidence based programs and prevention services.

Action Steps and Timeline:

1. Research and implement internal changes to ensure the highest level of care provided by agency foster homes. **In process- to be completed by July 2009.**

2. Utilize the principles of Family-to-Family to find and maintain foster and kinship families whom can support children and families in their own communities. Request technical assistance from Mike Byers to develop implementation plan for Family-to-Family. Research with other counties using Family-to-Family practice. **January- December 2009.**
3. Ensure contracted providers meet standards of service delivery to demonstrate positive behavioral outcomes for children served. **In process- ongoing.**
4. Monitor providers for quality service delivery utilizing a QA process in conjunction with fiscal monitoring. **Ongoing.**
5. Implement Functional Family Therapy as a service available to families in York. Request for Proposals sent out in December. Contracted provider to be established by **March 2009.**
6. Implement Multidimensional Treatment Foster Care in York. Children's Home of York is developing through grant process. **In progress.**
7. Utilize MultiSystemic Therapy to all appropriate families. **Ongoing.**
8. Continue funding requests through the Needs-Based Budget for evidence-based programming. **Ongoing.**

Strategy 5: Utilize SWAN services for all appropriate children and youth in system, starting on intake level.

Action Steps and Timeline:

1. Begin Group Child Preparation Sessions with Diakon. **In development process- full implementation by February 2009.**
2. Process Child Preparation referrals for cases on the intake level. Referrals may be recommended through Child Placement Advisory Committee and are followed up by Adoption Supervisor. **Ongoing.**
3. Implement Family Finding as a practice in CYS. **In process.**