

National Quality Improvement Center

QIC • AG

Adoption & Guardianship
Support and Preservation

A Program funded through a five-year cooperative agreement with
Department of Health and Human Services,
Administration for Children and Families, Children's Bureau in partnership with:
Spaulding for Children
The University of Texas at Austin,
The University of Wisconsin-Milwaukee, and
The University of North Carolina at Chapel Hill

Updated March
2017

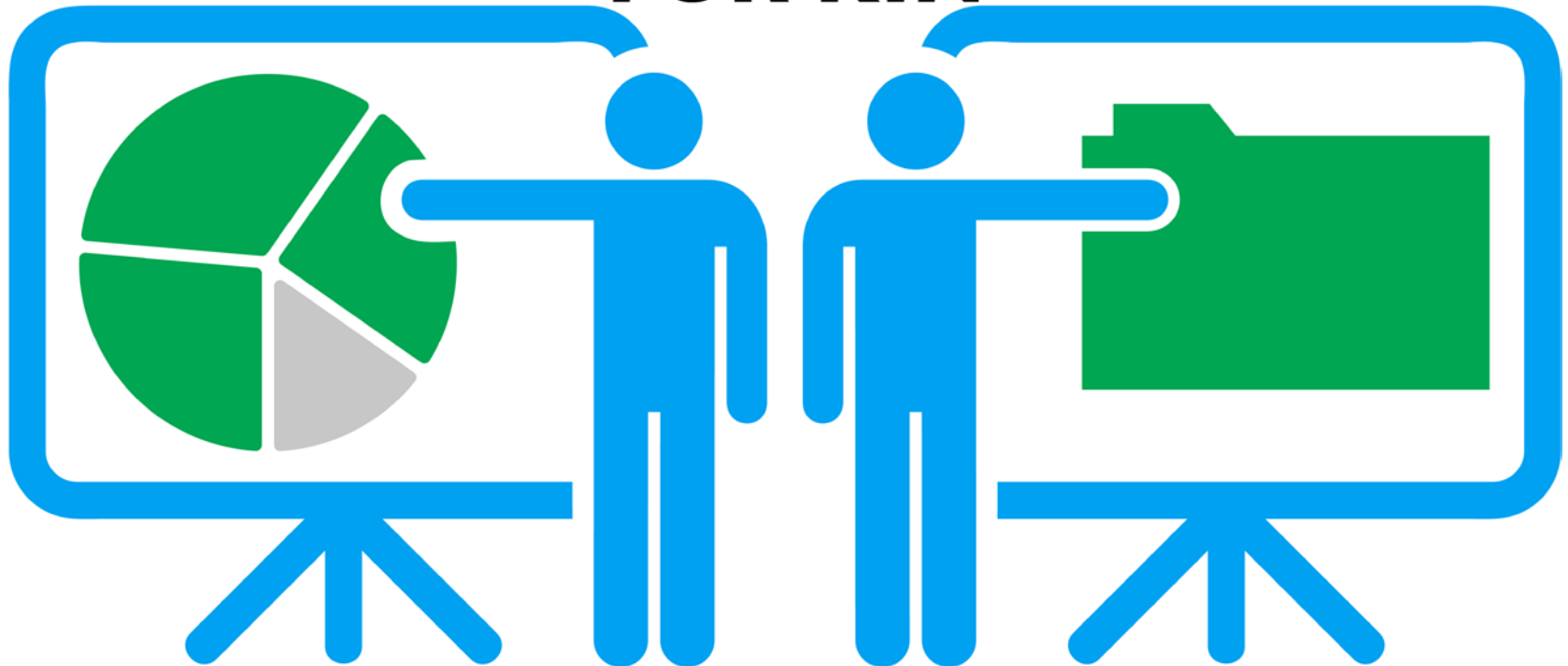
ALL Sites Quarterly Meeting

- Welcome
- Roll call
- Learning opportunity will be recorded
- Questions will be taken at the end of the presentations
- Survey at conclusion of webinar

PRESENTERS

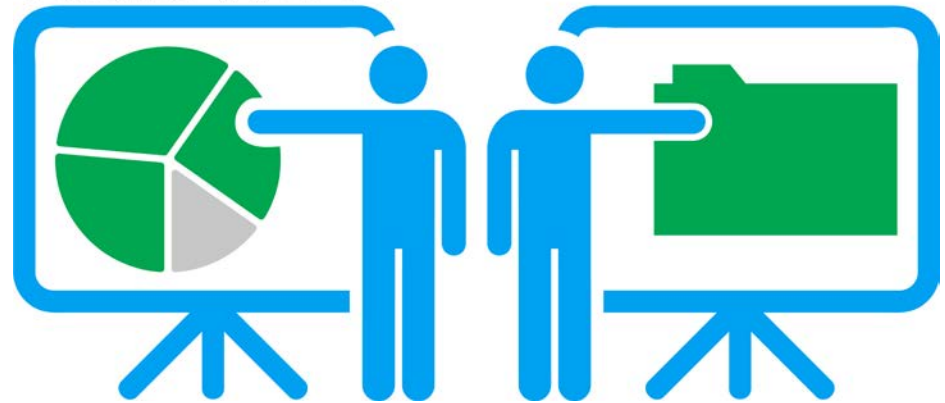
- **Dr. Sharon L. McDaniel**
Founder, President and CEO of A Second Chance, Inc.
- **Mary Bissell**
Founding Partner, ChildFocus
- **Jacki Hoover, LSW**
Assistant Deputy Director,
Allegheny County Children Youth & Families

ALIGNING Public **WILL**, Public **POLICY**, & **PRACTICE** **FOR KIN**



Jacki Hoover, LSW

Public **WILL**



Assistant Deputy Director Allegheny
County Office of Children & Families in
the Courts



Values
VS.
Philosophies
VS.
Policy

- Policies
- Procedures
- Infrastructure
- Training
- Supports
- Relationships
- CQI



Who needs to align?

Caseworkers

Management

Fiscal Department

State/Federal Oversight

Parents

Kin

Providers



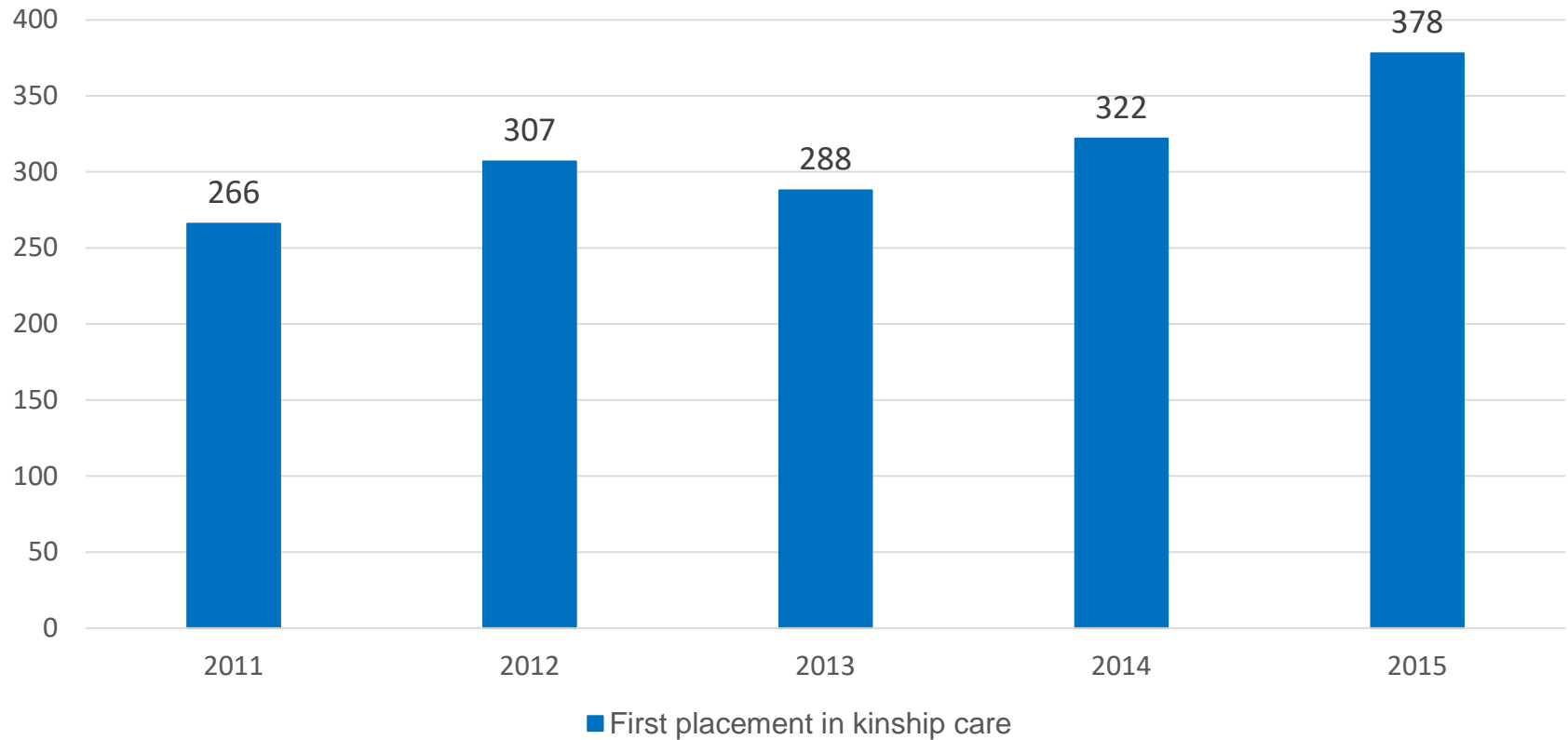
How do you know when it's **working**?

- Will staff tell you?
- What do the families say?
- Are the courts in agreement
- How long is permanency?

Kinship Care Data...
Chapin Hall 2011-2015



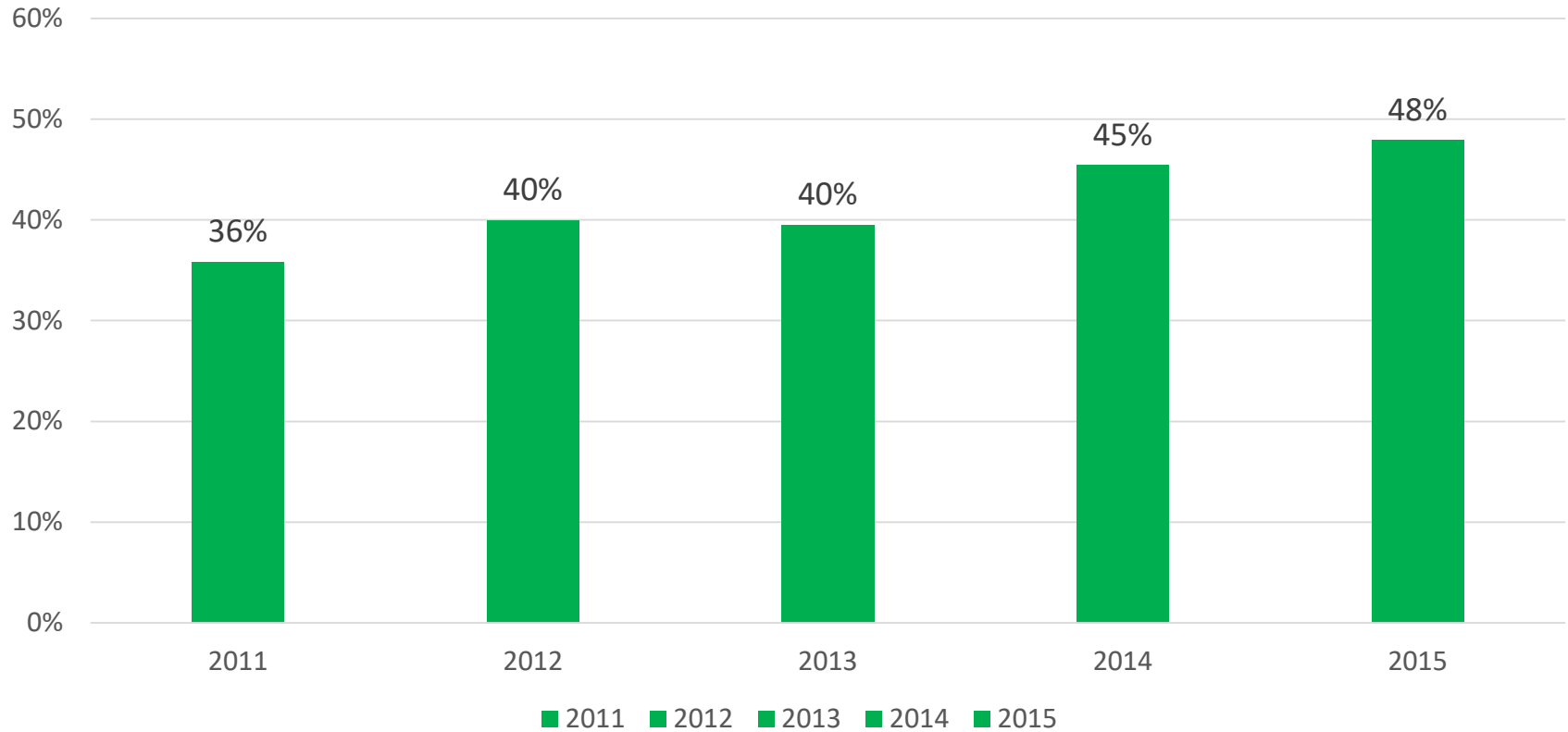
First Placement in Kinship Care among First Entries to Care



Source: Chapin Hall multi-state event file



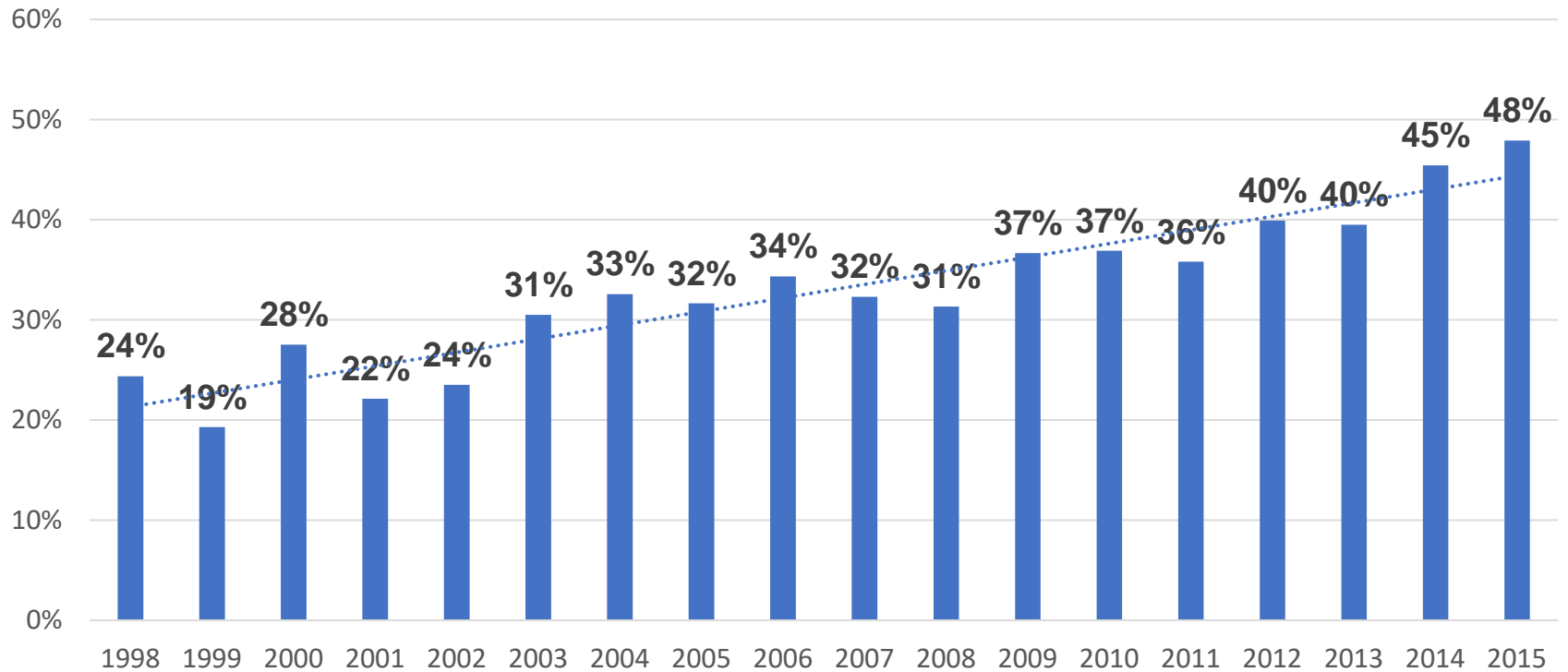
Percent of First Placements in Kinship Care among First Entries to Care



Source: Chapin Hall multi-state event file



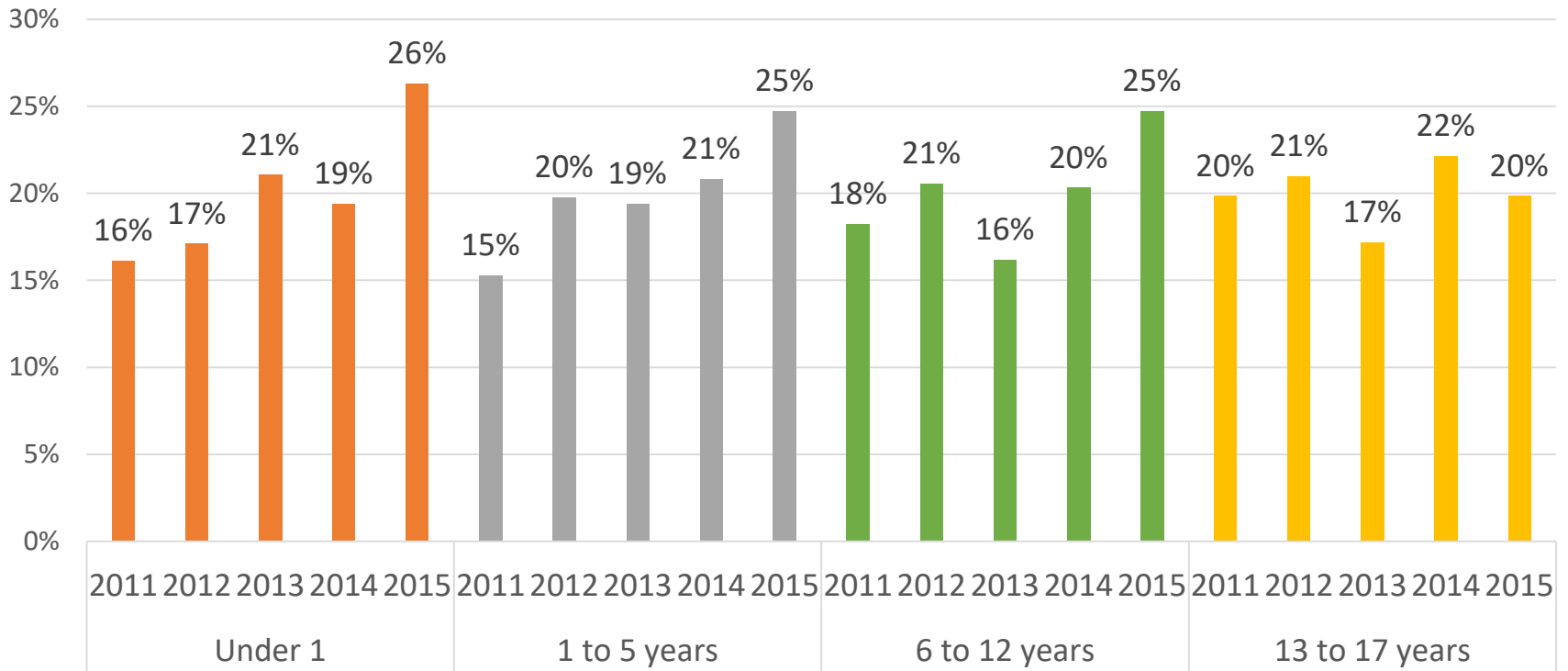
Percent of First Placements in Kinship Care among First Entries to Care



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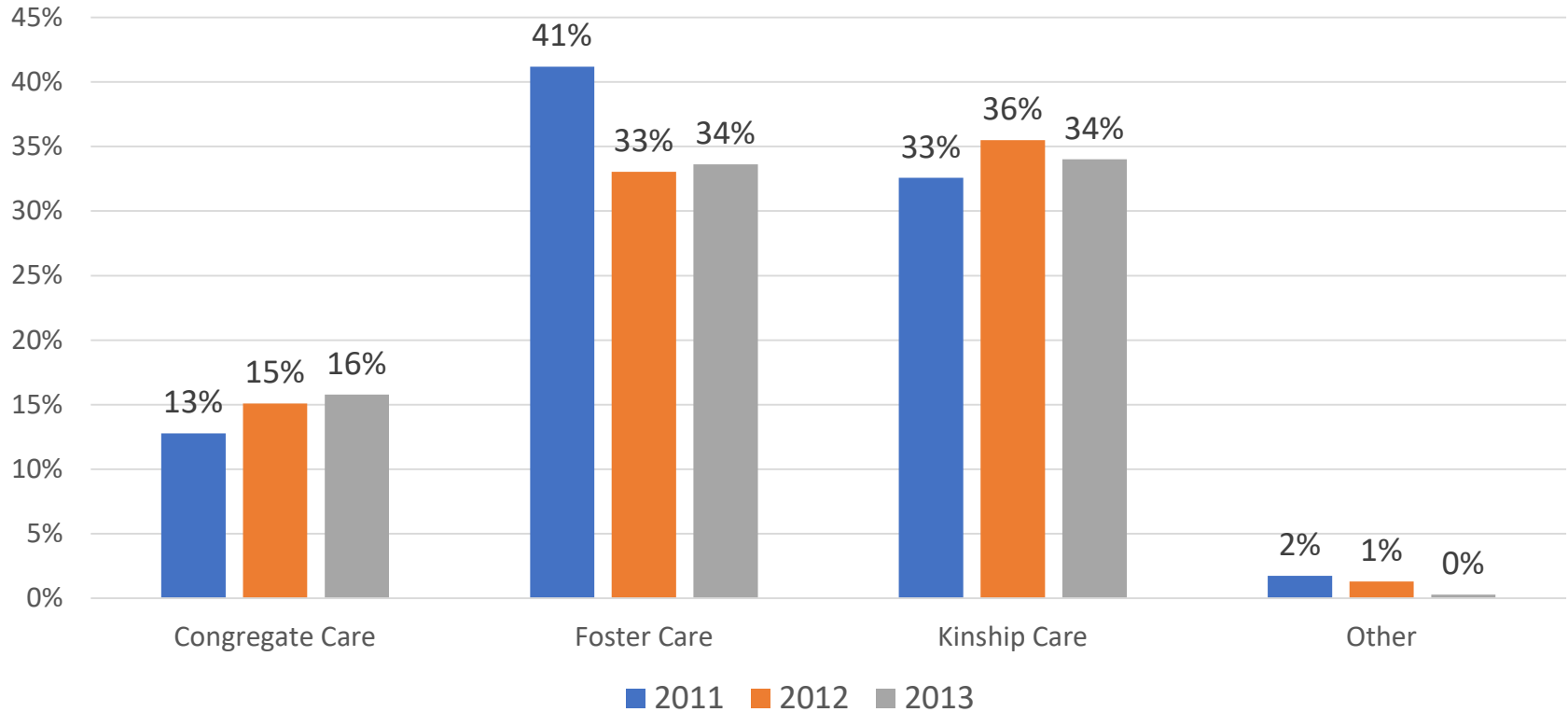
Percent of First Placements in Kinship Care among First Entries, by Age



Source: Chapin Hall multi-state event file



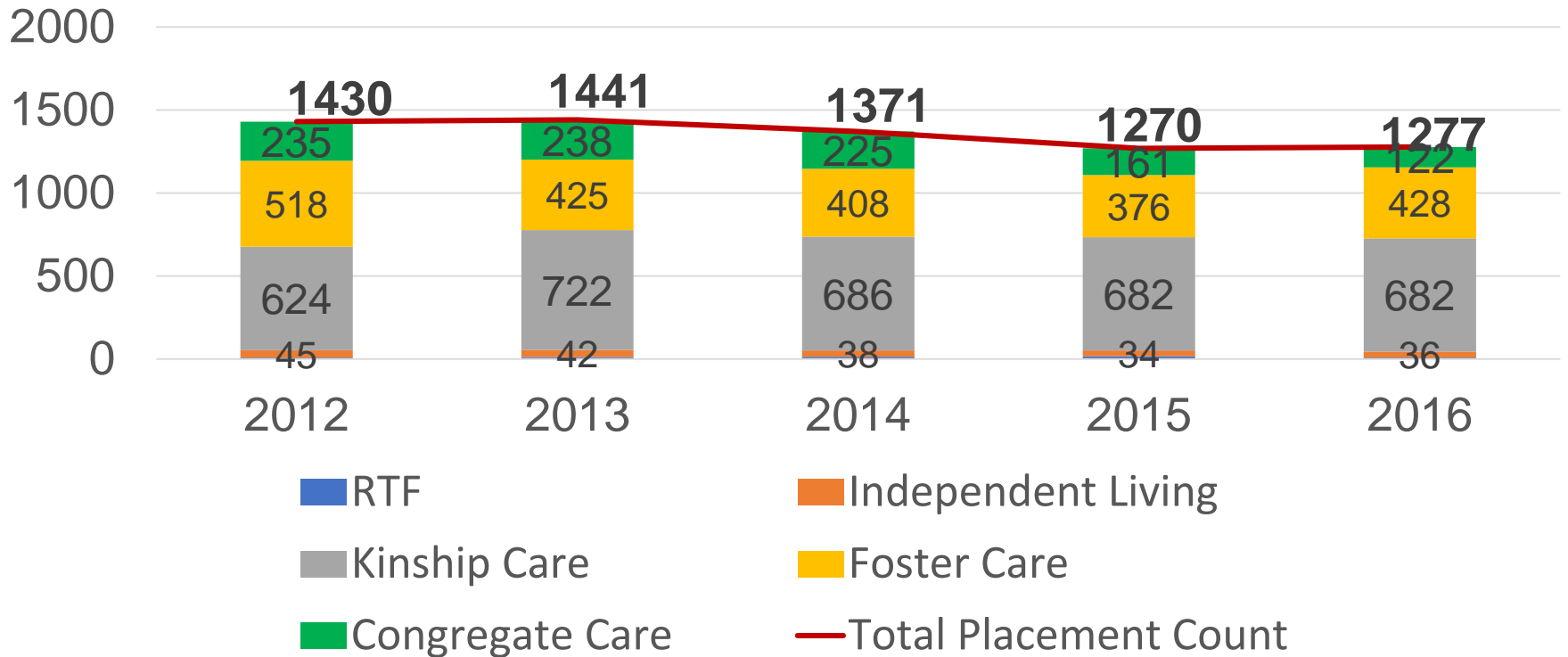
Percent of First Entries Exiting to Permanency by First Placement Type



Source: Chapin Hall multi-state event file



Point in Time Placement Counts June 30th, 2012 - 2016



Entries to Care by First Care Type, 2012 - 2016

	Kinship	Foster Care	Shelter Foster Care	Group Home	Residential	Shelter Group	RTF	Total Entries
2012	349	133	301	30	31	328	4	1196
2013	348	154	278	38	13	284	1	1132
2014	413	137	214	35	16	261	3	1107
2015	489	171	250	21	8	187	3	1161
2016* (through 6/30/2016)	213	82	120	7	0	95	2	540
Change, 2012 to 2015	140	38	-51	-9	-23	-141	-1	-37
Percent change, 2012 to 2015	40%	29%	-17%	-30%	-74%	-43%	-25%	-3%



Point in Time Placement Count, on/near June 30th

	Kinship Care	Foster Care	Shelter Foster Care	Group Home	Residential	Shelter Group	RTF	Independent Living	Total Placement Count
2012	624	425	93	115	44	76	8	45	1430
2013	722	355	70	140	29	69	12	42	1441
2014	686	355	53	116	38	71	14	38	1371
2015	682	311	65	87	25	49	17	34	1270
2016	682	348	80	55	25	42	9	36	1277
Change, 2012 to 2016	58	-77	-13	-60	-19	-34	1	-9	-153
Percent change, 2012 to 2016	9%	-18%	-14%	-52%	-43%	-45%	13%	-20%	-11%





Achieving Permanency...

- Making the first placement the best
- All relatives are not created equal
- Never stop looking
- More than placement
- What is family finding?

We can do better!



What is...



Kinship Navigator

- The Kinship Navigator has been developed from the CYF Fellows program design
- The Kinship Navigator is an individual integrated in each regional office who will assist caseworkers finding kin
- Removing a child is one of the most difficult part of a caseworker's job. With the Kinship Navigators in place, the caseworker can simply focus on removing the child from the unsafe situation, transporting the child(ren) to the hospital for the intake physical, and transporting the child(ren) to the kinship caregiver's home. By splitting these responsibilities with the Kinship Navigator, the caseworker's job is made easier, and the likelihood of placing a child with kin increases.
- The Kinship Navigators are **A Second Chance, Inc. (ASCI)** employees

- Increase kin placements from 54% to 70%
- Decrease the burden on the caseworker
- Improve the stability of placements
- Increase kinship care as the first placement from 45% to 70%
- Reduce congregate care from 10% to 0%
- Reduce re-entry
- Placed siblings together in first placement



Kinship Navigator: Key Responsibilities

- Identifying potential kinship caregivers during a removal as well as when it is not an emergency
- Making calls to potential kinship caregivers to check on their availability and appropriateness in caring for the child(ren)
- Conducting a home assessment of the potential kinship caregiver's home completing the 400
- Completing the Present Danger form
- Having the potential kinship caregiver complete the criminal background form (399) and forwarding this information to the Criminal Investigative Unit (CIU)
- Referring the kinship caregiver to ASCI
- Entering necessary information into MPER
- Requesting transportation from ASCI and visitation arrangements, if known

KINSHIP
NAVIGATOR 

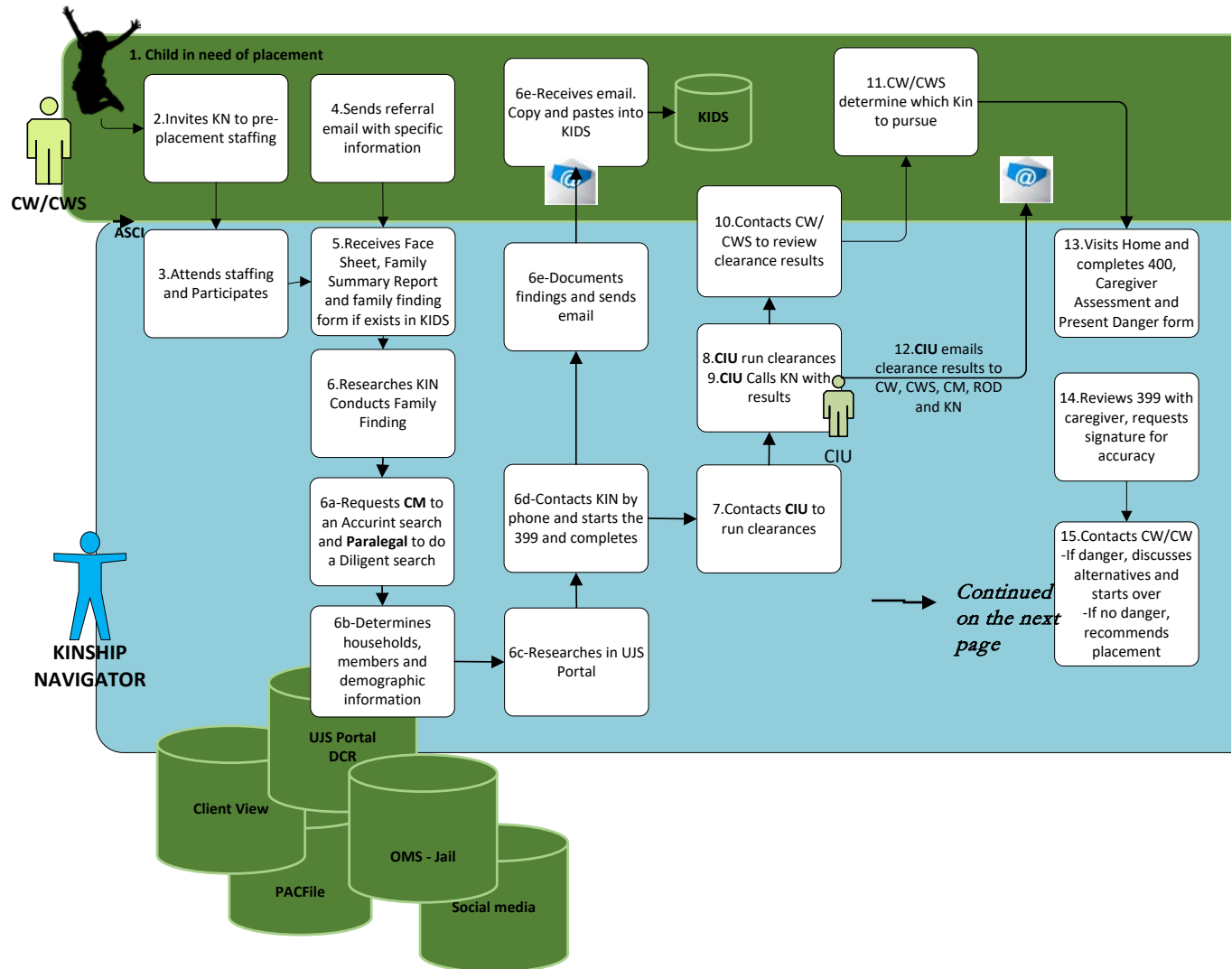
Purposely pointing in a kinship direction!

 A SECOND CHANCE INC.



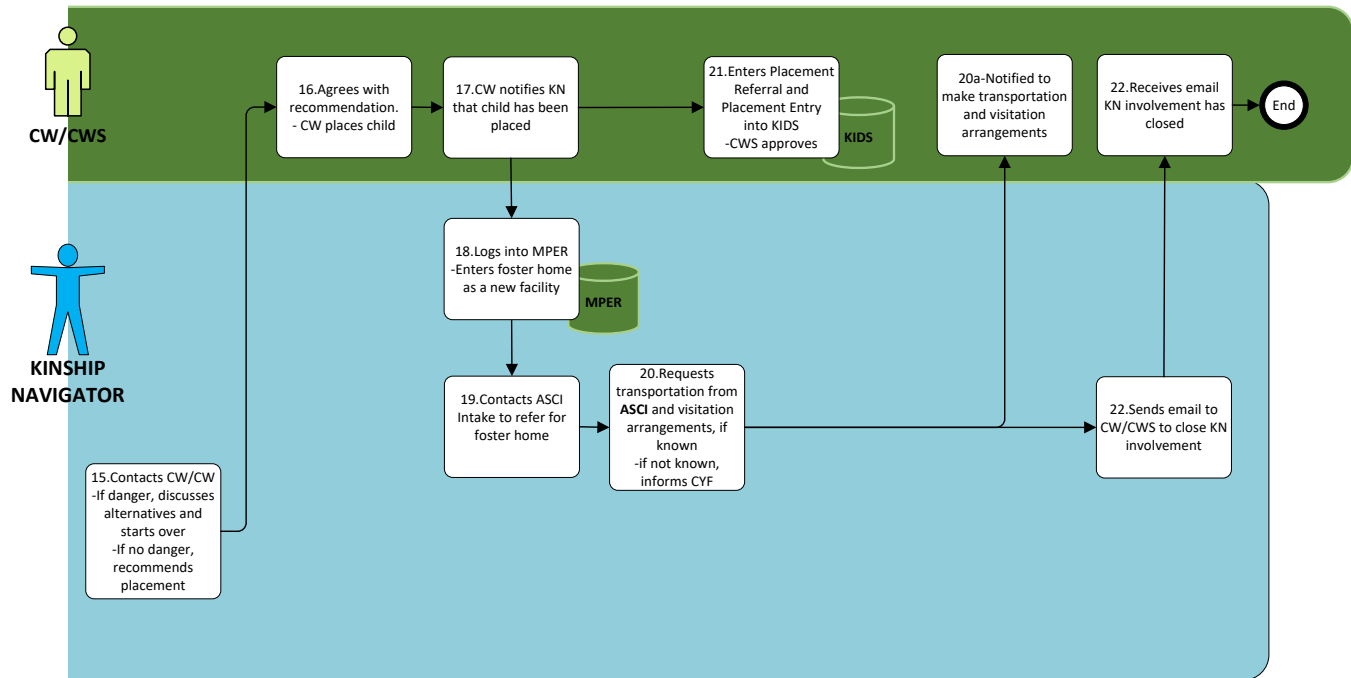
Emergency Placement Process

(Steps 1-15)



Emergency Placement Process

(Steps 15-22)



Other Processes:



Non-emergency

- *A non-emergency has been defined as a child(ren) that may need to be removed within the next 2 weeks.*
- *There won't be a staffing meeting so CYF staff will reach out to the Kinship Navigator.*



Congregate Care

- *There won't be a staffing meeting so CYF staff will invite the Kinship Navigator to attend the Congregate Care Monthly workgroup meetings. Through this meeting, a child is identified. Or, the Best Practice Specialist may identify a child and inform the Navigator.*

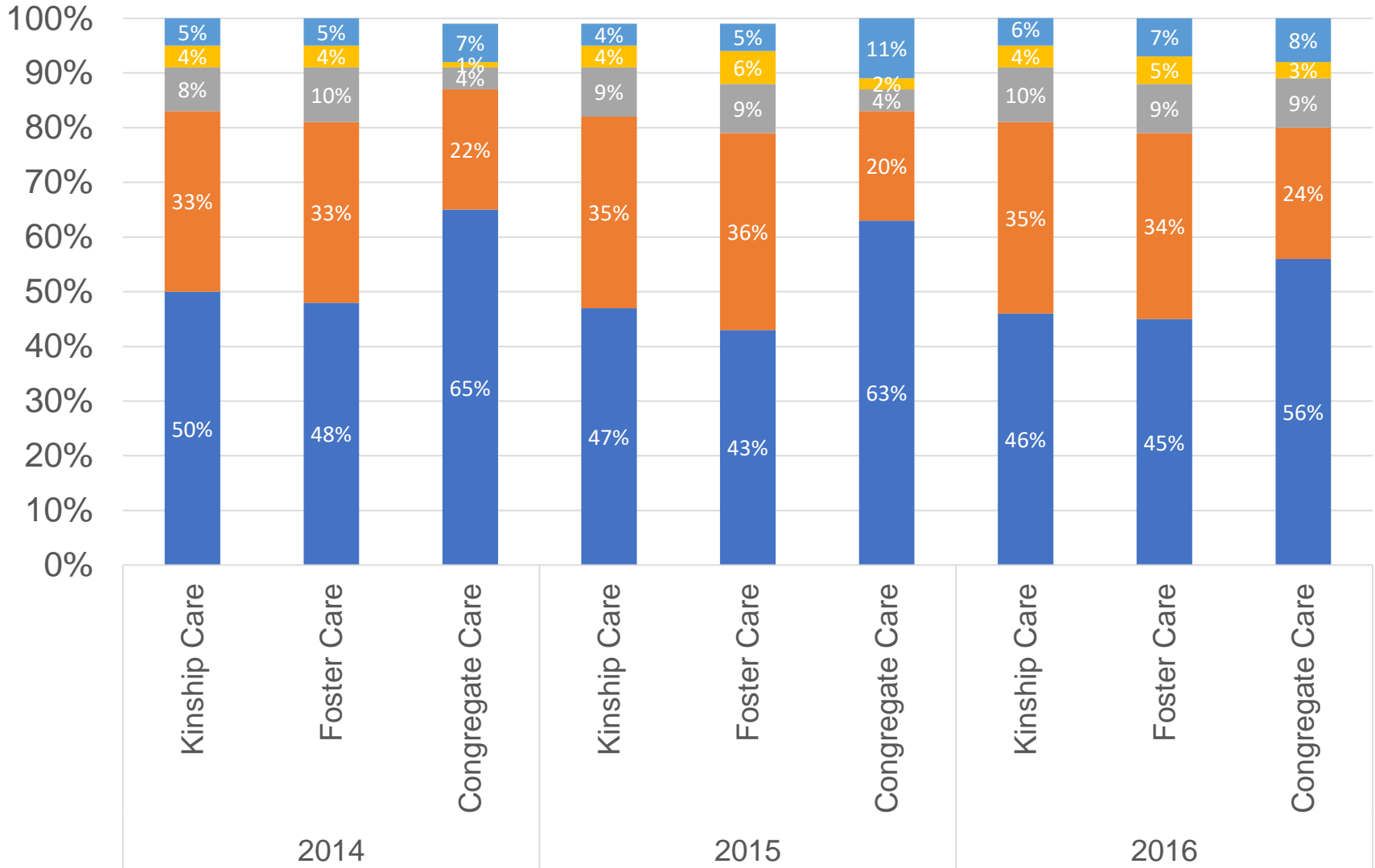


After Hours

- *The After-Hours Caseworker/Supervisor will call the After-Hours Kinship Navigator regarding child(ren) needing emergency placement.*

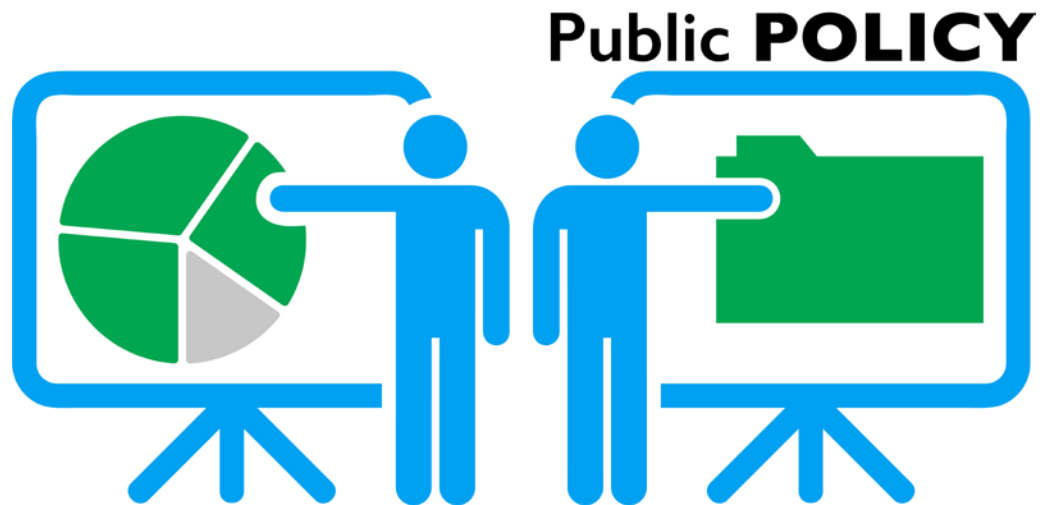


Race of Children in Care Point in Time, on/near June 30th



■ African American
 ■ White
 ■ Other
 ■ Two or More Races
 ■ Unknown

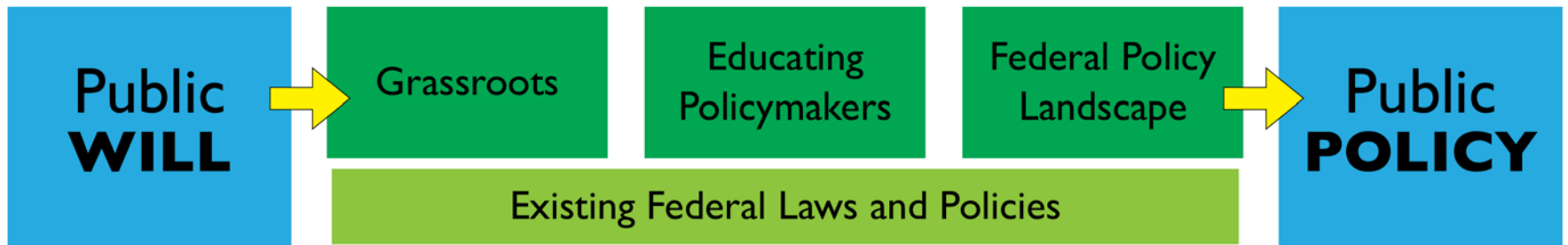
Mary Bissel



Partner



PUBLIC **WILL** to PUBLIC **POLICY** Framework

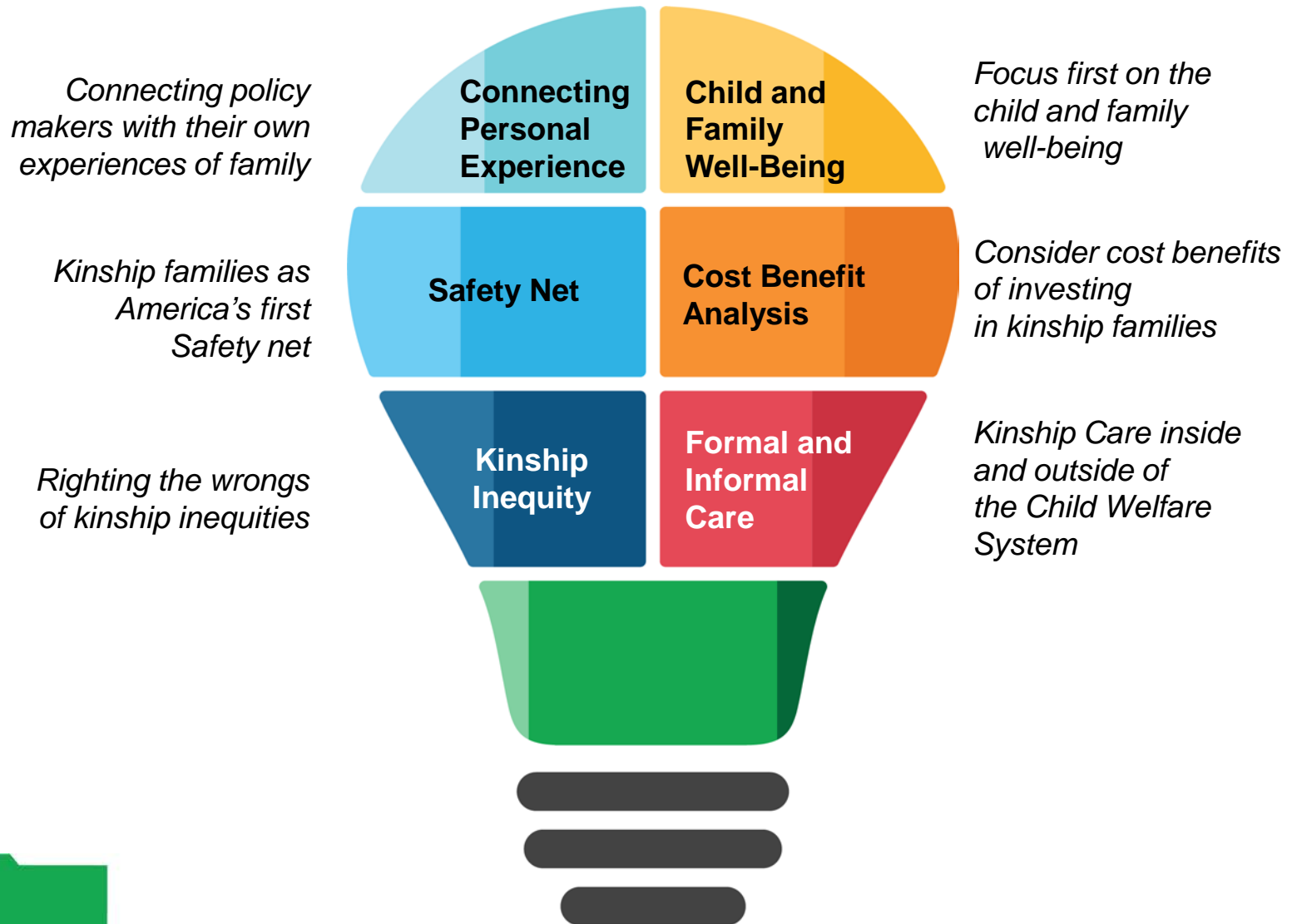


Grassroots Organizing: Kinship Families Speak

- Support groups => more organized advocacy efforts
- Recognition of multiple inequities for kinship families
- Emergence of structured local and state kinship care advocacy
- Organizing efforts at the National Level
- First National Grand Rally in 2003
- National Advocacy Groups: Grandfamilies of America; National Kinship Alliance for Children
- Increased presence on social media



The Art of **Educating Policymakers**



Federal Policy Landscape

- **Current Congressional environment: new faces and long-time allies**
- **Building a strong relationship with the new Administration**
- **Educating and engaging kinship champions in federal agencies**
- **Creative financing in a climate of limited fiscal resources**
- **Continued role of grassroots advocacy**
- **Importance of data**
- **Tracking opportunities to integrate kinship care into broader legislative proposals**
- **Impact of Opioid and Heroin epidemics**



Existing **Federal Laws and Policies**

Child Welfare

INSIDE THE SYSTEM

- Kinship Foster Care
- Licensing Challenges
- Kinship Diversion
- Subsidized Guardianship

Informal Kinship Care

OUTSIDE THE SYSTEM

- Temporary Assistance to Needy Families
- SNAP
- Medicaid
- SSI
- Housing
- National Family Caregiver Support Program



Family First Prevention Services Act

- Title IV-E foster care for targeted prevention services
- Key provisions to support kinship families
- Disagreement among kinship care advocates
- Bill close to passage, but failed in last session
- Future directions for FFPSA
- Lessons learned



State Policy Landscape

*Subsidized
Guardianship*

*Medical and Educational
enrollment laws*

*New state
legislation
to support
kinship
families*

*Increased child welfare
agency attention to
kinship families*

*Support of kinship care families
in multiple Governors' offices*

*Uncertain
fiscal
environments
challenge
program
sustainability*

*Increase coordination
needed among service
systems*

The Courts Weigh In...

- 6th and 8th Federal Circuit Court decisions
- Potential for consideration by the Supreme Court
- Constitutional challenges to kinship inequities
- State and local legal challenges to child welfare agency practices
- Increased legal attention => increased policy attention





Future Policy Directions

National Kinship Policy Resources

- Grandfamilies State Law and Policy Resource Center
- Grandfamilies State Fact Sheets
- Generations United Grandparent Advisory Group
- Legal Impact Network for Kin
- Kinship Peer Network for State Agency Leaders
- National Council of State Legislatures
- AECF Stepping Up for Kids and Every Kid Needs a Family



Dr. Sharon McDaniel



PRACTICE



President, Founder & CEO



**Few get some of what they need.
The vast majority get very little.**





Foster families see this...

- **Offered Appropriate and a Variety of Supports –**
 - Legal Guidance Attention to Need -
- **Straight-forward Licensing - Relevant Training -**
- **Welcome and Acceptance into the System...**



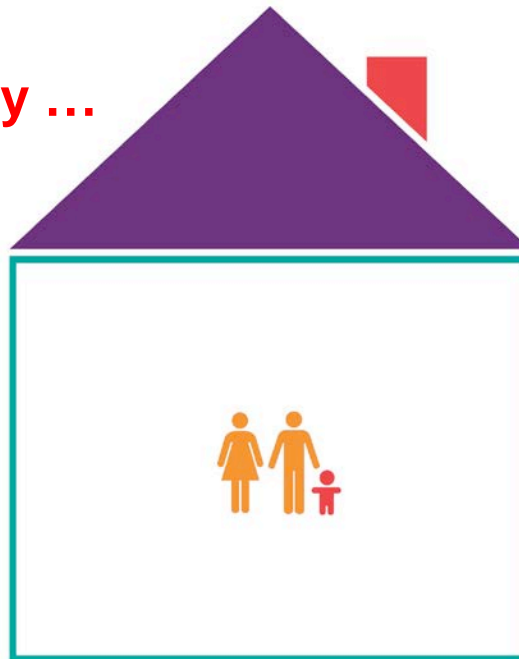
Kinship families see this...

**- Inappropriate and Lack of a Variety with Supports –
Little Legal Guidance – Needs Ignored –
Irrelevant Training - Difficult & Confrontational Licensing
Inexperienced and Non-diverse staff for Families of Color
Not Welcomed into System - Viewed as Part of the “Problem”**

Visualize the **value of family** ...



“Traditional” Family Dynamic



The Foster Care Dynamic



The Kinship Care Dynamic





Who are we?



20,000 children
& counting

A SECOND CHANCE^{INC.}



Meeting families since 1994...

**From 9 to
195
Employees**

**From
1 to 3
Facilities**

**From 1 to 8 Funding
Jurisdictions**

Pittsburgh
*& Contiguous counties
West Moreland & Washington*

Philadelphia
*& Contiguous counties
Berks, Delaware, Chester*

*Home Studies in Ohio & West
Virginia*



We meet families where they are.

*in the Public-Private
Partnership*

Since our inception:

We have raised the practice of Kinship Care in Allegheny County from **10% to 62%** (with a goal of 70%)

County
currently
at 50%

Before the implementation of IOC in Philadelphia, we had taken kinship care from **5% to 22%** (with a goal of 55%)

County
currently
at 47%

We have saved Pittsburgh DHS over **\$65 million.**

Each day ASCI serves **1,800 children** between both offices.



What have we achieved?



Length of time to license kinship homes

90-180 Days

National on Average

45-60 Days

ASCI Average at 92%



Length of stay for children discharged to **reunification**

7.6 Months

National Average

6.23 Months

ASCI Average



Length of stay for children discharged to **adoption**

29.4 months

National Average

21.35 months

ASCI Average



Period of time for **SPLC**

24 months

Legal Requirement



Percentage of children in foster care who were **subjected to substantiated/indicated maltreatment/abuse while in care**

.34 %

National Average

0%

ASCI Average



Percentage of foster youth who complete high school

50%

National Average



95%

ASCI Average



Percentage of foster youth who change schools when first entering care

56%

National Average

5%

ASCI Average



Percentage of female pregnancy rates for foster youth

33%

National Average

1% following entry to ASCI

ASCI Average

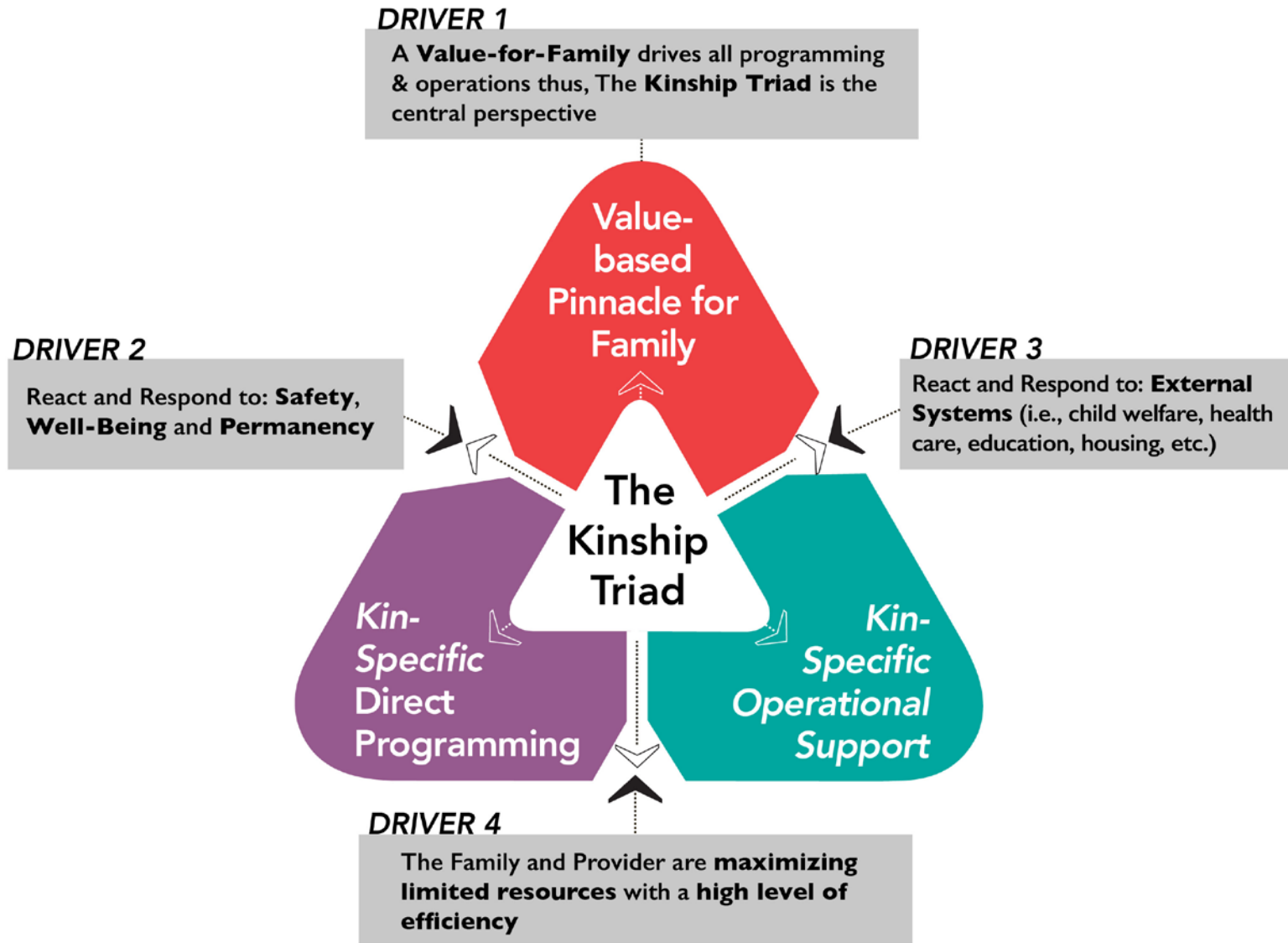




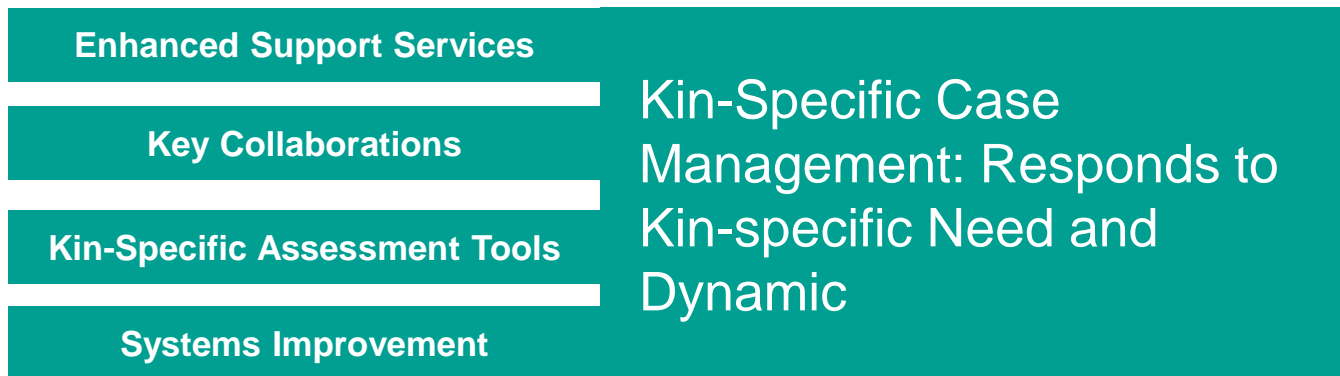
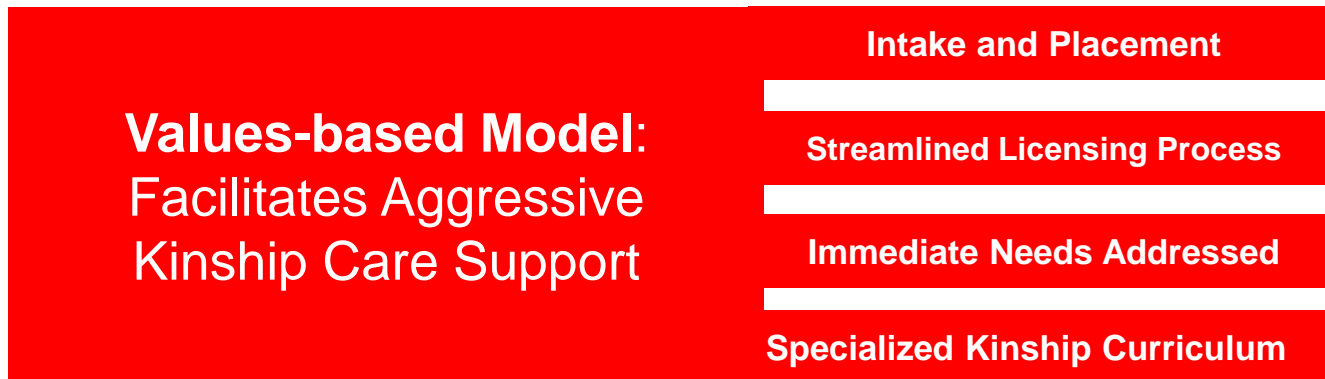
What do we do?



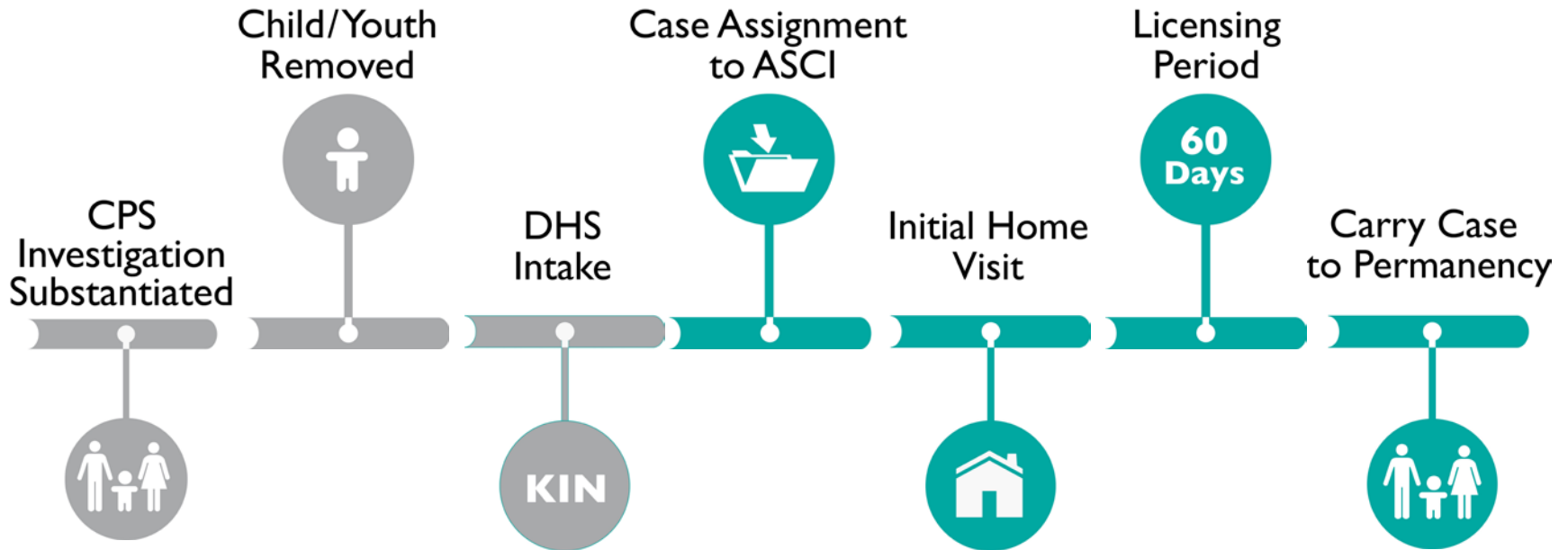
Practice Model...



The *Engagement Model* in Action...



A *integrated* casework process that facilitates **a way home...**

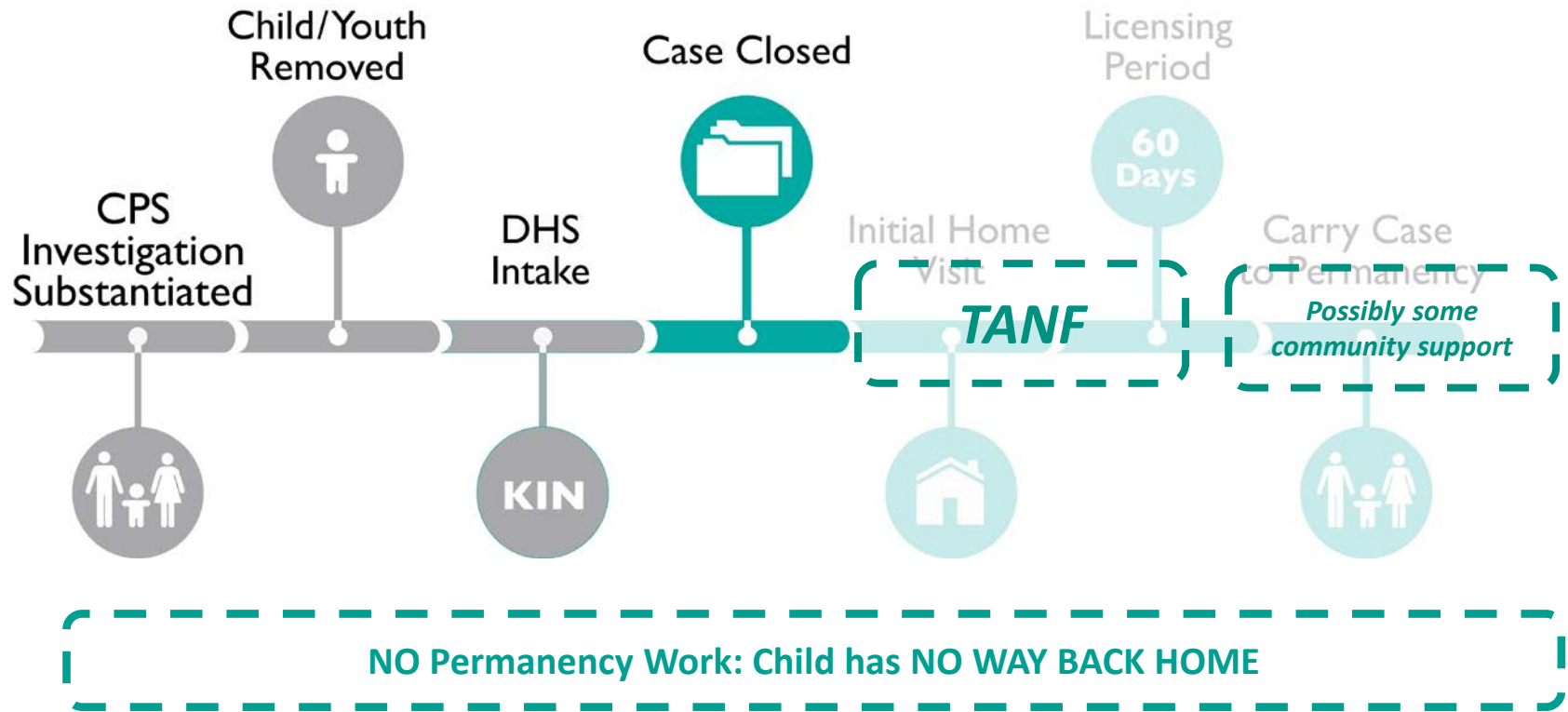


Processes Include:

- Approval of Licensing
- Permanency Planning
- On-going Case Management
- Support Services
- 30-day ISP
- Additional Training and/or Assessment
- Family Profile: The Home Study



How does kinship diversion work?



TRIAD-based Services and Interventions



- *Teen and Adolescent Support Group (TAGS)*
- *A Dance for Life*
- *Camp COPEs*
- *Crossover Youth support Groups*
- *Summer Youth Employment*
- *In Real Life (IRL) – Life Skills for Teens*
- *College Prep*



- *Certification Kinship Care Licensing*
- *Kin as Parents*
- *Grandparents Support Group*
- *Respite Care*
- *Child Care*
- *Grandma's Hands*
- *Young Men of Promise*
- *Fathers Mentoring Fathers*
- *Legal Assistance*



- *FACT (Family and Children Together –Reunification Group)*
- *Birth Parents Support Group*
- *Fathers Mentoring Fathers*
- *And ALL Community Support Groups offered*

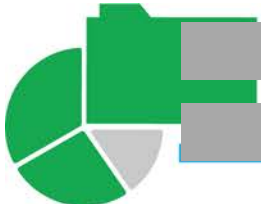
Support Offered to Every Part of the TRIAD

TRANSPORTATION

CLOTHING AND EMERGENCY SUPPORT

STRENGTH-BASED ASSESSMENT

MENTAL WELLNESS SERVICES





How do we work with other jurisdictions?



A SECOND CHANCE INC.

Curriculum and Training



Practice Models and Programming



Consulting and Program Evaluation



Evidence-Informed

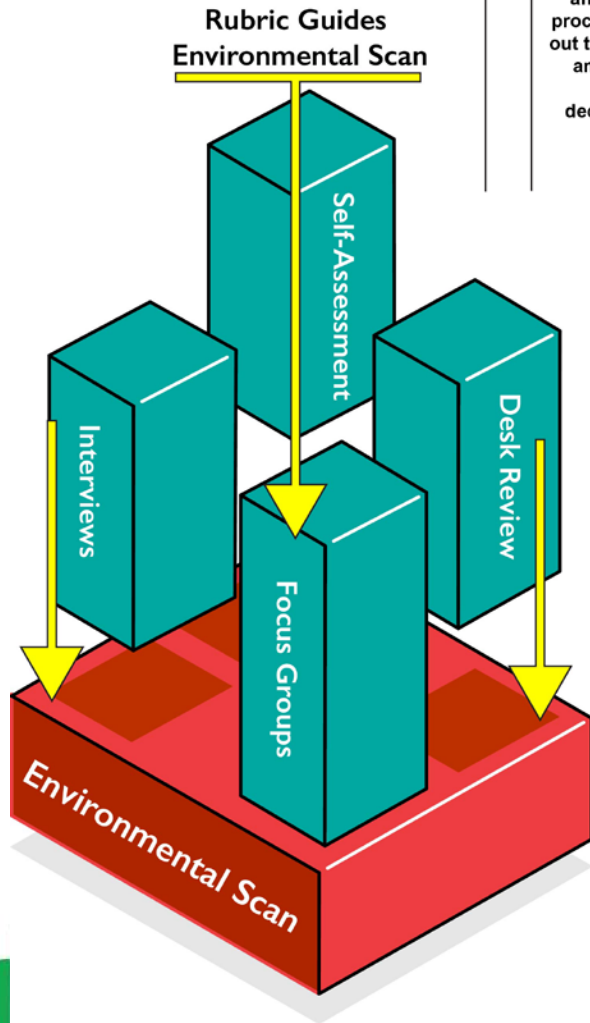
Critical Mass Kinship Exclusive Population

Continuous Process Improvement



KINSHIPcares™ Readiness Rubric (KCRR1)

Critical Elements	Prominent	Adept	Emerging	Not Evident	Value
Evidence that families are valued and engaged in processes throughout the organization and their voice impacts decision-making	There are effective strategies and policies that demonstrate relationship building in order to facilitate engagement with the entire kinship triad where the communication is meaningful and impacts decision-making (20-18)	There are some strategies and policies that demonstrate relationship building in order to facilitate engagement with the entire kinship triad where the communication is meaningful and impacts decision-making (17-16)	There are proposed strategies and policies that will eventually demonstrate relationship building in order to facilitate engagement with the entire kinship triad where the communication is meaningful and impacts decision-making (15-14)	There is little or no evidence of strategies and policies that demonstrate relationship building in order to facilitate engagement with the entire kinship triad where the communication is meaningful and impacts decision-making (13-0)	20



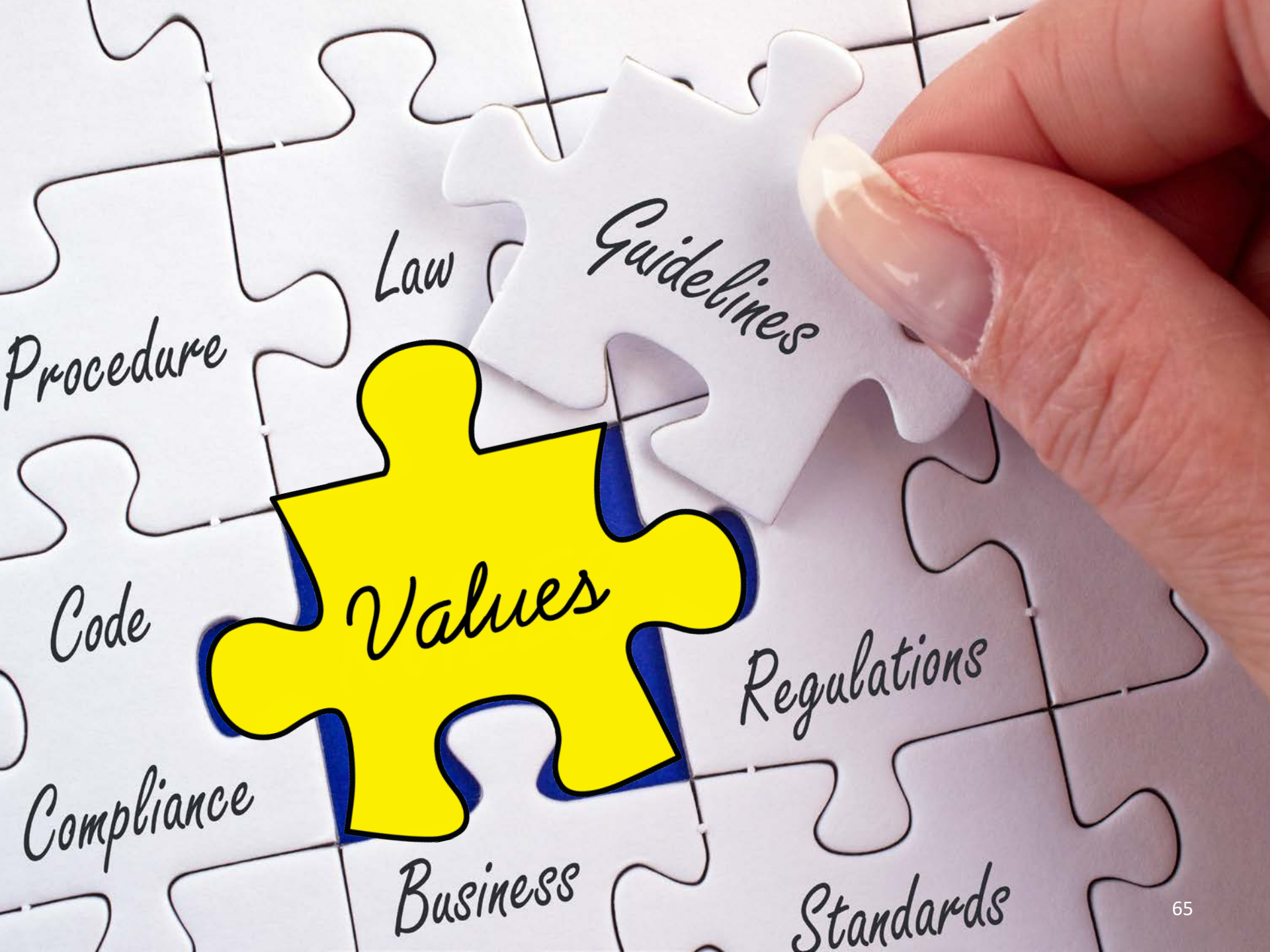
The practice of kinship care is a continuous learning experience. As such, it can be assessed, evaluated and monitored for success.





Why is the work important to do?





Procedure

Law

Guidelines

Code

Values

Regulations

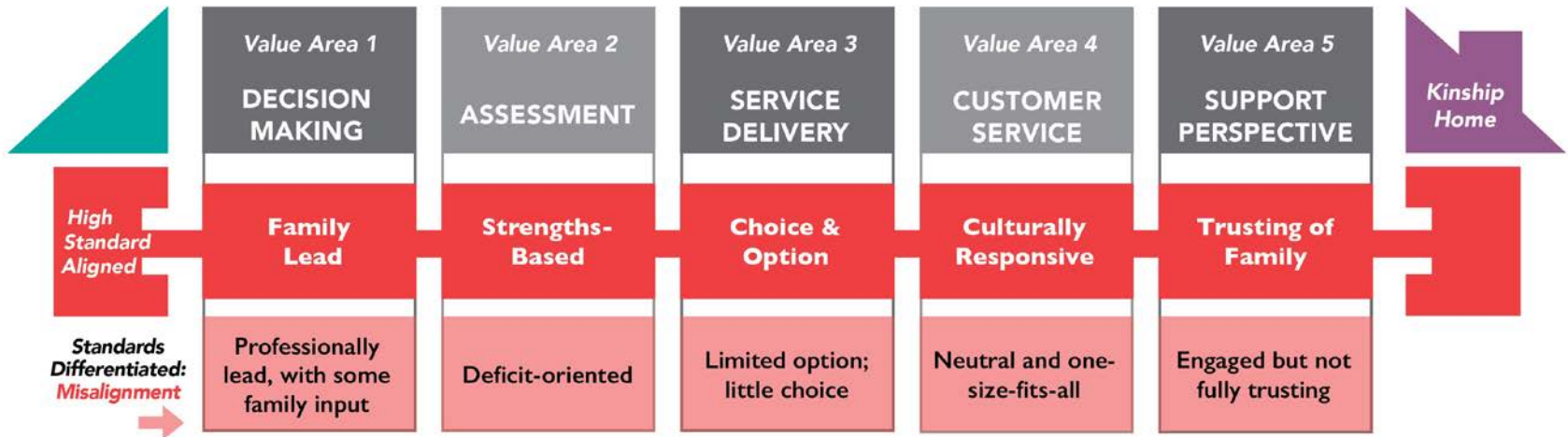
Compliance

Business

Standards



A VALUES-BASED MATRIX FOR KINSHIP CARE: GETTING TO *A STANDARD OF YOUR OWN*



**second
nature**

THE value
standards OF

A SECOND CHANCE^{INC}
Kinship Care

WORKING FROM A **standard of our own** AT **ASCI**, WE...

1. Treat the triad with dignity, respect, conviction, and honesty.
2. **Believe children deserve the highest level of permanency, safety, and well-being.**
3. Move children with dignity, not in garbage bags.
4. **Transport children who are indicated as out of placement once we find them.**
5. Clearly understand and acknowledge that unknowns are high risk and a sense of urgency is imperative.
6. **See the triad when it is convenient for them and not for us.**
7. Make accommodations for the triad.
8. **Make no assumptions for the triad. We ask and then ask again.**
9. Walk in their shoes, not ours.
10. **Value the triad first and then the process. It's the human experience that matters.**
11. Always err on the side of safety.
12. **Know that one size does not fit all.**





Kin2You™

a **values** training
on kinship care

Why is the values training layered?

Values influence decision-making in child welfare. There are multiple layers in this decision-making process. Our approach considers 3 important layers; *foundational*, *central* and *peak*.

The *foundational layer* addresses the concept of creating value - it is the core knowledge. The *central layer* connects this core to kinship care. The *peak layer* applies the foundational and central layers to the larger macro-system.

Overview of the Training Layers

Foundational:

- Creating Value
- Valuing Family

Central:

- Valuing Kinship Care
- Valuing the Kinship Triad

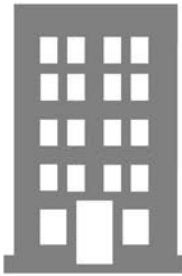
Peak:

- Valuing Kinship Care Systems
- Valuing Kinship Care Over Time
- Valuing Kinship Care Workers

Training Format:

We believe a 2 -2.5 day retreat reaps the most beneficial learning experience as it best facilitates a reflective learning process. We can also accommodate an abbreviated 1-day training that preserves the critical core elements of the training model.



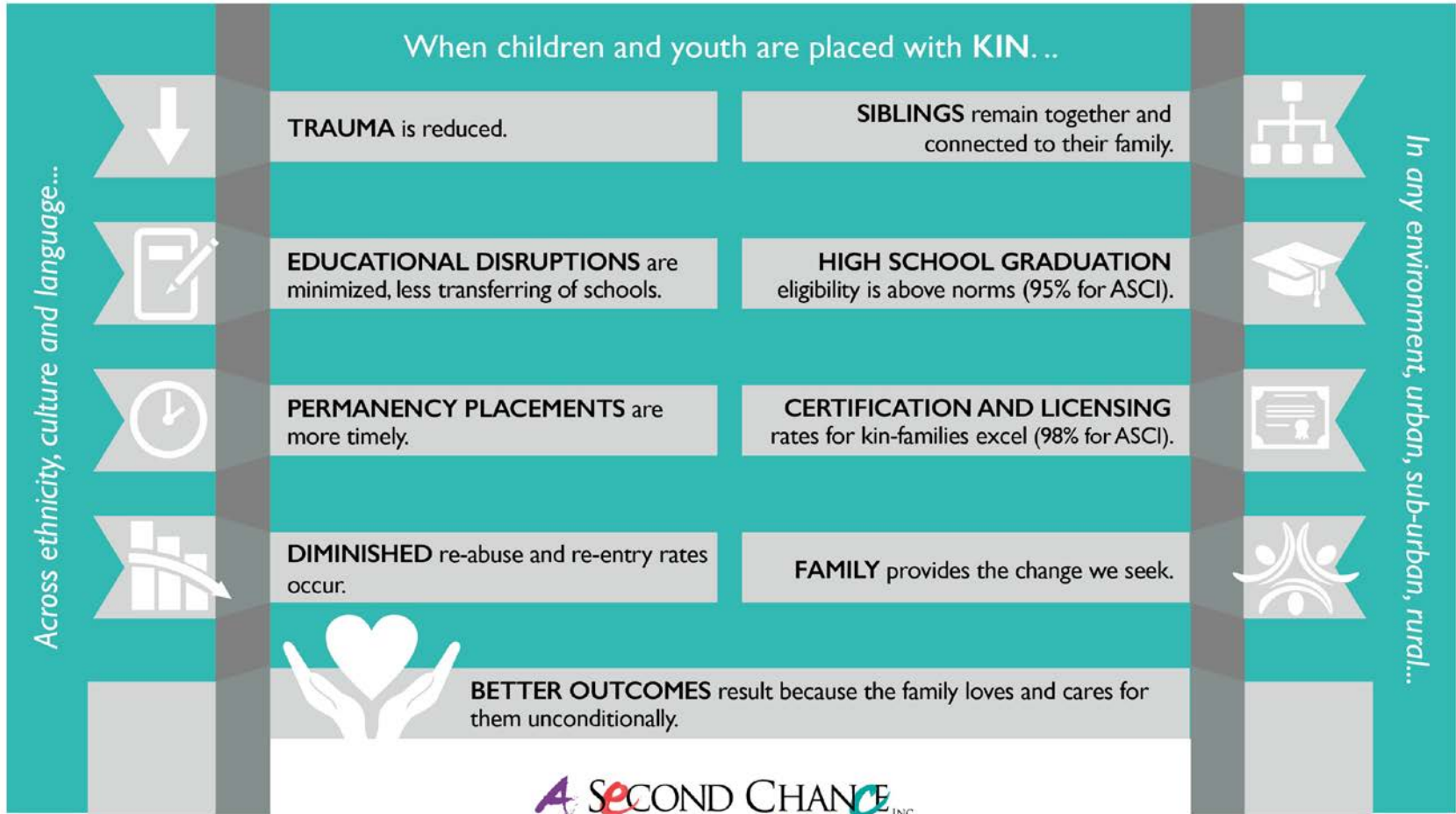


What happens when you value family?



The Value-Propositions of Our Kinship Care Model

The links between the purpose of kinship care and a value for family.



Thank you!

Q & A



Administrative Update

- Professional Consortium and All Sites Meeting- April 18-20th
- No SIM call in March or April
- SIM in-person meeting in TN – September 12th-13th

Please Take Time to Complete the Survey



THANK YOU

Additional Information on the QIC-AG can be found at:

www.qic-ag.org



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