



## Child Welfare Task Force Updates August 2020

### Tier I: Workforce, Data Infrastructure, Family First Act, Access to Care and CINC Code

<p>1 Workforce</p> <p>Invest in the child welfare system workforce by increasing funding for recruitment, retention, and support to effectively attract and retain high-quality staff;</p>	<p><b>42 New Positions FY19-20-</b> DCF received 26 additional positions in FY19 and 16 additional in FY20 for a total of 42 new positions FY19-20.</p> <p><b>Paid Practicums</b> - DCF has dollars to pay up to 80 paid practicums each year.</p> <p><b>Recruitment and Retention Funds</b> - Since 2018, DCF dedicated \$400,000 for activities such as Indeed and social media job advertisements, payment of license fees and CEU training.</p> <p><b>Flexible Work Schedule</b> - DCF employees began teleworking full time whenever possible this past April due to COVID-19. DCF implemented a telework policy prior to the pandemic providing an option for workforce in service centers to base their work from home 2 days each week. This telework option supports efficiencies in travel and scheduling, lifts morale and supports responsiveness in communities. Telework options will continue beyond COVID-19.</p> <p><b>Education Leave Policy</b> – DCF employees may be approved for up to 4 hours of administrative leave weekly to attend approved academic coursework in fields that support promotion or career path in DCF.</p> <p><b>Forensic Training and Development</b> - Mechanisms of Child Abuse Injury Training – Tele-education Medical forensics education series with Children's Mercy Hospital pediatric child abuse specialist team began Jan. 2020. In addition, DCF front line practitioners use the Child Protector App which</p>
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	<p>helps with decision trees and definitions and recognition of child injuries.</p> <p><b>Coaching support model</b> - Kansas Strong grant with KU implementing January 2020 a coaching model for DCF and foster care case management practitioners from the Atlantic Coast Child Welfare Implementation Center.</p>
<p>2 Data Infrastructure</p> <p>Create a single, cross-system, web-based, integrated case management and data reporting systems.</p>	<p><b>Comprehensive Child Welfare Information System (CCWIS) Development</b> - DCF currently has an approved OAPD, PAPD for work in an eighteen-month planning effort inclusive of Feasibility Study, Alternatives Analysis, Cost Benefit Analysis, and the myriad other components of an Implementation Advance Planning Document and Implementation Request for Proposal. We expect to complete the planning process in early 2022. Enhanced IV-E Funding is available at 50/50 match.</p> <p><b>Placement Management System</b> – CareMatch went live October 1, 2019. Contains data sharing between DCF, child welfare providers and Child Placing Agencies. Provides CWCMPs real-time information on available beds statewide, regardless of sponsoring agency.</p>
<p>3 Families First Act</p> <p>Fund and institute the federal Families First Prevention Services Act</p>	<p><b>Prevention</b> - DCF received \$13 Million all funds for evidenced based foster care prevention programs. Grants were awarded to 18 organizations 10/1/19.</p> <p><b>Kinship Navigator</b> - DCF was granted a federal Kinship Navigator Award for FFY18 and 19 to develop or expand Kansas' kinship navigator program administered by Kansas Family Advisory Network (KFAN). Kansas has until 9/30/20 to expend most recent award funds.</p> <p><b>Placement in Family Like Settings</b> – Practice supports are in place for family finding and supportive rates to create stable placements with relatives and family foster homes.</p> <p><b>Qualified Residential Treatment Programs (QRTP)</b> - The requirement for Independent Assessor for youth in Qualified Residential treatment Program (QRTP) is met through award to Health Integrated Solutions. HB 2103 passed through legislation to yield CINC code changes requiring Judges to approve or disapprove QRTP placements at 60 days and set forth requirements for prevention plans by DCF. QRTP's provide service to high need children while in residential placement. A QRTP rate of \$250 / day has been established</p>

	<p>and costs for agencies becoming newly accredited are being covered in part to support efforts toward accreditation.</p> <p><b>DCF Community Meetings</b> - March through May 2019 in six cities across the state as information sessions and planning for prevention and program implementation.</p>
<p>4 Access to Care</p> <p>Require access to high-quality and consistent medical and behavioral health care for Medicaid-eligible high-risk youth through the Medicaid state plan or other appropriate sources of funding.</p>	<p><b>Medicaid and Health Care Coordination</b> - DCF established a Director of Medicaid and Children’s Mental Health summer of 2020 has a had Medicaid Liaison position funded and filled in the Prevention and Protection Services Division to support coordination and knowledge of health care coverage.</p> <p><b>Crisis Response</b> - DCF issued a bid request through Department of Administration for Kansas Family Crisis Response and Support for crisis intervention services with proposals under review.</p> <p><b>High Needs and Foster Care in KanCare Workgroup</b> - DCF works closely with KDHE and KDADS on cross agency workgroups to address high needs and general foster care population. Meetings are bi weekly and include Managed Care Organizations every other meeting.</p> <p><b>Mental Health in Schools Project</b> - Community Mental Health Centers provide assessment and treatment services in school districts through Department of Education Funding. Foster Care Grantees will amplify their work to assure more youth are referred in these pilot school districts.</p> <p><b>Managed Care Organization Contract Amendments</b> – MCO’s have Community Service Coordination and other supports for children and youth in care in FY20. Additional efforts or adjustments to contracts are under consideration for MCO and CMHC related to terms of the Settlement Agreement.</p> <p><b>AAP Medical History Form</b> - September 2019 DCF and foster care grantees implementing a medical history form <a href="http://www.kansasaap.org/wordpress/chapter-focus/foster-care/">http://www.kansasaap.org/wordpress/chapter-focus/foster-care/</a> from the Kansas Chapter of the American Academy of Pediatrics (KAAP). Pediatricians volunteered to complete the history for each child in foster care which will then be uploaded to the case managers information system and shared at future medical appointments and with placement providers to assure consistent information and ease of access to basic medical information about the most recent physician's visit.</p>

<p>5 Code for Care of Children The Judicial Council should review the Code for Care of Children especially with regard to: a) the way DCF’s definition of “non abuse neglect” relates to cases under the CINC Code, and b) modifications to meet the child’s ongoing best interests for permanency.</p>	<p><b>NAN to FINA</b> - Beginning in FY19 DCF no longer has "non-abuse neglect" cases. The new terminology is Family In Need of Assessment (FINA). DCF created new definitions and categories to better define issues at the time of intake and removal from home to better understand and serve children in our system. DCF Attorneys review the CINC code, collaborate with Judicial Council and advocate for any needed changes and updates.</p>
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**Tier II: Foster Care Re-entry and Transitional Services, Service Setting, Reintegration Support, Foster Homes, Analysis of Service Delivery Safety Net**

<p>6 Foster Care Re-entry and Transitional Services.  Provide young adults age 18-21 with the option to seamlessly re-enter the child welfare system, and ensure continuity in medical, behavioral health and support services for youth who have exited the custody of DCF.</p>	<p><b>DCF IL Program-</b> The IL Program receives Chafee, ETV and TANF along with SGF match to serve older youth in Kansas ages 14-26. Since FY18 the IL program was able to start a TANF funded program Youthrive which is a mentoring program. Regional IL support workers who attend case planning for youth 16 and older in order to assure they are aware of the supports offered to them through the IL program.</p>
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<p>7 Service Setting</p>	<p><b>Family First Act Approach</b> - FFPSA places an emphasis on in-home parent skill-based programs to keep families intact. The FFPSA also interprets "in-home" broadly meaning a child can live in the home of a parent or relative caregiver and still receive services.</p> <p><b>Foster Care Case Management Grants</b> - Evidence base screening and interventions focus on best practice for services including the setting of services.</p>
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<p>Prioritize delivering services for children and youth in natural settings, such as, but not limited to, homes, schools, and primary care offices, in the child’s community when possible. The needs of the child and family should be the most important factor when determining the settings where services are delivered.</p>	<p><b>Family Team Decision Making</b> - Practice implementation begins October 2019 in Kansas City and Southeast KS with Annie E. Casey Foundation and National Center for Crime and Delinquency to strengthen safety planning in facilitated meetings with families, relatives, schools and community supports.</p> <p><b>Family Finding Practice Approach:</b> Aetna Better health of Kansas is sponsoring Kevin Campbell Family Finding model implementation across all DCF, Juvenile Justice, CASA and DCF foster care grantees. This foundational approach emphasizes creating connections and plans of lifetime networks for connection to community and family.</p> <p><b>Placement Array Relative Rate and Support</b> - Daily payment rates for relatives caring for children in the custody of the Secretary range from \$11 per day to \$108 per day based on needs of a child. Relatives caregivers have the same benefits of stability payment for days when a child temporarily needs acute mental health or hospital care.</p>
<p>8 Reintegration Support</p> <p>Provide consistent, individualized, evidence-based support throughout reintegration for children in need of care and caregivers, including, but not limited to, parents and foster parents;</p>	<p><b>Foster Care Case Management</b> - Grantees use evidence-based screening and assessment tools to support work alongside families. When children are reintegrated, the grantees implement an intensive six-month aftercare service program that requires monthly contact in the home with all family members.</p> <p><b>Supports to Families</b> - The Kansas Family Advisory Network is DCF grantee to assist parents and caregivers whose children are in the foster care system to navigate current child welfare system in Kansas. The award was increased by 66% in FY19 to allow KFAN to serve more families across the state.</p>
<p>9 Foster Homes</p> <p>Invest in foster home recruitment and retention by increasing funding for supplemental training and providing additional</p>	<p><b>Foster Parent Training</b> - DCF added additional foster parent trainings in FY19 through a contract with Children's Alliance of Kansas. This new training is an accelerated version of MAPP to move potential foster parents through the process more efficiently. DCF has had for two years a diligent recruitment plan for foster homes. DCF has staff who provide presentations, face-to-face contacts and other innovative opportunities to reach potential foster parents.</p>

<p>financial incentives that support older youth, high-needs children, and birth families, as well as modifying licensing requirements</p>	<p><b>Caregiver Support Grant</b> - DCF has a grant with Wichita State University (WSU) which supports the recruitment and retention of foster, adoptive and kinship parents.</p> <p><b>Array of Rates</b> - Rates for family foster increased 10/1/19 and range from \$24 to \$108 per day with two levels for intensive foster homes rates.</p>
<p>10 Analysis of Service</p> <p>Establish a work group or task force to conduct an analysis to: 1) determine what it costs to adequately fund high-quality child welfare services; 2) by 2021, evaluate the benefits of privatizing child welfare services; and 3) determine the best public/private collaboration to deliver child welfare services. DCF shall determine appropriate outcome measures and periodic evaluations shall be conducted to ensure contractors are achieving set outcomes and provide opportunities for ongoing collaboration and review. Summary reports should be provided to the Legislature semi-annually;</p>	<p>A workgroup has not yet been established.</p> <p>Foster Care Case Management grants include outcomes required by federal program standards and state program goal requirements. These outcomes focus on permanency, safety and wellbeing for children in foster care.</p>
<p>11 Safety Net, Early Childhood Programs, and Early Intervention</p> <p>Fully fund, strengthen, and expand safety net and early childhood programs through public services (DCF, mental health, substance abuse, and education) and community-based partner programs, and reduce</p>	<p><b>Family First Foster Care Prevention Grants</b> - Grants include evidence based-program intervention for substance abuse treatment, mental health services, community-based parent skill building safety network program as well provisions for keeping children with their parents during in-patient substance abuse treatment programs. Nine (9) of the FFPSA grants serve families with children age 0-3 years or preschool age.</p> <p><b>Home Visitation Grants</b> - DCF has a Home Visitation grant with KCSL. This Healthy Families America program is an evidence-based model working with at-risk families and 5</p>

<p>barriers for families needing to access concrete supports. The State of Kansas should ensure availability and adequate access to early childhood behavioral health services statewide. The Task Force recommends consideration of related Mental Health Task Force recommendations 1.2 (Medicaid Expansion Models), 1.3 (Housing), 3.1 (Regional Model), and 6.4 (Early Intervention);</p>	<p>parent skill building grants were awarded through Family First grants.</p> <p><b>Care Portal</b> - DCF has a \$150,000 grant to support the Care Portal project in many areas of the state to coordinate a system of connections across churches to fill family requests for concrete needs.</p> <p><b>Child Care Grant</b> - The CCDF Federal Child Care Grant increased rates from 45th percentile to the 85<sup>th</sup> percentile April 1, 2020. This will help to cover childcare costs for the state and children in foster care.</p> <p><b>Safety Net Programs</b> - DCF plans to continue to work to increase access to safety net programs such as SNAP, TANF and child care assistance to at-risk families. Some of these changes have been made through internal policy changes but most changes would require changes in statutes.</p>
<p>12 Information Sharing</p> <p>Establish a multi-disciplinary approach and share information across and among stakeholders, irrespective of state borders, in accordance with federal and state laws.</p>	<p><b>CCWIS funding</b> - Will create an integrated system accessible across state agencies, service providers and stakeholders.</p> <p><b>Placement Matching System</b> – Launched 10/1/19 and facilitates placement data sharing between DCF, child welfare providers and Child placing Agencies</p> <p><b>Wichita Law Enforcement Project</b>- DCF collaborates and funds with federal CAPTA dollars 3 community support specialists positions for local law enforcement in the Wichita area and Wichita Police Department and SG CO Sheriff’s office have access to Kansas Intake/Investigation System (KIPS).</p>
<p>13 Non-Abuse Neglect newborn response</p> <p>Provide differential responses for newborns and refer them to evidence-based services.</p>	<p><b>Newborns</b> - those exposed to substances may be assigned for assessment as a FINA category.</p> <p><b>DCF Universal Infant Referral</b> - Policy effective July 1, 2019 requires DCF to make a referral to an age appropriate parent skill building program for families who have an infant. Family First prevention programs, family preservation and other home visiting via TANF or Child Welfare Grants or early childhood programs are evidenced based.</p>
<p>14 Relative Search</p>	<p><b>Family Finding Practices</b> - DCF and foster care case management practitioners conduct relative searches.</p>

<p>Ensure diligent search for relatives for possible placement begins immediately when a child is removed from the home. DCF should establish benchmarks for relative identification and shall monitor related outcomes, such as number of relatives identified within the first 30 days, number of children in relative placements and length of time for the child to reach that placement, and number of relatives contacted. DCF should regularly report on these benchmarks and outcomes to the Legislature.</p>	<p>Cornerstones of Care uses <b>30 Days to Family Model</b> to locate and engage relatives at the onset of placement in care. DCF has implementing Family Finding in 2019 with model developer Kevin Campbell and developed learning supports for this approach.</p> <p><b>Team Decision Making</b> - This statewide meeting model through the National Council for Crime and Delinquency engages relatives in safety planning prior to entry into care and research findings reflect increased placement with relative if a child enters foster care.</p> <p><b>Relative Placement Data</b> - Case management contract data is reported monthly on the PPS website with number and percentage of children placed with relative.</p> <p><b>Relative Placement Outcomes:</b> Grant outcomes and the performance standard for regions beginning July 1, 2020 is that 50% of children in care are with relative or kin.</p>
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**Tier III: Immediate Response, Front End, Case Plans, Post Adoption Support, Maximizing Federal Funds, Resources and Accountability, Serious Injury Review Team, CASA and Physical Access**

<p>15. Immediate Response</p> <p>The State of Kansas should provide immediate response 24/7 to hotline calls and dedicated immediate response investigators to be dispatched, when warranted.</p>	<p><b>The Kansas Protection and Reporting Center</b> currently provides 24/7 coverage for hotline calls. The Topeka location receives reports 24/7 including holidays. This expense is covered in the KPRC base budget which is approximately \$5.2M annually</p> <p><b>No effort has occurred for the 24/7 response by investigators for FY20.</b> In FY18 an enhancement was denied for additional child welfare staff. Part of the enhancement request was to fund "on-call" stipends to staff to enable 24/7 immediate response investigations. On call pay (\$2 per hour) would have been provided and overtime pay when needed. The enhancement was not appealed in FY18 or requested in FY19.</p>
	<p><b>Training for Front-End Staff</b> - DCF has specialized and ongoing trainings for staff included in existing DCF budget. Structured Decision Making training for intake procedures has been incorporated into pre-service training for all new hires at the KPRC. DCF is also hosting classroom and</p>



<p>16. Front-End Staffing</p> <p>DCF should employ highly skilled and experienced front-end child welfare staff</p>	<p>webinar workshops provided by the Child Abuse Pediatricians with Children’s Mercy’s Division of Child Adversity and Resilience. Since December 2019, more than 475 Prevention and Protection Services practitioners have completed Signs of Safety: Agency Exposure, which introduces the Signs of Safety Practice Approach. DCF is working to introduce the Kansas Practice Model curriculum which will become a part of pre-service training for new PPS frontline workers.</p> <p><b>Education Leave Policy</b> – DCF employees may be approved for up to 4 hours of administrative leave weekly to attend approved academic coursework in fields that support promotion or career path in DCF</p> <p><b>Paid Practicum Students</b> - create exposure to child protection framework practices early in learning and bring experience and build competencies with new hires.</p> <p><b>Additional Supports</b> – With FY 21 budget approval of 10 additional positions In July 2020, regions were able to reduce the supervisor to front line ratio from about 1 to 8 to closer to 1 to 5. This 1:5 ratio supports supervisors the time needed to support, train and develop staff in order to build the skill and experience of our existing workforce.</p>
<p>17 Case Plans</p> <p>Restructure the case plan process to improve coordination of services among all stakeholders to strengthen collaboration in the case;</p>	<p>Case Management grants include an '<b>Ice Breaker</b>' model which encourages co-parenting and case plan development between parents and foster-parents.</p> <p><b>Case Plan Process</b> - DCF is continually reviewing and improving the case plan process to better suit the needs of the children and families we serve. New trauma screening and functional assessment tools can help inform processes. DCF involves internal staff along with input from providers, federal guidance and stakeholders when making changes to this process.</p> <p><b>Foster Care Initial Service Plans</b>- Effective 10/1/2019 DCF initiated in policy an Initial Service Plan to be developed within three days of a referral to providers so the family can begin addressing safety factors and what to expect in the next 30 to 45 days with the providers. The plans are given to the parents and the courts.</p>
<p>18 Post-adoptive Support</p>	

<p>Ensure both federal and state subsidies to adoptive families and implement best practices for post-adoptive support services;</p>	<p>DCF provides adoption assistance and post adoption services through K-PARC (KCSL grant for Adoption Resource Center)</p>
<p>19 Maximizing Federal Funding</p> <p>Conduct an audit of potential funding streams by program area to ensure the State is maximizing federal benefit</p>	<p>Effort for an external auditor on this item for all federal funding streams has not yet initiated.</p> <p>DCF initiated Family First programs October 1, 2019 and participates in federal audits for Title IV-E foster care an adoption. Federal funds are being sought for each phase of CCWIS development.</p>
<p>20 Resources and Accountability</p> <p>Provide services that are in the best interest of children in their care by supporting a system that is accountable and resourced well enough to provide the needed services. Considerations should include, but not be limited to, the awarding of funds based upon qualifications and not financial factors; improving workforce morale and tenure; and providing technology to improve efficiencies</p>	<p>Additional positions, staff coaching models, university partnerships for students and collaborative grants, CCWIS system, recruitment, flexible work schedule, evidence-based tools and programs support this item.</p> <p><b>Special Response Team</b> – This team of special response practitioners works to prevent, locate and do system work with youth who are absent or on run from their foster placement. The team has received motivational interviewing training, mental health first aid for youth, cognitive interaction skill training for youth and other development boosts and some jurisdictions have implemented the “Let’s Talk” curriculum with partner providers.</p>
<p>21 Serious Injury Review</p> <p>In accordance with federal and state confidentiality laws, should formalize a Serious Injury Review Team to establish and conduct a review process both internally and externally for an immediate and necessary</p>	<p>In July 2019 DCF’s Critical Incident Response Protocol was revised and an information triage team was implemented. The DCF Administration Critical Incident team, which includes a dozen program administrators and Deputy Directors with child welfare experience, receives initial notice of child fatalities or other critical incidents through the KPRC or regional practitioners. The team reviews the initial notification of the incident and the agency’s critical event administrator initiates a triage request if one is determined to be necessary.</p>

<p>response when a child dies or suffers serious bodily injury after having previous contacts with DCF Protection and Prevention Services concerning prior abuse and neglect</p>	<p>A triage approach is activated within one-half working day if requested, and a preliminary assessment report completed by designated staff and provided to the Secretary, Director of Communications and General Counsel. The purpose of the preliminary assessment triage is to provide information on family history, current events, services implemented, and involvement of community partners known to the agency to determine if further review is warranted or would be helpful for continuous improvement.</p> <p>If circumstances indicate further review is warranted, the critical event administrator contacts the assigned front-line practitioner and supervisor to review their experience in the case. This step of review informs systemic change by supporting and obtaining the perspective of child protection staff who have worked with, and have knowledge of, the family. The child protection staff share their experience of how agency practices impacted their work and offer feedback to assist with future policy review and development.</p> <p>The information gathered during the review is shared with Secretary Howard and other members of DCF Administration. These conversations have led to implementation of program assistance and regional support to help child protection staff and their supervisors serve alongside families. One example of continuous improvement gained from these reviews is DCF’s initiative to promote safe sleep. Another is DCF’s universal infant referral policy.</p>
<p><b>22 Court Appointed Special Advocates</b> The Legislature shall fund Court Appointed Special Advocates (CASAs) to ensure the availability of CASA volunteers in all jurisdictions, without disrupting the current funding CASAs receive from the State of Kansas</p>	<p>DCF is not yet aware of discussion or plans for state budget funds for CASA.</p>
<p><b>23 Physical Access</b> The Legislature should fund increased physical access between children in need of care and their families, as well as ensure that families are supported in accessing services as required by the case plan.</p>	<p>Case Management teams can transport or arrange for transportation for parents so that children do not experience lengthy travel periods. Foster Care case managers provide a full-service array to serve the entire family. This should encompass helping any family member to access services required to complete their case plans. Policy requires that children and their families are able to have naturally occurring interactions weekly. The interactions shall primarily occur in the family’s home; however, they could see each other in a variety of other natural settings where meaningful interactions can occur, such as during shopping visits, at the park, other family activities, etc.</p>