

## Practice Development Board Charter Idaho Child Welfare Partnership

**Challenge:** Idaho has been contending with burgeoning rates of youth entering foster care, expectations for compliance with ASFA timelines, and decreased capacity for family preservation services and tending to developmental needs of youth in care. Permanency is a challenging state to create for youth in out of home care and its failure can have devastating consequences. Well being does not receive deserved attention because of a focus on safety and legal forms of permanency. Additionally, Idaho has disproportionate rate of youth of color in our child welfare system experiencing significantly poorer outcomes of permanency and well being.

**Purpose:** The Practice Development Board is focused on improving outcomes for families, children, youth and young adults served in the child welfare system. With a primary commitment to the well-being of families, we will promote permanency and successful transition through community collaboration, disseminating best practice tools and methodologies and encouraging innovations that improve permanency, safety, and well being outcomes for children, youth and young adults. These methodologies include family centered practice, evidence based practice, constituency engagement and addressing disproportionality.

**Partnership activities are based on the following premises:**

1. Collaboration is the most effective means of achieving long term systems improvement.
2. Communication between partners is strengthened and services improved through on-going collaboration within the partnership.
3. Addressing the overrepresentation of children of color in the child welfare system is essential.

**Partnership Goals:** To improve Child Welfare practice in Idaho by:

1. Improving retention
2. Providing quality education
3. Using data to inform practice
4. Integrating best practice into the workforce
5. Providing quality training programs
6. Improving recruitment
7. Mitigating disparate outcomes for children and youth of color

OUTCOMES	OUTCOME MEASURES
<p><b>Family Centered Practice/Family Preservation-Family Reunification</b></p> <p>Families are preserved and reunified through appropriate services and supports.</p>	<p>There is a significant reduction in out of home placements.</p> <p>Children safely remain in their homes or, when appropriate, are reunified.</p>

<p><b>Practice Innovation</b></p> <p>The trauma of removal/separation is recognized and minimized by supporting healthy childhood opportunities, experiences and milestones of youth and young adults.</p>	<p>Child development, enrichment and family support resources and services are available and accessed.</p> <p>Best practice is integrated and utilization of funds that support the practice is monitored.</p>
<p><b>Worker and Resource Parent Well-Being</b></p> <p>Worker and resource parent competence, experience and creativity are validated and promoted which improve morale and teamwork.</p>	<p>Collaboration between workers, resource parents, birth parents and youth increase as permanent connections are continuously built and maintained.</p> <p>Retention rates are improved for staff and resource parents.</p>
<p><b>Transition</b></p> <p>Youth and young adults in transition channel their energy, strengths, and power into developing and achieving a personal vision of successful adulthood.</p>	<p>Youth and young adults consistently lead the development and implementation of their plans and goals and have access to the services and resources they need in order to be successful.</p>
<p><b>Transition</b></p> <p>Cooperating agencies, systems, schools, communities and the state strengthen existing services and develop new services to provide a comprehensive system to support youth transitioning from care.</p>	<p>Community wide integration exists to ensure availability and accessibility of a full continuum of services and resources to meet all the needs of young people in transition.</p>
<p><b>Kinship</b></p> <p>Kinship families are supported through coordinated service delivery.</p>	<p>Families are empowered to advocate for services and supports that are available and integrated to promote stability and prevent foster care placements.</p>
<p><b>Kinship/Adoption</b></p> <p>Partners demonstrate cultural competence in providing a wide spectrum of services and permanency options.</p>	<p>Diverse placement opportunities are recruited and/or trained to respond to the cultural and ethnic needs of children.</p> <p>A wide spectrum of services and supports are available and accessible to children and families</p>

	<p>which provide opportunities for positive racial, cultural and ethnic identity formation.</p> <p>Partners have cross-cultural competency and support diverse cultural values surrounding permanency options.</p>
<p><b>Kinship/Adoption</b></p> <p>Formal and informal caregivers have a positive involvement with child welfare staff and community resources and receive sufficient supportive post-permanency services.</p>	<p>Child welfare and community partners have a sufficient variety of services and resources available to meet the needs of formal and informal caregivers.</p> <p>Caregivers are able to access services and resources that are adequate, timely and supportive to their individual, on-going needs.</p>
<p><b>Adoption</b></p> <p>Public and private adoption agencies are integrated so that children and families have access to multiple resources prior to adoption and for post adoption services.</p>	<p>Coordination and collaboration exists between public and private agencies in order to provide a full array of adoptive options and opportunities for children, an integrated approach to transition of placement, and comprehensive post adoptive services.</p>
<p><b>Constituency Engagement</b></p> <p>Youth, alumni, and families (birth parents, relative caregivers and resource parents) are equal partners and share leadership in child welfare policy and practice.</p>	<p>Constituency members are actively recruited, invited and supported to be full participants on advisory boards, in work groups, on hiring committees, and in all aspects of partnership activities (e.g. to develop and deliver training).</p>
<p><b>Constituency Engagement</b></p> <p>Constituency groups receive support for their organizational development and sustainability (e.g. FYI, foster parent associations, kin care support groups, Adoption Council).</p>	<p>The Partnership promotes the value of constituency engagement and adequate levels of support among partnering systems.</p> <p>Constituents are empowered to advocate for resources and supports to promote the vitality of their respective organizations.</p>
<p><b>Disproportionality</b></p> <p>Services are culturally responsive and</p>	<p>Racial, cultural and ethnic identity needs are met.</p>

accessible.	A culturally diverse workforce that represents the youth and families served in the child welfare system is recruited, retained and supported.
<p><b>Disproportionality</b></p> <p>Cross-system leadership addresses mitigation of disproportionality and system accountability for children and families of color in the child welfare system.</p>	Disproportionality of children of color in foster care is substantially reduced, opportunities for services are equalized, and well being outcomes are consistent across races.
<p><b>Systems Improvement</b></p> <p>Continuous quality improvement is standard practice across the Partnership.</p>	Partners will learn from one another and implement practices and policies that improve outcomes for children and families.

**Delegated Authority:** The Board has the authority to research options, make recommendations and, after consulting with the Operations Board, implement recommendations related to day to day operations. Recommendations that represent changes and expansion of the partnership will require Administrative Board review and approval.

The Board has authorization to appoint standing or special work groups to address special assignments or projects.

**Board Membership:**

- Casey Family Programs Designee (Convener)
- Casey Family Programs Diversity/Disproportionality/Anti-Racism Coordinator
- FACS Planning, Evaluation and Training Designee
- Program Managers: Liaisons to Program Committees
- CFS Staff
- CFS Program Representative
- University Partner Designees
- Alumni and other Constituents

**Duties:** Oversees development and implementation of practice innovations (e.g. oversees Breakthrough Services Collaborative, Peer Technical Assistance, Capital Campaign), oversees development of FGDM provider network, further develops and integrates kinship care services and kinship care curricula, initiates and supports advocacy group development, supports development and implementation of disproportionality plan, initiates strategies and services for youth transitioning from foster care.

**Roles and Responsibilities:** The Casey Designee is the Convener of this Board. The Convener is responsible for arranging meetings and conference calls, taking minutes,

distributing minutes and reports and working with the Chair to develop the agenda. The Convener is not necessarily the Chair of the Board.

The Board's selected Chair is responsible for developing the agenda, running the meeting, making assignments and serving as a liaison to the Partnership Operations and Outcomes Group. The convener is responsible for working with the Chair to develop and distribute the agenda and convene the meetings.

CFS Managers assigned to the Board are responsible for serving as a liaison to the CFS Program Committee. This entails providing updates on group discussion and recommendations, seeking input from Program Committee on recommendations, coordination implementation issues and problem solving.

**Meeting Norms:** The group will negotiate its own norms based on the "Principles for Partnership for Family Centered Practice." These principles are as follows: everyone desires respect; everyone needs to be heard; everyone has strengths; judgments can wait; partners share power; and partnership is a process.

**Meeting Frequency:** This Board will meet at least quarterly, with additional conference calls on an as needed basis. When possible, two of the quarterly meetings will be held in conjunction with the semi-annual Partnership meetings.

**Reporting Requirements:** Board reports to the Administrative Board will be due on a quarterly basis. Format and timelines for these reports will be negotiated at a future date. At a minimum, reports will include progress on tasks, including descriptive detail; concerns; recommendations; and need for problem resolution. Reports on improvement projects and outcome measures will also be submitted quarterly to the Evaluation Board. Liaisons to the Program Committee will make progress reports as part of a standing committee agenda item. Time of reports or consultation will be negotiated.

**Fiscal Responsibility:** Travel, per diem and lodging expenses will be the responsibility of the board or work group member's respective Region, Bureau or University Partner. Casey Family Programs will assume costs associated with meetings, such as meeting room, equipment rental and refreshments. If costs prohibit attendance by a CFS member, Casey Family Programs will consider covering travel expenses.