

**FY 2023 PERFORMANCE PLAN**

<b>Independent Living</b>		<b>CFSD/Child Welfare</b>	<b>Katrina Amartey x 1580 Regine Gerard x1591</b>
Program Purpose	<ul style="list-style-type: none"> <li>Maximize self-sufficiency for youth aging out of foster care.</li> </ul>		
Program Information	<ul style="list-style-type: none"> <li>Assists youth in obtaining basic life skills, education and employment preparation necessary to become self-sufficient adults.</li> <li>Serves youth 14 years of age and above currently in foster care and young adults formerly in foster care who have requested services.</li> <li>The Fostering Futures program offers housing and other supports to youth 18 to 21 years old. To access these enhanced supports, youth who are medically able must be enrolled in school, participating in post-secondary education, or employed. Beginning FY 2024, youth who opt out of Fostering Futures will receive up to 6 months financial assistance with room and board.</li> <li>Program is available to young adults formerly in foster care who need assistance or referrals in the community.</li> <li>Program is federally mandated; federally and state funded. The State is allocated funds from the Federal Government. The State then allocates independent living funds, based on the number of youth served.</li> </ul>		
Service Delivery Model	<ul style="list-style-type: none"> <li>In FY 2023, the number of in-person visits, workshops and TLP's increased. Many workshops were offered in-person with a virtual option. Worker visits and transition planning meetings were in-person. After care supports, events and workshops were provided using a virtual platform.</li> <li>In FY 2024, services will continue to be provided using a hybrid model. Offering the virtual platform continues to reduce barriers to attendance.</li> </ul>		

**PM1: How much did we do?**

Staff	<ul style="list-style-type: none"> <li>Total 7 FTEs including:                             <ul style="list-style-type: none"> <li>1 FTE Supervisor</li> <li>1 FTE Independent Living Coordinator</li> <li>1 Family Support Worker</li> <li>1 Employment Specialist</li> </ul> </li> </ul> <p>3 FTE Human Service Clinicians (50% of 6 staff)</p>			
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Customers and Service Data		<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>
	Youth served in foster care between the ages of 14 and 21	42	43	54	41
	Average youth per month receiving after care or information/referrals after exiting care	5	6	6	5
	Independent Living Seminars offered	15	78*	112	85

\*Beginning in FY 2021, the number of seminars offered increased significantly due to virtual offerings.

**PM2: How well did we do it?**

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2.1	Timeliness of Transitional Living Planning meetings for youth ages 14 through 21 years of age
2.2	Youth aged 14-21 are engaged in education and employment readiness activities
2.3	Youth receive regular medical and dental care
<b>PM3: Is anyone better off?</b>	
3.1	Eligible youth engaged in Fostering Futures Program
3.2	Permanency Outcomes for youth ages 14-18

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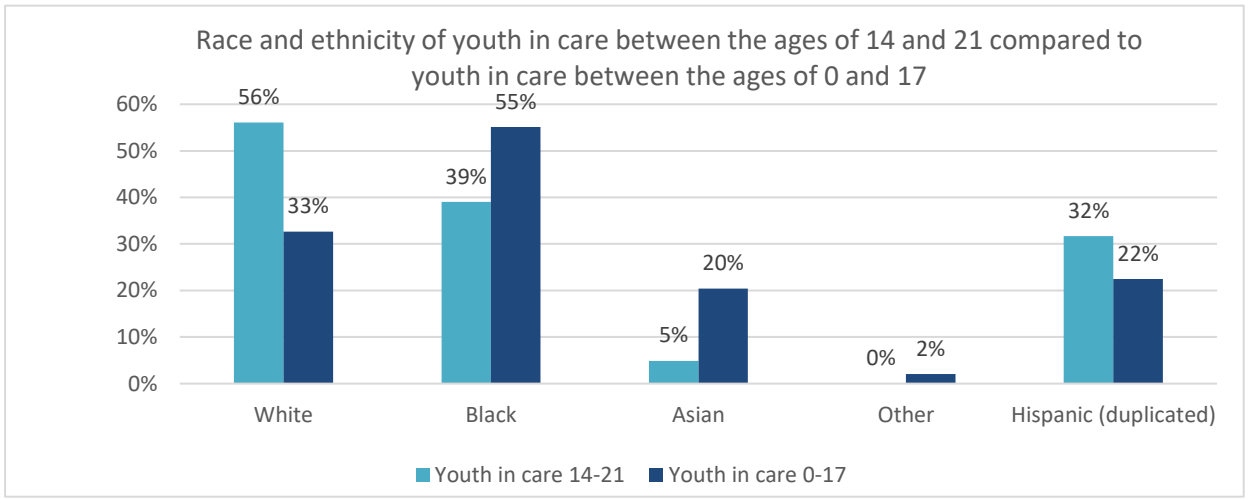
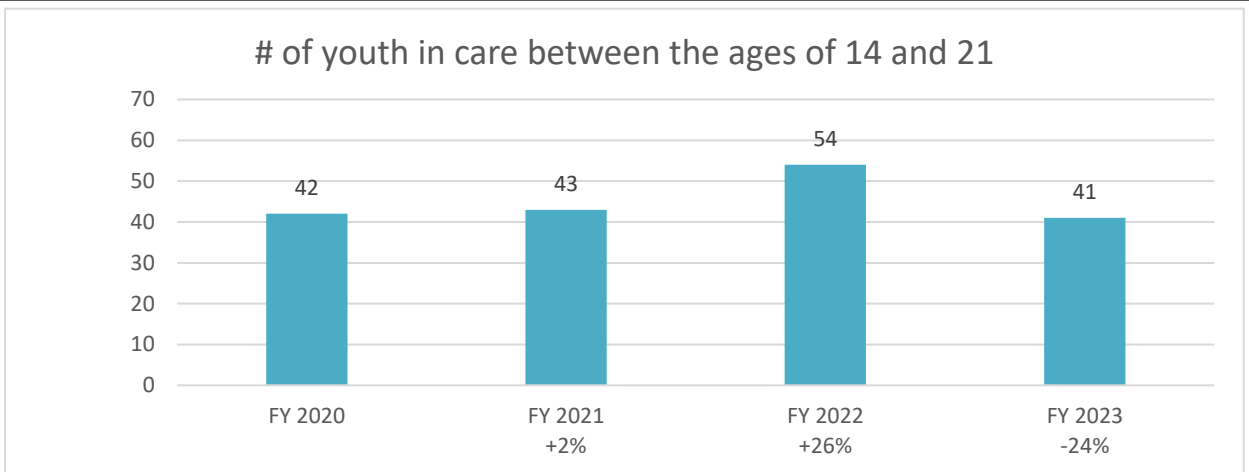
Independent Living

Measure

1

Youth served in foster care between the ages of 14 and 21

Data



Data Summary

- In FY 2023, there were a total of 41 youth served in foster care between the ages of 14-21, which is a decrease from FY 2022.
- In FY 2023, 56% of youth identified as white (23/41), 39% identified as Black (16/41), 5% identified as Asian (2/41), and 32% identified as Hispanic (13/41)
- 100% of the youth who identified as Hispanic, also identified as White (13/13). In FY 2023, the majority of older youth in care are white, Hispanic.

What is the story behind the data?

- In FY 2022 and FY 2023, there continues to be more older youth entering care than previous years. Of the youth in foster care in FY 2023, 16 youth are between 14 and 17 years of age; 50% (8 youth) entered care in the last 6 months (since Dec 2022), and 4 entered care at the age of 16 or 17.
- It is anticipated that this will increase the number of youth being served in Fostering Futures next year as permanency will likely not be an option for many of them.
- In FY 2023, a particular barrier for Hispanic youth aging out of care is the lack of kinship placements in the area. In FY 2023, there were 4 youth that did not speak English, which can present challenges to achieving permanency.

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- In FY 2023 CASA partnered with the agency to provide older youth (ages 14-21) with a greeting card and gift card for their birthdays.

**Recommendations**

**Target Dates**

- Explore methods to collect data regarding reasons why older youth are entering care.
- Explore options to work with biological families to facilitate a successful transition from foster care to independence.
- Prioritize older youth who lack adult connections when developing permanency pacts

- FY 2024, Q2
- FY 2024, Q4
- FY 2024, Q4

**Forecast**

- For FY 2024, the number of IL youth served will be 40

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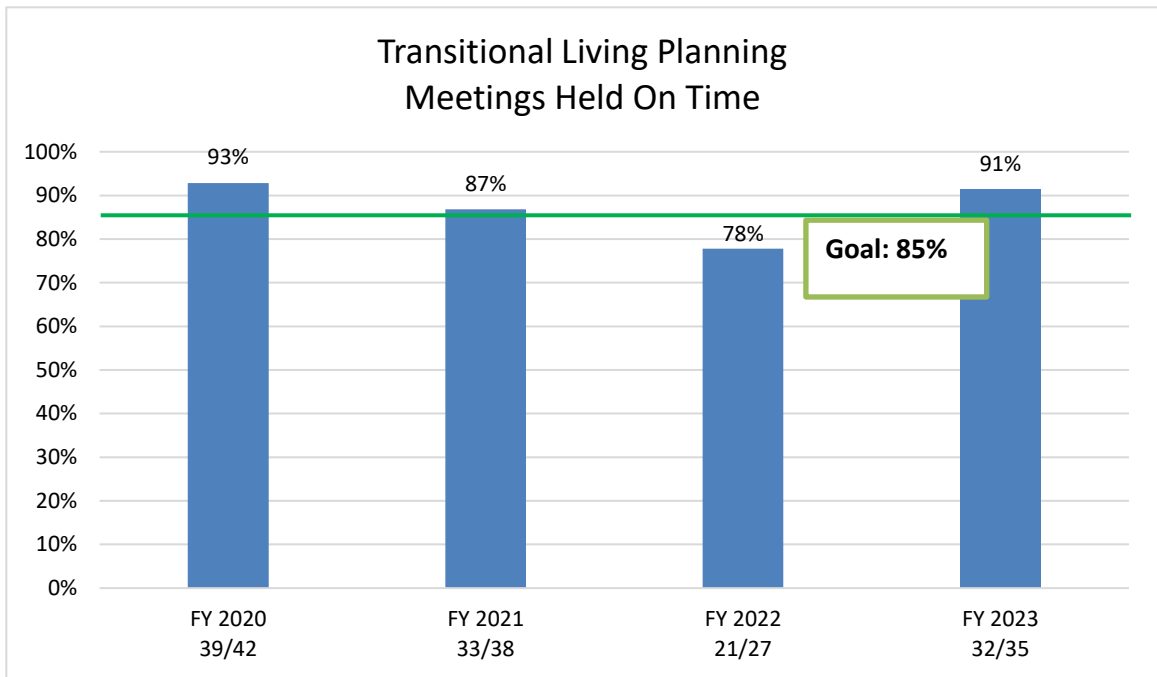
**Independent Living**

Measure

2.1

Timeliness of Transitional Living Planning meetings for youth ages 14 through 21 years of age.

Data



Data Summary

- During FY 2023, 32 of 35 youth (91%) had a Transitional Living Plan (TLP) completed on-time (within 30 days of entry into foster care, or within 30 days of turning 14, and annually thereafter).
- Data is excluded for youth who left care before their TLP was due, and youth that did not have a TLP due before the end of the fiscal year.
- Additional TLPs that were held at the youth or family’s request are not reflected in this measure. In FY 2023, 7 additional TLPs were conducted.
- Data is maintained in Excel by the program coordinator.

**What is the story behind the data?**

- A Transitional Living Planning (TLP) meeting is a youth-driven process that allows for the development of goals, independent living services, activities and supports that are provided to help youth transition to adulthood.
- The success of plan completion relies heavily on the availability and wellness of the youth. In all three instances of the late TLPs, the youth were experiencing serious mental health issues and complicated life challenges that made it too difficult to meet. The TLP meetings for these youth were held at a later date and/or the youth did not appear for the meeting.
- Staff continue to receive notifications 30 to 45 days in advance of the TLP due dates to encourage timeliness.
- When older youth come into care, a combined Family Partnership-Transitional Living Plan meeting is held, to ensure required timelines are met and reduce the number of meetings the youth has to attend.
- In FY 2023, the IL Coordinator position was modified to exclude carrying foster care cases, to focus on youth engagement, permanency and team meetings. This resulted in improvements in TLP timeliness and other objectives.

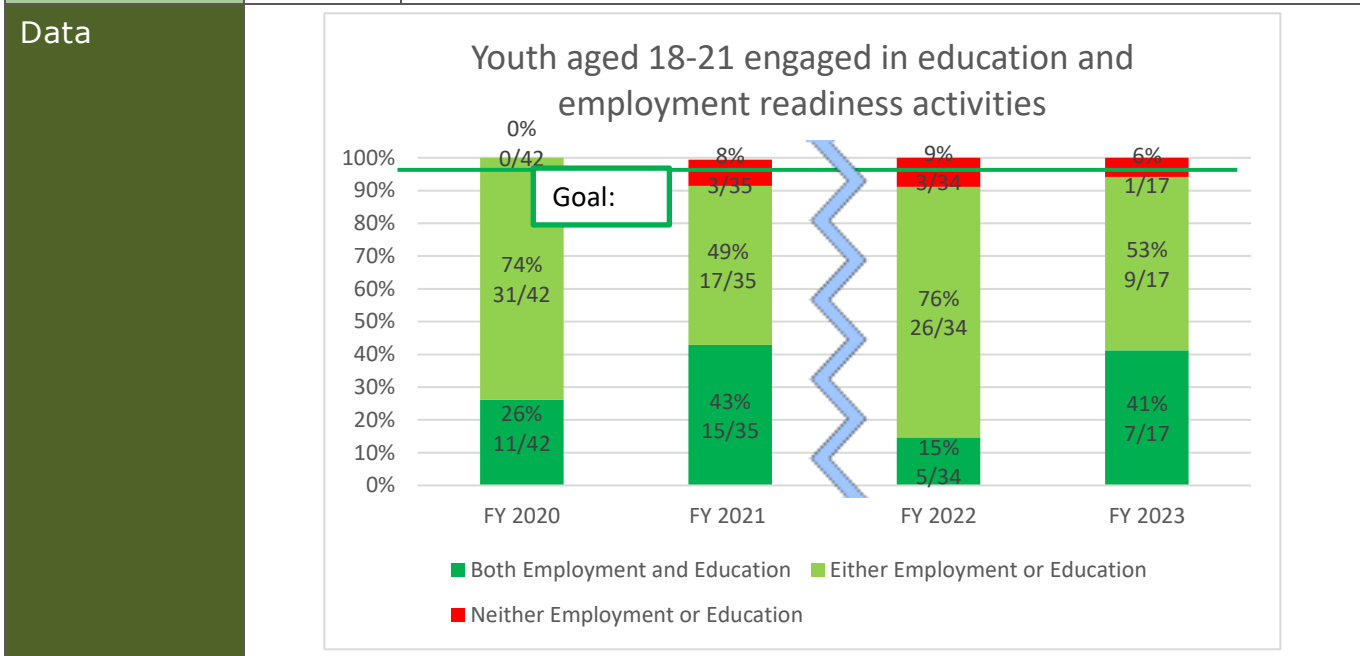
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<b>Recommendations</b>	<b>Target Dates</b>
<ul style="list-style-type: none"><li>• Continue 30/45-day notification for TLP due dates to supervisors and case managers.</li><li>• Continue to utilize FPM program manager to assist in coordination and facilitation of TLP meetings and enlist program managers in training other FPM coordinators.</li><li>• Work with VDSS to clarify TLP due dates and requirements during trial home visits.</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li><li>• Ongoing</li><li>• September 2023</li></ul>
<b>Forecast</b>	
<ul style="list-style-type: none"><li>• In FY 2024, it is anticipated that 92% of TLP meetings will be held on time.</li></ul>	

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**Independent Living**

Measure	2.2	Youth aged 18-21 are engaged in education and employment readiness activities
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Data Summary	<ul style="list-style-type: none"> <li>• In FY 2023, 94% of youth 18-21 served by IL services were engaged in education and/or employment readiness activities at some point during this fiscal year, which is consistent with FY 2022.</li> <li>• Of the 17 youth aged 18-21 as of June 30, 2023, 16 were engaged in either education or employment related activities. 4 were receiving educational services only, 5 were employed or engaged in an employment readiness program only, and 7 youth engaged in both education and employment readiness activities</li> <li>• In FY 2021, this measure was adjusted to report data for youth aged 18-21, rather than youth 14-21.</li> <li>• This data is obtained from the IL Data Dashboard maintained by the Supervisor</li> </ul>
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**What is the story behind the data?**

- National research indicates that only 50% of older youth in the U.S. and 55% in Virginia leave foster care with employment. Some of the factors affecting employment for older youth include incarceration, placement instability, lack of education and incomplete vocational training.
- Fostering Futures typically requires that youth to be enrolled into an educational program or employed.
- In FY 2022, an Employment Specialist position was added. In FY 2023, this person assisted with summer youth orientations, finding employers and job training skills. They met with older youth who were having difficulty securing employment and assisted with resume writing and mock interviews. Youth are able to participate in the summer youth employment program regardless of their immigration status.

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- Some youth receive services from Navigate, Opportunity, Worth (NOW) where they learn skill building activities and work with mentors to set professional career goals. These supports continued during the pandemic.
- In FY 2023, IL continued to partner with Capitol Youth Empowerment to facilitate the Level Up program, providing workshops related to money management, relationships, and mentoring. This program also offered skill building and certification in IT, construction, and property management. The youth have expressed a continued interest in this program.

<b>Recommendations</b>	<b>Target Dates</b>
<ul style="list-style-type: none"> <li>• Explore tools for vocational assessments</li> <li>• Continue collaboration with Arlington Public Schools (APS) and Department of Aging and Rehabilitation Services (DARS) to assist youth with IEP for planning post high school.</li> <li>• Continue to partner with Project Life and other local community organizations to organize vocational and college tours.</li> <li>• Expand our collaboration with external stakeholders (including the Arlington Community Foundation) for scholarship opportunities to reduce the amount of loans that are used for post-secondary education.</li> <li>• Continue partnership with NAACP, which often offers scholarships or funding to assist with fees associated with college applications.</li> <li>• Explore funding options to continue to partner with Capitol Youth Empowerment to provide the Level Up Program, or explore alternative methods to provide similar supports.</li> <li>• Explore avenues to market events to youth to increase participation.</li> <li>• Explore opportunities to partner with private sector employers for potential paid work experiences.</li> </ul>	<ul style="list-style-type: none"> <li>• FY 2024, Q1</li> <li>• Ongoing</li>   <li>• Ongoing</li>   <li>• FY 2024, Q4</li>   <li>• Ongoing</li>   <li>• FY 2024, Q2</li>   <li>• FY 2024, Q2</li>   <li>• FY 2024, Q3</li> </ul>

**Forecast**

- In FY 2024, it is anticipated that 93% of youth ages 18-21 will be engaged in an educational or employment readiness activity

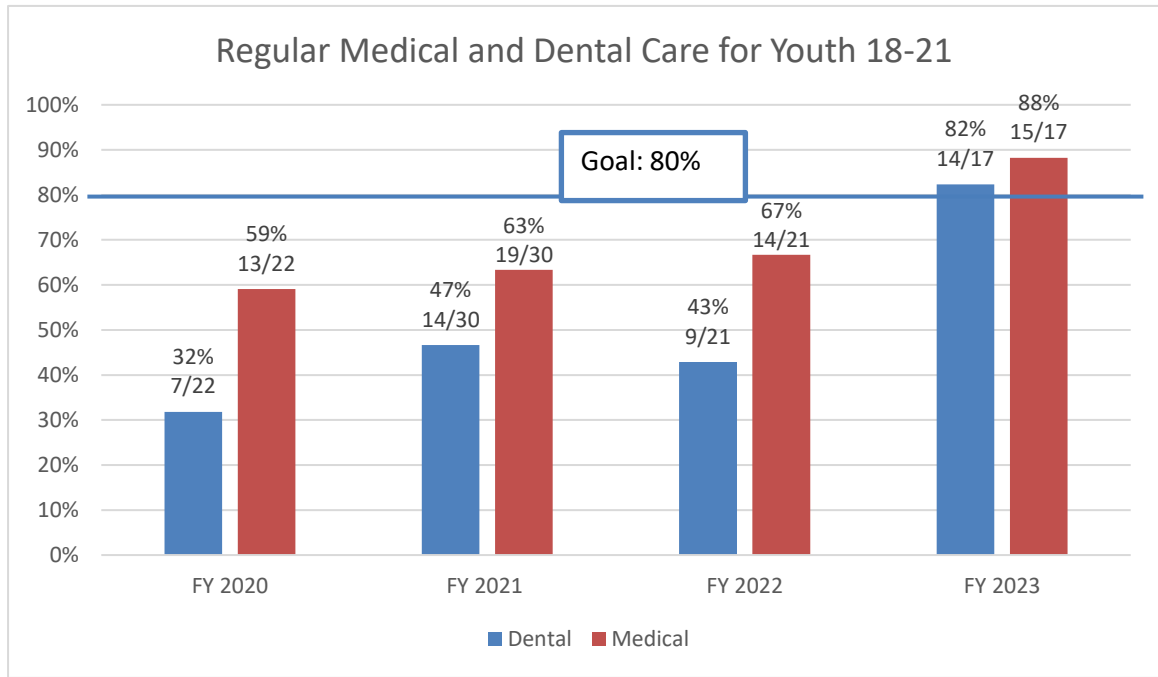


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**Independent Living**

**Measure** 2.3 Youth receive regular medical and dental care

**Data**



**Data Summary**

- As of June 30, 2023, 82% of youth ages 18-21 were current with their dental exams which is an increase from 43% in FY 2022. 88% of youth were current with their medical exams which is an increase from 67% in FY 2022.
- Data is reported for youth who are active at the end of the fiscal year.

**What is the story behind the data?**

- Youth between the ages 14-17 are obtaining their routine physical and dental evaluations managed by their case workers. At the age of 18 the youth are legally considered adults and assume the responsibility of managing their appointments with support and reminders.
- In FY 2023, conversations that express the importance of medical/dental care are held during TLP meetings and on an ongoing basis. Staff utilize OASIS to review medical and dental due dates and send reminders to case managers.
- Agency is paying for medical appointments for youth without insurance coverage which allows the agency more support in scheduling those appointments.
- Some youth participate in supervised Independent Living programs that also track medical and dental status. These programs provide a lot of support for youth in this area (i.e helping them schedule appointments and arranging transportation)
- Staff have continued to improve documentation of medical and dental appointments into the electronic record.
- Some jobs/educational opportunities and placements require a physical examination prior to beginning, and many youth are required to receive an examination to access these employment/educational opportunities.
- Many of the youth who are not receiving annual physicals are still seeking medical care as needed (e.g., prenatal care, STD testing, birth control and sick visits).
- While some youth are not receiving 6-month dental cleanings, they are seeing specialists (e.g., Orthodontists) for braces.

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- For some youth, medical and dental fears present a barrier to accessing treatment. In FY 2023, staff started locating providers that specialize in working with patients with dental/medical phobias.

**Recommendations**

**Target Dates**

- Partner with internal stakeholders to identify vendors and create list of healthcare providers to give to youth (which will include mobile clinics), with a particular emphasis on providers who accept Medicaid, who specialize in treating patients with fears, and/or are demographically and culturally representative of youth in care.
- Continue to collaborate with case managers to ensure youth attending college are familiar with the on-site clinics.
- Continue collaborating with supervisors to ensure all medical/dental data for all youth is reviewed and updated monthly.
- Continue conversations with IL youth about the importance of health care to include family history and possible familial connections to particular health concerns.

- FY 2024, Q3
- Ongoing
- Ongoing
- Ongoing

**Forecast**

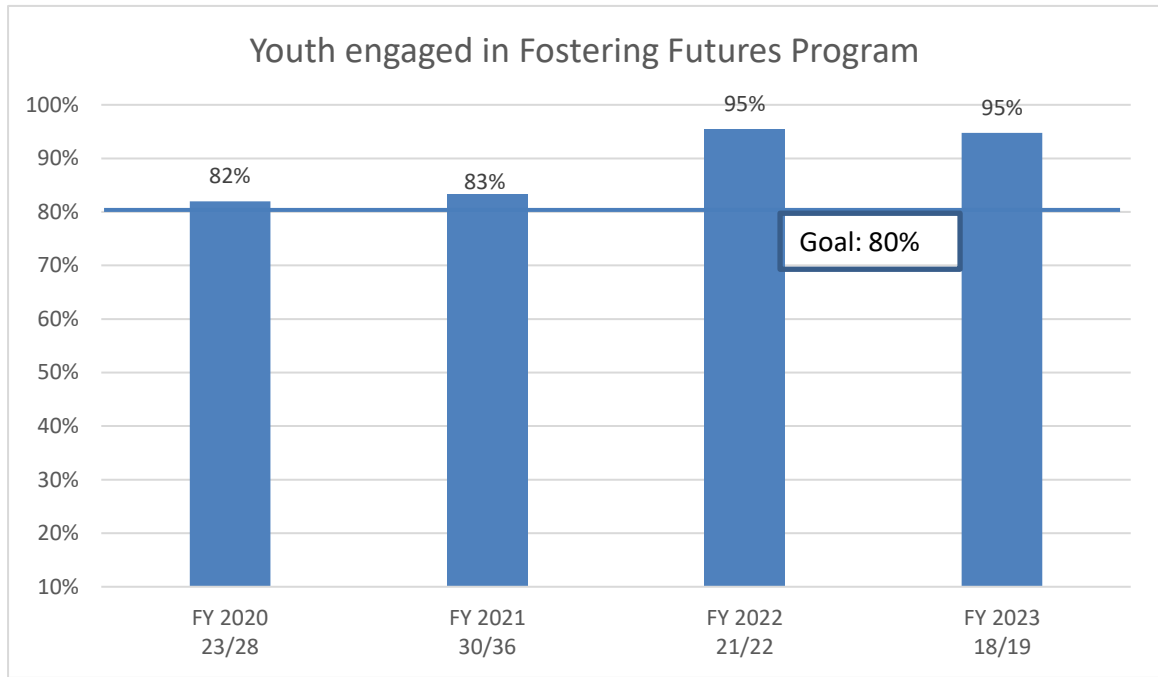
- In FY 2024, it is anticipated that 70% of dental visits and 65% of medical visits will occur on time.

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**Independent Living**

**Measure**      3.1      Eligible youth engaged in Fostering Futures Program

**Data**



**Data Summary**

- At the end of FY 2023, 19 youth were eligible to participate in the Fostering Futures program. 95% (18/19) of these youth were engaged in the program at the end of FY 2023.
- Typically all youth ages 18-21 who are enrolled in an educational/vocational program or maintain employment are eligible for Fostering Futures.
- Youth who enter the military or are incarcerated are excluded from this measure.
- This data is collected and maintained by the Supervisor on an Excel spreadsheet.

**What is the story behind the data?**

- Fostering Futures is a voluntary program available to young adults in foster care after age 18. The program provides support and assistance through age 21 to assist with successful transition into adulthood.
- Youth who become ineligible due to non-compliance with eligibility criteria can re-enter the program once the eligibility status has changed.
- Youth decline involvement with Fostering Futures because they are well-connected to family, have unaddressed mental health issues, or enter the military.
- The supervisor is staffing cases with workers prior to case closure to ensure that all reasonable efforts are made to engage the youth.

**Recommendations**

- Continue assisting youth with locating employment/vocational/educational opportunities.
- Continue facilitating conversations about engagement in Fostering Futures at the TLP held 90 days before the 18<sup>th</sup> birthday.

**Target Dates**

- Ongoing
- Ongoing

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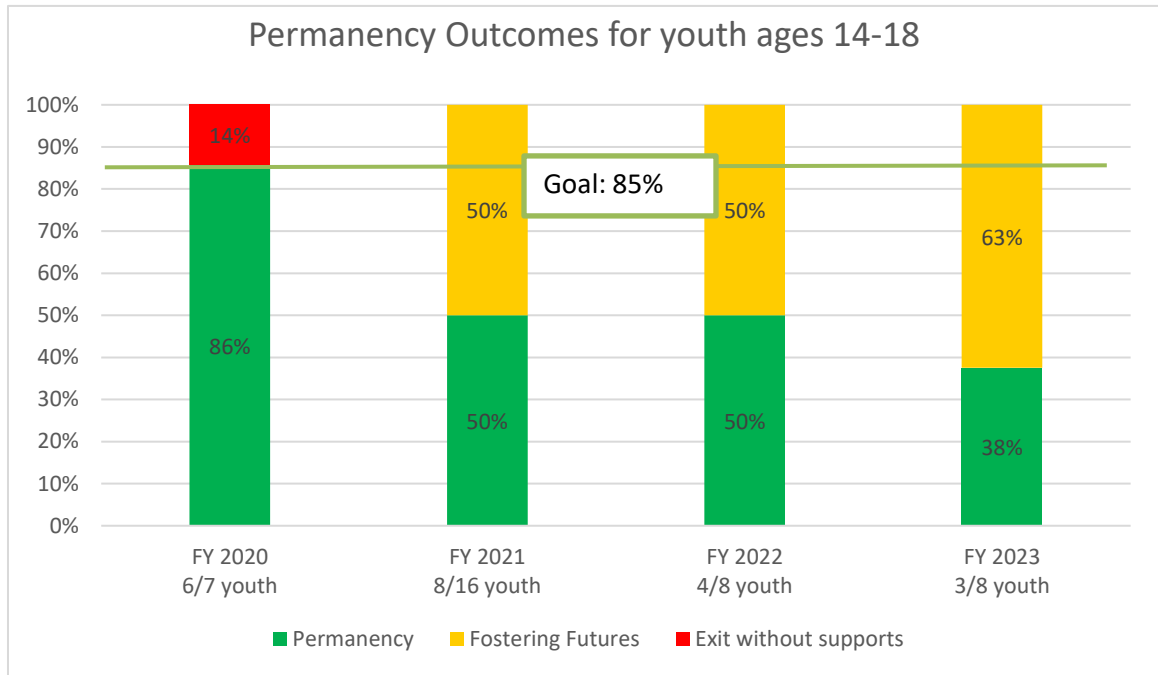
<ul style="list-style-type: none"><li>• Continue follow up discussions at 3 or 6-month intervals for youth who have exited at age 21 to assess their needs, where applicable.</li><li>• Continue collaboration with CASA and the court system to expand support and service provision to Fostering Futures youth.</li><li>• Create an Independent Living webpage that contains resource information, training/webinars for youth etc.</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li><li>• Ongoing</li><li>• Q3, FY 2024</li></ul>
<b>Forecast</b>	
<ul style="list-style-type: none"><li>• In FY 2024, it is anticipated that at least 90% of eligible youth will enter Fostering Futures.</li></ul>	

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Independent Living

Measure 3.2 Permanency Outcomes for youth ages 14-18

Data



Data Summary

- In FY 2023, 8 youth exited care between the ages of 14 and 18. Of those 8 youth who exited, 3 exited to permanency, and the remaining 5 entered Fostering Futures.
- Permanency is achieved when a child leaves foster care to live with family through reunification, adoption, or relative placement.
- This data is collected and maintained by the Supervisor on an Excel spreadsheet.

What is the story behind the data?

- Permanency for older youth can be challenging to achieve due to their age, trauma history, current mental health and substance use, and willingness to consent to a permanency plan.
- According to the Joint Legislative Audit and Review Commission, only 39% of older youth in Virginia achieve permanency at exit from foster care.
- In FY 2023, 2 of the older youth who exited to permanency were reunified with their families. The one remaining youth reached permanency through adoption.
- In FY 2023, 100% (5/5) of the older youth who did not exit to permanency entered Fostering Futures.
- In FY 2023, there were 9 youth who entered care at age 14 or older, which impacts their ability to reach permanency. Age at removal is a contributing factor to successful permanency outcomes as the time available to support biological parents toward resolving risk factors and increasing protective capacity may be limited by the youth’s 18<sup>th</sup> birthday.
- In FY 2023, 5 youth required residential treatment or other intensive services to address their mental/behavioral health, which delayed permanency.
- The Kinship Navigator works with older youth to explore and identify permanency options.
- Arlington County places a priority on engaging youth and families in permanency planning regardless of child’s age.

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<b>Recommendations</b>	<b>Target Dates</b>
<ul style="list-style-type: none"><li>• Continue to strengthen family finding efforts and case mining of records to improve permanency outcomes.</li><li>• Continue to partner with Kinship Navigation and Outreach Coordinator around building rapport with existing family members.</li></ul>	<ul style="list-style-type: none"><li>• Ongoing</li><li>• Ongoing</li></ul>
<b>Forecast</b>	
<ul style="list-style-type: none"><li>• In FY 2024, it is anticipated that 50% of youth ages 14-18 will exit to permanency.</li></ul>	