Policy and Program Challenges in Child Welfare: Implications for Instructional Design

SAFE STRONG SUPPORTIVE

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safe children | strong families | supportive communities

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Outline

(H: indicates that a handout has been supplied in the packet.)

A. Grand Challenges

B. Prevention and CPS Issues

C. Out-of-Home Care Issues

D. Organizational Design, Leadership and Staffing Issues

E. International Inspirations

F. Skills to be Developed

The SW Grand Challenges

1. **Ensure healthy development for all youth** http://aaswsw.org/grand-challenges-initiative/12-challenges/ensure-healthy-development-for-all-youth/

2. **Close the health gap** http://aaswsw.org/grand-challenges-initiative/12-challenges/close-the-health-gap/

3. **Stop family violence** http://aaswsw.org/grand-challenges-initiative/12-challenges/stop-family-violence/

4. **Advance long and productive lives<**http://aaswsw.org/grand-challenges-initiative/12-challenges/advance-long-and-productive-lives/

5. **Eradicate social isolation** http://aaswsw.org/grand-challenges-initiative/12-challenges/eradicate-social-isolation

6. **End homelessness** http://aaswsw.org/grand-challenges-initiative/12-challenges/end-homelessness/

7. **Create social responses to a changing environment** http://aaswsw.org/grand-challenges-initiative/12-challenges/create-social-responses-to-a-changing-environment/

8. **Harness technology for social good** http://aaswsw.org/grand-challenges-initiative/12-challenges/harness-technology-for-social-good/

9. **Promote smart decarceration** http://aaswsw.org/grand-challenges-initiative/12-challenges/promote-smart-decarceration/

10. **Reduce extreme economic inequality** http://aaswsw.org/grand-challenges-initiative/12-challenges/reduce-extreme-economic-inequality/

11. **Build financial capability for all** http://aaswsw.org/grand-challenges-initiative/12-challenges/build-financial-capability-for-all/

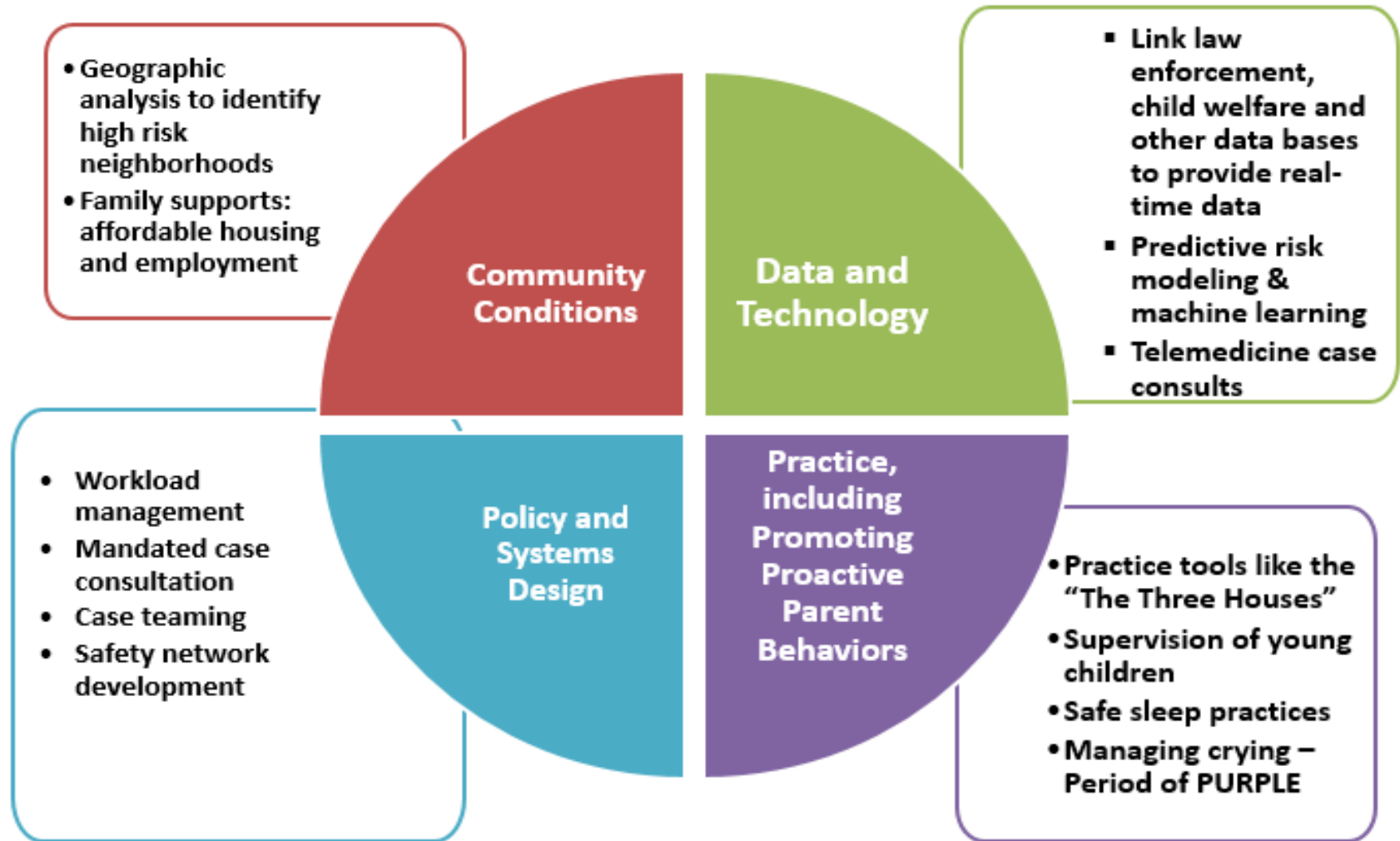12. **Achieve equal opportunity and justice** http://aaswsw.org/grand-challenges-initiative/12-challenges/achieve-equal-opportunity-and-justice/

Source: http://aaswsw.org/grand-challenges-initiative/12-challenges/. Join the Grand Challenges for Social Work<http://aaswsw.org/grand-challenges-initiative/join/

Additional Issues and Questions Related to Child Welfare: Prevention and CPS

- What is the community's responsibility for helping to ensure child safety through healthy families? (H, Fig. 1)

- Who is most at risk of severe injury or fatality due to CAN? How do we build policies and practice science for working with caregivers of children ages 3 and under who have been reported to CPS? At risk but not known to CPS?

- What should be the policy and practice science that guides **child abuse hotlines**?

Fig. 1: Examples of Approaches to Ensuring Child Safety
(Pecora, 2017)

- Geographic analysis to identify high risk neighborhoods
- Family supports: affordable housing and employment

Community Conditions

Data and Technology

- Link law enforcement, child welfare and other data bases to provide real-time data
- Predictive risk modeling & machine learning
- Telemedicine case consults

- Workload management
- Mandated case consultation
- Case teaming
- Safety network development

Policy and Systems Design

Practice, including Promoting Proactive Parent Behaviors

- Practice tools like the "The Three Houses"
- Supervision of young children
- Safe sleep practices
- Managing crying – Period of PURPLE

Prevention and CPS Issues (Cont.)

- What should be the role of geo-mapping and predictive analytics in CPS? In CW? (H, Fig. 1)

- How should we finance, design and deliver family strengthening strategies? (H)

- Should the Indian Child Welfare Act evidentiary standards and other provisions be the standard for all of child welfare practice?

- What can be done to better address intimate partner violence in a way that protects children?

Figure 2. Considerations in Applying Predictive Analytics
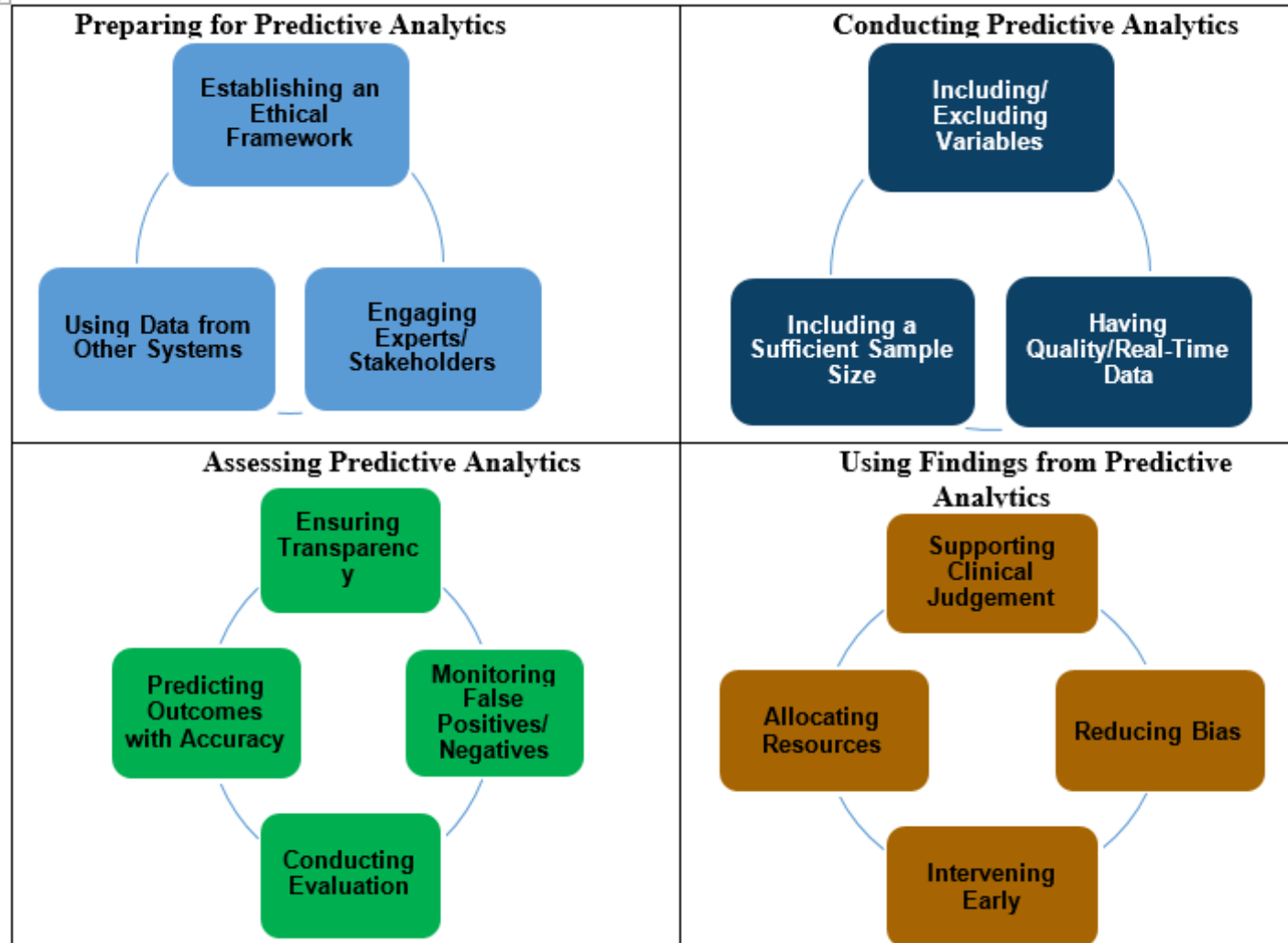
Source: Roberts, Y.H., O'Brien, K., & Pecora, P.J. (2017). *Considerations for applying predictive analytics in child welfare.* Seattle, WA: Casey Family Programs.

Prevention and CPS Issues (Cont.)

- What are the implications of state variation in CAN definitions and reporting laws?

- Where are the most pressing gaps in prevention services data? CAN and CPS data?

- What policies will help make EBPs more feasible and affordable to implement?

Out-of-Home Care Issues

- How can collaboration between CPS and law enforcement be strengthened?

- What other policy and practice changes would reduce unnecessary **short stays** in out-of-home care (30 days or less)?

- Why do we not utilize more *whole family* residential substance abuse treatment?

Out-of-Home Care Issues (Cont.)

- Are we terminating parental rights at too high of a rate in certain states?

- What can be done to minimize "legal orphans" – youth who are freed for adoption but who remain in FC for 2 years or more?

Out-of-Home Care Issues (Cont.)

- How do we help ensure that a child's first placement is their last placement before achieving legal and emotional permanence? (H)

- Boost foster parent recruitment and retention across different child needs and ethnic groups? (H)

- How do we reduce the need for foster care re-entry? (H, Fig. 3)

Fig. 3: Post-Permanency Strategies

- ADAPT (A program offering post-adoption supports has been implemented in North Carolina to assist families with older children adopted from foster care.) See: http://www.aecf.org/blog/a-resource-for-strengthening-adoptive-families-with-older-kids/?utm_source=eblast&utm_medium=email&utm_campaign=Evidence-Based-Practice

- Kinship Navigator Program (__) dshs.wa.gov/kinshipcare

- Homebuilders: institutefamily.org/programs_IFPS.asp

- The Incredible Years: incredibleyears.com

- Treatment Foster Care Oregon (formerly Multidimensional Treatment Foster Care for Preschoolers): tfcoregon.com

CHILD AND FAMILY SERVICES PRACTICE AND OPERATIONS COMMUNICATIONS TECHNICAL ASSISTANCE UNIT SYSTEMS IMPROVEMENT SERVICES STRATEGIC CONSULTING SERVICES KNOWLEDGE MANAGEMENT PUBLIC POLICY INDIAN CHILD WELFARE PROGRAMS SERVICES OFFICE BOARD OF TRUSTEES EXECUTIVE TEAM STRATEGIC ENGAGEMENT AND INITIATIVES RESEARCH SERVICES TECHNOLOGY SERVICES INVESTMENTS FACILITIES PLANNING AND ANALYSIS FINANCE SERVICES HUMAN RESOURCES ORGANIZATIONAL DEVELOPMENT

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Post-Permanency Strategies (Cont.)

- Nurturing Parenting Program: nurturingparenting.com

- On the Way Home: cehs.unl.edu/ccfw/way-home/

- Oregon Post Adoption Resource Center: orparc.org

- Pathways Home (manualized selective preventive intervention that was designed to prevent reunification failures once children are returned home to their biological parent(s) after first-time stays in foster care) See: http://dx.doi.org/10.1080/1067828x.2013.788884

- Shared Family Care: http://calswec.berkeley.edu/sites/default/files/uploads/pdf/CalSWEC/san_francisco_cft_shared_family_care_planning_and_shared_coaching_manual_final_7-7-15.pdf

Out-of-Home Care Issues (Cont.)

- When and for how long is group home or residential treatment necessary?
- What reforms are most badly needed in juvenile justice that would prevent unnecessary cross-over youth situations?

Organizational Design, Leadership and Workforce Issues

- How can we reduce CW agency leadership turnover?

- What could help ensure that key CW policy and other reforms are sustained?

- How can we increase staff retention rates? Worker psychological safety? (Fig. 4)

Fig. 4: Worker Retention Strategies

Source: https://ncwwi.org/files/Why_the_Workforce_Matters_References.pdf

International Inspirations

- What policies and program design issues should we be considering from other countries? (besides FGC, Signs of Safety, Triple P)

- What challenges are other countries encountering that we can learn from? (E.g., long lengths of stay in out of home care in Australia, high rates of FC re-entry in England)

Some Key Skills

- Critical thinking

- Policy analysis (H)

- Mapping driving and restraining forces, and other systems dynamics.

- Articulating a policy viewpoint in two minutes.

- Program design (e.g., problem analysis using epidemiological and other data, risk and protective factors)

Key Skills (Cont.)

- Understanding the power of trend data, geo-mapping and county and state policy and other data comparisons (Fig. 5)

- Other strategies for achieving policy change?

- How to help agency leaders and staff better utilize research findings? (Fig. 6)

- *Other skills?*

# Figure 5: State Monthly Guardianship Subsidy Range (in Dollars)
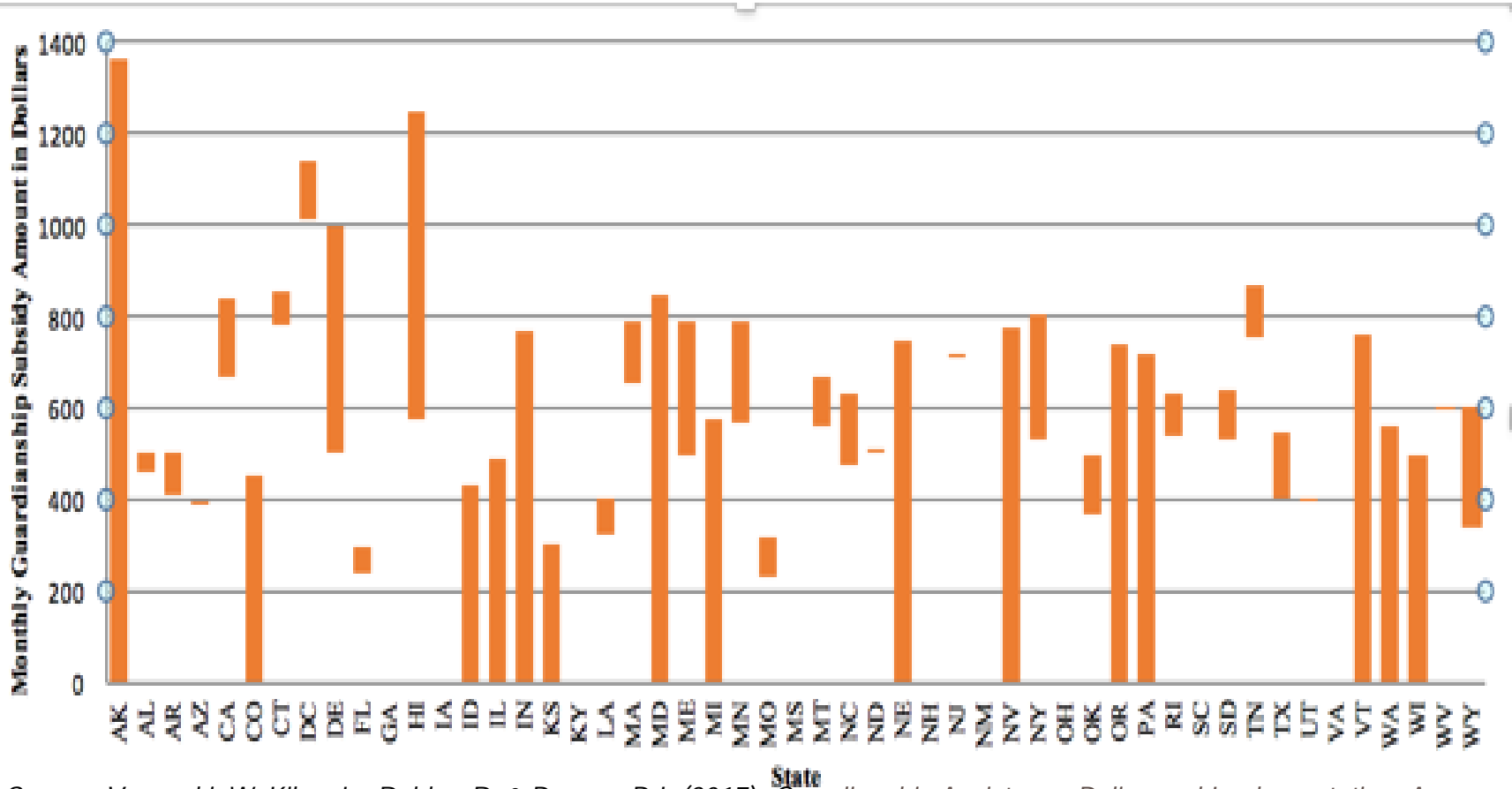
Source: Vesneski, W. Kilos, L., Rebbe, R. & Pecora, P.J. (2017). Guardianship Assistance Policy and Implementation: A National Analysis of Federal and State Policy and Program. Seattle: Casey Family Programs.

Fig. 6: Research Use Strategies
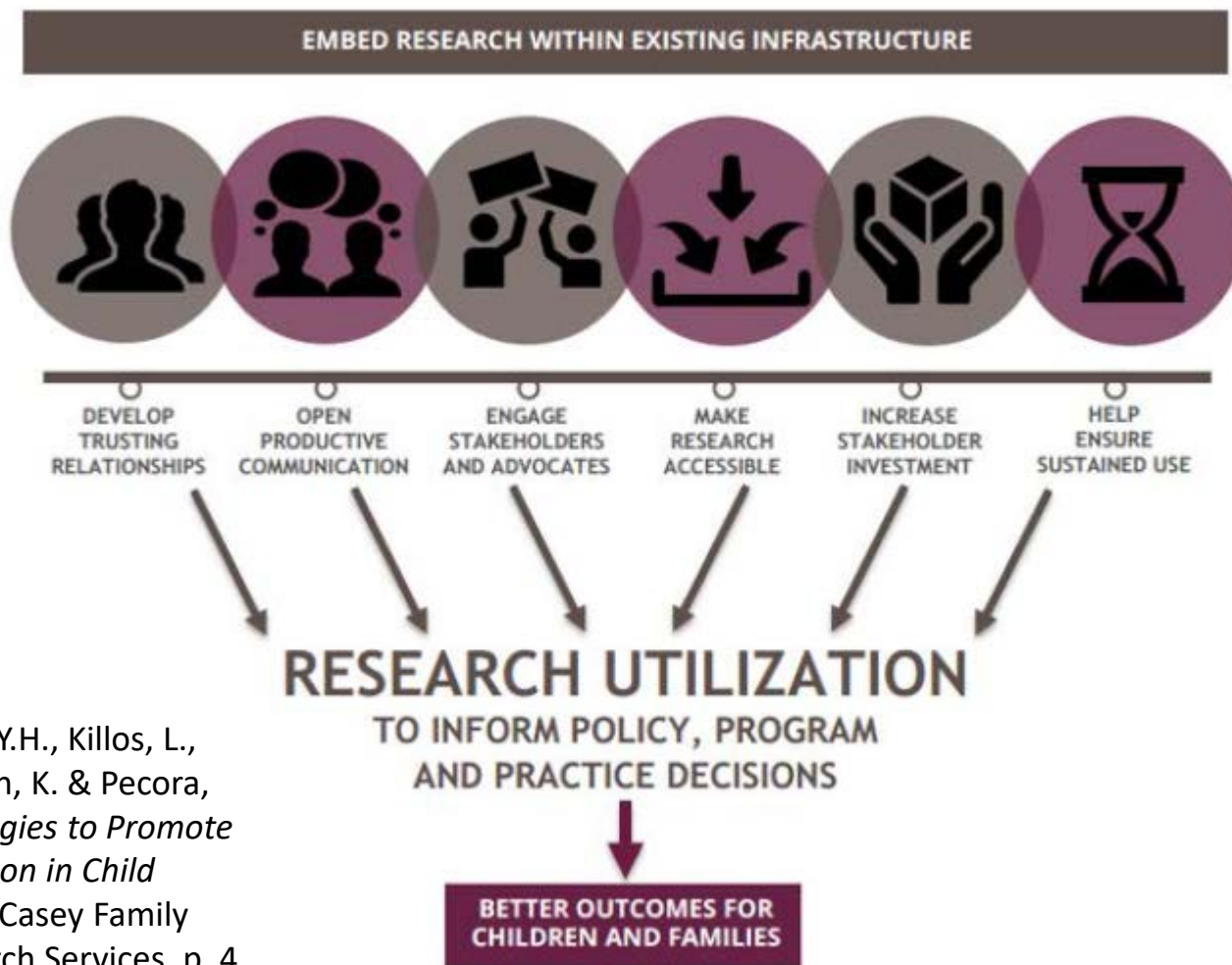
Source: Roberts, Y.H., Killos, L., Maher, E., O'Brien, K. & Pecora, P.J. (2017). *Strategies to Promote Research Utilization in Child Welfare*. Seattle: Casey Family Programs, Research Services, p. 4

Research Practice Partnerships
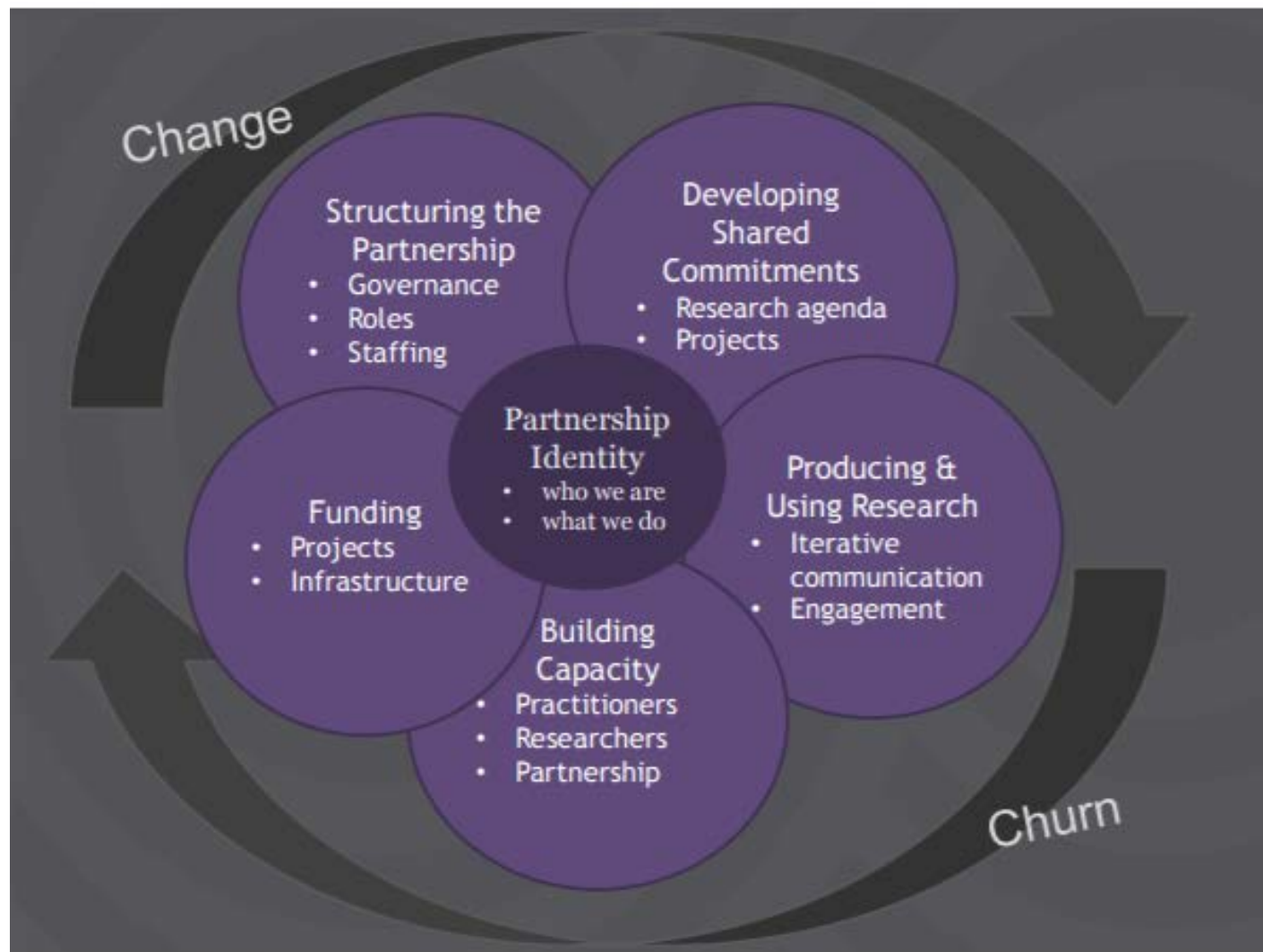
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