

Year Two Pinnacle Point 4 – Quarter 1

Date Submitted: October 16, 2013	Pinnacle Point Lead: Millie Carpenter, Programs Administrator
Goal: To use the practice model to achieve timely and appropriate permanency outcomes for all children in out-of-home care.	Applicable Performance Areas: 6, 4, 8, 9, 13, 14

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				Technical Asst.	KIDS Changes	Research	Workgroup	
1. Upon consultation with the Co-Neutrals, OKDHS may support implementation of the Casey Strategic Plan created by region 3 (Oklahoma County) leadership including judges, attorneys, advocates, child welfare staff, and providers. The focus is on improving relationships and communication between all parties involved in the child welfare system. Strategies from the Casey Strategic Plan include, but are not limited to development of a resource notebook for all members of the court system team, development of ongoing training sessions, development and implementation of pre-trial dockets, and utilization of court system meetings as a forum for routine discussions and resolution of significant	Calvin Kelley	N/A	6/30/13					Monthly luncheon meetings continue to be held with the judges, attorneys, and advocates in Region 3. These meetings are informative and build on the relationship between CW staff and contractors. Calvin Kelly assists Judge Kirby in hosting these meetings and addressing any concerns related to CW.

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<p>issues. Child welfare supervisors will monitor intentional visitation with staff by accompanying child welfare specialists once per month and reviewing random contacts for sufficiency. Engagement will be clearly defined for all staff and included, as appropriate, in the resource notebook. Additionally, training programs for parents will include development of a calendar at the beginning of involvement with the system. The calendar will include timing, expectations, resources, and contact information for those assigned to the family's case. The region 3 plan reduces barriers to timely permanency and has the necessary buy-in at multiple levels to bring about changes in the system.</p>								
<p>2. As outlined in the Oklahoma Trauma-Informed System Implementation Plan, OKDHS will enhance practice with trauma-informed initiatives, additional screening tools, and a Systems of Care focus. Work will begin in SFY13 but will</p>	Annette Burleigh	<p>1) SOC agenda for Region 4 2) Training materials for PP staff</p>	6/30/13				<p>Trauma Informed Care Steering Committee CWS Team</p>	<p>1) Trauma screenings continue to occur at four of the six lab sites. Screenings are being conducted more routinely than at the last quarterly report. Screenings occur in problematic placement reviews; in one lab site at the shelter admission and at some</p>

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<p>require five years for full implementation. This effort provides screenings, assessments, and supportive services to help children achieve permanency. During SFY13, strategies will be tested at lab sites; those found to be most successful will be subsequently implemented statewide.</p>								<p>case transfers in another lab site; and at early (at least 90 day) case review at two other lab sites.</p> <p>2) A change in one of the lab site locations approved and orientation was provided to that lab site leader.</p> <p>3) Lab site leader at new location has identified Community Trauma Team and scheduled CW Toolkit training for staff.</p> <p>4) Overall Child Welfare Trauma Toolkit re-training (as well as training to new staff) occurred at one of the lab sites.</p> <p>5) Technical assistance provided to three lab sites reference to Secondary Traumatic Stress with tools provided for supervisor use in Supervisory Unit meetings.</p> <p>6) Follow up occurred to Introductory training on managing Secondary Traumatic Stress and preventing placement disruptions; training occurred in one lab site and training tools were provided to two other lab sites last quarter. Tools used in training can be viewed in Evidence of completion, Year One Quarter 4 report.</p> <p>7) Clinical Services Consultants-position allocation and hiring</p>

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								<p>8) delayed due to lack of funding. Child Welfare Trauma Toolkit documents and state strategic plan was reviewed with Quality Improvement Program staff. Discussion occurred as to most effective way to share information based on delay in implementation of Clinical Consultants due to lack of funding.</p> <p>9) Planning and use of the functional assessment tool continues to be on hold due to activities revolving implementation of the OK-TASCC grant.</p> <p>10) Group Home and TFC program staff continued to review screening and assessment tools for use in those placements.</p> <p>11) Statewide Trauma Informed Care Steering committee met via conference call in 07/13.</p> <p>12) Technical assistance provided to Post Adoption Services Program Staff to facilitate planning for statewide training days-to occur in 11/13 and 04/14.</p> <p>13) On site and telephone consultation occurred with lab sites and discussion of rollout to surrounding counties in Lab Site Districts initiated-four year roll-</p>

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								<p>out plan developed.</p> <p>14) Use and application of Psychological Evaluation format occurred with consultants. Psychologist work day planned to occur in SFY 14.</p> <p>15) In collaboration with lab site District Directors, identified behavioral health therapists who were trained in TF-CBT to support Lab Site work and other staff state wide. Training provided to 45 therapists, consultation for therapist in process.</p> <p>16) Developed training outline and PowerPoint slides and provided resources for lab site leaders to use for training School Partners in Lab Site Communities.</p> <p>17) Developed training outline and PowerPoint slides and provided resources for Permanency Planning program staff to use in Level One Permanency Planning training.</p> <p>18) 18) SOC work began in Region 4 in 9/13. Focus is on assisting the counties in placement stability and looking for placement/connections for youth who are on the group wait list.</p>
3. By September 30, 2012,	Linda	Meeting sign in	9/30/12		X			1) DHS continues to be committed

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OKDHS will identify children who are legally free but without an identified placement and share the information with the Co-Neutrals. OKDHS commits to making substantial progress in moving these children who have no identified placement toward permanency, with specific targets to be set by the Co-Neutrals.	Foster	sheet						<p>to making substantial progress in moving these children toward permanency.</p> <p>Of the baseline report 51 children are currently in Trial adoption and 22 children have had their adoption finalized. From the report there are currently 371 of the 459 baseline children coded as quad 2.</p> <p>2) The 'binder' is being updated on a monthly basis as to the status of the children. Videos for child-specific recruitment are in the process of being developed. Currently 6 videos have been completed this fiscal year, 5 are in editing, 6 more have been scheduled to shoot, and 22 more children have been identified by region field managers.</p>
4. When a child is identified as legally free without an identified placement, the child will remain assigned to Permanency Planning and will also have an assignment to an Adoption Transition Specialist; the two staff members will team together to achieve permanency for the child. By maintaining the Permanency Planning assignment, the child	Linda Foster	Documentation efforts in KIDS cases	6/30/13	X	X			<p>Assignments have been made to the Adoption Transition staff as they continue to work with the identified children face to face. There has also been an increase in the usage of the websites available. Staff will continue to process those inquiries upon receipt.</p>

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will experience continuity of the staff member making visits. The child will also benefit from the specialized support of an Adoption Transition Specialist to move the case forward to permanency. The Adoption Transition Specialist's function is to focus solely on the actions needed to move forward with the permanency plan. The Permanency Planning staff member will fulfill the responsibilities for the day-to-day work as well as coordinate activities with the Adoption Transition Specialist.								
5. OKDHS will complete a Request for Proposal (RFP) to search for a provider who will assist with intensive case management services for older youth with permanency challenges. The private provider will assist older youth who are placed in a congregate setting by reunification with biological parents or identification of the least restrictive appropriate placement setting possible. This service will target youth in higher levels of care with	Dawn Carson	Flyer from Eckerd and email noting project at full capacity	11/01/2012					The new PIP process for completing a Request for Proposal (RFP) was completed in 07/13, and one vendor, Eckerd, was secured to provide extensive case management services for youth. Kick-off meetings in Tulsa and Oklahoma Counties were held in early SFY 14 and 20 youth are being served in each county. The project was at full capacity with 40 referrals on 9/18/13.

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the greatest risk of not achieving permanency. As caseloads stabilize and staff become more skilled, the ability to integrate the intensive case management services back into child welfare specialist duties will be evaluated								
6. Identify youth, 16 years of age and older, legally free, at risk of aging out without permanency, and who will not be served by the RFP identified in initiative 5. Beginning in January 2013, identified youth will be scheduled for a Permanency Roundtable (PRT) meeting. PRTs are designed to facilitate the permanency planning process by identifying realistic solutions to permanency obstacles for youth. Key players convene to create individual permanency plans, which are implemented and monitored until the youth achieves permanency. Oklahoma has successfully conducted several rounds of PRTs focused on different populations of children, including children with the	Robin Gibson	Agendas for trainings	12/31/12					<p>Training/Technical Assistance has been received from National Resource Center on Permanency and Family Connections and Casey Family Programs, providing the necessary training to build the capacity for re-launching and embedding the roundtable process within DHS as follows:</p> <ol style="list-style-type: none"> 1) On 09/04- 05/13: Permanency Values Training of Trainers was completed with Jennifer Benham and Sue Steib from Casey Family Programs; 6 staff was trained. 2) 10/02- 04/13: Permanency Values Training completed with Gary Mallon from NRCPFPC and Sue Steib, with 50 staff being trained over 3 days. 3) 10/08/13: PRT Skills Training completed with Ginger Pryor with Casey Family Programs and Immersion Consulting and Sue Steib, with 33 staff trained.

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longest lengths of stay with the goal of adoption and children with the goal of reunification longer than 36 months.								4) 10/22- 24/13 has been scheduled for the PRT re-launch with 6 Core teams (1 team from each region, with Region 3 having 2 teams), including 6 external consultants from Casey Family Programs and South Carolina DCFS, and 6 IL Specialists from NRCYS, who will service as subject matter experts within each Core team. 45 unique DHS staff will be involved in a Core team at least one day, with several participating in two or three days. 43 cases (49 subject youth) will be roundtables.
7. By June 30, 2013, OKDHS will conduct and document an FTM for all new permanency planning cases. The purpose of an FTM is to make decisions with families and involve and engage families of children in OKDHS custody. FTMs include parents, caregivers, children, relatives, family friends, child welfare specialists, service providers, members of community groups, and other appropriate community partners. This initiative will continue in Year Two with adjusted baselines and	Melissa Jones	See PP 4.6 EOC	6/30/13			X	X	Casey Family Programs has consulted on both the FTM and PRT processes on three separate occasions in order to aide DHS in examining the best process for CWS. Before additional expectations and avenues for accountability are put forth, it seems prudent to continue exploration of a model that yields the outcomes. Goals for continuing efforts on this point over the next quarter: 1) Continue to stress the importance of FTMs throughout

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targets. The focus is achieving timely reunification.								<p>the duration of the case in order to make decisions, including case plan, ISP, placement, visitation, sibling placement / separation, etc.</p> <p>2) Stress importance of early and ongoing diligent search for every case, in order to identify, locate, notify, contact, and engage relatives. Stress how engaging relatives can be a win-win for families and workers.</p> <p>3) Continue training on FTMs and how to use FTMs in the PP case to facilitate progress.</p> <p>4) Continue research on FTM models.</p> <p>5) Consult with Paul Vincent on his model and assess if this would be a good model for DHS.</p>
8. By June 30, 2013, OKDHS will increase family visitation between biological parents and children when the case plan goal is reunification. Frequent, purposeful visitation contributes to successful placement and reduces the time to reunification. Visitation is the single most predictive factor in whether a child is successfully reunified. In keeping with Bridge, the	Melissa Jones	Materials used for Visitation Training	6/30/13				X	<p>Program staff has added components to level I and II Permanency Planning training that outline the advantages to parent/child visitation and develop the skill in CW staff to use the tools with in the practice model (the visitation plan) to organize and communicate visitation plans with parents and providers.</p> <p>Data baseline report for family visitation has been requested for SFY13.</p>

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resource parent may monitor some of the visitation, and the child welfare specialist will ensure documentation of the visits. This initiative will continue in Year Two with adjusted baselines and targets. The focus is achieving timely and successful reunification.								
9. On a regular basis, OKDHS will explore the appropriateness of reinstatement of parental rights for youth who remain in runaway status and have been located with biological parents whose rights have been terminated. Efforts will be documented in the youth's case file and discussed with the youth. The focus is older youth with permanency challenges.	Melissa Jones	Policy revisions re: OAC 340:75-6-31.3	6/30/13					Training on the reinstatement of parental rights has been added to the CWS supervisor academy. Revisions to instructions to staff on runaway and missing youth will now consider this option at a local level with more involvement from the CW supervisor and District Director. Consultation from PP staff will continue in the reinstatement of parental rights.
10. OKDHS will request the Oklahoma House of Representatives conduct an interim study exploring the agency representation model (OKDHS attorneys) and the prosecutorial model (district attorneys) currently in place in Oklahoma. OKDHS will make a specific recommendation for addressing the needs of	Scott Rayburn	N/A						An interim study request to explore the agency representation model and the prosecutorial model is scheduled for the CW Executive Team meeting in 11/13.

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children whose permanency is delayed by district attorneys who do not timely file for termination of parental rights (TPR). The Co-Neutrals will also evaluate the compatibility of the existing representation model with positive permanency outcomes for children.								
11. OKDHS will conduct an analysis of cases involving children where a request for TPR has been made but a petition has not been filed in the deprived court. Based on the analysis, OKDHS will make specific recommendations for addressing the needs of children whose permanency is delayed by district attorneys who have not timely filed and prosecuted the TPR. Recommendations may include requesting the State Court Improvement Program (CIP) to hold a summit between OKDHS, judges, district attorneys, and child attorneys to develop an action plan to address this issue.	Melissa Jones	See PP 4.6 EOC						Training/Technical Assistance with Gary Mallon referenced in PP 4.6 has been requested to include the judiciary in training on permanency values. The request for data regarding the request for TPR will be recommended next quarter.
12. OKDHS will implement a new process to prevent disruption of trial adoptive placements	Deborah Goodman	N/A as information is detailed in the						The adoption specialist for the child is to notify the FTM group within the county of a pending disruption at the

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and when disruption cannot be prevented, provide more information to the child's next adoptive placement. This process will require an FTM including the trial adoptive resource parents, the assigned permanency planning and adoption child welfare specialist, and supervisors in order to assess the needs of the child and the trial adoptive resource parents.		child's KIDS case						earliest time to assist. The difficulty is in arranging the FTM quickly in order to prevent disruption. In one case that involved two regions it was arranged timely and it is believed it prevented the disruption.
13. By July 1, 2013, OKDHS will conduct a data analysis of region 3 (Oklahoma County) and region 5 (Tulsa County only) adoption cases in order to understand trends and issues related to timeliness of adoption after TPR. Within 90 days, OKDHS will create and implement strategies to shorten the length of time to adoption finalization.	Deborah Goodman	N/A as information is detailed in the child's KIDS case	7-1-13					Quad reviews are held with each county Permanency Planning Unit and resource specialists within the state quarterly, which has contributed to the improved time to finalization. The District Director and Field Managers are present at these reviews, which place a high level of importance for movement. At this time, DHS has the best timeliness to adoption rate in the nation.
14. The Center on Child Abuse and Neglect (CCAN) and OKDHS will conduct a pilot project for a parenting curriculum and support model for adoptive families for both trial and finalized adoptions. The pilot project will be modeled after an evidenced-based program	Deborah Goodman	Email on MCBM training status						All counties sites have been trained in the Managing Child Behavior Model, which is based on an evidenced-based model to be used with children ages 3 to 13. Bridge Family Solution Training started in Oklahoma and Tulsa Counties and progressed to the rest of the state. Training occurred during SFY 13;

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and will address adoption dissolutions. This is also described in Pinnacle Point 1 – Initiative 21.d, but it is specific to resource parents in that section.								however, the implementation pilot is on hold at this time due to the funding restraints.
<p>15. By December 31, 2013, OKDHS will incorporate the use of research-based tools to evaluate the engagement and collaboration of families by child welfare specialists. As staff improve their engagement and collaboration skills, their effectiveness in moving children to permanency will also improve. For example, staff will be able to more quickly engage parents in treatment planning and assist them in changing behaviors that caused children to be unsafe in order to enable more timely reunification. These skills are also translated to kinship families, extended family members, and youth.</p> <p>a. Research-based tools are completed by a random sample of families and provide feedback to the individual child welfare specialist, supervisor,</p>	Melissa Jones	See PP 4.6 EOC	12-31-13					Permanency Planning staff continue to engage in T/TA with NRCPFC regarding opportunities to use research-based tools to collect information and address challenges that relate to safety. Efforts to coordinate with CWS CQI staff are under way to better assess outcomes.

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<p>district director, deputy director, and program staff as part of ongoing quality assurance.</p> <p>b. The information will be used by program staff as part of an overall evaluation of practice, training, and policy implementation.</p> <p>c. The information will be used as part of an overall evaluation and training plan for individuals, units, counties, districts, and/or regions.</p>								
<p>16. OKDHS will expand the use of court-approved mediation in region 3 (Oklahoma County) so it occurs earlier in the process of court involvement. Careful consideration will be given to other locations for expansion and will focus on those districts with permanency challenges related to reunification.</p>	Millie Carpenter	N/A					<p>The Court Improvement Project (Alternative Dispute Resolution) has had trainings, meetings and one-on-one conferences with each of the judges encouraging the use of mediation. One of the challenges in Oklahoma County is the contract attorneys do not get paid to attend mediations, so they do not support child permanency mediations. With the mediation model that is used, all parties are to be present and if they are represented in court, they must be represented at the mediation. CIP is currently looking at the parent representation contracts in Oklahoma County and recommending changes. There are</p>	

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								<p>trained mediators available to offer this service when referrals are received.</p> <p>Child Permanency Mediations are occurring more regularly in other counties.</p>