

FY 2023 PERFORMANCE PLAN

Foster Care - Permanency		Child Welfare		Lissa Friedman x 1570 Sherri Brothers x 1575 Regine Gerard x1591 Jillian Thorp x1096	
Program Purpose	<ul style="list-style-type: none"> Strengthen families so that children in care can achieve permanency through reunification, relative placement and adoption. 				
Program Information	<ul style="list-style-type: none"> Foster care is a temporary living arrangement providing care and parenting for children under the age of 18 who can no longer live in their homes because of abuse, neglect or other severe family problems. Social workers engage families in decision making and treatment planning through home visits, treatment team meetings, family partnership meetings, phone calls, emails and other contacts connected to service and permanency planning. Permanency is defined as Return Home, Relative Placement, and Adoption. Virginia Department of Social Services regulations require that permanency be achieved for all children in foster care through reunification or relative placement within 15 months; and through adoption within 24 months. Parents with goals of reunification are provided services and supports such as substance use treatment, anger management, domestic violence counseling, parenting classes, and parent coaching, to strengthen parental capacity and increase protective factors. Visitation plans are created for each child in foster care with a goal of return home or relative placement. Foster parents planning to adopt a youth in foster care receive services and supports to prepare them to become adoptive parents. 				
Service Delivery Model	<ul style="list-style-type: none"> In FY 2023, services were primarily provided in-person for family visitations and worker visits. Team meetings care facilitated using a hybrid model. In FY 2023, foster care workers incorporated In-Home cases into their caseloads as foster care numbers decrease and the number of In-Home cases increases. In FY 2024, services will continue to be delivered using both in-person and virtual methods where appropriate. 				
PM1: How much did we do?					
Staff	<ul style="list-style-type: none"> Total 15.5 FTEs: <ul style="list-style-type: none"> 2.5 FTE Supervisor 9 FTE Foster Care/Adoption Workers 2 FTE Family Support Workers 1 FTE Fatherhood Engagement Coordinator 1 FTE Kinship Navigator 				
Customers and Service Data		FY 2020	FY 2021	FY 2022	FY 2023
	Youth in Foster Care (as of last day of fiscal year)	70	67	49	65
	Youth Discharged/ Families Closed	38/29	47/31	26/22	24/23
	Relative Placement	1/1	6/5	2/2	2/2

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	Reunification	20/14	28/20	10/8	7/7
	Adoption	10/7	5/5	10/8	7/5

PM2: How well did we do it?

2.1	Parent Engagement toward Permanency
2.2	Family Engagement Satisfaction

PM3: Is anyone better off?

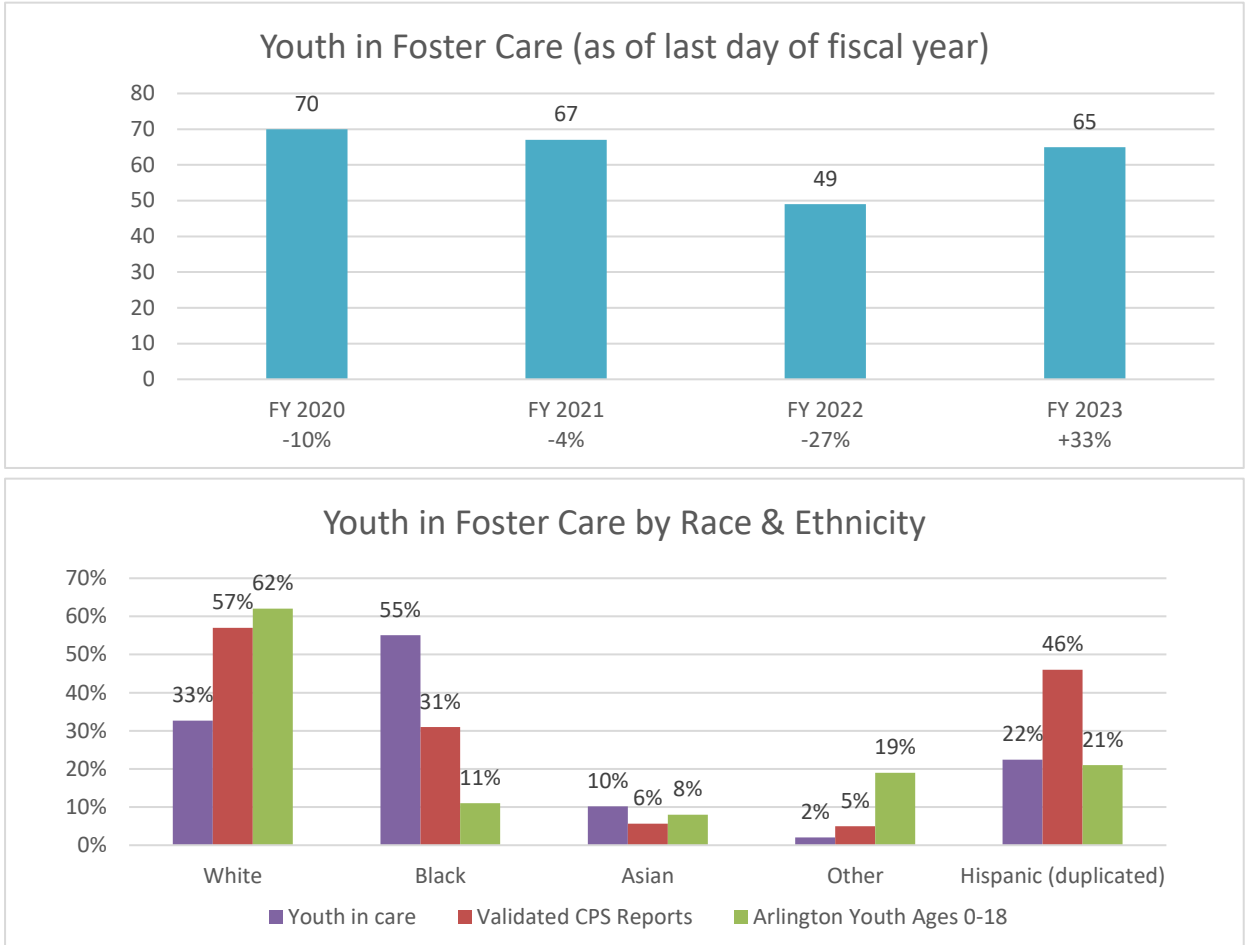
3.1	Children Discharged to Permanency
3.2	Reunifications or Relative Placements within 15 Months

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Measure 1 Youth in Foster Care (as of last day of fiscal year)

Data



Data Summary

- Between FY 2022 and FY 2023, the number of youth in care increased 33%, effectively bringing the number of youth in care back to pre-pandemic numbers.
- In FY 2023, 16/49 (33%) youth that were in care on the last day of the year identified as White; 27/49 (55%) of youth identified as Black; 5/49 (10%) identified as Asian; and 1/49 (2%) of youth identified in a racial category noted as "Other". In FY 2023, 11/49 (22%) of youth identified as Hispanic. Of the 11 youth that identified as Hispanic, 10 of those youth were White (91%).
- In FY 2023, there was a notable increase in the number of validated CPS reports for youth that identify as Hispanic.
- This data is collected and reported in the child welfare Children in Care stats spreadsheet.

What is the story behind the data?

- According to the Child Welfare Information Gateway, (https://www.childwelfare.gov/pubPDFs/racial_disproportionality.pdf) a significant body of research has documented the overrepresentation of certain racial and ethnic groups in the child welfare system relative to their representation in the general population (e.g., Cénat et al., 2020; Ganasarajah et al., 2017; Wells, 2011). African American children accounted for

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roughly 14 percent of the child population and 23 percent of the foster care population (Annie E. Casey Foundation, 2020a; Children's Bureau, 2020b). At the same time, White children made up half of the child population and just 44 percent of the foster care population. Although Hispanic children have historically been underrepresented in foster care at the national level, they were overrepresented in 20 States in 2018, when the most recent available data were collected (Puzzanchera & Taylor, 2020).

- In FY 2023, youth aged 0-17 accounted for 75% (49/65) of youth in care, which is consistent with FY 2022 (70%). Youth ages 18-21 accounted for 25% (16/49) of youth in care in FY 2023, consistent with FY 2022 (30%).
- Of the 49 youth in foster care age 0-17, 16 youth are between 14 and 17 years of age.
- In FY 2023, 15 families opened to Foster Care from CPS Intake. Three (20%) of them identified as Hispanic, a slight increase from 13% (2 of 15) in FY 2022.
- In FY 2023, 89% 24/27 of the youth that identified as Black entered care through CPS Intake, two entered through CPS In-Home and one youth entered through direct court order. Families that identify as Black experience multi-layered, systemic disadvantages that impact their ability to stabilize safely.

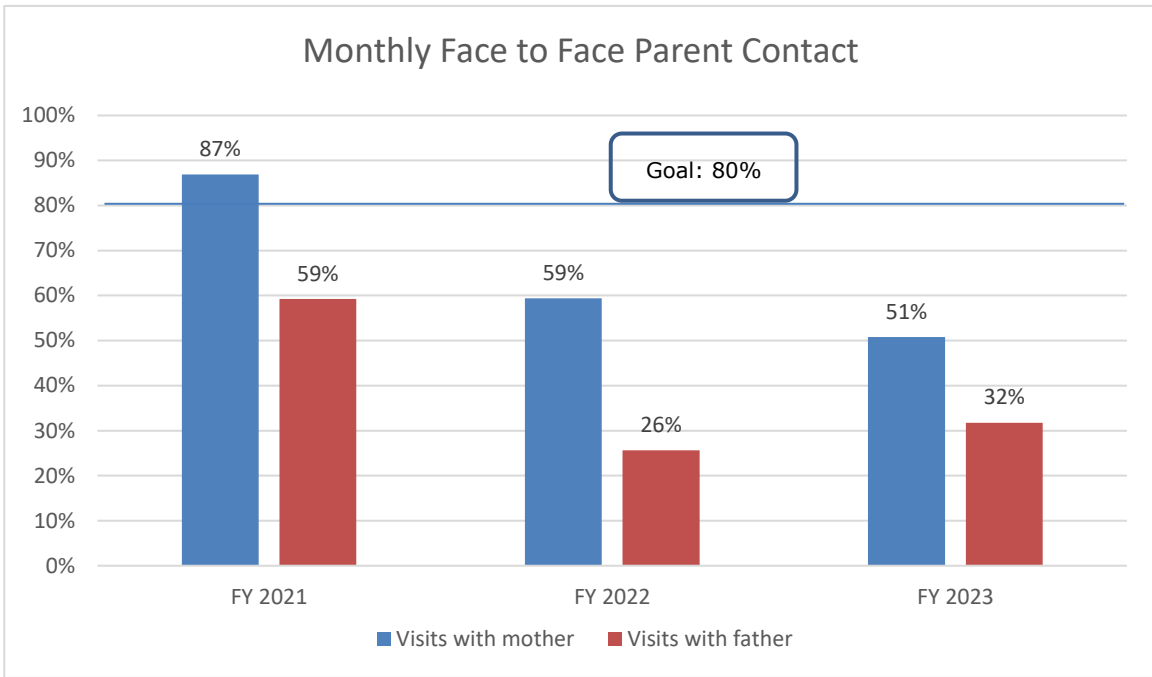
Recommendations	Target Dates
<ul style="list-style-type: none"> • Continue to review data with staff across Bureau to look at all PMP data and consider possible strategies for reducing racial disparity. • Continue efforts at front-end kinship finding to prevent foster care placements and reduce length of stay in care. • Consider a front-end family engagement unit, depending on budget allocations. • Continue to assign In-Home cases to Foster Care staff as needed. • Explore training opportunities to increase staff capacity around engaging older youth. 	<ul style="list-style-type: none"> • Ongoing • Ongoing • FY 2025 • Ongoing • Spring 2024
Forecast	
<ul style="list-style-type: none"> • For FY 2024, the total number of youth in foster care is expected to remain at 65. 	

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Measure 2.1 Parent Engagement toward Permanency

Data



Data Summary

- Face to face contact is required monthly for youth with a permanency goal of reunification or relative placement.
- In FY 2023, 99/195 (51%) of required face to face visits between youth in care and their and their mother occurred and 46/145 (32%) of required face to face visits with the father occurred.
- In FY 2023, 63 visits were conducted virtually. These visits are not included in the chart above.
- For situations when a face to face contact was not required (ex. could not be located, was deceased, refused contact or was unknown) those contacts were removed from the denominator.

What is the story behind the data?

- In-person face to face visits resumed as the required method of contact as COVID restrictions were eliminated. The percentages in FY 2023 only reflect in-person face to face visits.
- Face-to-face contact is difficult for parents living out of country due to time differences, language capacity, and technology issues.
- Face-to-face contact is difficult with incarcerated parents due to limited access and rules around contact.
- In FY 2023, the Fatherhood Engagement Coordinator was hired and the percentage of fathers with monthly face to face contact has improved. He has intentionally kept fathers at the forefront of treatment planning and ensuring that their voices are heard.
- In FY 2023, the Fatherhood Engagement Coordinator implemented a fatherhood group in the Arlington County jail called "Inside Out" for fathers approaching release. These groups

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address parenting and relationships as these fathers prepare for re-introduction into the community.

- In FY 2023, Supervisors used the data collection spreadsheet to monitor compliance with monthly face to face parent worker visits.

Recommendations

Target Dates

- Continue to collaborate with Arlington County Jail around parent/child visitation and worker contact protocols to maintain parent engagement during incarceration.
- Explore adding interns working with the Fatherhood Engagement Coordinator to increase reach.
- Continue to collect data around fathers to identify trends and service needs.
- Revise data collection method for parents living out of state.

- Ongoing
- Fall 2023
- Ongoing
- Fall 2023

Forecast

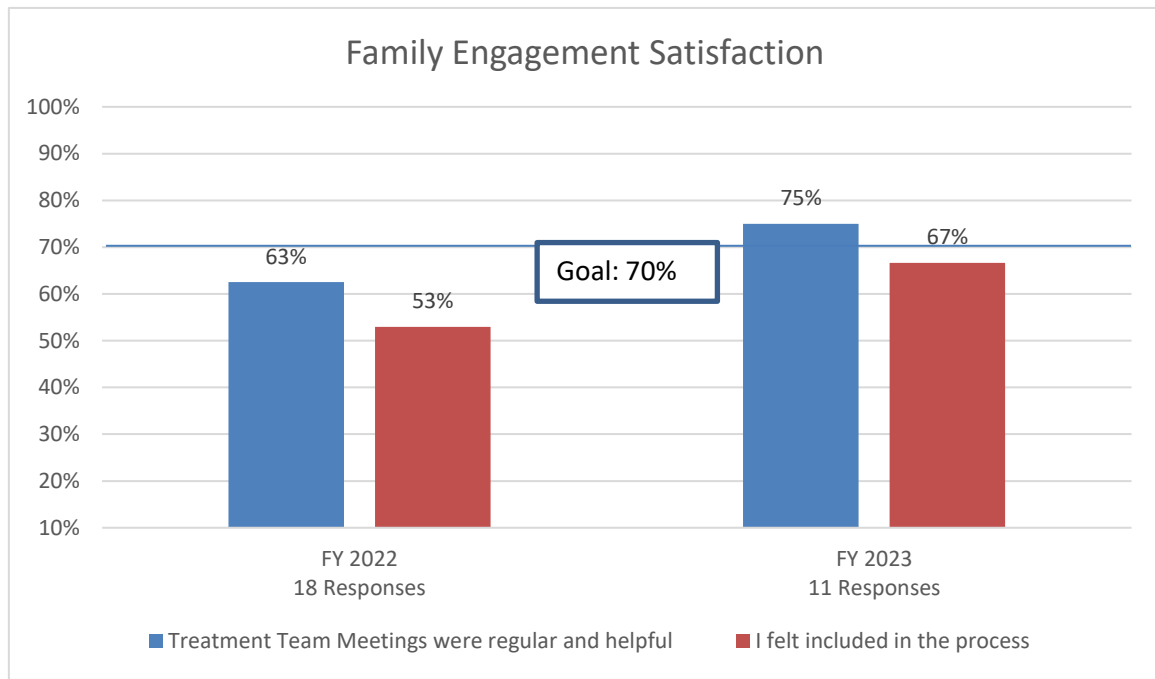
- In FY 2024, it is projected that 70% of face-to-face contacts with the mother and father will be completed.

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Measure 2.2 Family Engagement Satisfaction

Data



Data Summary

- In FY 2023, responses were collected from families of youth that had a goal of reunification or relative placement. 11 family members out of 24 completed this survey in FY 2023 (46%).
- In FY 2023, 6 out of 8 respondents stated that they felt that treatment team meetings were held regularly and were helpful. Three respondents declined to answer this question.
- In FY 2023, 6 out of 9 respondents stated that they felt included in the decision-making process and that their voice was heard. Two respondents declined to answer this question.
- In FY 2023, 10% (1 of 11) of the respondents identified as White, 55% (6 of 11) of the respondents identified as Black, 10% (1 of 11) of the respondents identified as Asian, 10% (1 of 11) of the respondents identified as Native American/Pacific Islander, 18% (2 of 11) of the respondents declined to identify their race.

What is the story behind the data?

- In FY 2023, more than two thirds of respondents indicated that treatment team meetings were held regularly and were helpful. They also felt heard and included in the decision-making process.
- In FY 2023, the survey was modified giving the option for respondents to remain anonymous.
- Eight of the eleven respondents found individual workers to be helpful.
- Three respondents expressed dissatisfaction with their involvement with the child welfare system.
- In FY 2023, when respondents provided contact information and requested follow up, the Child Welfare Bureau Director called them to follow up on their feedback and concerns.

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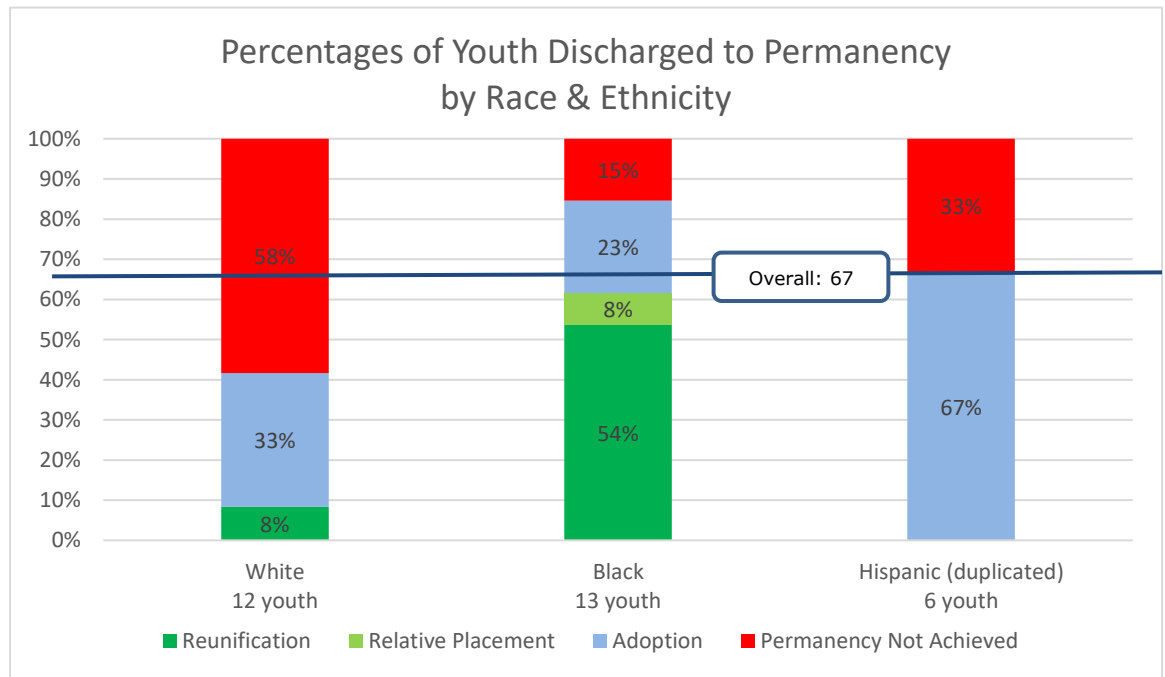
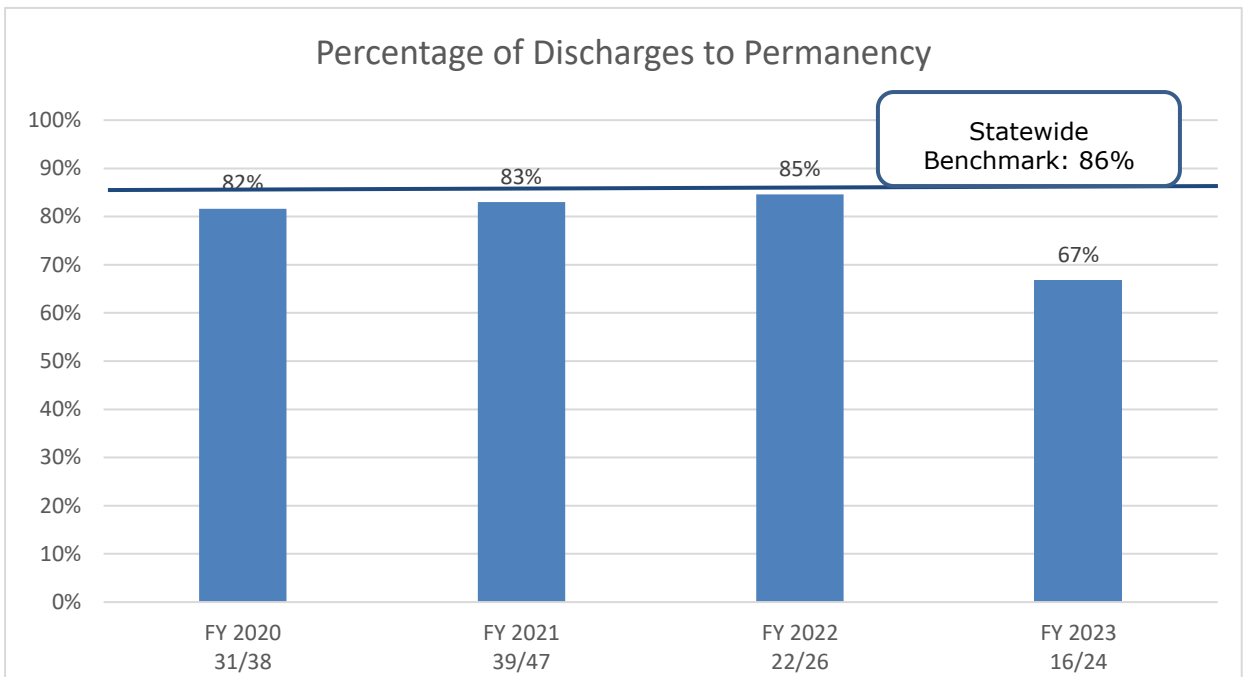
Recommendations	Target Dates
<ul style="list-style-type: none">• Survey data will continue to be collected by non-clinical staff and reported annually.• Develop a schedule to administer the survey at case closure for each family, rather than at the end of the year.• Explore a measure to address kinship and family engagement.	<ul style="list-style-type: none">• Ongoing• FY 2024, Q2• FY 2024, Q3
Forecast	
<ul style="list-style-type: none">• In FY 2024, it is anticipated that 70% of respondents will indicate that treatment team meetings are regular and helpful. 70% of respondents will also indicate that they are included in the decision-making process.	

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Measure 3.1 Children Discharged to Permanency

Data



Data Summary

- In FY 2023, 16/24 (67%) of children that exited foster care either returned home, were adopted, or were placed with relatives.
- In FY 2023, 2/2 (100%) youth that discharged to relative placement identified as Black which is consistent with FY 2022. No youth of other races exited to relative placement in FY 2022 or 2023.

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- In FY 2023, youth that identified as Black exited to reunification at a higher rate than other racial cohorts.
- In FY 2023, the percentage of youth that discharged to adoption was highest for youth that identified as Hispanic (67%).
- This permanency data reflects youth ages 0-18 who exited to either reunification, relative placement, or adoption. Children are not considered discharged to permanency if they aged-out of care at the age of 18. Outcomes for children who age-out of care at the age of 18 are reported in the Independent Living PMP.
- Data is collected and recorded in the child welfare Monthly Performance Report (MPR) and the Children in Care Stats spreadsheet.

What is the story behind the data?

- In FY 2023, permanency rates decreased from 85% to 67%. Of the 8 youth who did not achieve permanency, 7 aged out of care. Five of these youth entered Fostering Futures. One opted out of Fostering Futures, and one could not participate due to incarceration.
- In FY 2023, there was 1 youth under the age of 18 that did not reach permanency. This youth passed away.
- In some instances, permanency was delayed due to ongoing court involvement.
- In FY 2022 and 2023, youth that identify as Black exited to reunification and relative placement at a higher rate than other racial cohorts. Black families tend to have more familial/kinship connections that support placement with family/returning home.
- Youth that identify as Hispanic often do not have identified family members in the area and/or families that are license eligible. Therefore these youth are less likely to achieve permanency through relative placement or reunification. However, youth identifying as Hispanic are achieving permanency through adoption at a higher rate than other races.
- In FY 2023 a contract was finalized with international social services to conduct home studies in some countries as an effort to reunify families.
- Permanency options including adoption were discussed with older youth at their Transitional Living Planning meetings and routinely at home visits.
- Internal staffings are held for all youth in foster care, including examining the impact of racial/ethnic identity on engagement, at 4 months and 10 months to review permanency activity. These staffings have given staff the opportunity to get/give support from/to their peers. It has also helped to address concerns about equity when it comes to making sure permanency is fully explored for each family.

Recommendations

Target Dates

- Current IL Coordinator will attend Youth Thrive Train-the-Trainer program to advance efforts to implement Youth Thrive formally in the Bureau and across disciplines.
- Conduct outreach to Court Services to train on Youth Thrive and increase coordinated approach to working with older youth who are dually involved or at risk of entering foster care from court services
- Review case files for children who discharged to reunification to identify trends in allegations, court involvement, and potential opportunities for diversion.

- Spring 2024
- Spring 2024
- FY 2024, Q2

Forecast

- In FY 2024, it is anticipated that 70% of youth discharging from care will discharge to permanency.

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Measure	3.2	Reunifications or Relative Placements within 15 Months															
Data	<div style="text-align: center;"> <p>Percentage of Reunifications or Relative Placements within 15 Months</p> <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Percentage of Reunifications or Relative Placements within 15 Months</caption> <thead> <tr> <th>Fiscal Year</th> <th>Percentage</th> <th>Number of Children</th> </tr> </thead> <tbody> <tr> <td>FY 2020</td> <td>76%</td> <td>16/21 children</td> </tr> <tr> <td>FY 2021</td> <td>71%</td> <td>24/34 children</td> </tr> <tr> <td>FY 2022</td> <td>58%</td> <td>7/12 children</td> </tr> <tr> <td>FY 2023</td> <td>67%</td> <td>6/9 children</td> </tr> </tbody> </table> </div>		Fiscal Year	Percentage	Number of Children	FY 2020	76%	16/21 children	FY 2021	71%	24/34 children	FY 2022	58%	7/12 children	FY 2023	67%	6/9 children
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FY 2022	58%	7/12 children															
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Data Summary	<ul style="list-style-type: none"> In FY 2023, 6/9 (67%) of youth that exited to reunification or relative placement, exited within 15 months of coming into foster care. Data is collected and recorded in the child welfare Monthly Performance Report (MPR). 																
What is the story behind the data?																	
<ul style="list-style-type: none"> The use of family engagement practices such as Family Partnership Meetings, family finding and regular treatment team meetings, and visitation plans have contributed to the high rate of exits within 15 months. In FY 2023, permanency took longer than 15 months for 3 children from 3 families. Delays were due to complex parental resource and mental health needs, as well as the time requirements of the Kin-Gap process. In FY 2022 and FY 2023, Arlington had 2 parenting classes in place to help families develop the protective factors needed for reunification. One class was co-ed for all parents and one was specifically for fathers with a focus on employment support, called Fathers In Tech. In FY 2023, the employment specialist has actively been working with parents and older youth to support job readiness and economic stability to achieve permanency. 																	
Recommendations		Target Dates															
<ul style="list-style-type: none"> Continue outreach with Adult Behavioral Health to increase partnership around treatment for parents dually involved with the child welfare system. Continue efforts to locate and involve family as early as possible to achieve permanency faster. 		<ul style="list-style-type: none"> Ongoing Ongoing 															

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- Continue fatherhood engagement efforts to support permanency with father and paternal family members.

- Ongoing

Forecast

- In FY 2024, it is anticipated that 70% of youth discharging to permanency will do so within 15 months of entering care.