

Level 3 Board Activity Plan: PRACTICE DEVELOPMENT BOARD

Partnership Goal #1: Improve retention of work force and Resource Families

Partnership Outcomes (changes in functional behavior/status/ of persons, procedures or institutions) Question: What needs to happen to reach the goal?	Outcome Measure(s): (Description of the change) Question: How will we know that change has occurred?	Work Board Challenges: What in the practice environment interferes with reaching the outcome?	Work Board Strategies: What evidence based procedure or plan will you adopt to address the challenges?	Work Board Activities: What actions will you take to implement the strategy?	Work Board Measure: How will you know your activities and strategy have been effective in addressing the challenge?
<p>Worker competence, experience and creativity are validated and promoted.</p>	<p>Workers report job satisfaction related to work load, professional development opportunities, support from managers/supervisors, and access to resources that contribute to positive outcomes for children, youth and families.</p>	<p>Caseload sizes</p> <p>Overall workload expectations – effects efficiency</p> <p>How caseload is defined currently (family vs. youth)</p> <p>Intensity of cases – drug involved</p> <p>Current workforce limitations (need for support positions e.g. client services techs, data entry)</p> <p>Contract issues:</p> <ul style="list-style-type: none"> - Fragmentation of services - Quality of contractors - Money for contracts - Lack of understanding/ex 	<p>Utilizing workload study data</p> <p>Exploration of caseload standards in other states</p> <p>Employee incentives for higher caseload sizes (e.g. stipend, bonus) – concern about burn out</p> <p>Compensate workers to teach PRIDE similar to adjunct instructor</p> <p>Worker/supervisor survey at Summits</p>	<p>Planning related to content for Child Welfare Summits for workers and supervisors</p> <p>For PRIDE trainings: -Mardell and Frances will talk with Michelle B. -Kim will address contract issues and take proposal to Resource Family Board. -Regional conversations with workers about interest of being a PRIDE trainer with compensation.</p> <p>Worker satisfaction survey committee – Megan, Kim, Julie</p>	<p>Board will be represented on the Summit planning committee. Brad, Julie</p> <p>PRIDE trainers are hired and compensated</p>

		<p>perience on the part of the contractors</p> <p>Removal of PRIDE in the current workload standard – personnel rules?</p>			
CW workforce will participate in best practices Idaho	Utilization of Family Centered Practice, FGDM, wrap around meetings, and other best practices are increased.	<p>Work load</p> <p>Some supervisor philosophies</p>	Utilize data from CFSR to shape recommendations for promoting and reinforcing best practices		
RF's competence, experience and creativity are validated and promoted.	<p>Resource families report being members of teams which support and respect them leading to continuity of care for their children.</p> <p>100% of licensed resource families obtain 10 hours of training per year.</p>	<p>Organizational barriers to providing supports to diverse populations</p> <p>Need for ICWA Committee collaboration to address training and support for Native families</p> <p>Do we have reliable data on training hours for licensed parents?</p> <p>Accessibility of training for foster parents (e.g. distance from training, daycare/respice provider availability, mileage reimbursement, incentives)</p> <p>Perception of foster parenting as a profession – lifelong learning</p> <p>Do workers see foster</p>	<p>Utilize satisfaction survey to develop strategies to validate and promote RFs</p> <p>Access Rick Phillips</p> <p>Access data from Foster Parent Conference</p> <p>Move forward with Spanish speaking PRIDE</p>	Explore possibility of moving forward with Spanish speaking PRIDE through collaboration with: - Navigation and Infant/Toddler Program – Kim, Frances and Mardell (discussion at program managers' meeting)	

		<p>parents as professional part of the team?</p> <p>Social workers need to apply information from PRIDE.</p> <p>Respite care for foster parents – dilemmas around using it, dilemmas around not using it</p> <p>Need for peer mentoring with foster parents (can result in lifelong relationships)</p> <p>Need for more foster parent support groups and resources to make them possible</p> <p>Need for increase in TANF relative grants.</p> <p>Need for increase in room and board payment to licensed foster parents</p>			
--	--	--	--	--	--

Level 3 Board Activity Plan: PRACTICE DEVELOPMENT BOARD

Partnership Goal #2: Improve Recruitment

Partnership Outcomes (changes in functional behavior/status/ of persons, procedures or institutions) Question: What needs to happen to reach the goal?	Outcome Measure(s): (Description of the change) Question: How will we know that change has occurred?	Work Board Challenges: What in the practice environment interferes with reaching the outcome?	Work Board Strategies: What evidence based procedure or plan will you adopt to address the challenges?	Work Board Activities: What actions will you take to implement the strategy?	Work Board Measure: How will you know your activities and strategy have been effective in addressing the challenge?
Agency practices entice a culturally diverse workforce.	Workforce is representative of the client population in terms of race, ethnicity and language.	Institutional racism Staff recruitment process Recruitment to scholars program Recognition of need Increased mentoring - creating an environment conducive to diverse populations Clear baseline data of workforce by race	Disproportionality data - Julie Data on racial makeup of workforce – Mardell will consult with HR Pre/post survey of UR participants Undoing Racism workshops in 2 regions (1 trip for trainers) Supervisory training Recruitment of Native	Data on racial makeup of workforce – Mardell will consult with HR Disproportionality data – Mardell Address recruitment of students – Jim (CSI) and Virgie (ISU)	

		Gender balance of staff – also in relation to University recruitment – implications for practice Lack of Native staff	staff – discussion at ICWA Committee meeting		
Articulate the nature of CW practice to increase the likelihood of career fit	Retention rates of new employees who pass their probationary period are increased. Reduction of turnover rate following permanent status.		Peer forums, supervisor training, reduced caseloads		
Agency practices entice a culturally diverse RF pool.	Resource family pool is representative of the client population in terms of race, ethnicity, and language.				
The Practice Board will be involved in the development of the therapeutic foster care workforce recruitment effort	By 7/2009, Idaho will have an operational therapeutic foster care program.		Strategic planning session		

Level 3 Board Activity Plan: PRACTICE DEVELOPMENT BOARD

Partnership Goal #7: Mitigate disparate outcomes for youth of color.

Partnership Outcomes (changes in functional behavior/status/ of persons, procedures or institutions) Question: What needs to happen to reach the goal?	Outcome Measure(s): (Description of the change) Question: How will we know that change has occurred?	Work Board Challenges: What in the practice environment interferes with reaching the outcome?	Work Board Strategies: What evidence based procedure or plan will you adopt to address the challenges?	Work Board Activities: What actions will you take to implement the strategy?	Work Board Measure: How will you know your activities and strategy have been effective in addressing the challenge?
Child welfare workforce understands how institutional racism affects outcomes for youth of color.	Disproportionality is reduced and outcomes for all children are improved.	Practice environment predominately enjoys the benefits of white privilege We are a closed system.	Communities of color advisory committee	Mardell will ask Brian Baldwin to present at our next meeting re: disproportionality data and ask if the data can be broken down by region.	
Increased efforts to recruit a culturally diverse workforce.	Child welfare workforce is representative of the client population.	Current pool of potential employees is predominately white We currently do not have an environment to encourage people of color to apply and stay	Targeted recruitment of students of color HR and University joint recruitment DHW and Universities need to work together		

		<p>Legalities with target/preference</p> <p>Bilingual candidates may not be people of color</p> <p>Current scholars program is organized to seniors. Strategies need to be developed to target students earlier (i.e. freshmen)</p> <p>Professional licensed workforce that has not been open to technicians or paraprofessionals as a recruitment strategy</p> <p>No history of hiring paraprofessionals</p> <p>How do we work together with Tribes with joint positions or work with staff</p> <p>Scholar's stipend only pays for the senior year.</p> <p>Communication loop with students that may be potential candidates with EWU</p> <p>Do not currently have strategies to recruit in application process</p>	<p>on scholarship opportunities</p> <p>Mentoring process before students graduate</p> <p>Strategy for upcoming potential SW from community data</p> <p>Bring diversity into our Boards/Work Groups, etc.</p> <p>Need to ask our community to help – how do we do this?</p>		
--	--	--	--	--	--

		<p>If too targeted may not be able to fill positions</p> <p>Timelines of registration may not give time for potential employees</p> <p>No joint agreement with Tribe with Title IV-E</p> <p>Separation of Tribe and DHW</p> <p>Politics of systems – i.e. Tribal/DHW</p> <p>Institutional racism</p> <p>How do we partner</p> <p>No connection of recruiting from our current employees in other departments (e.g. self reliance)</p> <p>We have no way to support them in school – only senior year</p>			
Continued implementation of Family Centered Practice and other culturally competent methodologies and policies.	Family preservation and reunification services are increased to youth and families of color.	<p>Our entire infrastructure is organized to be a foster system rather than family preservation system</p> <p>Policies such as ASFA</p> <p>Capacity – staff,</p>	<p>Pay more to experienced workers - commiserate pay</p> <p>Reduce the number of children coming into care</p> <p>Committee of</p>	Proposal by Board to use 24 positions to do family preservation/prevention services or families at risk of having children removed – families where reasonable efforts	20% in children into care

		<p>funding</p> <p>Law enforcement controlling the front end of our system Lack of legal representation</p> <p>Brand new workers are placed in risk assessment and align with courts and law enforcement</p> <p>Loss of supervision</p> <p>“Will” of the Department intervention/prevention</p> <p>Very limited ability to provide in-home services</p> <p>Questions related to where to place the new positions given challenges</p> <p>Structure of CP system</p> <p>Workload/caseload</p> <p>Other activities in court cases</p> <p>Juggling of priorities</p> <p>Common practices – foster care/TPR</p>	<p>experienced workers to advise about 24 positions and to work towards shaping agency culture</p>	<p>can be implemented through intervention Julie, Megan, Steve, Ken</p>	
--	--	--	--	---	--

		<p>Contracting</p> <p>Focus</p> <p>Increased expectations vs. resources</p> <p>Retention of staff – barriers – current (past 10 years) changes lead staff</p> <p>Connection between Navigation and CPS – viewed as referral only</p> <p>How can Navigation compliment CPS?</p> <p>Can social workers in Navigation be more helpful for families who may enter CPS system?</p>			
Resource families understand their role in promoting identity formation and cultural connections for youth in their care.	Increased rate of resource family engagement with birth families that result in stronger connections and a stronger identity for youth		Following the first year of licensure, all licensed resource parents are trained in Knowing Who You Are.		
Increased efforts to recruit a culturally diverse resource family pool.	Resource family pool is representative of the client population.				