

STATE OF NEVADA DEPARTMENT OF HEALTH AND HUMAN SERVICES DIVISION OF CHILD AND FAMILY SERVICES



2018 ANNUAL PROGRESS SERVICES REPORT

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SECTION I: INTRODUCTION

Nevada Demographics Geography, Climate, and Population

Nevada, also known as The Silver State, is located in the Western, Mountain West and Southwestern region of the United States of America which became the 36th state of the union on October 31, 1864. Nevada is made up of an area of 110,567 square miles, making it the 7th largest state geographically, the 35th most populated and the 9th least densely populated of the 50 United States. The land areas of Nevada make up 109,806 square miles and 761 square miles or 0.69% of Nevada is covered by water. Nevada is about 490 miles long and 320 miles wide. The highest point in Nevada is Boundary Peak, part of White Mountains, sitting at 13,147 feet above the sea level. The lowest point in Nevada is 479 feet above sea level at the Colorado River located at the southern end of the state. Major lakes in Nevada are Pyramid Lake. Lake Mead, Lake Mojave, Lake Tahoe and Walker Lake. Major rivers in Nevada are the Colorado River, Columbia River, Humboldt River and Truckee River. The Nevada landscape is represented by sandy deserts, rugged, snow covered mountains, forested mountain slopes, and grassy valleys. Located almost entirely within the Great Basin, Nevada can be divided into three main land regions; the Columbia Plateau, the Sierra Nevada, and the Basin and Range Region. The average temperatures in Nevada range from high of 104.5 degrees Fahrenheit to a low of 19.5 degrees Fahrenheit. The highest temperature recorded in Nevada was 125 degrees Fahrenheit. This record high was recorded on June 29, 1994 in Laughlin. The lowest temperature in Nevada, -50 degrees Fahrenheit, was recorded on January 8th, 1937 at San Jacinto. Nevada is the driest state in the United States. It is made up of mostly desert and semiarid climate regions. The average annual rainfall per year is about 7 inches.

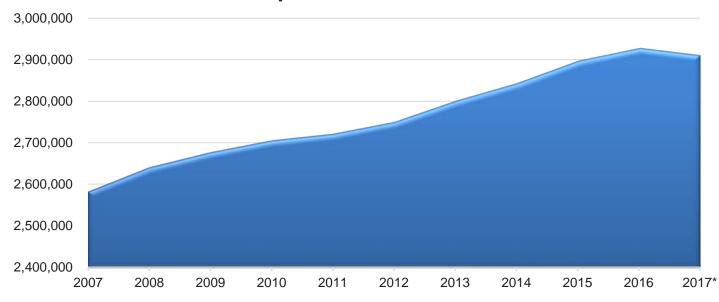
Nevada was made famous by the 1859 discovery of the Comstock Lode, the richest known U.S. silver deposit. Nevada is the largest gold-producing state in the nation. It is fourth in the world behind China, Australia, and Russia. Nevada is the gambling and entertainment capital of the United States.

The United States Census Bureau estimated that the population of Nevada was 2,700,551 for the 2010 United States Census.¹ Based on The United States Census Bureau July 1, 2015 estimates, the Nevada population was projected to be 2,940,058 for 2016² (an increase of 8.9% from the 2010 U.S. Census). Based on the July 1, 2016 estimate from the NV State Demographer³, the majority of Nevada's population is located in southern Nevada with Clark County at an estimated population of 2,166,181 or 73.3%. Washoe County is the next largest populated county, located in northern Nevada, with a population of 448,316 or 15.2%. The remaining population of 338,878 or 11.5% is spread across the 15 rural counties. Based on the September 30, 2016 Estimate from the NV State Demographer⁴ Nevada's population has a varied racial background that has changed considerably from 2010 to 2016. Estimate reports show that the majority of the population was White not of Hispanic Origin (52.3%), down from 55.6% in 2010; African Americans not of Hispanic Origin (8.6%), up from 8.1% in 2010; American Indian, Eskimo, or Aleut not of Hispanic Origin (1.2%), on par with 1.2% in 2010; and, Asian or Pacific Islander not of Hispanic Origin (9.3%), up from 8.6% in 2010. Hispanic Origin of any race population has increased by 17.0% over the last 6 years, growing from 26.5% in 2010 to 28.6% of Nevada's estimated total population in 2016. Based on the October 2016 estimate from the NV State Demographer, expected population in Nevada in 2017 is 2,910,629, a decrease of 0.6% from 2016.

¹ US Census Bureau (2010). <u>www.census.gov/quickfacts/table/PST045216/32</u> retrieved April 14, 2017

² US Census Bureau (2010). <u>www.census.gov/quickfacts/table/PST045216/32</u> retrieved April 14, 2017

³ <u>http://tax.nv.gov/uploadedFiles/taxnvgov/Content/TaxLibrary/Governor Certified Population 2016.pdf</u> ⁴ <u>https://tax.nv.gov/uploadedFiles/taxnvgov/Content/TaxLibrary/2016 ASRHO Estimates and Projections.pdf</u>



Nevada Population Growth: 2007 - 2017

Figure 1.1 Nevada Population 2007 to 2017 (*based on October 2016 projections from Nevada Demographer)

Economy and Trends

The following information is from the Nevada Department of Employment, Training and Rehabilitation (DETR), Economy in Brief, February 2017, Economic Summary, on p.1, p.10 & p11:

For the 74th month in a row, employment in Nevada has increased on a year-over-year basis. Reaching yet another all-time-high, February's reading of 1.32 million jobs, seasonally adjusted, is 41,200 higher than last year's total, a growth rate of 3.2 percent. Further, this is the 55th month in a row that year-over-year job growth in the Silver State has outpaced the nation. This month, there was a seasonally adjusted increase of 3,100 jobs, relative to January. We expected payrolls (not adjusted for seasonality) to increase by 4,000 this month, but 7,100 jobs were actually added, leading to the seasonally adjusted increase. Specifically, the private sector added 4,800 jobs to payrolls, seasonally adjusted, while the public sector lost 1,700 jobs over the month.

In February, the construction sector continued to lead the State in terms of percentage growth, year to-date, up 7.4 percent relative to the first two months of last year. This equates to an additional 5,400 construction jobs in the State. Leisure and hospitality employment experienced the largest nominal growth this month, adding 8,700 jobs to payrolls year-to-date, for a growth rate of 2.6 percent. Mining and logging, the only sector to add less than 1,000 jobs so far this year, added 300 jobs relative to a year ago, a 2.2 percent increase.

In the years preceding the economic downturn, Nevada led the country in private sector employment growth. The Silver State had the highest employment growth rate in the country in 2005 (6.4 percent). Conversely, during the recession, Nevada was the most affected state in terms of private sector employment growth. In fact, Nevada's employment growth was the lowest in the nation in 2009 (-10.1 percent) and 2010 (-2.8 percent). Nevada has gradually regained lost ground over the past five years, peaking in 2014 as the second fastest growing state in the nation, with a private sector growth rate of four percent. With data through CY 2016: Q3, we see that Nevada had the fourth-fastest growing private sector in the nation, with a 3.5 percent job growth rate during the first nine months of the year. Only Utah, Idaho, and Florida realized stronger private sector job growth than Nevada during the period.

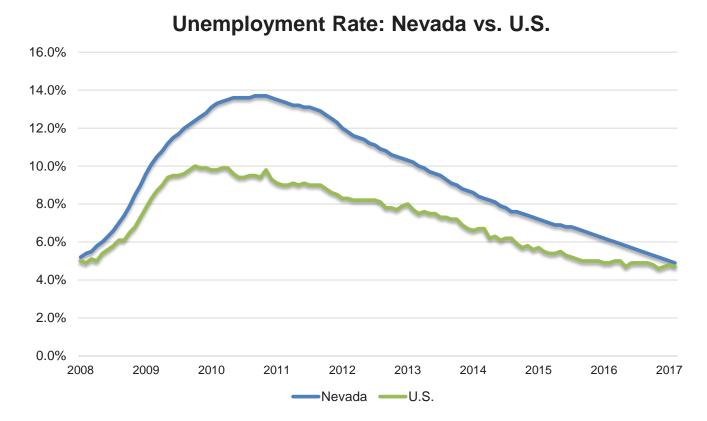


Figure 1.2 Comparison of Nevada and U.S. monthly unemployment rates (Jan 2008 to Feb 2017)



Job Growth by Metro Area

Figure 1.3 Job growth by Nevada metropolitan area (Jan 2013 to Feb 2017)

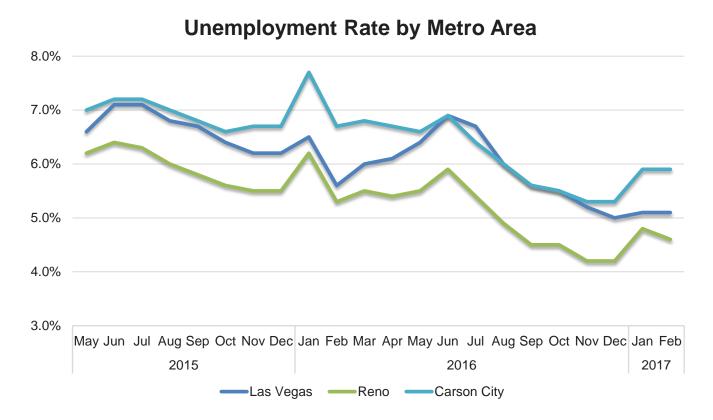


Figure 1.4 Unemployment rate by Nevada metropolitan area (Jan 2015 to Feb 2017)

Welfare Indicators

The following information is extracted from the Nevada Department of Health and Human Services, Division of Welfare and Supportive Services <u>https://dwss.nv.gov/Home/Features/Budget CaseloadStats-New SFY17/</u>

The Temporary Assistance for Needy Families (TANF) program provides time-limited cash assistance to low-income families with children so they can be cared for in their own home. TANF also seeks to reduce dependency by promoting job preparation, reducing out-of-wedlock pregnancies, and encouraging the formation and maintenance of two-parent families. As an economic indicator, TANF reveals information on the relative well-being of Nevada's low-income families. The number of recipients in the program is strongly influenced by the ups and downs of the business cycle. In January of 2017, 24,380 individuals were receiving assistance through the TANF program. Since January of 2016, the level of assistance decreased by 8.71 percent, with 2,327 less recipients.

The Supplemental Nutrition Assistance Program (SNAP), formerly known as "food stamps" provides the means to increase food purchasing power to raise the nutritional level among low-income households and is the first line of defense against hunger for thousands of Nevadans. In January of 2017, 442,515 Nevadans participated in the program. Over the year, the number of participants receiving assistance increased 0.77%, with 3,374 more participants.

TANF Grant Recipients

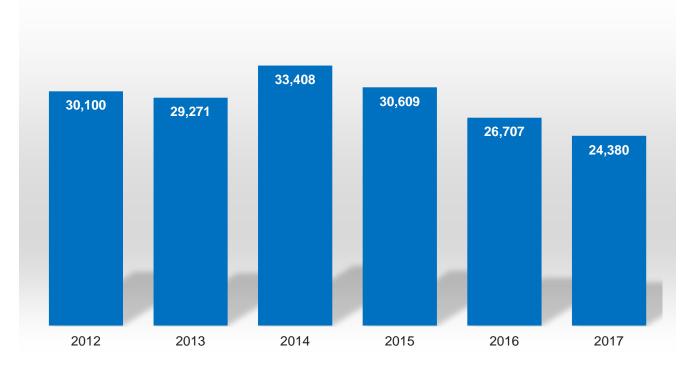


Figure 1.5 Nevada TANF grant recipients each January from January 2012 through January 2017.

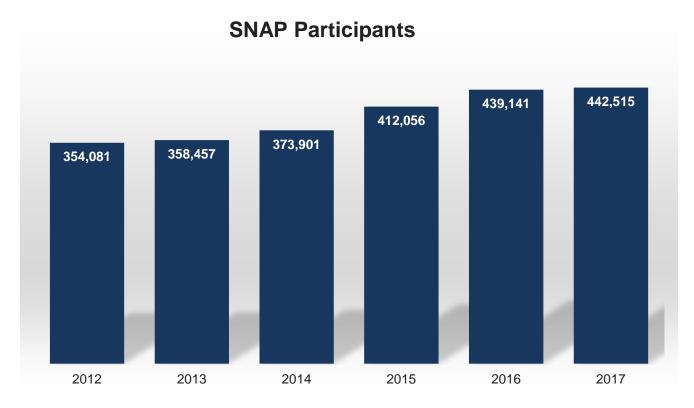


Figure 1.6 Nevada SNAP participants each January from January 2012 through January 2017.

Child Welfare Administrative Structure

Nevada uses a state-administered and county-operated structure for the management of child welfare services, except in the rural counties of the state, where the Nevada Division of Child and Family Services operates child welfare services. The Nevada Division of Child and Family Services, under the umbrella of the Nevada Department of Health and Human Services, provides oversight to child welfare and direct child welfare services.

State Agency Administering Plans

The Division of Child and Family Services (DCFS) is responsible for Children's Mental Health (in Clark and Washoe, the two largest populated counties), Juvenile Justice Services, and Child Welfare Services. As such, the implementation and administration of the Child and Family Services Plan is the responsibility of DCFS. This includes: Title IV-E, Title IV-B, Subpart I (Child Welfare Services) and Subpart 2 (Promoting Safe and Stable Families), Child Abuse and Treatment Act (CAPTA), and the Chafee Foster Care Independence Program (CFCIP).

Protection and Permanency for Children: DCFS creates opportunities and programs that prevent and respond to issues of parental/caregiver maltreatment, mental health, and delinquency. DCFS strives to support permanency within the child's biological or primary and extended family so children may grow and develop within stable environments. DCFS also recognizes the responsibility to create and support alternative permanent environments when biological or primary families are unable or incapable of caring for their children. DCFS will collaboratively craft public policies to promote the strength and well-being of families.

Preservation of Families: DCFS supports the principle that the family is the best structure to assure stability, nurturing, care, and safety of its members and communities. Services are designed to build upon family strengths, honoring the family's traditions, history, and culture.

Juvenile Justice Services for Youth: DCFS recognizes that services must balance youth rehabilitation, treatment, and community safety. Many juvenile offenders have been victims of maltreatment, and therefore accountability must be balanced by the provision of services addressing trauma, loss, substance abuse, and mental health issues. Juvenile offenders are held accountable through a comprehensive system of graduated sanctions that include commitment to state-operated juvenile facilities.

Children's Mental Health: DCFS uses a system of care model that strives to provide creative, individualized, strengthbased, and culturally responsive services for families with children that experience severe emotional disturbance. A developing continuum of care focuses on meeting the needs of children and families in the least restrictive environment, including utilization of the wraparound process to coordinate effective service delivery that enables children to reside with families when possible and with the assistance of informal supports rather than dependency on government or paid providers.

Mission

DCFS, together in genuine partnership with families, communities and county governmental agencies, provides support and services to assist Nevada's children and families in reaching their full human potential.

Nevada Initiative Statement for Family Centered Practice

Child welfare agencies in Nevada believe families are the primary providers for children's needs. The safety and wellbeing of children is dependent upon the safety and well-being of all family members. Children, youth and families are best served when staff actively listen to them, and invite participation in decision making. We support full implementation of family centered practice by engaging families in child and family teams and offering individualized services to build upon strengths and to meet the identified needs of the family.

Vision

DCFS recognizes that Nevada's families are our future and that families thrive when they:

- 1. Live in safe, permanent settings;
- 2. Experience a sense of sustainable emotional and physical well-being; and
- 3. Receive support to consistently make positive choices for family and the common good.

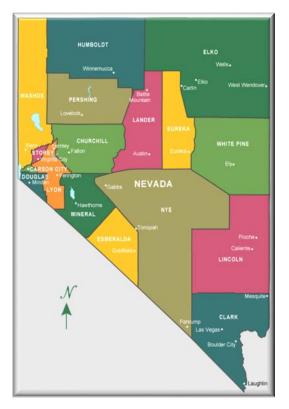
Guiding Principles

Service principles guide our work towards achieving this vision and are consistent with children and family services principles specified in federal regulations [45 CFS 1355.25(a) through 1355.25(h)]. These practice model principles are:

- Protection Children's safety is paramount;
- Development Children, youth, and families need consistent nurturing in a healthy environment to achieve their full human potential;
- Permanency All children need and are entitled to enduring relationships that provide a family, stability and belonging, and a sense of self that connects children to their past, present and future;
- Cultural Responsiveness Children and families have the right to be understood within the context of their own traditions, history, culture, and community;
- Partnership The entire community shares accountability for the creation of an environment that helps families raise children to reach their full potential;
- Organizational Competence Effectively structured and managed organizations with committed, trained, skilled staff are necessary to achieve positive outcomes for children and families.
- Continuous Quality Improvement Strategic sequencing of continuous quality improvements must occur to reach Nevada's child and family services vision; and
- Professional Competence Children and families need a relationship with skilled and empathetic case managers who
 can provide ethical support, confront difficult issues, and effectively assist them towards positive change that
 reinforces safety, permanency, well-being, and community safety.

Purpose

DCFS is responsible for accomplishing the following purposes:



Protecting and promoting the welfare and safety of all children, including individuals with disabilities; homeless, dependent or neglected children;

Preventing or remedying, or assisting in the solving of problems that may result in the neglect, abuse, exploitation, or delinquency of children;

Preventing the unnecessary separation of children from their families by identifying family problems and assisting families in resolving their problems, thereby preventing the breakup of the family where the prevention of child removal is desirable and possible;

Restoring families, reunifying children with their parents, who have been removed and may be safely returned, through the provision of services to the child and the family;

Assuring adequate care of children away from their homes in cases where the child cannot be returned home or cannot be placed for adoption; and

Placing children in suitable adoptive homes in cases where restoration to the biological or primary family is not possible or appropriate.

Figure 1.7 County Map of Nevada

Child Welfare Agencies

The organizational structure of DCFS and program delivery of child welfare services are influenced by the state size and concentration of county population. NRS 432B.325 states that in counties where the population is 100,000 or more, that the county shall provide protective services for children in that county and pay the cost of those services in accordance with standards adopted by the state. In 2001, the state legislature expanded the county's responsibility to include all child welfare services of child protection, foster care and adoption (NRS 432B.030 and NRS 432B.044). Figure 1.2 provides a map of the state with each county outlined.

In the 2011 Legislative Session NRS 432B.325 and NRS 432B.326 were passed. Prior to this legislation the law required DCFS, in counties whose population is less than 100,000 (currently all counties other than Clark and Washoe counties) to provide directly or arrange for the provision of child welfare services, including protective services, foster care services and adoption services. The new legislation requires each of those counties to pay DCFS an assessment for the provision of child protective services not to exceed the limit of legislative authorization for spending on child protective services by DCFS in each county. Furthermore, this legislation allows a county to request an exemption from the assessment by submitting a proposal to the Governor for the county to carry out child protective services for the county. If the Governor approves the proposal, the Interim Finance Committee (IFC) must consider whether to approve the exemption. If the exemption is approved, the county is required to carry out child protective services for the county in accordance with standards adopted by DCFS, and must pay for the cost of those services. As of the date of this report no county has requested an exemption.

Agency Regional Coverage

The Clark County Department of Family Services (CCDFS), located in Las Vegas, provides child welfare services to all children and families in Clark County, in the southernmost part of the State. Washoe County Department of Social Services (WCDSS) located in Reno, Nevada, provides child welfare services directly to all children and families located in Washoe County, in the northwestern part of the State. DCFS provides child welfare services to the remaining 15 counties in the state through its Rural Region offices.

The DCFS Rural Region is separated into four districts, each providing services to multiple counties. District 1 covers the northern part of the State with its main office based in Elko. This District provides services to Elko, Eureka, Humboldt, and Lander Counties. District 2 covers the western/central part of the state and is based in Carson City. This District provides services to Carson City, the State's Capitol, Douglas County, and Storey County. District 3 covers the eastern/central part of the state and is based out of Fallon. This office provides services to Churchill, Lyon, Pershing and Mineral counties. District 4 covers the southern rural part of the state and is based out of Pahrump. This office provides services to Esmeralda, Nye, Lincoln and White Pine counties. According to the State Demographer, over the next 20 years, Carson City, Elko, Douglas, Churchill and Nye counties will show modest growth. The rural counties of Eureka, White Pine, Humboldt, Pershing, Esmeralda and Lander will experience a decrease in population.

STAFF and WORK LOAD:

There are approximately 476 child welfare positions in Intake, Investigations, In-home/Out-of-home Case Management, Adoption, and Licensing with 30 vacancies statewide. Additionally, statewide there are approximately 121 Supervisory/Management child welfare positions filled and 5 vacancies.

Clark County Department of Family Services: For State Fiscal Year (SFY) 2017 CCDFS reports that their agency has approximately 337 child welfare positions in Intake, Investigations, In-home/Out-of-home Case Management, Adoption, and Licensing filled with 8 vacancies. Additionally, there are approximately 80 Supervisory/Management positions filled with 2 vacancies. CCDFS reports the following caseload ratios: Investigations 1:17, Advanced Investigations 1:4 (specialize in 5 and under, ERT and sex abuse) and Permanency Case Management 1:12. Supervisor ratios to staff are 1:6 in Investigations, and 1:6 in Permanency Case Management. Staff separations during this reporting period included 16 retirements, 13 dismissals, and 38 voluntary resignations. There were approximately 75 promotions/laterals,

Washoe County Department of Social Services: For SFY 2017 WCDSS reports that their agency has approximately 83 child welfare positions in Intake, Investigations, In-home/Out-of-home Case Management, Adoption, and Licensing filled with 12 vacancies. Additionally, there are approximately 23 Supervisory/Management positions filled with 1 vacancy. WCDSS reports the following caseload ratios: Assessment 1:10, CAC Assessment 1:8 (specialize in sexual/physical abuse reports) and In-home/ Out-of-home Case Management 1:28. Supervisor ratios to staff are 1:5. Staff separations during this reporting period included 9 retirements, 3 dismissals, and 12 voluntary resignations. There were 32 promotions

during this period.

DCFS Rural Region: For SFY 2017 the DCFS Rural Region reports their agency has approximately 56 child welfare positions in Intake, Investigations, In-home/Out-of-home Case Management, Adoption, and Licensing filled with 10 vacancies. Additionally, there are approximately 18 Supervisory/Management positions filled with 2 vacancies. The DCFS Rural Region reports caseload ratios: Investigations 1:15, In-home/Out-of-home Case Management 1:24. Case Managers in smaller satellite offices who carry a combined caseload (Investigations and out-of-home cases) have a 1:28 caseload.

Supervisor ratio to staff are as follows: one Supervisor has a 1:7 ratio; two Supervisors have a 1:6 ration; six Supervisors have a 1:5 ratio, five Supervisors have a 1:4 ratio; and one Supervisor has a 1:3 ratio. Staff separations during the reporting included 2 retirements, 1 dismissal, and 7 resignations. There were 3 promotions during this period.

* For further information concerning Nevada's Child Protective Services Workforce see Appendix D

Children in Out of Home Care in Nevada

Table 1.1 Children In Out Of Home Care: SFY 2013 – SFY 2017 (2017 represents July 2016 – March 2017)

	SFY	2013	SFY	2014	SFY	2015	SFY	2016	SFY 2	2017*
Region	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Clark	3,817.8	57.7	3,658.8	115.5	3,388.0	89.8	3,296.6	98.7	3,165.2	103.7
Washoe	753.9	42.3	886.4	37.6	951.2	18.9	954.1	12.6	911.9	54.5
Rural	444.5	28.0	410.3	14.7	406.4	20.1	436.3	12.3	365.4	13.2
Statewide	5,016.2	79.1	4,955.5	107.5	4,745.6	105.4	4,687.0	104.1	4,442.6	133.0

Table 1.1 illustrates the monthly average number of children in out-of-home care by region for the previous four State Fiscal Years (July 1 – June 30) and the State Fiscal Year to date for 2017 (July 1, 2016 – March 31, 2017). Statewide, the average has decreased by more than 1.0% each year since 2013, with the smallest decreases seen in the years of 2014 and 2016 at 1.2% and the greatest decrease in 2017 YTD at 5.2% (based on nine months of data).

Clark shows decreased monthly averages for each year reviewed, and both Washoe and Rural Counties show decreased averages for 2017. Standard deviations (SD) were low for each region, with coefficients of variation that do not exceed 6.5% for any regional category for any year, which would indicate that variation between months remained low for each year.

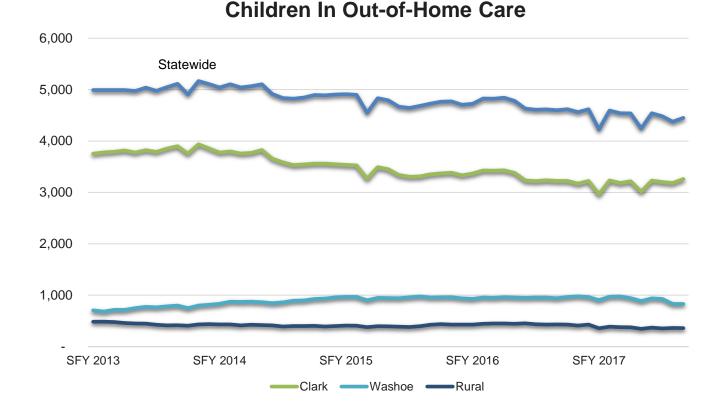


Figure 1.8 Children in Out-of-Home Care by Region: SFY 2013 – SFY 2017 (2017 represents July 2016 – March 2017)

Figure 1.8 presents the number of children in out-of-home care for periods based on the State Fiscal Year, including through March of 2017. A downward trend for Clark stands out, while Rural counties and Washoe County, although trending downward in 2017, show little change over the last three years.

Legislative Activities

Nevada's Legislature meets every biennium. The following are a list of Bills in Table 1.2 that were introduced during the 79th regular session in February, 2017. Nevada will enter its' 80th regular session in February, 2019.

The only legislative action that affects the CAPTA State Plan is Senate Bill 480, and it affects the CAPTA STATE Plan as follows:

Statute was revised to add Fetal Alcohol Spectrum Disorder and remove illegal. Nevada Revised Statute 432B now reads: Any person who delivers or provides medical services to a newborn infant and who, in his or her professional occupational capacity, knows or has reasonable cause to believe that the newborn infant has been affected by a **fetal alcohol spectrum disorder** or prenatal substance abuse or has withdrawal symptoms resulting from prenatal drug exposure shall, as soon as reasonably practicable but not later than 24 hours after the person knows or has reasonable cause to believe that the newborn infant is so affected or has such symptoms, notify an agency which provides child welfare services of the condition of the infant and refer each person who is responsible for the welfare of the infant to an agency which provides child welfare services for appropriate counseling, training or other services. A notification and referral to an agency which provides child welfare serves pursuant to this subsection shall not be construed to require prosecution for any illegal action.

Table 1.2 Legislative Bills introduced in 2017

Bill	Requestor/Committee	Subject
SB2	Senator Manendo	Revises provisions relating to the surrender of a newborn child to a provider of emergency services
AB228	Assemblyman Pickard	Revises provisions governing termination of parental rights
AB305	Legislative Committee on Health Care (NRS 439B.200)	Requires a public school to post posters containing a telephone number for a child abuse hotline, instructions on accessing DCFS website and how to call 911
AB99	Assemblyman Araujo	Revises provisions governing services for children in foster care and other out-of-home settings. LGTBQ Bill
AB236	Assembly Committee on Health and Human Services	Revises provisions governing the protection and safety of children. Authorizing child welfare agency to obtain educational records for youth who are in the custody of the child welfare agency.
SB237	Senator Harris	Revises provisions relating to children. Requires court to consider if in- home safety planning was considered by the child welfare agency.
AB459	Assemblyman Frierson	Revises provisions governing the protection of children. Authorizes the court to order certain blood and genetic testing concerning a child in need of protection.
SB287	Senator Gansert-Joint Requester: Assemblywoman Benitez- Thompson	Revises provisions relating to the protection of children. Requiring school employees/volunteers to report abuse/neglect and child welfare agency to investigate such a report and forward substantiated finding to CANs. Revises provisions concerning background check on certain educational personnel and volunteers.
SB510	Office of Finance in the Office of the Governor	Revises provisions governing the eligibility of children for the Kinship Guardianship Assistance Program
SB305	Senator Ratti	Makes certain changes relating to the protection of children.
SB274	Senator Ratti	Revises provisions relating to the protection of children.
SB480	Senate Committee on Health and Human Services	Revises provisions relating to the protection of children. Aligns state statute with CARA federal requirements.
SB169	Senator Harris	Imposes criminal penalties on employees of certain agencies who engage in sexual conduct with children or young adults under the agencies' care, custody or control.
AB491	Assembly Committee on Education	Revises provisions governing the education of children in foster care. Aligns state statute with ESSA federal requirements.
SB257	Senator Farley Joint Requester: Senator Cannizzaro	Revises provisions relating to the welfare of children.
SB432	Senate Committee on Judiciary	Revises provisions relating to termination of parental rights

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Section II: Goals, Objectives and Methods of Measuring Progress

PLAN FOR IMPROVEMENT

The Nevada 2015-2019 CFSP required DCFS to identify several broad goals for progress throughout the child welfare continuum. These goals are expressed in terms of improved outcomes for the safety, permanence, and well-being of children and families, and in terms of a more comprehensive, coordinated, and effective child and family service delivery system, as is required in 45 CFR 1357.15 (h).

Aligned with the plan's goals are the measurable objectives that DCFS, in collaboration with CCDFS and WCDSS, will continue to undertake in order to achieve these goals. The objectives focus on outcomes for children, youth and families or on elements of service delivery that are linked to these outcomes. DCFS's progress in enhancing services and improving outcomes is measured by its progress in implementing and achieving its measurable objectives.

To the extent that a key requirement of DCFS's CFSP goals and objectives are quantifiable and measurable, this section of the report details the data-driven baselines/benchmarks against which DCFS's progress will be measured over the course of the next three years. For some of the proposed objectives/measures DCFS is not able to produce baseline data either because referenced programs/processes/interventions are still too nascent to produce significant data and/or because DCFS is in the process of developing/correcting reporting mechanisms. This APSR will report progress that has occurred over the course of SFY 2017.

SAFETY Goal 1: Children and Youth will be Safe in out of home care.

The rationale for Nevada choosing this goal was due to Nevada's inability to meet the national performance for 'abuse in foster care' for several years. However, Nevada did meet the negotiated target in the Round 2 Child and Family Services Review Performance Improvement Plan (PIP) during the non-overlapping period ending 03/31/2014. Additionally, the FY 2015 data indicates Nevada's performance is statistically no different than national performance.

The CFSR Round 3 Data Profile was recently provided on 6/8/2017 by the Children's Bureau of the Administration for Children and Families (ACF) using a new revised federal measurement methodology.

Table 2.1

CFSR Round 3 Statewide Data Indicators provided by the Children's Bureau on 6/8/2017

Federal Performance Measure	National⁵ Performance	Data Source	Direction of Strength	Observed Performance	Risk Stan	dardized Per (RSP)	formance
		-	-	-	Lower Cl ⁶	RSP	Upper Cl
Maltreatment in foster care	9.68	NCANDS FY 2013	\downarrow	8.40	9.52	11.18	13.13
Maltreatment in foster care	9.68	NCANDS FY 2014	\downarrow	8.79	9.91	11.68	13.76
Maltreatment in foster care	9.68	NCANDS FY 2015	\downarrow	6.34	7.03	8.52	10.33

Green Shading = State's performance (using RSP interval) is statistically better than National Performance;

Grey Shading= State's performance (using RSP interval) is statistically no different than national performance;

Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

Table 2.1 illustrates the most recent data. Nevada's data shows a negative trend compared to the national performance of 9.68. Specifically, in FY 2014 the data reflects that Nevada is performing statistically worse than national performance.

⁵ National Performance = victimizations per 100,000 days in care

⁶ Confidence Interval

While the number of days for children in care decreased for the FY 2014 as compared to FY 2013 the number of victimizations/100,000 days did not decrease proportionately, creating an increase in the percentage over the national performance.

NCANDS data for FY 2016 has not been validated and is needed for the calculation of the NCANDS FY 2015.

OBJECTVE 1.1

Continue to strengthen and reinforce safety practices for children in out of home care to include assessment of children in out-of-home care.

Intervention/strategy 1.1.1

Continue full statewide implementation of the Nevada Safety Model. The Nevada Safety Model is known as Safety Intervention Permanency System (SIPS) by CCDFS; the Safety Assessment and Family Evaluation (SAFE) by the DCFS Rural Region, and Safety Assessment and Family Evaluation (SAFE) or (SAFE/FC) by WCDSS.

<u>*Intervention/strategy rationale:</u> The State of Nevada has been working towards improving the assessment of safety since the first Program Improvement Plan (PIP) in 2006, and during the second PIP in 2010. Nevada has historically used ACTION for Child Protection through contractual funds or has received technical assistance from the National Resource Center for Child Protective Services (NRCCPS). Nevada has been working with ACTION for Child Protection for a number of years, and continues working with ACTION on an enhanced safety model. The DCFS Rural Region and WCDSS met and moved forward with implementation of the enhanced safety model beginning in 2010-2011. CCDFS secured a three-year contract with ACTION to assist CCDFS with implementation of the enhanced safety model. The State of Nevada has a great deal of investment in the implementation of this model and needs additional years for complete full statewide implementation.

Intervention/Strategy 1.1.2

Utilize the Quality Parenting Initiative (QPI) to build supports around foster parents to enhance the safety of children and youth in foster care.

<u>*Intervention/strategy rationale</u>: The Quality Parenting Initiative (QPI) is a new approach to strengthening foster care, including kinship care, and using branding and marketing principles. It is a process designed to help a site develop new strategies and practices, rather than imposing upon it a predetermined set of "best practices." The core premise is that the primary goal of the child welfare system is to ensure that children have effective, loving parenting. The best way to achieve this goal is to enable the child's own parents to care for him or her. If that isn't possible, the system must ensure that the foster or relative family caring for the child provide the living, committed, skilled care that the child needs, while working effectively with the system to reach the child's long term goals.

QPI recognizes that the traditional foster care "brand" has a negative connotation and that this deters families from participating. QPI is an effort to rebrand foster care, not simply by changing a logo or an advertisement, but by changing the core elements underlying the brand. When these changes are accomplished, QPI sites are better able to develop communication materials and to design recruitment training and retention systems for foster parents.

MEASURES OF PROGRESS PROJECTION TIME TABLE

Table 2.2

Measures for Goal 1: Children and Youth will be Safe in out of home care

Measures/Benchmarks	Benchmark Timetable	Data Baseline	Projected Goal FY 16/17	Goal FY 18/19
Reduce the victimization rate per day of children in foster care. Source: ACF NV Data Profile	9.68 National Standard (Reduction is positive)	11.18 (RSP)- FY 2013	9.68	9.68
Increase the timeliness of Investigations for out-of-home cases. Source: Case Record Reviews	Review Policy during SFY 2018	70%	80%	90%

Increase the frequency and quality percentage of caseworker visits with children in out-of-home care. Source: Case Record Reviews	90%	58%	68%	78%
Develop a UNITY Report for the courts that tracks the number of children on out-of- home care non-judicial safety plans, and once the report is developed provide it to the courts quarterly.	SFY 2017 Evidence=report	TBD7	TBD	TBD
Out-of-Home Safety Plan discussion will be a standing agenda item for the Community Improvement Council (CIC)	CIC Agenda Agenda =Evidence	NA	NA	Completed and ongoing

Goal 2: Children will be Safe in their own homes.

The rationale for Nevada choosing this goal is based on the belief that full implementation of the Nevada Safety Model will increase the population of children living in their own homes who may require protective services and or safety planning.

OBJECTIVE 2.1

Continue to strengthen and reinforce safety practices for children being served in their own homes.

Intervention/Strategy 2.1.1

Continue full statewide implementation of the Nevada Safety Model. The Nevada Safety Model is known as Safety Intervention Permanency System (SIPS) by CCDFS; the Safety Assessment Family Evaluation (SAFE) by the DCFS Rural Region and Safety Assessment Family Evaluation (SAFE) or (SAFE/FC) by WCDSS.

*Intervention/strategy rationale: As previously mentioned, the State of Nevada has been working towards improving the assessment of safety since the first Program Improvement Plan (PIP) in 2006, and during the second PIP in 2010. Nevada has historically used ACTION for Child Protection through contractual funds or has received technical assistance from the National Resource Center for Child Protective Services (NRCCPS). Nevada has been working with ACTION for Child Protection for a number of years, and continues working with ACTION on an enhanced safety model. The DCFS Rural Region and WCDSS moved forward with implementation of the enhanced safety model beginning in 2010-2011, while CCDFS has just recently secured a three-year contract with ACTION to assist CCDFS with implementation of the enhanced safety model.

OBJECTIVE 2.2

Provide consistent assessment, prevention, intervention and support services to families to protect children in their own homes and to prevent removal.

Intervention/Strategy 2.2.1

Enhance the capacity of Differential Response (DR) to serve children under the age of five.

*Intervention/strategy rationale: DR systems have been established in states as part of an effort to decrease the adversarial nature of child protective investigations and to increase family engagement in service planning and service delivery. Families served through DR systems are more likely to receive in-home services. Capacity enhancement of DR to serve children under the age of five will provide additional services and supports to young children remaining with their families.

OBJECTIVE 2.3

Improve the quality of caseworker contacts with children and parents to ensure that visits promote the purpose of the case plan and safety of the child.

Intervention/Strategy 2.3.1

⁷ TBD -To be determined

Utilize the Statewide Quality Improvement Committee (SQIC) to continue the monthly monitoring, reporting, and examination of caseworker visits with children (frequency and quality). Identify the casual pathways to poor performance using the methods of Continuous Quality Improvement (CQI), and implement interventions to improve statewide performance.

<u>*Intervention/strategy rationale</u>: Evidence has been published identifying the link between quality caseworker visits with children and positive outcomes for children and families engaged in child welfare systems. Nevada has improved on caseworker visits but needs to continue this focus over the course of the 2015-2019 CFSP.

MEASURES OF PROGRESS PROJECTION TIME TABLE

Table 2.3

Measures for Goal 2: Children will be Safe in their own homes

Measure/Benchmarks	Benchmark Timetable	Data Baseline	Projected Goal FY 16/17	Goal FY 18/19
Reduce the Recurrence of Maltreatment Source: NV Data Profile	9.5 National Performance (<i>Reduction is positive)</i>	FY 12-13 9.4	MET FY12-13 9.4% FY 13-14 8.3% FY14-15 8.8%	Currently met
Develop a report that measures the number of children served age five and under by DR.	Develop Report during FFY 2017 Evidence=Report	NA	NA	NA
The annual number/percentage of children served statewide by DR age five and under.	[Data not yet available]	[Data not yet available]	[Data not yet available]	[Data not yet available]
Increase the timeliness of Investigations for in home cases. Source: Case Record Reviews	90%	80%	85%	90%
Increase the frequency and quality of caseworker visits with children living in their own homes. Source: Case Record Reviews	90%	50%	60%	70%
Develop a statewide report that provides the number of children being served with in- home services by jurisdiction.	Develop Report during SFY 2017 Evidence=report	NA	Develop Report SFY 2017	TBD
The number/percentage of children being served with in-home services statewide and by jurisdiction		TBD	TBD	TBD
Develop a UNITY Report for the courts that track the number of children on in-home non-judicial safety plans and once developed provide to the courts quarterly.	Develop Report during SFY 2017 Evidence=Report	TBD ⁸	Develop Report SFY 2017	TBD
Out-of- Home Safety Plan discussion will be a standing agenda item for the Community Improvement Council (CIC)	CIC Agenda = Evidence	NA	NA	Completed- ongoing

CHILD and FAMILY WELL-BEING

Goal 3: Children and Youth will have an improved Well-Being.

⁸ TBD-To be determined

The rationale for Nevada choosing this goal is the acknowledgement that Nevada needs to develop a means to better track and monitor this information. Nevada will need to develop reporting mechanisms to determine baselines for monitoring.

OBJECTIVE 3.1

Ensure educational needs of children and youth are met.

Intervention/Strategy 3.1.1

Continue a Statewide Collaborative Effort on Education, Child Welfare, and the Courts.

<u>*Intervention/strategy rationale:</u> A collaborative relationship among between the Department of Education, Child Welfare and the Courts is needed to strengthen educational success for children and youth in foster care. This collaborative group will identify outcomes and measurable objectives that will target improvement and demonstrate progress.

OBJECTIVE 3.2

Ensure youth who exit care are prepared for adult living.

Intervention/Strategy 3.2.1

DCFS will request Technical Assistance (TA) for train the trainer (TOT) and caseworker training on transition planning for youth. This TA will be for training on the planning process and development of youth-directed transition plans.

NOTE: The federal grant for the National Resource Center for Youth Development (NRCYD) ended on September 30, 2014. The Child Welfare Capacity Building Center for States is now responsible for TA. Nevada has recently been working with the Capacity Building Center for States; however, this was not targeted for TA as a result of the Capacity Building Center for States Assessment conducted in April 2016 and approved by the Children's Bureau in June 2016.

<u>*Intervention/strategy rationale:</u> Transition planning is a process not an event, and must be developed through a strengths/needs based approach that is directed by the youth. This requires skill in the process and development of a written plan. Statewide training is needed to develop the skill of caseworkers to ensure the planning process occurs before the plan is written, and the written plan is self-directed by the youth based on the youth's strengths and needs.

OBJECTIVE 3.3

Ensure the needs of children and youth with mental or behavioral health issues are met.

Intervention/Strategy 3.3.1

Utilize the Quality Parenting Initiative (QPI) to build supports around foster parents to enhance the well-being of children and youth.

*Intervention/strategy rationale

The Quality Parenting Initiative (QPI) is a new approach to strengthening foster care, including kinship care, and using branding and marketing principles. The core premise is that the primary goal of the child welfare system is to ensure that children have effective, loving parenting. There have been major successes reported in several measurable outcomes.

MEASURES OF PROGRESS PROJECTION TIME TABLE

Table 2.4

Measures for Goal 3: Children and Youth will have improved Well-Being

Data Measures/Benchmarks	Benchmark	Data	Project Goal	Goal
	Timetable	Baseline	FY 16/17	FY 18/19
Increase efforts to assess children's educational needs initially and ongoing.	90%	76%	78%	Set in SFY 2017 and reported in

Source: Case Record Reviews				2018/19 APSR
Redesign the UNITY educational windows.	Convene a workgroup during FFY 2017 Evidence= established workgroup	TBD	TBD	TBD
Courts: Increase the proportion of ASFA hearings during which the child's education is addressed. (Source: Court hearing observation TA from NRCLJI)	DELETED ⁹	DELETED	DELETED	DELETED
Educational Collaborative: Reduce the barriers for school enrollment when foster youth have to change from school of origin.	Joint letter between school district and child welfare for information sharing during FFY 2015-2016 evidence =letter	NA	NA	Completed FFY 2015-2016 evidence =letter
Develop a UNITY Report that will measure youth in foster care who graduate from high school or receive a GED	Develop Report during SFY 2017 Evidence=report	TBD	TBD	TBD
Develop a UNITY Report that will measure educational moves of children in foster care.	Develop Report during SFY 2017 Evidence=report	TBD	TBD	TBD
Decrease the educational moves of children/youth in foster care.	[Data not yet available]	[Data not yet available]	[Data not yet available]	Set in SFY 2018APSR
The percentage/number of youth within 90 days of turning 18 who have Transition Plans.	Report modification required SFY 2017	Data not yet available]	Data not yet available]	Set in SFY 2018 APSR
Develop a UNITY Report to measure if children/ youth receive timely EPSTD screenings. (30 days of entry into foster care)	Develop Report during SFY 2017 Evidence=report	TBD	TBD	TBD
Increase the percentage of children who receive a comprehensive EPSDT assessment within 30 days of entry into foster care.	[Data not yet available]	[Data not yet available]	[Data not yet available]	TBD
Develop a UNITY Report to measure if children and youth in out-of-home care receive on-going annual medical exams.	Develop Report during SFY 2017 Evidence=report	[Data not yet available]	[Data not yet available]	TBD
Increase the number/percentage of children and youth who have been in out- of-home care for 30 days or more that receive annual medical exams during a calendar year.	[Data not yet available]	[Data not yet available]	[Data not yet available]	TBD
Develop a UNITY Report to measure if children/youth in foster care are receiving on-going annual dental exams.	Develop Report during\SFY 2017	[Data not yet available]	[Data not yet available]	TBD
Increase the percentage of children/youth that are in out-of-home care who receive annual dental exams during a calendar year.	[Data not yet available	[Data not yet available]	[Data not yet available]	TBD
Increase the global frequency percentage of caseworker visits with	95%	93.62% (FY 2015)	95% Complete	95%

⁹ Court hearing observations have been discontinued due to lack of funding and this measure has been deleted.

 children in out-of-home (UNITY report CFS7D7) Federal target is 95% by FY 2015 			Achieved 95% FY 2016	
Increase efforts to assess the needs and services of children, parents and foster parents. Source: Case Record Reviews	90%	50%	52%	55%
Increase the engagement in case planning for the child if age appropriate, and the parents. Source: Case Record Reviews	90%	42%	44%	50%
Increase the frequency and quality of contacts with parents. Source: Case Record Reviews	90%	44%	46%	50%
Reduce the barriers for school enrollment when foster youth have to change from school of origin	Joint letter between school district and child welfare for information sharing during FFY 2015-2016 Evidence =letter	NA	NA	Completed

CONTINUOUS QUALITY IMPROVEMENT

Goal 4: The state will be able to identify the strengths and needs of the child protective service delivery system.

The rationale for Nevada choosing this goal is to ensure development of a continuous quality improvement system (CQI) through the enhancement of the following five functional components: administrative structure to oversee effective CQI system functioning; quality data collection; a method for conducting on-going case reviews; a process for the analysis and dissemination of quality data on all performance measures; and, a process for providing feedback to stakeholders.

OBJECTIVE 4.1

Eliminate gaps in the overall five functional components of the continuous quality improvement process.

OBJECTIVE 4.2

Increase the statewide capacity of a dedicated case reviewer pool.

OBJECTIVE 4.3

Re-design the Quality Improvement Case Review (QICR) process.

Intervention/strategy 4.1.1-4.3.1

Utilize the existing established Statewide Quality Improvement Committee (SQIC) to advance practice and improve outcomes for children and families in Nevada. The Committee is charged with prioritizing outcomes and practice standards utilizing sub-committees and or workgroups to accomplish the work of enhancing and developing a statewide CQI system that addresses the gaps in the overall functional components of CQI.

<u>*Intervention/strategy rationale:</u> Several states have convened a statewide Quality Improvement Committee in efforts to implement/enhance a statewide CQI system. This process promotes statewide stakeholder collaboration with representative members from all jurisdictions. It provides a forum for stakeholders to discuss data quality as well as data reporting issues, case review findings, federal outcome data, and overall gaps in functional components of a statewide CQI system. It provides a forum for identification of problems and development and implementation of solutions. The members are responsible to assist in identification and resolution of problems impeding progress towards improved outcomes for children and families.

OBJECTIVE 4.4

Develop and expand the Court Centralized Case Index (CCI)

Intervention/strategy 4.4.1

Explore the feasibility of developing a standardized architecture for combining information from court case management systems (CMSs) with information from UNITY to provide a reporting data warehouse and accompanying tools to facilitate near real-time timeliness reporting. Blend information from UNITY and the court CMSs into an integrated dashboard accessible to individual judicial districts across the State.

*Intervention/strategy rationale

Maintaining near real-time access to court timeliness measures as well as permanency and placement information will enable the court to ensure they contribute to timely permanency for children in the child welfare system.

MEASURES OF PROGRESS PROJECTION TIME TABLE

Table 2.5

Measures for Goal 4: The state will be able to identify the strengths and needs of the child protective service delivery system.

Measure/Benchmarks	Benchmark Timetable	Data Baseline	Project Goal FY 16/17	Goal FY 18/19
Monitor/Review and Revise work plans in SQIC that reference the gap analysis in the overall five functional components of CQI.	In FFY 2017 Evidence=revised gap analysis TA Provided by Capacity Building Center for States	NA	Delete TA Capacity Center for States discontinued	Possible TA initiation
Number of dedicated Case Reviewer Staff	In FFY 2015 Evidence – list of dedicated Reviewers	Current List =38 (16 are from CCDFS)	6/2016 46 have CFSR Training Certificates Goal45-50 range	Goal -50-60
Re-design the Case Review Process	In FFY 2017 Evidence=written revised process	NA	Presentably On-going in FFY 2017- 2018	
Develop a statewide CQI policy	In FFY 2017 Evidence=written policy	NA	Complete in SFY2017- 2018	TBD
Develop/Correct/Increase the number of UNITY performance reports	Review Reports in FFY 2017 Evidence=report index updated with date of development/corrected reports	NA	On-going FFY 2017-2018	NA

Courts: Prototype developed and approved for production.	CIP Select Committee approval of prototype.	NA	NA	COMPLETE: CIP approved prototype July 18, 2014
Courts: Adjust reporting framework	Selection of a preferred framework that will provide user friendly reports.	NA	NA	COMPLETE: Framework Selected in SFY 2015
Courts: Implement ongoing feed from UNITY/COURT	Data flows into CCI without error. To be completed in SFY 2017	NA	Data from pilot court flows into CCI, waiting UNITY COMPLETE April 2017	COMPLETE April 2017
Courts: Develop additional reports and data sources	All necessary reports developed and approved by judiciary.	NA	To be completed in SFY 2017	
Courts: Expand to other judicial districts	Judicial Districts who wish to participate are included.	NA	10 th JD is Rural Pilot To be completed in SFY 2017	
Courts: Provide training on how to use the dashboards.	Judiciary trained.	NA	NA To be completed in SFY 2017	

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PERMANENCY

Goal 5: Children and youth will achieve timely permanency through stable and supportive placements.

The rationale for Nevada choosing this goal was due to Nevada's inability to meet the national performance for reunification of children in less than 12 months based on an entry cohort, and on ensuring placement stability in the previous Permanency Composite Measures. The most recent data reflects that Nevada has met the new national performance as reflected by the following table from the CFSR Round 3 Data Profile provided to Nevada on 6/8/2017. However, placement stability continues to be an *area needing improvement* in Table 2.6. The number of moves has been increasing in relationship to the number of days children are in care.

Federal Performance (Permanency)	National Standard	Data Sources	Direction of Strength	Observed Performance	Risk Standardized Performance (RSP)		
					Lower Cl	RSP	Upper CI
Permanency in 12 months for children entering foster care	42.1%	AFCARS 14A & 14B	1	47.0%	44.3%	46.1%	47.9%
Permanency in 12 months for children in care 12-24 months	45.9%	AFCARS 16A & 16B	1	53.2%	47.1%	49.6%	52.2%
Permanency in 12 months for children in care 24 months or more	31.8%	AFCARS 16A & 16B	1	48.8%	35.8%	37.9%	40.1%
Placement Stability	4.44 moves ¹⁰	AFCARS 16A & 16B	Ļ	7.00	7.37	7.65	7.94

Table 2.6 CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

Green Shading = State's performance (using RSP interval) is statistically better than National Performance; Grey Shading= State's performance (using RSP interval) is statistically no different than national performance; Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

OBJECTIVE 5.1

Decrease the placement setting disruptions of children in foster care.

OBJECTIVE 5.2

Decrease re-entry to foster care.

OBJECTIVE 5.3

Increase Permanency in 12 months for children entering foster care.

<u>Intervention/Strategy 5.1.1-5.3.1</u> Continue to explore opportunities to redesign the Advanced Foster Care system in Nevada, through implementation of evidence-based or promising practices in the foster care agencies, and enhancing and/or changing the payment structure.

<u>*Intervention/strategy rationale</u>: In each child welfare agency, the current Advanced Foster Care pilot has shown success in ensuring that children are receiving appropriate services, have increased placement stability, and are moving to permanency. Expanding the foster care pilot will allow this program to reach more children with behavioral and emotional challenges that make it difficult to find traditional family foster homes that can meet their needs. Key components of the pilot include implementation of evidence-based or science based practices, increased oversight by the child welfare agency, and evaluation components. Funding for this program was approved during the 2015 legislative session and the child welfare agencies are all in the process of expanding the pilot to full implementation.

¹⁰ Moves per 1,000 Days

OBJECTIVE 5.4 (COURTS)

Decrease median days to termination of parental rights and adoption.

<u>Intervention/Strategy 5.4.1</u> Continue the Community Improvement Council process of courts identifying barriers and implementing solutions to decreasing median days to termination of parental rights and adoption. CICs will develop plans and processes to share information and work together. District Attorneys will continue to assist the Deputy Attorney General with case processing, if needed. Information will flow through the CICs. *Intervention/strategy rationale

This work group collaborative process is an evidence-based practice that has demonstrated its value throughout Nevada in the CICs. Diverse, collective intelligence improves innovation and problem solving, contributing to systems change, information sharing, and improved practice.

OBJECTIVE 5.5 (COURTS)

Achieve timely permanency for children in the child welfare system.

Intervention/Strategy 5.5.1

Decrease filing time of court reports and decrease travel time for caseworkers to attend certain court hearings by utilizing available court resources to electronically submit court reports and allow caseworkers to attend certain, judicially approved court hearings via video conferencing.

*Intervention strategy rationale

Decreasing filing time of court reports and decreasing travel time for caseworkers is an efficient use of time and resources in efforts to achieve timely permanency for children in the child welfare system.

MEASURES OF PROGRESS PROJECTION TIME TABLE

Table 2.7

Measures for Goal 5: Children and youth will achieve timely permanency through stable and supportive placements.

Measure/Benchmark	Benchmark Timetable	Data Baseline	Projected Goal FY 16/17	Goal FY18/19
Increase placement stability of children in foster care. (Source: ACF NV Data Profile)	4.44 moves	6.57	4.44	4.44
Reduce the re-entry of children into foster care. Source: (ACF NV Data Profile)	8.4% (Reduction is positive)	7.4%	Met 14A14/B 7.4%	Met 14A14B 7.4%
Increase the permanency of children within 12 months of removal. (Source: ACF NV Data Profile)	42.1%	42.5%	MET NP 14A14B 46.1%	MET NP 14A14B 46.1%
Ensure the most appropriate selection of permanency goals for children and youth in foster care. (Source: case reviews)	90%	45% (2016)	50%	60%
Courts: Decrease the median days to termination of parental rights by 5% (Source: UNITY Report)	Decrease the median days to TPR by 5% by FFY 2018	625 median days	Goal-610 median days Met-581 median days in FY 2015 and 561 median days in 1 st QTR 2016	Goal Met-594

Implementation Supports:

Implementation supports have not changed since the last report in the SFY 2016 APSR. During future TA provided by the Capacity Building Center for States it is anticipated that specific implementation supports will continue to be identified. Currently, there continues to be a need for additional supports needed to carry out the plan in order to promote successful implementation of all the goals and objectives. For all goals and objectives staff support is needed to redesign UNITY

windows and to develop/correct reporting mechanisms over the next two years of the 2015-2019 CFSP. There continues to be a need for staff that have the skills and abilities to analyze data.

The State does not have a data warehouse; however, CCDFS does have a data warehouse (COGNOS) available to them for management reporting. The State continues to use Chapin Hall and UNITY for permanency related reports, so there is some reporting capability. However, the need for a state data warehouse that can be the main source of information for report generation, analysis, presentation through management reports, and dashboards would benefit the state. The state has currently purchased COGNOS for reporting. There continues to be discussions around the new federal regulations related to the Comprehensive Child Welfare Information System (CCWIS) requirements.

Program Support:

Training and Technical Assistance

Action for Child Protection (ACTION) is under contract with CCDFS and continues training and technical assistance to CCDFS as it relates to implementation of the Nevada Safety Model known as Safety Intervention Permanency System (SIPS) in Clark County. Nevada's Safety model requires Permanency Specialists to be skilled in the use of Motivational Interviewing. CCDFS field staff in North Las Vegas and Advanced regions received the Protective Capacity Family Assessment (PCFA) training between August 2016 and November 2016. CCDFS worked with ACTION to provide indepth training to Clark County's judicial partners on the SIPS model starting in June 2016 and concluding in September 2016. The judicial partners attended four training modules that corresponded with SIPS decision making and the judicial process. These modules served to enhance their understanding of the safety model.

State child welfare training through the University of Nevada, Reno and Las Vegas, is provided as Pre-Service and Ongoing training to all counties. The DCFS Family Programs office provides technical assistance on Interstate Compact on the Placement of Children (ICPC) matters and the Deputy Compact Deputy Administration provides training to the counties on an as needed basis. The ICWA Specialist conducts consultation with the tribes and provides statewide technical assistance on all matter related to ICWA.

Additionally, the State continues to provide training and technical assistance as it relates to the Nevada CFSR Reviews; however, over the next SFY 2018 the CFSR training will be modified to meet the approval of the Children's Bureau in preparation for the Federal CFSR Review in 2018.

Technical Assistance and Capacity Building Needs

The Capacity Building Center for States completed Nevada's State Assessment for Technical Assistance (TA) in the spring of 2016. The following needs were identified at that time for TA implementation on July 1, 2016. Additionally, the activities were approved by the Children's Bureau.

- 1. Support for the Implementation of Continuous Quality Improvement System.
 - (a) Identify the best practices in a comprehensive CQI system.
 - (b) Form teams to guide the change process, facilitate communication, and perform tasks.
- 2. Support Expansion of Differential Response.
 - (a) Clarify needs, problems, and/or outcomes that need to be addressed.
- 3. Support the Development and Implementation of a Comprehensive Training, Coaching, Mentoring System.
 - (a) Identify, research, and select from possible solutions.

Two of the projects stalled due to commitments around the 2017 Legislative session, and buy in from the jurisdictions. The State along with the State/Agency Executive Management and representatives from the Capacity Center for States met to review the status of the TA in May of 2017. A decision was made to discontinue #1. "Support for the Implementation of Continuous Quality Improvement" due to lack of resources including IT resources to conduct a comprehensive assessment.

There was Executive Management agreement for the continued support for #2 "Support Expansion of Differential Response" and #3 "Support the Development and Implementation of a Comprehensive Training, Coaching, Mentoring System. Currently, the amended Capacity Center for States Work Plan is under review for approval with a new projected

implementation date of July 1, 2017.

Evaluation

Nevada is not currently involved as a state in any national evaluation or research activities. Nevada continues the Advanced Foster Care program that is being evaluated by DCFS. The program is based on the evidence-based foster parent training program, 'Together Facing the Challenge', along with training in other best practices such as trauma informed care and medication management.

Additionally, CCDFS continues with a Title IV-E waiver demonstration project. The Title IV-E wavier is providing CCDFS an opportunity to use federal funds more flexibly in order to test innovative approaches to child welfare service delivery and financing, and also includes a rigorous evaluation process.

Child Welfare Waiver Demonstration Activities

CFSP Goal 2: Children will be safe in their own homes; Objective 2.1

Continue to strengthen and reinforce safety practices for children being served in their own homes

Intervention strategy 2.1.1 Continue full statewide implementation of the Nevada Safety Model. The Nevada Safety Model is known and Safety Intervention Permanency System (SIPS) by Clark County Department of Family Services (CCDFS)

In July of 2015, Clark County Nevada implemented the Title IV-E waiver demonstration project, to reduce the historical model of out of home stays for children with the provision of safety intervention services to manage identified safety threats and keep children safe at home. Using the Safety Intervention and Permanency (SIPS) System's six family assessments, child welfare workers identify safety threats and determine when it is safe to implement an in-home safety plan. The waiver demonstration project allows Clark County to use flexible IV-E dollars to purchase in-home safety services from contracted community providers. As a systematic intervention, the practice model is connected by six assessments which result in decisions that move families through the intervention process: 1) Intake Assessment (IA) is the decision making method concerned with screening reports of threats to child safety and identifying agency response time; 2) The Nevada Initial Assessment (NIA) identifies unsafe children and determines if families are in need of continuing services; the NIA includes 3) the Safety Assessment (SA) and 4) the Safety Plan Determination (SPD) which assess how to achieve the least intrusive and most effective means for protecting children by "ruling in" or "ruling out" inhome safety management; 5) the Protective Capacity Family Assessment (PCFA) occurs after a family is transferred to ongoing services and is a structured interactive assessment process that builds partnerships with caregivers in order to identify and seek agreement regarding what needs to change to protect and meet their children's needs; and, 6) the Protective Capacity Progress Assessment (PCPA) is the final assessment and is documented every 90 days following implementation of the case plan to measure progress related to what must change as identified in the case plan and evaluates the continuing approach to safety management.

The focus for the waiver is families where *Impending Danger* is identified which can be immediately ameliorated through a *Systematic Safety Intervention Process* via the use of in-home safety services. There are two specific target populations that are receiving safety management services. The first are families and children where impending danger is identified via the Nevada Initial Assessment (NIA) and where the Safety Plan Determination (SPD) justifies the use of an in-home safety plan. The second are children who are currently in out-of-home care, however, following reassessment of safety, the child(ren)'s family meet the Conditions for Return (CFR) and the Safety Plan Determination justifies the use of an in-home safety plan. The goal of the IV-E waiver demonstration is to decrease the number of children in foster care, increase the number of children served in home with intact families and decrease the length of stay, in out-of-home care.

To date, 243 families (683 children) are being served in home with safety intervention services through the IV-E waiver and the SIPS model. Of the 683 served, 653 children remain successfully and safely maintained at home with their families.

PROGRAM AREAS

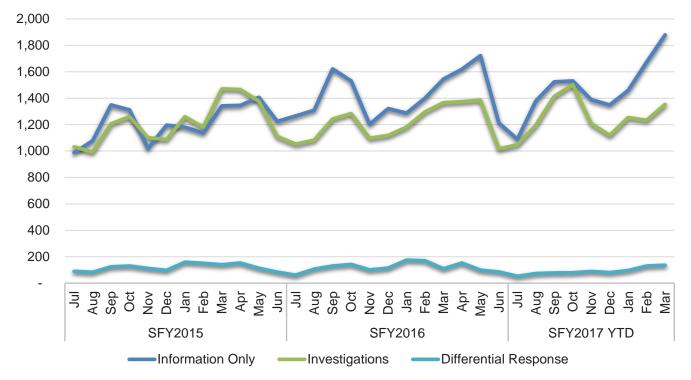
Section III. SAFETY

Trends in Child Safety

Referrals

Referrals are all intake calls received across the state to each child welfare agency concerning potential abuse or neglect of a child. These include referrals that are screened in and those that are screened out. Screened out referrals are defined as follows: information only (IO), where the referral does not meet the criteria for child abuse and/or neglect, and where the reported information does not indicate that a child is unsafe or has been or is being abused; and/or, information and referral (IR), where the reported information indicates that there is no child abuse or neglect occurring but that there is a request or need for services.

Screened-in referrals are those that indicate that there is an immediate or impending safety threat or issue involving child abuse or neglect. This referral is coded as a report and is sent to a supervisor for assessment and assignment for investigation or Differential Response (DR). A monthly average of 47.6% of referrals resulted in investigations for SFY 2015. This number dropped to an average of 44.0% in SFY 2016 and has increased slightly to 44.6% for the SFY 2017 YTD.



Child Protective Services - Statewide Referrals

Figure 3.1 Processing of new referrals (monthly) received for the period of SFY 2015 through March 31, 2017.

Differential Response

The Differential Response (DR) program is part of Nevada's CPS system, and, during SFY 2017, nine Family Resource Centers (FRCs) were funded to hire staff to be first responders to CPS screened-in reports of child neglect. The DR program is a public-private partnership involving state and county child welfare agencies and the community-based Family Resource Centers.

Reports screened in for a DR assessment are assigned to the local FRCs where the DR staff are responsible for initiating contact with the families, conducting family assessments, providing ongoing services as needed, and determining when the case should be closed. If a FRC receives a referral it considers inappropriate for a DR assessment, it returns the case to the county/state child welfare agency for a traditional investigation. In SFY 2016-17 the administration of the DR Program moved from the DHHS Director's office to the DCFS Family Programs Office. For SFY 2018 the administration of DR will move to WCDSS and CCDFS, and DCFS will continue to provide administration of the DCFS Rural Region. DCFS will continue to have statewide oversight of the program in all jurisdictions.

Nevada Differential Response (DR) Program Report through 3/31/17 Table 3.1 Statewide Differential Response (DR) Case flow for SFY 2017.

Differential Response Case flow	Office Location	SFY 2017 Q1	SFY 2017 Q2	SFY 2017 Q3	Totals
	LV South	7	12	24	43
	LV East	11	11	24	46
	LV Central	5	8	22	35
	LV North	10	23	35	68
	LV West	8	14	35	57
Referrals	Washoe FRC	39	33	29	101
	Children's Cabinet	29	37	24	90
	Elko	23	14	27	64
	Lyon	28	28	69	125
	Carson City	37	62	60	159
	Pahrump (S. NYE)	6	8	10	24
	Referral Totals:	203	250	359	812
	LV South	4	6	3	13
	LV East	1	1	2	4
	LV Central	2	0	1	3
	LV North	0	0	0	0
	LV West	1	0	0	1
Cases Returned	Washoe FRC	1	0	0	1
	Children's Cabinet	0	1	0	1
	Elko	0	1	3	4
	Lyon	1	1	0	2
	Carson City	0	0	0	0
	Pahrump (S. NYE)	0	1	2	3
	Returned Totals:	10	11	11	32
	LV South	3	9	12	24
	LV East	19	12	7	38
	LV Central	8	5	11	24
	LV North	19	9	32	60
Cases Closed	LV West	14	6	29	49
Cases Closed	Washoe FRC	37	26	33	96
	Children's Cabinet	32	29	41	102
	Elko	20	20	21	61
	Lyon	33	24	40	97
	Carson City	34	55	62	151

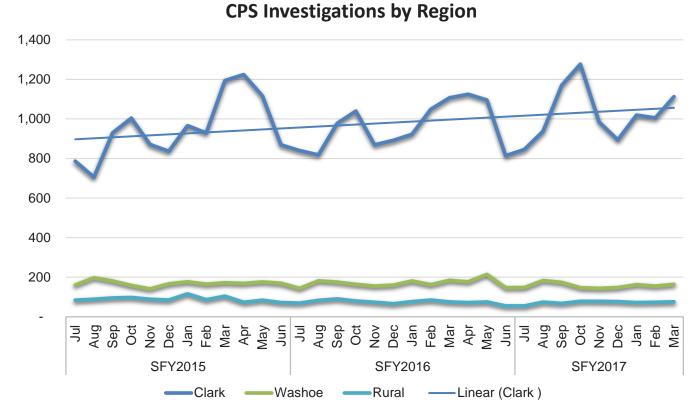
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	Pahrump (S. NYE)	9	7	7	23
	Closed Totals:	228	202	295	725
	LV South	35	29	43	107
	LV East	36	22	34	92
	LV Central	18	18	22	58
	LV North	51	41	81	173
Cases Carried Forward	LV West	34	27	58	119
from Previous Month	Washoe FRC	46	76	86	208
from Previous Month	Children's Cabinet	127	128	139	394
	Elko	25	27	18	70
	Lyon	71	75	108	254
	Carson City	33	53	56	142
	Pahrump (S. NYE)	15	7	18	40
	Carried Totals:	491	503	663	1,657

Note: SFY 2017 started on July 1, 2016, and SFY 2017 Quarter 3 ended on March 31, 2017

Table 3.1 illustrates differential response case flow information for the first three quarters of SFY 2017. Referrals increased by approximately 23.2% from quarter 1 to quarter 2 and by 43.6% from quarter 2 to quarter 3. Cases returned remained low. Cases carried forward showed a slight decrease in quarter 2 and an increase of approximately 46.0% from quarter 2 to quarter 3. Cases carried forward from the previous month have also increased recently, increasing by approximately 31.8% from quarter 2 to quarter 3.

When a report is screened in, it is assigned for Investigation or Differential Response (DR) by a child welfare agency per policy 0506 Intake and Priority Response. The investigation process is outlined in the 0508 and 0509 Nevada Initial Assessment (NIA) policies. The NIA policy includes the process for interaction with a family for assessing factors or conditions that are known to contribute to the likelihood of child abuse or neglect.



Investigations

Figure 3.2 Number of investigations (monthly) SFY 2015 through March 31, 2017 for all three Child Welfare Agencies.

Figure 3.2 illustrates the number of investigations conducted by Nevada CPS by region. For the period in review (SFY 2015 – SFY 2017 YTD), 79.9 % of investigations were in Clark, 13.6% were in Washoe, and 6.5% were in Rural counties. These proportions are representative of the population distribution for Nevada based on estimates for 2016 demographics (73.3% Clark; 15.2% Washoe; and, 11.5% Rural)¹¹. Washoe and Rural counties show little change for the period in review, while Clark County appears to be trending higher as demonstrated by the added trend line.

Child Fatality

Nevada makes every effort to reduce the number of preventable child fatalities and near fatalities through prevention messaging, training and other initiatives. Nevada's child fatality review process includes local multi-disciplinary teams reviewing all deaths of children, ages 0-17 years of age, within their own communities and making recommendations to the Executive Team to Review the Death of Children.

The Executive Committee is comprised of members from each Regional Multidisciplinary Child Death Review Teams as well as other stakeholders from vital statistics, public health, mental health and public safety. The Executive Committee meets quarterly and reviews reports and recommendations from local multidisciplinary teams and determines the action to be taken or if a prevention initiative is already in place. The Executive Committee makes the funding decisions about the recommended actions for prevention and awareness initiatives, oversees training initiatives, oversees training and development of the MDT's, compiles and distributes a statewide annual child death report, and adopts statewide protocol. Initiatives have included:

- Crisis Call Center-Text4Life
- Nevada Coalition for Suicide Prevention-Reducing Access to Lethal Means
- Upstream Strategies for Injury Prevention
- Social Emotional Learning in Nye County Schools for Upstream Suicide Prevention
- Safe Sleep

Public disclosures concerning a fatality or near fatality of a child who is the subject of a report of abuse or neglect are posted on Nevada's Health and Human Services – DCFS website at the initial 48-hour notice and after appropriate updates in compliance with CAPTA and NRS 432B.175. The public disclosures are submitted from the child welfare agencies and include the following information:

- The cause and circumstance regarding the child fatality or near fatality
- The age and gender of the child
- Previous reports of child abuse or neglect that are pertinent to the abuse or neglect that led to the child fatality or near fatality
- Previous investigations pertinent to the abuse or neglect that led to the child fatality or near fatality and results of investigations
- The services and actions provided by the child welfare agency on behalf of the child that are pertinent to the abuse or neglect that led to the child fatality or near fatality.

Any instance of a child suffering from a fatality or near-fatality, where an investigation is conducted, and there had been prior contact with household members, or the child was in the custody of a child welfare agency, is subjected to an internal case review by the child welfare agency and DCFS. In incidences where a child welfare agency had prior contact with the household members or the child was in the custody of a child welfare agency a review is also completed by the State of Nevada Legislative Council Bureau. Trends regarding practice methods, policies and systemic issues are tracked by DCFS.

Data Collection

¹¹ <u>http://tax.nv.gov/uploadedFiles/taxnvgov/Content/TaxLibrary/Governor Certified Population 2016.pdf</u>

Data from the National Center for the Review and Prevention of Child Death's database is used by the Executive Committee to Review the Death of Children to complete an annual report which is disseminated statewide to stakeholders and posted on the DCFS website. The Committee had used data from the Nevada State Vital Statistics for the annual report; however, due to delays in obtaining this data and given that data received from the National Center for the Review and Prevention of Child's Death was accurate when compared to Vital Statistics' data, the decision was made to rely solely on the National Center for the Review and Prevention of Child's Death data for purposes of annual reporting. Nevada continues to explore how to obtain information from Vital Statistics timely and how to best use the data in its reporting to NCANDS regarding child fatalities as a result of child abuse or neglect.

Child fatalities as a result of child maltreatment are captured in and reported to NCANDS through the State of Nevada SAWCIS system, UNITY. Child welfare agency staff use a variety of sources to capture and record this data which includes: information from child death review teams, law enforcement reports and medical examiners or coroner's reports. The number of NCANDS reported fatalities has increased since the last reporting period from 13 in FFY 2015 to 20 in FFY 2016.

Child Welfare Agency Progress towards SAFETY goals identified in the CFSP

STATEWIDE PROGRESS

Progress on implementation of The Nevada Safety Model known as Safety Intervention Permanency System (SIPS) by Clark County Department of Family services (CCDFS); the Safety Assessment and Family Evaluation (SAFE) by the DCFS Rural Region, and Safety Assessment and Family Evaluation (SAFE) or (SAFE/FC) by WCDSS in support of Goal 1: Children will be safe in out of home care and Goal 2: Children will be safe in their own homes.

The implementation of the Nevada Safety Model has not been completely rolled out statewide. CCDFS continues to work with Action for Child Protection (ACTION), most recently on the Protective Capacity Family Assessment (PCFA) training between August 2016 and November 2016. The DCFS Rural Region continues to work towards full implementation with continued trainings and skill practicums for the PCFA and Parental Capacity Progress Assessment (PCPA) to be rolled out by the end of June 2017. Additionally, the DCFS Rural Region is in the infancy of undertaking a monumental practice change by utilizing motivational interviewing and stages of change theory to engage clients in the process of understanding and accepting the need for change in protective capacities that have led to active safety concerns. WCDSS reached full SAFE model implementation in SFY 2016. WCDSS staff are now focusing on activities associated with sustainability through building internal SAFE model expertise, stabilizing caseloads, transferring coaching and training responsibilities to internal purveyors, developing the training unit's capacity to support the onboarding of new staff, and ensuring our Quality Assurance (QA) Unit was installing feedback loops to support the needs of staff and supervisors to ensure compliance to the model's fidelity expectations. The continued roll-out and efforts towards building capacity to sustain the SAFE Model continue to support the CFSP goals of ensuring children are safe in out-of-home care and ensuring children are safe in their own homes.

Progress on how the Quality Parenting Initiative (QPI) implementation is supporting Goal 1: Children and Youth will be Safe in out of home care for your agency.

DCFS, in partnership with all the child welfare agencies, continues to work on advancing the principles of the Quality Parenting Initiative. There is a monthly statewide call to discuss the continued implementation and support of the program, and each child welfare agency meets to discuss issues related to their respective local agencies. CCDFS promotes the Foster Parent Champion Program by adding additional foster parents' champions to the Child and Family Team's (CFTs) to support caregivers' efforts to maintain child safety in the home. In SFY 2016 the CCDFS sub-work group conducted an analysis on the multiple disruptions that occur for children placed in out-of-home care in Clark County. In the DCFS Rural Region a local QPI committee meets to discuss QPI activities related to improvement of the program. During SFY 2017 the DCFS-Rural Region and WCDSS sent staff and foster parents to the National QPI conference in Cleveland, Ohio. These individuals received information about such things as supporting birth parents in co-parenting, placement matching and visitation. It was an opportunity for foster parents and staff to network with one another throughout the national region. WCDSS continues to work with several committees to ensure that QPI is a foundational component of agency-wide case management practice and that it is integrated in the work of all frontline staff. These committees include: Caseworker

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Involvement; Partnership Plan; Events; Recruitment for Teens; Foster Parent Mentoring; Information Sharing/Normalcy, INS and Licensing Investigations; and Transitions. An Applicant Review Committee (ARC) has been meeting to discuss families that are going through the home-study/licensure process and have concerns that are not typical reasons for denial, but may affect the care of children. This has been helpful in assessing families in a team setting. The emphasis on biological and foster-parent relationship building and mentoring is a core concept in promoting healthy relationships between biological parents and their children in order to nurture safe visitation in a more normal, less sterile environment.

Report on how Differential Response (DR) supports the state in ensuring children will be safe in their own homes.

Effective July 1, 2017, DCFS will transition the fiscal and administrative DR responsibility from the state to CCDFS and WCDSS. DCFS will maintain fiscal and administrative responsibility for the 15 counties in the DCFS Rural Region. Additionally, DCFS will continue to have statewide oversight of the program. During SFY 2017 DR responded to maltreatment reports as referred from intake as Priority 3 screened-in reports. Reports where safety concerns are identified are triaged to the investigative track. Traditionally, DR are in-home service delivery cases connecting families to medical care, solving educational neglect concerns and helping families access resources not available, such as food and bus/transportation vouchers. These services help to support the families' abilities to maintain their children in their homes and to reduce strain that may lead to increase. By the end of fiscal year 2017, DCFS DR providers will have served over 500 families. All Differential Response staff and supervisors are trained in the practice model employed by all CPS staff in the state. All DR staff attend Child Welfare Academy Training and are instructed in Action for Child Protection's SAFE model. All DR agencies comply with State policy requiring safety assessments in adherence to the SAFE model.

Additionally, to further ensure fidelity to the SAFE practice model in DR, DCFS Rural Region's Quality Assurance Unit, in partnership with DCFS Family Programs Office, conducted a formal case review of 39 DR cases in late 2016 and early 2017. Results of this case review are currently being analyzed. A report from this review will be completed and will be used in our current efforts in the Capacity Building Center for States consultation process. The Capacity Building Center for States is assisting the State in evaluating its DR program. This process includes evaluating the capacity needs of DR statewide, as well as determining training needs, more clearly defining the population to be served in DR, and assisting the State in developing screening criteria to ensure that appropriate (low risk) cases are sent to DR. In addition to the efforts cited above, the State collaborated with ACTION for Child Protection in the development of a two day "Safety Booster Training" for DR providers This training was developed to further ensure that DR staff possess the skills to assess for potential safety threats, and to help DR staff understand those case circumstances that require cases to be immediately referred back to the CPS agency. The work with the Capacity Building Center for States includes developing a sustainable training package for the DR program—this includes ensuring that DR staff will receive ongoing training to ensure safety assessment skills that will keep children served in the DR program safe.

PLANNED ACTIVITIES FOR UP-COMING SFY 2018

The CCDFS will be completing the rollout of PCFA, and the Foster Family Assessment (FFA) Licensing staff will continue to receive support and consultation from ACTION. It is anticipated that FFA will be fully implemented by December 2017. CCDFS will be presenting at the national FFTA conference in July 2017 in partnership with the national QPI and the director of one of the foster treatment agencies in Nevada. They will present the innovative progress that the agency has made with incorporating the higher level of foster care agencies into our QPI.

The DCFS Quality Assurance unit in conjunction with the Nevada Partnership for Training is in the process of developing a SAFE Model Overview training that will be presented to all 11-rural region court stakeholder groups over the next year. This training will provide court stakeholders with critical information regarding initial and ongoing assessment and safety decision making throughout the life of a case. The DCFS Quality Assurance unit will be focusing their efforts in the next year on coaching and mentoring supervisors around consultative supervision related to the PCFA and PCPA, while mentoring workers in the field on the safe model. Through QPI there are several activities that DCFS will be supporting for the betterment of foster children. One activity is to build a better "transition" process for children moving from their own homes to foster care or to other foster homes, to relatives, or back to their biological families with all child information to ensure that it is in the best interest of the child and the safest decision. An initiative for greater "normalcy" in the lives of children in foster care is another project that DCFS is implementing. QPI assists with balancing the goals of normalcy and safety for the youth by supporting and promoting the "Prudent Parenting" initiative that will better enable foster youth to participate in normal life experiences while in foster care. WCDSS has specific plans for activities in support of the safety model following full implementation. WCDSS expects to receive the formal PII evaluation results around the start of SFY18. Once received, the results will be reviewed and analyzed, and agency practice adjustments will be considered

where indicated. Additionally, dissemination activities will be planned specific to staff and stakeholders to include DCFS and Clark County. WCDSS plans to continue internal staff capacity and competency building efforts such as supervisory peer review groups (Assessment and Permanency specific), ongoing support to the Nevada Training Partnership North, and work with DCFS and Clark County toward a unified model approach such as SACWIS development, forms, and assessment processes. WCDSS is also planning a major realignment of its organization structure to match the decision-making and fidelity needs of the model to staff competencies and leadership capacity. We are hopeful that pending legislative changes will be approved and that agency work will be initiated to align the NRS and NAC language to the safety model practice. Additionally, WCDSS plans to conduct community outreach with providers, including therapists, to educate them about the SAFE model, which will help them to better understand and support their clients as they work to reunify with their children.

WCDSS is building a Quality Assurance (QA) Unit responsible for review and analysis of SAFE implementation through fidelity assessment and feedback. The QA unit will prioritize policy development through a newly hired Policy Program Specialist. WCDSS has a dedicated training unit that all newly hired staff are assigned, unless recently trained in the SAFE model. The training unit was redesigned to allow expertise in front end (NIA) and back end (PCFA and PCPA) supervisory oversight, with an Advanced supervisor assigned to each area. Previously, all training was supervised by one supervisor who was expected to have precise expertise in the entire model. While all supervisors are expected to have a firm understanding of the SAFE model, demonstrating routine precision and expertise was difficult to accomplish in both areas due to the level of case staffing and requirements. Newly hired staff will routinely learn all aspects of the SAFE model and will move between the two supervisors to learn the front and back-end processes under the one training umbrella. The trainers assigned to the unit are no longer assigned a caseload and instead focus solely on teaching concepts, modeling behavior, coaching, and feedback for new trainees. The trainers are also responsible for ongoing staff training to eliminate model drift. Staff with performance issues related to skill and knowledge may be temporarily reassigned to the training unit for precision feedback.

ASSESSMENT OF PERFORMANCE in SAFETY

Each of the three performance outcomes listed in this section mirrors the Federal Statewide Assessment Instrument. The overall structure for each performance outcome/indicator includes, if available, the legal requirements for each item, the most recent federal data profile, the most recent statewide case review data, relevant state generated data, and the most recent stakeholder survey/focus group data.

The CFSR Round 3 Statewide Data Profile was provided by the Administration for Children and Families (ACF) on 6/8/2017.

Table 3.2

Federal Performance Measure	National ¹² Performance	Data Source	Direction of Strength	Observed Performance	Risk Standardized Performance (RSP)		
		-	-	-	Lower Cl ¹³	RSP	Upper CI
Maltreatment in foster care	9.68	NCANDS FY 2013	\downarrow	8.40	9.52	11.18	13.13
Maltreatment in foster care	9.68	NCANDS FY 2014	\downarrow	8.79	9.91	11.68	13.76
Maltreatment in foster care	9.68	NCANDS FY 2015	\downarrow	6.34	7.03	8.52	10.33

CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

Green Shading = State's performance (using RSP interval) is statistically better than National Performance;

Grey Shading= State's performance (using RSP interval) is statistically no different than national performance;

Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

¹² National Performance = victimizations per 100,000 days in care

¹³ Confidence Interval

Table 3.2 illustrates the most recent data. Nevada's data shows a negative trend compared to the national performance of 9.68. Specifically, in FY 2014 the data reflects that Nevada is performing statistically worse than national performance. While the number of days for children in care decreased for the FY 2014 as compared to FY 2013 the number of victimizations per 100,000 days did not decrease proportionately leading to an increase in the percentage over the national performance.

The negative performance of maltreatment in foster care was a Performance Improvement Plan (PIP) issue during Round 2 of the CFSR. The State of Nevada only recently received the new Data Profile as of 10/16/2018, and Nevada's data for this measure is statistically no different than the national performance.

CPS Response Time:

CPS response time in hours is defined as the time between receipt of a referral alleging maltreatment and the state or local agency face-to-face contact with the alleged victim (Child Maltreatment 2017, chapter 2, page 9).

The most recent Child Maltreatment Report data published in 2017 for Nevada CPS Average Response Time is provided in Table 3.3. Nevada's CPS Response Time in hours for FFY 2015 increased to an average time of 17 hours.

Table 3.3

Nevada CPS Average Response Time in hours (2011-2015)

Average time to 13 15 12 16 17		FFY 2011	FFY 2012	FFY 2013	FFY 2014	FFY 2015
invoorgation in riotito	Average time to Investigation in Hours	13	15	12	16	17

ource: Unita Maitreatment Report (published, 2017)

Safety Outcome 1: Children are first and foremost, protected from abuse and neglect.

Item 1: Timeliness of initializing investigations of reports of child maltreatment

Requirements

The Nevada Revised Statutes (NRS) sets forth parameters for developing regulations establishing reasonable and uniform standards for child welfare services across the state, to include criteria mandating that certain situations be responded to immediately (NRS 432B.260), and that determinations of abuse and/or neglect be made in cases in which an investigation has occurred. NAC requires a process be established when receiving a referral and determining if that referral constitutes a report of abuse or neglect.

When a referral is received by an intake worker alleging possible child maltreatment, a supervisor reviews the information, makes a determination of whether the referral will become a report, and decides what type of response the report merits. If the referral becomes a report, it is assigned to a CPS caseworker for investigation. Statewide Intake and Response Time Policy 0506 outlines the expected response time for the type of child maltreatment allegation. The timeline begins with the receipt of the report to the agency. The following are child welfare agency response times that are outlined in Intake Policy/table 0506.5.1:

- Priority 1: within 3 hours when the identified danger is urgent or of emergency status; there is present danger: and, safety factors are identified. This response type requires a face-to-face contact by CPS.
- Priority 1 Rural: within 6 hours when the identified danger is urgent or of emergency status; there is present danger; and, safety factors are identified. This response type requires a face-to-face contact by CPS. (Rural time includes a distance factor.)
- Priority 2: within 24 hours with any maltreatment of impending danger; and, safety factors identified including child fatality. This response type requires a face-to-face contact by CPS or may involve collateral contact by telephone

or case review.

• **Priority 3:** within 72 hours when maltreatment is indicated, but no safety factors are identified. This response type requires a face-to-face contact by CPS or may involve collateral contact by telephone or case review. In situations where the initial contact is by telephone, the agency must make a face to face contact with the alleged child victim within 24 hours following the telephone contact.

Referrals that do not rise to the level of an investigation may be referred to the Differential Response Program. The Differential Response Program has required response timelines in accordance with a Priority Code 3, or 72 hours (three business days).

The CFSR item #1 is measured utilizing a state's response time policy and/or regulation, and cases are applicable for an assessment of this item if an accepted child maltreatment report on any child in the family was received during the period under review. This includes reports assigned for an 'Alternative Response' assessment. Reports that are screened out are not considered 'accepted'. Alternative Response in Nevada is referred to as Differential Response and screened in as a Priority 3.

Statewide Data (SFY 2017):

Nevada has continued to conduct Quality Improvement Case Reviews (QICR) as part of Continuous Quality Improvement (CQI). Table 3.4 provides case review data for 2016.

Table 3.4

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		Q	ICR 20	16	Q	ICR 20	17	QICR 2018			
Item 1: Timeliness of initiating investigations of reports of child maltreatment.		70%		79%								
Performance Item Rating	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
r choimanee hein Rating	21	9	36	34	9	32						

In 2015 Nevada began using the Online Management System (OMS) developed by JBS for the Children's Bureau and for States conducting CQI Reviews. Nevada's baseline data for CY 2015 statewide is 70%. Also, the current Intake Policy 0506 Statewide Intake and Response Times is currently under revision.

The overall federal performance expectation for Safety Outcome 1 is 95%. Item 1 'the timeliness of investigations' is the only performance indicator for this item. Nevada's rating for this item was 79% statewide for CY 2016; therefore, this is an area needing improvement.

Safety Outcome 2: Children are safely maintained in their homes whenever possible

Item 2: Services to families to protect children in home and prevent removal or re-entry into foster care

<u>Requirements</u>

Pursuant to NRS 432B.340, when an agency which provides child welfare services determines that a child needs protection, but is not in imminent danger from abuse or neglect, the agency may offer the parents a plan for services and inform the parents that the agency has no legal authority to compel the family to accept the plan or file a petition pursuant to NRS 432B.490 and if the child is in need of protection, request that the child be removed from the custody of his or her parents. NRS 432B.393 requires that the agency that provides child welfare services make reasonable efforts to keep the child safely in the home before consideration is made to place the child outside of the home

Policy 0503 Differential Response procedures outlined in the policy are activated when there are reports alleging child neglect and a determination has been made that the report does not rise above a priority three; however, based on the

information provided at Intake, it appears that the family is likely to benefit from early intervention through an assessment of the family for appropriate services.

It is the responsibility of the agency that provides child welfare services per NAC 432B.240 to provide a range of services and commit its resources to preserve the family and prevent placement of the child outside his/her home when possible and appropriate. All cases open for service must have a written collaborative case plan (NAC 432B.240 and Policy 0204 Case Planning) that defines the overall goals of the case and the step-by-step proposed actions for all parties to take to reach the goals within a specified period.

Statewide Data (SFY 2017)

Nevada has continued to conduct Quality Improvement Case Reviews (QICR) on this item. In the following table (Table 3.5) is the most current case review data as it relates to item 2.

Table 3.5

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		Q	ICR 20	16	Q	ICR 20	17	QICR 2018			
Item 2: Services to Families to protect children in home and Prevent removal or re-entry into foster care.		74%		59%								
Performance Item Rating	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Fenomiance item Rating	20	7	39	23	16	36						

The overall federal performance expectation for item 2 'Services to Family to Protect Children in the Home and Prevent Removal or Re-Entry into Foster Care' is 90%. Nevada's rating for this item was 59% statewide for CY 2016; therefore, this is an area needing improvement. A performance drop in this item is due to further understanding by case reviewers on how this item is rated; therefore, rating for CY 2015 does not accurately rate performance of this item.

Item 3: Risk Assessment and Safety Management

<u>Requirements</u>

Per NAC 432B.150, when an agency which provides child welfare services receives a report made pursuant to NRS 432B.220, or from law enforcement, an initial evaluation must be conducted to determine if the situation or condition of the child makes child welfare services appropriate.

If an agency assigns the report for investigation, a safety assessment is required to be completed upon the initial face-toface contact with the alleged child victim pursuant to NAC 432B.185. In addition, NAC 432B.185 requires the development of a safety plan to ensure the immediate protection of a child while safety threats are being addressed. A Safety Assessment is required to be completed at case milestones as outlined in NAC 432B.185. Policies 0508 and 0509 address this information.

Statewide Data (SFY 2017)

The CFSR Round 3 Statewide Data (SFY 2016) Indicators workbook is the most recent data provided by the Administration for Children and Families (ACF) using the new federal measurement methodology. Using this data Nevada met the national standard for "Recurrence of Maltreatment" FY 2012 as shown in Table 3.6. Additionally, Table 3.6A shows that Nevada continues to meet this Performance for FY 2013 and 2014.

Table 3.6 CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

Federal Performance (SAFETY)	National Performance	Data Sources	Direction of Strength	Observed Performance		k Standard ormance (I	
					Lower CI	RSP	Upper CI
Recurrence of Maltreatment	9.5%	NCANDS FY 14A & 14B	\downarrow	6.8%	7.9%	8.8%	9.7%

Green Shading = State's performance (using RSP interval) is statistically better than National Performance; Grey Shading= State's performance (using RSP interval) is statistically no different than national performance; Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

Table 3.7 Percent of Children without Recurrent Abuse or Neglect in Home Settings

Region	SFY 2013	SFY 2014	SFY 2015	SFY 2016	SFY 2017 YTD*
Clark	99.02%	98.02%	97.81%	98.14%	97.76%
Washoe	97.72%	97.51%	98.45%	99.07%	99.01%
Rural	99.22%	100.00%	99.45%	99.03%	99.14%
Statewide	98.79%	98.04%	98.03%	98.37%	98.07%

Data Source: UNITY Report CFS7L8 (*Note: SFY 2017 YTD includes nine months of data: July 1, 2016 - April 30, 2017)

Table 3.7 illustrates the effectiveness of child protective services in reducing the risk of harm for children who have been maltreated. For children with a substantiated report of abuse and/or neglect, it reflects the percentage of children who did not have a substantiated report in the six months following a substantiated report during each year for the period of SFY 2013 through 2017 YTD.

Nevada has continued to conduct Quality Improvement Case Reviews (QICR) on this item. In the following table (Table 3.8) is the most current case review data for item 3.

Table 3.8

Statewide Quality Improvement Review Data

Performance Item Item 3: Risk Assessment and Safety Management		QICR 2015			QICR 2016			CR 20	17	QICR 2018		
Item 3: Risk Assessment and Safety Management		50%			45%							
Devfermence Herr Define	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Rating	33	33	0	34	41	0						

The overall federal performance expectation for item 3 'Risk and Safety Assessment and Management' is 90%. Nevada's rating for this item was 45% statewide for CY 2016; therefore, this is an area needing improvement.

Strengths/Concerns (Safety Outcomes 1 & 2)

The overall federal performance expectation for Safety Outcome 1 and 2 is 95%. Individual items are considered a strength if rated at 90%. Safety Outcome 1 is rated 79% and Safety outcome 2 is rated 59%; therefore, Safety Outcomes 1 and 2 are areas needing improvement. In Safety Outcome 1 the most common issue contributing to the rating is all victims are not seen timely. For 2016 only 9 Cases out of 43 were rated and ANI. For Safety Outcome 2 there are multiple reasons attributing to the rating. This includes but is not limited to adequate safety service provision or safety planning being conducted, and or not conducting adequate ongoing assessment. Additionally, this includes some issues with inappropriate screen-out of reports.

Nevada does have strength in the ability to ensure that children do not experience a recurrence of maltreatment within a 12-month period of a substantiated report of maltreatment as reflected in the achievement of meeting the national performance for 'Absence of Recurrence of Maltreatment'.

Section IV. PERMANENCY

Trends in Permanency

Table 4.1

CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

Federal Performance (Permanency)	National Standard	Data Sources	Direction of Strength	Observed Performance		Standard Standard	
					Lower CI	RSP	Upper CI
Permanency in 12 months for children entering foster care	42.1%	AFCARS 14A & 14B	1	47.0%	44.3%	46.1%	47.9%
Permanency in 12 months for children in care 12-24 months	45.9%	AFCARS 16A & 16B	1	53.2%	47.1%	49.6%	52.2%
Permanency in 12 months for children in care 24 months or more	31.8%	AFCARS 16A & 16B	1	48.8%	35.8%	37.9%	40.1%
Placement Stability	4.44 moves ¹⁴	AFCARS 16A & 16B	\downarrow	7.00	7.37	7.65	7.94

Green Shading = State's performance (using RSP interval) is statistically better than National Performance; Grey Shading= State's performance (using RSP interval) is statistically no different than national performance; Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

Table 4.1 illustrates Nevada Performance on all new Permanency Measures. As shown below Nevada is meeting standards on all measures except Placement Stability.

Child Welfare Agency Progress towards PERMANENCY goals identified in the CFSP

STATEWIDE PROGRESS

Progress on Advanced Foster Care implementation as it relates to a 1. Decrease in placement disruptions; 2. Decrease in re-entry of children into foster care and 3. Progress on how children in the Advanced Foster Care Program are achieving permanency in 12 months.

The Advanced Foster Care Program (AFCP) assists foster children with serious emotional and behavioral problems. The program trains, mentors, and coaches foster parents in evidence based strategies to support the children in their home who are experiencing mental health issues. The program's goal is to enable the children in the homes served by the program to experience a stable life and grow up in a healthy and safe environment. The Advanced Foster Care Program statewide in all jurisdictions of the state continue local activities that focus on decreasing placement disruptions, decreasing re-entry into foster care and ensuring children are achieving permanency. Overall, the DCFS Rural Region and WCDSS are recognizing positive outcomes while CCDFS is working with Annie E. Casey recommendations in overhauling the AFCP in Clark County.

In January of 2016 CCDFS engaged the Annie E. Casey foundation to assist with an assessment and overhaul of congregate care in Clark County and the agency practices that contribute to periodic high numbers of children in shelter care. The foundation performed an intensive 3-month on site assessment of CCDFS practices around family assessment,

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¹⁴ Moves per 1,000 Days

emergency response, removals, licensing, placement and relative and foster care. They presented preliminary findings to the agency in May of 2016. Casey and their recommendations will be the leading initiative going into the next fiscal year.

In state fiscal year, 2017 (SFY 2017) efforts have been made to continue to expand the Advanced Foster Care Program in Clark County. This new program area is early in its implementation phase. The first cohort completed training using "Together Facing the Challenge (TFTC)" which is a peer reviewed, evidenced-based treatment model for youth at risk of residential placements. In SFY 2017 CCDFS licensed and trained nine (9) homes and provided services to sixteen (16) youth. Over the next year CCDFS plans to expand the program to accommodate sixty (60) youth. To reduce placement disruptions, lower the likelihood of re-entry, and encourage permanency within 12 months TFTC model uses the following intervention strategies. Placement team members and Parent coaches from CCDFS clinical staff meet weekly to coordinate the needs and service delivery for the child and caregiver. As behaviors and other symptoms abate, the parent coach can make in-kind micro-adjustments to the service delivery to reinforce new skills and behaviors children and caregivers acquire. Parent Coaches are CCDFS clinical workers who provide intensive in-home parent coaching and crisis response to the foster parent to help children and parents be successful and to reduce placement disruptions. The Parent Coach oversees the child's care coordination plan, including mental health, in home coaching, crisis response, and discharge/reunification planning. CCDFS is currently collecting mental health and behavioral health data via formal assessments from qualified evaluators as well as self-assessment documents from recipients of the intervention. Because this program is still very early in the implementation phase, there has been an insufficient amount of time to collect and evaluate data regarding program performance. CCDFS is currently collecting program data for future analysis.

In the DCFS Rural Region the program hired a Clinical Program Manager in July of 2016. In addition, the program hired two Mental Health Counselor II positions to cover the Carson and Fallon District Office areas in July of 2016. Two additional Mental Health Counselor (MHC) positions were hired in August of 2016 to cover the Pahrump District Office area and the Elko District Office area. The Elko based MHC II resigned within 30 days and that position has remained vacant. An Administrative Assistant was hired in January of 2017. In the first year (SFY 2017 YTD), the Program has grown from five pilot AFCP homes in the Rural Region to 15 homes. Eight of the homes are in the Pahrump and Amargosa Valley area, five are in the Fallon and Fernley area, one in Dayton, and one in Winnemucca. A home in Tonopah, a home in Pahrump, and a home in Yerington are now in the vetting process and should be accepted into the program by July 1, 2017. Sixteen children are in the Rural Region AFCP homes with three additional children in the process of consideration at this time. In addition, in 2017 the program has provided training on trauma informed care ("Caring for Children Who Have Experienced Trauma") to 83 total participants. This eight-module, two-day training was presented by program staff in collaboration with Nevada PEP in Fallon, Tonopah, Minden, Carson City, and Pahrump. Additionally, program staff have trained eight AFCP parents in Together Facing the Challenge (TFTC), which is an evidenced-based parenting program developed at Duke University. TFTC is a 14-hour, 7-module training available only to AFCP homes. The curriculum includes modules on social learning theory, foster parents setting expectations with foster tracking behavior, power struggles, effective consequences, cultural sensitivity, and effective children. communication. TFTC training was held in Fernley, Amargosa Valley, Dayton, and Winnemucca. Five families are scheduled to be trained in the TFTC model in Pahrump in June and July of 2017.

In the DCFS Rural Region the program is small and completing its first full year. Essentially, the first year of the program has been a "start up." Because only 19 children have been involved in the program and 16 of those 19 are still in the program, outcome data is not available for analysis. The following are some thoughts, ideas, and anecdotes that tell the story of the AFCP's success in its first year of operation.

<u>Decrease in placement disruptions</u>: Generally, children in the program are maintaining placement. During the reporting period, only one child has left his placement for a higher level of care. <u>Decrease in re-entry of children into foster care</u>: No children have left the program and then returned to the foster or AFCP in the first 12 months of the project. However, program coaches routinely help the AFCP parent navigate difficult behavior of their foster child, increasing stable functioning in placement, helping children develop healthy coping strategies, and moving toward permanent living circumstances in a manner that reduces risk for re-entry. <u>Progress on how children in Advanced Foster Care are achieving permanency in 12 months</u>: Three children have left the program during the reporting period, and all three are in an adoptive placement, including a child who was placed in a higher level of care for a short time. Some of the AFCP homes have talked about adopting their Advanced foster child(ren) into their home.

WCDSS's key activities throughout SFY 2017 took place under WCDSS's Transformational Foster Care Program (TFCP) with the intent to help children achieve more timely permanency through stable and supportive placements. Beginning July 1, 2016, all Washoe County children in TFCP were transitioned to Washoe County's new, all-inclusive daily rate (\$115); and providers were required to discontinue the use/billing of Basic Skills Training (BST) services as part of the former rate structure for Advanced Foster Care. By the end of July 2016, Washoe County was working on the refinement of the In-Home Coaching process. In the month of August 2016, key Washoe County staff participated in the Together Facing the Challenge (TFTC) Train-the-Trainer certification process, resulting in two Washoe County staff becoming certified "trainers of trainers." In October 2016, eleven Washoe County staff attended the CANS training, with one becoming a certified "trainer of trainers," i.e., "a Super-User;" and, two additional program staff were hired (i.e., Mental Health Counselors). In November 2016, WCDSS held internal meetings to revise Washoe County's Scope of Work for TFCP and concluded with internal meetings about continued placement/services for children who graduate from Washoe County's TFCP and the hiring process for two additional program staff (i.e. Social Worker IIIs). In December 2016, WCDSS worked with providers on their implementation plan for training all foster parents/caregivers in TFTC.

<u>Programmatic</u>. With respect to WCDSS's two levels of the TFCP, foster parents/caregivers were increasingly required on a contractual basis to comply with activities identified from the Pilot, <u>specifically participating in weekly in-home coaching sessions</u>. Enhanced foster parents' contracts were revised to cover TFCP requirements and all Advanced Foster Care Providers were required to discontinue BST billing and switch to the all-inclusive rate, including providers who previously did not utilize Together Facing the Challenge (TFTC). WCDSS's TFCP staff participated in TFTC consultation calls in efforts to increase the fidelity with which WCDSS is implementing TFTC. Additionally, WCDSS provided trainings in the 2nd edition of TFTC and additional trauma trainings.

<u>Quality Assurance</u>. WCDSS has conducted a quality assurance review of 148 children, 61% (90) male; 39% (58) female, enrolled in WCDSS' TFTC Program. These 148 children accounted for a total of 42,690 program days (mean=290). Children active in the TFCP accounted for 25,786 days (mean 274; mode 183); while children discharged from the TFCP accounted for a 16,904 day (mean of 313; mode 118). Of the children enrolled, 92 remained active in the program while 16 became inactive due to placement in RTC (7), a DCFS facility (1), runaway (2), or placed in a lower level of care (6). WCDSS found that Advanced Foster Care implementation had positive impacts for children in the areas of decreasing placement disruptions and decreased re-entry into foster care. Below is a summary.

1.) Decrease in placement disruptions;

A review of specific types of placement changes was conducted six months prior to versus six months following enrollment in the program with children who were active in the program. WCDSS found children had a total of:

- 57 disruptions prior to enrollment versus 26 once enrolled, a 54% decrease;
- 12 acute hospital admissions prior versus 14 once enrolled, a 17% increase;
- 3 placements in detention prior to admission versus 4 once enrolled, a 33% increase;
- 12 runaways prior to admission versus 13 once enrolled, an 8% increase; and
- 79 changes in placement (i.e. to another home) prior to admission versus 68 once enrolled, a 14% decrease.

Of the 108 children who remained enrolled in WCDSS's Transformational Foster Care Program

- 79 children had no change in activity while thirteen (13) had movement within the Program (i.e. two (2) children moved to another Enhanced home);
- Ten (10) moved to another SFC+ home;
- One (1) child moved from an Enhanced home to a SFC+ home; and,
- Sixteen (16) children were moved to an Inactive status (Placed in a higher level of care (8); runaway (2); or, lower level of care (6).

2.) Decrease in re-entry of children into foster care; and,

Of the 40 children who discharged from the Transformational Foster Care Program

- 58% (23) reunified with a parent;
- 18% (7) were adopted;
- 15% (6) were placed with a relative; and
- 10% (4) aged out of foster care successfully.

None of the children discharged from WCDSS' TFCP were identified as having returned to foster care.

3.) Progress on how children in Advanced Foster Care are achieving permanency in 12 months for your Agency.

Forty (27%) of the 148 child in WCDSS' Transformational Foster Care Program (TFCP) discharged. Of the forty (40) children who discharged from WCDSS's TFCP

- 23 (58%) children reunified with a parent;
- 7 (18%) were adopted;
- 6 (15%) were placed with a relative; and,
- 4 (10%) aged out of foster care with stability.
- Twenty-one (21) of the twenty-three reunified within 307 days.

PLANNED ACTIVITIES FOR UPCOMING SFY 2018

Statewide all three jurisdictions are working with the state and in their local areas on expansions of the AFCP. In the fiscal year 2017/2018, CCDFS will engage, (with the assistance of the Annie E. Casey foundation) in re-tooling identified practices that delay or prolong children's stays in placement as well as multiple placement moves. The agency will be working with Annie E. Casey to develop the resources to place children in potential permanent homes within 24 hours of removal. In SFY 2018, CCDFS, aims to expand the program to include sixty (60) youth receiving this targeted intervention. CCDFS continues to collect data via formal mental health and behavioral assessments, as well as self-assessment forms. Mental health and behavioral health assessments and self-assessments completed by the care providers are provided on a regular basis, including a child's entry into and exit from the program. CCDFS plans to have sufficient data collection of these assessments and elements to allow for meaningful fidelity evaluation as well as an improved capacity to monitor program outcomes in the coming year.

In the DCFS Rural Region, activities for SFY 2018 are focused on developing and growing the program. This includes increasing the capacity of staff and homes with a particular emphasis on developing homes in the Elko and the Carson District Office areas and increasing the number of children in the program from 16 to 32. Additionally, activities will include exploring the utilization of the AFCP model in other types of homes i.e. adoptive, fictive kin, or relative placement, continuing training and developing refresher courses in trauma informed care, and collecting outcome data that measures the decrease in placement disruption, reentry and permanency status.

WCDSS will continue to refine the TFTC In-Home Coaching process as applied to the service providers within Washoe County (i.e., Enhanced Foster Homes; Advanced Foster Care+ agency providers, Advanced Foster Care+ sole proprietors, and Advanced Foster Care+ shift staff group homes.) As such, WCDSS will begin presenting an annual refresher course on TFTC and will offer additional Trauma training. Further, WCDSS will continue to refine the roles of staff (Mental Health Counselors and Social Workers) hired to support the TFCP to carry out their roles of in-home coaching and/or data collection/oversight. WCDSS will be focusing on the development of an internal quality assurance process regarding the implementation of TFTC to ensure it is implemented with the highest degree of fidelity. WCDSS will be conducting quality assurance reviews on the progress of children enrolled in the TFCP as well as on the process of staff in-home activities. In the summer of 2017, WCDSS will work with DCFS-IMS on the future training of staff in the use of new UNITY Windows upon the release of UNITY 3.0.

During the next fiscal year, WCDSS will focus on the following activities with the intent to help children achieve more timely permanency through stable and supportive placements:

- Refine the TFTC In-Home Coaching process as applied to the service providers within Washoe County (i.e., Enhanced foster homes; Advanced Foster Care+ agency providers, Advanced Foster Care+ sole proprietors, and Advanced Foster Care+ shift staff group homes).
- Conduct a series of TFTC annual refresher courses to help foster parents/caregivers remain current in TFTC practices.
- Offer additional Trauma Informed Trainings on a quarterly basis.
- Refine the roles of staff (Mental Health Counselors and Social Workers) hired to support the TFCP to carry out their roles of in-home coaching and/or data collection/oversight.
- Conduct QA reviews on children enrolled in the TFC Program with the target goal of a quarterly review.
- Conduct a QA review of in-home coaching process/documentation over the next year.
- Work with DCFS-IMS on the future training of staff in the use of new UNITY Windows upon the release of UNITY 3.0.

- Use a staff hired under the TFC Program to provide permanency support (i.e., provide case/care coordination once the child disrupts or moves to a permanent placement).
- Conduct a permanency review of children in higher levels of care to assure active case plan work on permanency (3-5-7 questions; connectedness map; permanency contract)
- Utilize one of its staff to provide case/care coordination for child disruption and stepping down in placement.
- Continue to conduct PRTs as well as conduct permanency reviews for children just entering the TFCP as well as those who have been in placement over a year.

ASSESSMENT OF PERFORMANCE in PERMANENCY

Each of the eight performance indicators listed in this section mirrors the Federal Statewide Assessment Instrument. The overall structure for each performance outcome/indicator includes the legal requirements for each item and, to the extent applicable, the most recent Federal data profile, previous CFSR data/information, the most recent case review data or relevant state data, and the most recent stakeholder survey/focus group data/information.

Permanency Outcome 1: Children have permanency and stability in their living situations

Item 4: Stability of foster care placement

<u>Requirements</u>

Nevada Statute and Administrative Code supports the placement stability of children in foster care by requiring child welfare agencies to assess the individual needs of the child, and to place that child in the least restrictive environment that is consistent with the identified needs. Relatives are the first placement option considered for all children placed in out-of-home care. Child welfare agencies are also required to place siblings together when possible. Policy requires that the agency provide the foster care provider with appropriate information about the child's family, medical, and behavioral history, as well as discuss the child's plan for permanency, and any needs prior to placement. The purpose of sharing such information is to identify and provide for the most appropriate matched foster home (NRS 424.038(1), NAC 424.465).

NAC further requires that information about the child's situation and needs be continually shared by the child welfare agency and the foster care providers in a timely manner, thereby ensuring that the child's needs are continually addressed with appropriate services. This includes a requirement of the agency to provide a program of respite for the foster providers (NAC 424.810, NAC 424.805). NAC supports placement stability by requiring that a foster care provider provide the child welfare agency with 10 working days' notice of any request for the removal of the child from that home unless they have a contrary agreement, or if there are immediate and unanticipated safety issues, thus giving the agency time to respond to issues that may have caused the instability (NAC 424.478).

Placement stability is further supported by NRS, NAC and statewide policy by encouraging child welfare agencies to attain permanency in a timely fashion. State laws and regulations require that the agencies adopt a plan for the permanent placement of the child. This plan is to be monitored by the court at the time the youth is placed in foster care and annually thereafter. The plan for permanent placement or case plan is to include a statement addressing goals and objectives; a description of the home or institution wherein the child is placed; and a description of the safety and appropriateness of the placement in order to ensure proper care and accomplishment of case plan goals; and, a description of the manner in which the agency ensures services are provided to the child and foster parents, which address the needs of the child. The agencies are further required to document all progress towards permanency, and, if termination of parental rights is necessary, agencies are required to identify and document the obstacles to permanent placement of the child and specific steps required to find a stable and permanent home (NRS 432B.553, NAC 432B.400, NAC 432B.2625, Policy 0204).

Other statewide policies require caseworkers to visit children in foster care once every month and direct a portion of this monthly visit by the caseworkers to assess the child's adjustment to the placement and the stability of the placement. The case workers are also to meet with the foster care provider and discuss the service needs of the child or provider in an effort to support the placement (Policy 0205).

Table 4.2

CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

Federal Performance (Permanency)	National Standard	Data Sources	Direction of Strength	Observed Performance	Risk Standa	ardized Peri (RSP)	formance
					Lower Cl ¹⁵	RSP	Upper CI
Placement Stability	4.44 moves ¹⁶	AFCARS 16A & 16B	\downarrow	7.00	7.37	7.65	7.94

Green Shading = State's performance (using RSP interval) is statistically better than National Performance; Grey Shading= State's performance (using RSP interval) is statistically no different than national performance; Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

Table 4.2 illustrates Nevada Performance on Placement Stability using the new Federal methodology. Nevada is not meeting the national performance on this measure.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems conducting case reviews. Nevada has not been able to collect case review data on this item in the past.

¹⁵ CI=Confidence Interval

¹⁶ Moves per 1,000 Days

Table 4.3

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		Q	ICR 20	16	Q	ICR 20	17	QICR 2018			
Item 4 Stability of Foster Care Placement		80%		45%								
Derformence Item Deting	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Rating	32	8	0	21	26	0						

The overall federal performance expectation for item 4 'Stability of Foster Care Placement' is 90%. Nevada's rating for this item was 45% statewide for CY 2016; therefore, this is an area needing improvement.

Item 5: Permanency goal for child

Requirements

NRS 432B.393, .540, .553, .580 and .590 require agencies that provide child welfare services to adopt a plan for permanency in accordance with the requirements and timeframes in the Adoption and Safe Families Act of 1997 (ASFA); including periodic case review by the Courts. NAC 423B.013, .1364, .1366, .160, .180, .185, .190, .200, .210, .240, .261, .2625 and .263 provide the authority and requirements for assessing the child's safety needs, child and family strengths, needs and risk factors to determine the most appropriate permanency goal(s).

The statewide 0204 Case Planning policy, based upon the existing statutory authority and regulations cited, has been revised several times over the past several years to ensure steps are provided to guide caseworkers in determining the most appropriate permanency goals for children in foster care. Furthermore, the policy provides an additional Concurrent Planning Guide to help caseworkers identify indicators suggesting the likelihood of early reunification or suggesting the need for concurrent planning.

The 0508/0509 Nevada Initial Assessment (NIA) policies guide the collection of information used to determine the appropriate case plan goal(s) and the services needed to support achievement. The ASFA policy specifically directs development of an appropriate and comprehensive case plan to address the safe return of the child to the family when a child cannot remain safely in their home during a crisis period. Diligent Search Process and Relative Placement Decisions direct the identifying, locating and contacting of relatives regarding their interest in providing a temporary or permanent placement for or adopting a child prior to or when the child is placed in substitute care.

Statewide Data (SFY 2017)

Nevada has continued to conduct Quality Improvement Case Reviews (QICR) since implementation of the PIP on this item. In the following table (Table 4.4) is the most current case review data as it relates to item 5.

Table 4.4

Statewide Quality Improvement Review Data

Performance Item	QI	QICR 2015		Q	CR 20	16	QICR 2017			QICR 20		18
Item 5: Permanency goal for child		43%			45%							
Derfermen er Itere Detter	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Rating	17	23	0	21	26	0						

The overall federal performance expectation for item 5 'Permanency goal of Child' is 90%. Nevada's rating for this item was 45% statewide for CY 2016; therefore, this is an area needing improvement.

Item 6: Achieving reunification, guardianship, adoption, or other planned permanent living arrangement.

Requirements

NRS 432B.390 specifically mandates that relatives of the child within the fifth degree of consanguinity be given preference for placement, when removal from the parents' home is necessary for the child's safety. NRS 432B.393 requires agencies to make reasonable efforts to prevent a child's removal from the parents' home, or, if removal is necessary, reasonable efforts to make their safe return possible. NRS 432B.540 requires that if the agency believes it necessary to remove the child from the physical custody of his/her parents, the agency must submit a plan designed to achieve placement of the child in a safe setting as near to the residence of his/her parent as is possible and consistent with the best interests and special needs of the child. NAC 432B.190, 200, 210 and 220 each place emphasis on the ways in which the agency is to engage the family and their natural, informal supports such as extended family, fictive kin, close friends, members of their faith community, teachers, etc. to keep the child safe while committing to the long-term support of the child and family.

Guardianship

Nevada Revised Statute 432B.466 – 468 requires agencies to make reasonable efforts to find a more permanent placement for a child, and explain why the appointment of a guardian, rather than the adoption of the child or the return of the child to a parent, is in the best interests of the child, when this is the permanency goal. NRS also provides the powers, duties and limitations of a guardian. Furthermore, 0204 Case Planning Policy requires that child welfare staff are following the proper steps to determine appropriate permanency goals. The new quality improvement case review process explicitly states that child welfare agencies should be considering the time it takes for a child to achieve permanency and that for the goal of guardianship, achievement should be made within 18 months.

On June 29, 2016 Nevada submitted amendments to its title IV-E plan to implement a Guardianship Assistance Program (GAP). Additionally, the state submitted its formal request to the Children's Bureau Regional Office (RO) on July 13, 2016. Following a review by ACF, including additional revisions, the state submitted an approvable amended plan to operate the title IV-E GAP on February 17, 2017. Nevada's title IV-E plan amendment to operate the GAP was approved, effective January 1, 2017.

Allowable administrative costs for the title IV-E GAP can be claimed pursuant to an amended and approved public assistance cost allocation plan (PACAP) or a pending PACAP in some situations (45 CFR 95.515). Nevada submitted an amended PACAP to the Regional Cost Allocation Services to include the GAP in July 2016. The amended PACAP was subsequently approved on February 3, 2017 with an effective date of July 1, 2016. Therefore, Nevada is able to claim allowable costs associated with the title IV- GAP beginning January 1, 2017.

Table 4.5

CI SK KOUIIU S Statev	nao Bata maloate			0/2011							
Federal Performance (Permanency)	National Performance	Data Sources	Direction of Strength	Observed Performance	· · · ·						
					Lower CI ¹⁷	RSP	Upper CI				
Permanency in 12 months for children entering foster care	42.1%	AFCARS 14A & 14B	1	47.0%	44.3%	46.1%	47.9%				
Permanency in 12 months for children in care 12-24 months	45.9%	AFCARS 16A & 16B	1	53.2%	47.1%	49.6%	52.2%				
Permanency in 12 months for children in care 24 months or more	31.8%	AFCARS 16A & 16B	1	48.8%	35.8%	37.9%	40.1%				

CFSR Round 3 Statewide Data Indicators provided by ACF on 6/8/2017

¹⁷ CI=Confidence Interval

Green Shading = State's performance (using RSP interval) is statistically better than National Performance; Grey Shading= State's performance (using RSP interval) is statistically no different than national performance; Red Shading = State's performance (using RSP interval) is statistically worse than national performance.

Table 4.5 illustrates performance on three federal permanency measures. Based on the most recent data Nevada is meeting the national performance on these measures.

Other Planned Permanent Living Arrangement

Requirements

Nevada statute and policy require that a written case plan be developed for children with this permanency goal and that the plan include programs and services designed to assist older youth in transitioning out of care. NRS 432B.553 requires a plan for the permanent placement of children. NAC 432B.410 requires child welfare services to ensure that each child in foster care who is eligible for services related to independent living has a written plan for his transitional independent living based on the assessment of his skills. Statewide policy 0801 Youth Plan for Independent Living was developed to address the needs of youth who were likely to remain in care until their 18th birthday and to prepare them for the transition into adulthood. This policy requires agencies that provide child welfare services to establish self-sufficiency goals for youth beginning at age 14, regardless of their level of functioning or independence. The planning process must be youth focused and driven with emphasis on the youth's expressed interests, needs and priorities.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.6

Statewide Quality Improvement Review Data

Performance Item	QICR 20		15	QI	QICR 2016		QICR 2017			QI)18	
Item 6: Achieving Reunification, guardianship, Adoption, or Other Planned Permanent living Arrangement		48%			49%							
Derfermenes Item Detinge	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings		21	0	23	24	0						

The overall federal performance expectation for item 5 'Achieving Reunification, Guardianship, Adoption, and OPPLA' goal of Child' is 90%. Nevada's rating for this item was 49% statewide for CY 2016; therefore, this is an area needing improvement.

Adoption

<u>Requirements</u>

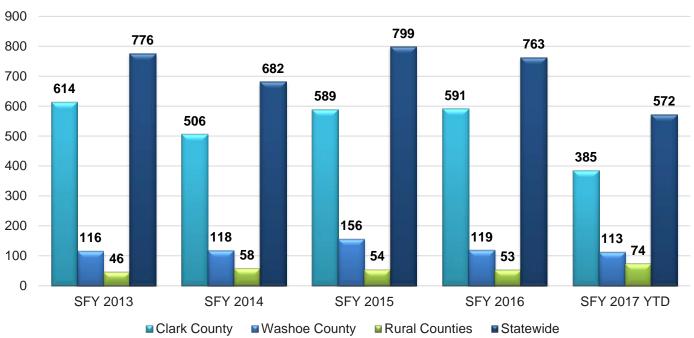
NRS 432B.553 requires agencies which provide child welfare services to adopt a plan for the permanent placement of the child for review by the court. NRS 432B.580 and .590 mandate court review of the progress toward achievement of the permanency goal at a minimum of six-month intervals. Further, NRS 432B.590 and NAC 432B.261-.262 presume that termination of parental rights for adoption is in the best interest of a child who has been in out-of-home placement. Policy requires 14 months of any 20 consecutive months (a more stringent requirement than the federal 15 out of 22 months). NAC 432B.2625 requires the agency to identify and document the obstacles to placement of the child, and to specify the steps that will be taken to find an appropriate home for the child in a report to the court if a child has not been placed into an adoptive home within 90 days after the termination of parental rights.

Although there is nothing in policy that repeats these requirements, 0204 Case Planning and 0103 Adoption of Children

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12 Years and Older policies are explicit that adoption is the preferred permanency goal when it is determined that a child cannot be reunited with his or her birth family. Legal adoption is preferred because it offers the highest level of physical, legal and emotional safety and security for each child within a family relationship. The 1001 Diligent Search Process and Placement Decisions policy directs agencies to begin search activities and identification of family members during the initial contact with the family and requires that they be initiated no later than at the time the Safety Plan is completed. Once a non-custodial parent or relative is found, they must be contacted within five working days to discuss interest as a placement option and/or emotional support for the child. The 0514 Termination of Parental Rights (TPR) policy requires that adoption proceedings be completed within 24 months of the child's entry into foster care and requires that permanency-planning decisions involving adoption be made timely, be consistent with state and federal time frames, and consider the best interest of the child.

Statewide Data (SFY 2017)



Finalized Adoptions by Region: 2013 - 2017 YTD

Figure 4.1 Finalized Adoptions by Region: 2013 – 2017 YTD (July 1, 2016 – March 31, 2017). Source: CFS794

Figure 4.1 illustrates a 1.7% decrease statewide in finalized Adoptions comparing SFY 2013 to SFY 2016. The information for SFY 2017 includes data through 3/31/2017 with 572 Adoptions finalized to date.

Table 4.7

Adoptions in Less than 24 Months

	Adoptions with a Custody Date in Unity	Custody to Adoption Average Months	Number Adopted in less than 24 Months	Percent Adopted in less than 24 Months
Adoption in Less than 24 Months April 1, 2012 - April 30, 2014	1,505	34	445	30%
Adoption in Less than 24 Months April 1, 2013 - April 30, 2015	1,547	32	514	33%
Adoption in Less than 24 Months April 1, 2014 - April 30, 2016	1,577	31	537	34%
Adoption in Less than 24 Months April 1, 2015 - April 30, 2017	1,570	31	531	34%

Source: UNITY CFS 732

Table 4.7 illustrates that the percent adopted in less than 24 months has not significantly changed, with 34% of children being adopted in less than 24 months in the two most recent periods of review. Please note that Nevada measures the **average** months to adoption from the date of removal on UNITY report CFS732.

Adoption in Nevada

The overall goal of Nevada's adoption program is to continue to provide safe and permanent homes for children whose birth parents cannot care for them. Nevada adoption services continues to provide: pre- and post-placement counseling to birth parents; preparation for children being placed in adoptive homes; case management; legal service to free children for adoption; recruitment; training; home study preparation for pre-adoptive families; adoption subsidy; Medicaid, and post legal adoption support. The State ensures the safe adoptive placement of children across state lines per ICPC. Also, the State continues to be responsible for the licensing and administrative oversight of private non-profit child placing agencies in the state. DCFS currently licenses seven private adoption agencies, one of which has full Hague accreditation.

Inter-Country Adoptions: The State of Nevada had one child who was adopted from another country that entered state custody in FY 2016 as a result of a placement disruption. The child was adopted at a young age and had lived in the United States since her adoption, therefore, the Nevada child welfare agency did not pursue relative placement in her originating country. The child was placed in temporarily foster care for safety concerns and has since returned home. The child welfare agency worked hard at keeping the family together by providing individual and family therapy, parenting classes, medical appointments and in-home services through PSR/BST. With the child being back in the home for approximately a month the agency continues to monitor the home environment and provide safety checks/assessments. At present, it appears that there will not be a dissolution of adoption in this case.

Services of Children Adopted from Other Countries

Nevada offers a range of adoption and post-adoption support services to families who have adopted children from other countries. These support services provided by sub-grantees who are funded using Adoption Promotion/Support funds and Adoption Incentive funds. Some of the services provided include but are not limited to:

- 1. Information and referrals
- 2. Educational programs (parent training)
- 3. Support groups
- 4. Family preservation
- 5. Case management

- 6. Therapeutic interventions/counseling
- 7. Respite
- 8. Search registries

The state continues to research new ways to assist families who have adopted children from other countries, through trainings and conferences for employees.

Adoption and Legal Guardianship Incentive Payments

The State of Nevada was awarded \$1,267,250 for the FY 2016. As of April 2017, 46% of the grant has been awarded out to a diverse group of grantees. The grantees are the Adoption Exchange, Nevada Outreach Training Organization, University of South Florida, Community Chest and Nevada Public Health Foundation. Each of these grantees provides a multitude of services to adoptive families and adoptees. The Adoption Exchange utilized their awards funds to act as the state's Recruitment Response Team (RRT) for Adopt Us Kids projects. The state uses the grant money to pay for a statewide membership to the Adoption Exchange, which allows for each region to access services and additional adoption specific trainings. The Nevada Outreach Training Organization. University of South Florida provides web-based training through the Quality Parenting Initiative and Just in Time training to foster parents, relative caregivers and birth parents. The Community Chest assists potential relative adoptive families complete home studies for interstate placement of children (ICPC). The Nevada Public Health Foundation focuses on providing assistance and resources to those families that live in rural areas by completing diligent searches for relatives and fictive kin. The foundation then completes social summaries/home studies on those individuals identified during the diligent searches.

Adoption Incentive funds are simultaneously awarded to Nevada's three public child welfare agencies to assist with interjurisdictional placements, recruitment of adoptive and foster parents, professional development and post adoption services. Each agency provides privatized therapeutic services that are not covered by Medicaid. The grant funds continue to support advanced recruitment and adoption finalization activities, including National Adoption Day.

The State of Nevada does not face nor experience any challenges or issues when disbursing the Adoption Incentive funds. Nevada ensures that they are being fiscally responsible with the grant money and continues to search for more grantees to reach adoptive parents and promote adoptions. While continuing to ensure staff are well educated and trained to assess and address the needs of not only the adoptive population but all Nevadans.

States Plan for Expenditure of Adoption Incentive funds

The DCFS Grants Management Unit (GMU) discontinued meetings with the CCCDFS and the WCDSS during this reporting period as it relates to expenditure of Adoption Incentive Funds. However, over the next reporting period these meetings will begin again. The DCFS GMU has continued meeting with the DCFS Rural Region Management and Adoption Unit to discuss the spending plan for Adoption Incentive (AI) to ensure it is obligated and liquidated in accordance with 473 A(e) of the Act.

As previously stated Adoption Incentive funds are awarded to Nevada's three public child welfare agencies. The Statewide plans for expenditure of these funds vary across the state depending on the needs of the Agency. In CCDFS The Adoption Incentive Grant funds several full time positions including:

Two (2) District Attorneys, one (1) Legal Office Services Supervisor, one (1) Legal Secretary, one (1) Legal Office Specialist, one (1) Public Information Coordinator, one (1) Family Service Specialist, and one (1) Senior Family Services Specialist. These positions coordinate with the public and other agencies and facilitate adoptions by working to remove legal barriers. The grant also is used to assist with other costs associated with the adoption process, such as legal fees and out of State supervision.

The DCFS Rural Region is diligent in its efforts to maximize the use of Adoption Incentive funds for both recruitment of adoptive families in general and child specific cases. The availability of significant funding through the Adoption Incentive Grant has allowed the DCFS to implement numerous projects, all of which directly assist in more timely permanency for children. The following are examples of projects the DCFS has implemented utilizing AI funds: Airing of NCSA (non-commercial sustaining advertisements) throughout Nevada, in partnership with the Nevada Broadcasters Association, to continue our foster/adoptive recruitment efforts; Family Finding initiative has been fully implemented by DCFS; a contract private investigator is utilized to ensure that all familial ties/relationships are sought out for children that are awaiting

adoption. A contract Legal Secretary in our largest office is used to assist caseworkers with tasks formerly identified as barriers to achieving timely permanency, including: file mining for relative/fictive kin placement resources; assembling TPR packets for the Attorney General's Office; and, preparing Full Disclosure documentation for preadoptive parents prior to subsidy negotiation among other tasks. Contracts with independent contractors trained in the Structured Analysis Family Evaluation (SAFE) Home Study Model are used to assist in the timely completion of homestudies needed for foster care and adoptive placements. The use of these contractors is critical to safe and timely placement for permanency in the rural region. Contractors currently complete approximatley 90% of SAFE homestudy requests required for all adoptive placements including Interstate Compact for Placement of Children (ICPC) cases when children from other states are placed with relatives in rural Nevada. The number of homestudy requests has increased in recent years and without homestudy contractors, timeliness to permanency would be negatively affected for children in the DCFS rural region. Some contractors also complete social summaries and TPR packets. Adoption Incentive (AI) funding has also been used for Adoption awareness and preparation materials, post placement supervision fees by private agencies in other states, airfare/ground transportation/per diem/lodging for agency staff travel to accompany children to out-of-state placements, and to bring prospective adoptive families to Nevada during the adoption transition process. Incentive funds are used to continue our Adoption Exchange Membership and for AdoptUs Kids Recruitment; our CWLA membership and PRIDE preservice Adoptive/Foster Parent Training materials; and for the Forgotten Child Initiave (formerly One Church One Child) recruiter working across the state with congregations to host events to recruit and support foster and adoptive families in collaboration with our recruiters. Al funding provides the DCFS a Child and Family Team (CFT) Facilitator to ensure permanency cases continue to progress to timely finalization. This facilitator has also developed and provides ongoing CFT Facilitation training to staff which focuses on child specific goal writing for adoption cases.

The WCDSS plans to utilize AI funds for marketing and media efforts, featuring the opportunity for fostering, mentoring, and/or volunteering. Approximately 62% of AI funds have been utilized in a contractual capacity, forming partnerships with agencies that provided the above media and marketing services as well as project management, technical assistance and consultation. These services supported an initiative to increase foster and pre- adoptive parent resources, including training, through improved recruitment and retention activities. Other contractual partnerships exist to provide critical social summaries and/or home studies for homes that have been identified for children who have a plan of adoption or concurrent plan of adoption. Approximately 33% of AI funding has been identified to support additional pre- and post-adoption services. Additionally, the WCDSS has also been able to use AI funds to pay for post-placement supervision fees by private agencies in other states, and airfare/ground transportation/per diem/lodging for agency staff travel to accompany children to out-of-state placements. Approximately 5% of AI funds are used for travel expenses.

Planned Activities for 2018:

As previously stated Adoption Incentive funds are awarded to Nevada's three public child welfare agencies. The Statewide plans for the expenditure of these funds vary across the state depending on the needs of the Agency. The CCDFS will continue to use funding to publish digital adoption profiles for legally free children on the County website. In addition, the CCDFS will continue to hold quarterly adoption assessment hearings on cases assigned to the Adoption unit. The annual Adoption Day will be held in November 2017 in collaboration with the Family Court, CASA and other local community partners.

The DCFS Rural Region will continue to use funding as stated above and additional funds will be used to purchase the updated PRIDE curriculum necessary for the training and licensing of Adoptive/Foster parents.

The WCDSS will continue to use funding to build on the success of the recruitment campaign through the partnership with the University of Nevada, Reno. Al funding will continue to support pre- and post adoption activities including placement activities, services for children and families and continued training for staff to ensure that best and promising practices are identified and practiced for adoption. WCDSS is excited to continue to expand QPI-related knowledge and skill development for staff and resource families to expedite adoptions. Al funds will continue to be used to support post-adoption service needs, as well as ensuring that children in out-of-state permanent placements receive necessary supportive services related to non-Medicaid covered expenses, educational needs, and any other identified need.

Additionally, the WCDSS will continue to focus efforts on the timely filing of termination of parental rights petitions to ensure that adoptions are finalized within the required timeframe, and will continue to work with the Courts on refining the diligent search process to ensure that these searches are completed in a manner that is acceptable to all the Family Court Judges. The WCDSS is also looking into funding a paraprofessional position at the District Attorney's Office to assist in the drafting of petitions and contracting with community attorneys to represent adoptive parents as they negotiate post

adoptive agreements with parents. Lastly, the WCDSS is currently working on creating standardized post adoptive agreement language to ensure that these agreements are in the best interests of the children.

Permanency Outcome 2: The continuity of family relationships and connections is preserved for children

Item 7: Placement with siblings

<u>Requirements</u>

NRS 432B.580, as well as the statewide 1001 Diligent Search Process and Placement Decisions policy, requires that children be placed together unless there is justification for not doing so based on the best interest of the child. NRS 432B.3905 (Effective January 1, 2008 and January 1, 2009), specifies that a child under the age of 3 (2008) and 6 (2009) can be placed in a child care institution only if being placed with a sibling unit, due either to medical services being available only in such an institution, or to the fact that appropriate foster care is not available at the time of placement in the county in which the child resides.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.8

Statewide Quality Improvement Review Data

Performance Item	QI	CR 20)15	QI	CR 20	016	QI	CR 20)17	QI	CR 20	018
Item 7: Placement with Siblings		86%			91%							
Destances as Itana Dations	S	ANI	NA									
Performance Item Ratings	24	4	12	29	3	15						

The overall federal performance expectation for item 7 'Placement with Siblings' is 90%. Nevada's rating for this item was 91% statewide for CY 2016; therefore, this is an area of strength.

Item 8: Visiting with parents and siblings in foster care

Requirements

NRS 423B.550 (5) (a) provide that a parent of a child that has been removed from the home retains the right to reasonable visitation with the child unless this right has been restricted by the court. NRS 432B.550 (5) (b) was amended by AB 42 in 2005 to create a presumption that it is in the best interest of the child for siblings to be placed together and to require that, if siblings are not placed together, there must be a report made to the court detailing the agency's efforts in this area, including a visitation plan for approval by the court. NRS 432B.580 (2) (b) covers compliance with the visitation plan. Failure to comply with the plan is punishable by contempt. The NAC 432B.400 (o) requires that the case plan specifically provide for family visitation, including, without limitation, visiting siblings if the siblings are not residing together. This visitation must be regular and frequent, so as to preserve the family for reunification if possible (NAC 432B.220 (4)).

Statewide policy on case planning requires that a plan for frequent and purposeful visitation with parents and siblings, for the purpose of family preservation, be included in the case planning documentation. Visitation between children and

parents, and children and separately placed siblings, must be regular, frequent, and purposeful to facilitate family preservation. The caseworker shall not limit visitation as a sanction for the parent's lack of compliance with court orders or as a method to encourage a child to improve his/her behaviors. Visitation is determined by the best interest, health, safety and well-being of the child. Visitation shall only be limited or terminated when the child's best interest, safety, health or well-being is compromised. In addition, recommendations to limit or terminate visitation must be presented to the court.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.9

Statewide Quality Improvement Review Data

Performance Item	QI	CR 20	15	QI	CR 20	016	QI	CR 20	17	QI	CR 20)18
Item 8 Visiting with Parents and Siblings in Foster Care		64%			70%							
Derferre en en litere Detiere	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	21	12	7	26	11	10						

The overall federal performance expectation for item 8 "Visiting with Parents and Siblings in Foster Care" is 90%. Nevada's rating for this item was 70% statewide for CY 2016; therefore, this is an area needing improvement.

Item 9: Preserving connections

<u>Requirements</u>

NRS 432B.390 requires that priority be given to family members for placement of children who are removed from their birth families unless doing so would not be in the best interest of the child. DCFS policy (1001 Diligent Search, 1003 Kinship Care, and 1004 Structured Analysis Family Analysis) requires workers to complete a diligent search for any possible adult family members. Once located, those identified family members are assessed for appropriateness in much the same manner as regular family foster care providers. Also, state policy 0504 Indian Child Welfare Act (ICWA) prioritizes the recognition of a child being an Indian child and assures that the child's tribe be contacted immediately when an Indian child is taken into custody. The Tribe then becomes an active participant in any further proceedings regarding the child.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.10

Statewide Quality Improvement Review Data

Performance Item	QI	CR 20)15	QI	CR 20	016	QI	CR 20	17	QI	CR 20	18
Item 9 Preserving Connections		83%			83%							
	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	33	7	0	39	8	0						

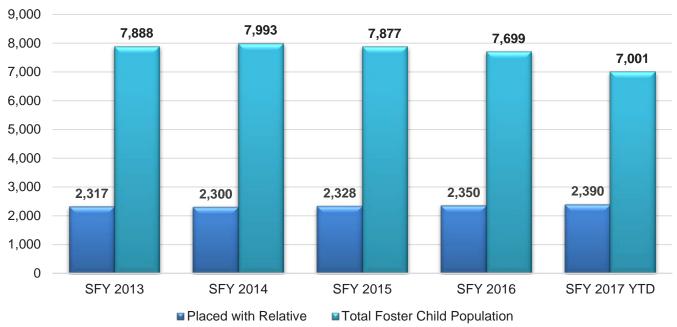
The overall federal performance expectation for item 9 'Preserving Connections' is 90%. Nevada's rating for this item was 83% statewide for CY 2016; therefore, this is an area needing improvement.

Item 10: Relative placement

Requirements

NRS 432B.390 requires that priority be given to family members for placement of children who are removed from their birth families unless doing so would not be in the best interest of the children. The DCFS Policy (1001 Diligent Search, 1003 Kinship Care, and 1004 Structured Analysis Family Analysis) requires workers to complete a diligent search for any possible adult family relatives. Once located, those identified family members are assessed for appropriateness in much the same manner as regular family foster care providers.

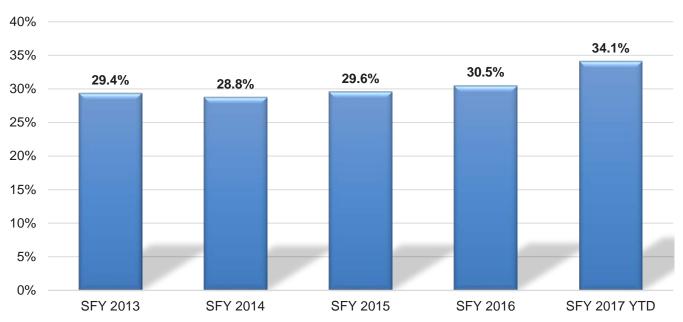
Statewide Data (SFY 2017)



All Foster Children/Youth By Relative Placement: SFY 2013 - SFY 2017 YTD

Figure 4.2: Total foster children/youth and relative placement SFY2013 – SFY2017 YTD (July 1, 2016 – April 30, 2017). *Source: CFS723*

Figure 4.2 shows a slight decline in the overall foster child/youth population for Nevada from SFY 2014 through SFY 2016. For the same period, the number of foster children placed with relatives increased each year.



Percentage of Foster Children/Youth In Relative Placement: SFY 2013 - SFY 2017 YTD

Figure 4.3: Total percentage of foster children/youth with relative placements SFY2013 – SFY2017 YTD (July 1, 2016 – April 30, 2017). *Source: CFS 723*

Figure 4.3 provides the percentage of foster children/youths living with relatives for SFY 2013 through SFY 2017 YTD. Since SFY 2014 there is an upward trend in this population, with an increase of 1.7% from SFY 2014 to SFY 2016. For the 10 months of data for SFY 2017, the difference is +5.3% compared to SFY 2014 and +3.6% compared to SFY 2016, with 34.1% in relative placement.

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.11

Statewide Quality Improvement Review Data

Performance Item	QI	CR 20	15	QI	CR 20	016	QI	CR 20	17	QI	CR 20)18
Item 10 Relative Placement		69%			53%							
Darfarra an an Itara Datia na	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	25	11	4	25	22	0						

The overall federal performance expectation for item 10 'Relative Placement' is 90%. Nevada's rating for this item was 53% statewide for CY 2016; therefore, this is an area needing improvement.

Item 11: Relationship of child in care with parents

Requirements

While the State does not have a specific statute that addresses the parent-child relationship guidelines, there are several statutes that do imply the importance of maintaining such a relationship. NRS 432.390.7C, .393, .397, and .190(k) require the following: that agencies that provide child welfare services adopt a plan to give preference to relatives of child in care; that efforts be made toward the preservation and reunification of a family of a child to prevent or eliminate the need for removal from the home before placement in foster care be made and to make a safe return to the home possible; a determination of whether reasonable efforts have been made; to conduct an inquiry to determine whether a child is an Indian child; and to plan for the permanent placement of a child. NAC 432B.190 provides requirements for case plans and agreements with parents, and provides that when a child welfare case is opened, the caseworker must assume responsibility for planning the child welfare services to be provided whether the child remains in the home or not. Parents must be encouraged to participate in the development of a written agreement for services, which must be for a specified period to engage in the processes for receiving resources.

State Policy 1001 emphasizes the need to preserve the parent-child relationship by requiring a diligent search for noncustodial parents when there is a need for a child to be removed from his or her home. The 0204 Case Planning policy refers to the structured, solution-based process of considering all of the information gathered through the needs assessment process to develop a strength-based case plan while working towards family reunification at the same time, which may include implementing an alternative permanency plan.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 4.12

Statewide Quality Improvement Review Data

Performance Item	QI	CR 20	15	QI	CR 20	016	QI	CR 20)17	QI	CR 20	18
Item 11 Relationship of Child in Care with Parents		61%			79%							
Derferre en es litere Defin re	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	19	12	9	23	6	18						

The overall federal performance expectation for item 11 "Relationship of Child in Care with Parents" is 90%. Nevada's rating for this item was 79% statewide for CY 2016; therefore, this is an area needing improvement.

Strengths/Concerns (Permanency Outcomes 1 & 2)

Nevada is showing strength in the new Federal Data Measures as it relates to Permanency except for Placement Stability. Nevada continues to have strength in the recognition that there needs to be a focus on ensuring placement stability with implementation of QPI and expansion of the focus on redesigning an advanced foster care system through implementation of Advanced Foster Care. These continued initiatives are focused on training and support for foster families. There continues to be concern that Nevada has not met the national performance for Placement Stability for many years. This can be attributed to many issues but not having sufficient foster homes and quality data has contributed to some issues as it relates to placement stability.

For Permanency Outcome 1 there are a variety of issues contributing to a negative performance in this area. Delays by the Agency, and delays by the courts is a contributing factor to this item. Overall, Nevada has improved in the timeliness

of adoptions as represented by current state data. However, overall the number of finalized adoptions is decreasing.

Permanency Outcome 2 continues to shows strength for placing siblings together and preserving connections for children in foster care.

Section V. CHILD and FAMILY WELL-BEING

Trends in Child and Family Well-Being

Table 5.1

Well-Being Measures-Case Reviews

Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs.				40% N=30	36% N=27	24% N=18	N=0
Item 12 Services to child, parents & foster parents	44% N=33	56% N=42	N=0				
Item 12A Needs Assessment and Services to Children	76% N=57	24% N=18	N=0				
Item 12B Needs Assessment and Services to Parents	47% N=28	53% N=32	N=15				
Item 12C Needs Assessment and Services to Foster Parents	73% N=32	27% N=12	N=31				
Item 13 Child and Family Involvement in Case Planning	47% N=34	53% N=38	N=3				
Item 14 Case worker visits with children	64% N=48	36% N=27	N=0				
Item 15 Case worker visits with parents	38% N=23	62% N=37	N=15				
Well-Being Outcome 2: Children receive appropriate services to meet their educational needs.				84% N=46	11% N=6	5% N=3	N=20
Item 16 Child and family involvement in case planning	84% N=46	16% N=9	N=20				
Well-Being Outcome 3: Children receive adequate services to meet their physical and mental health needs.				63% N=41	22% N=14	15% N=10	N=10
Item 17 Physical Health of Child	77% N=44	23% N=13	N=18				
Item 18 Mental/Behavioral Health of Child	71% N=36	29% N=15	N=24				

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews. The Child Well-Being measures are embedded in the OSRI. Results from the reviews indicate that Nevada has some work to do towards achieving a better performance for children that are in foster care. However, ensuring that children in foster care receive appropriate services to meet their educational needs remains an area where Nevada does excel over other indicators.

Child Welfare Agency Progress towards CHILD AND FAMILY WELL-BEING goals identified in the CFSP

STATEWIDE PROGRESS

Progress as it relates to the Statewide Collaborative on Education, Child Welfare and the Courts:

Ensuring that the educational needs of children and youth are met is an objective of the 2015-2019 CFSP. Additionally, the intervention to ensure this objective is met is conducted through a collaborative relationship between the Department of Education, Child Welfare and the Courts in an effort to strengthen educational success for children and youth in foster care. Children that have disruptive placements and move from school to school do not have good outcomes in educational well-being.

The Educational Collaborative among Nevada's Department of Education (NDOE), Clark County Department of Family Services (CCDFS), Division of Child and Family Services (DCFS), Washoe County Department of Social Services (WCDSS), and the courts (the Nevada Education, Child Welfare and the Courts Collaborative) created a statewide committee with the express mission to improve school placement stability and continuity of instruction, specifically reducing the number of school moves and ensuring that if a move is necessary the transition is made easier by making certain that the child's records are readily available to the new school and that the new school is aware that the child is in foster care. This requires information be shared among the child welfare agency, the school district, and the court. To that end, in 2013 the Nevada Legislature enacted Senate Bill 31 (SB 31), which defined children in the legal custody of a child welfare agency as being awaiting foster care placement per the federal McKinney-Vento Homeless Assistance Act unless the child is legally adopted or ordered by the court to a permanent placement. In September 2014, the NDOE and the DCFS wrote and distributed a joint letter to all school superintendents, school staff, and child welfare administrators, managers, and supervisors instructing all parties to immediately implement the Uninterrupted Scholars Act. It specifically identified who has a right to access the child's educational records, how they access the records, and how the child welfare agency proves that it has custody of the student.

This Statewide Collaborative is also responsible for a pilot project to ensure that foster children are identified quickly by the school district and afforded appropriate services. The Washoe County Department of Social Services (WCDSS) and the Washoe County School District have initiated a Pilot Electronic Information sharing plan in which all related fields in the school district's case management system (CMS), Infinite Campus, will populate in near-real time as social workers enter data into UNITY.

This means, among other things, that schools will have updated information about foster children, including the fact that these students are in foster care, as soon as the information is entered into UNITY and is pushed into Infinite Campus, which occurs nightly.

First data runs comparing foster care students to the rest of the student population have been pulled and shared with the WCDSS and the Washoe County Commission. This data demonstrates that foster care students are:

- o more likely to be suspended,
- o more likely to change schools,
- o more likely to fail the criterion referenced tests and the high school proficiency tests, and
- o less likely to be on pace to graduate high school than the general population of Washoe County students.

Leading research from around the country currently indicates that foster youth are likely to change schools when first entering care. They are twice as likely to be absent from school and 2.5 to 3.5 times more likely to receive special education. Fewer than half of the youth in foster care graduate from high school and only 2% to 9% attain a bachelor's degree. The Washoe County Department of Social Services wants to turn these statistics around for children under their care. It has received a two-year grant to provide educational case management and mentoring support for transition-age foster youth, and to evaluate the effectiveness and efficacy of this intervention. The program will use experienced "Educational Champions" to provide educational supports for each foster youth to help guide and motivate them. Data will drive advocacy-related decision making for the students, and will be used to measure intervention outcomes.

• Purpose: To be able to improve educational stability and continuity of instruction for foster children a state

must first know how it is doing and where it needs to improve. These data provide definitive information from the second largest county in the state, which was only supposition previously. This pilot will be expanded statewide as Infinite Campus becomes the case management system (CMS) for school districts throughout the state. Clark County School District is in the process of implementing Infinite Campus. It takes three to five years for a school district to fully implement this new CMS.

 Implementation Stage: Data reports from Infinite Campus in Washoe County School District can now be produced and shared. The reports are being evaluated and assessed and some modifications are being made. SB31 has been implemented. Infinite Campus in Washoe has been modified to accept data directly from UNITY.

The CCDFS's Educational Liaison has participated in all Statewide Collaborative Conference monthly calls and also in a subgroup of the Statewide Collaborative. On the Statewide Collaborative calls, insight and support was provided for AB491, a bill that codifies both requirements and recommended practices for students in foster care under the federal Every Student Succeeds Act (ESSA). CCDFS recommended that certain educational provisions and supports were included in the bill that supported children in the custody of the child welfare agency. Those recommendations were included in the bill draft. CCDFS also continued to report on their shared efforts with the Clark County School District (CCSD) including about the MOU signed into effect in March 2017. The CCDFS/CCSD partnership and MOU has been discussed as a model in Nevada for joint efforts between child welfare agencies and local education agencies as required and recommended in the ESSA.

The subgroup of the Statewide Collaborative was newly created this year and is focused on creating recommended state practices to implement ESSA requirements. The subgroup is comprised of directors, coordinators, and liaisons from child welfare and school districts in both Clark and Washoe Counties. The two items the subgroup have decided to work on are creating model forms to assist in deciding whether students should stay in their Schools of Origin or attend a new school upon being placed in care or moving foster care placements (called "Best Interest Determination" mandates by ESSA requirements and creating a new Academic Plan mandated by NRS 388.155). As part of its School Stability Policy, CCDFS has created model forms for the Best Interest Determination. These forms were shared with the Statewide Collaborative. The Statewide Collaborative is considering using the forms as the state model. Per an attorney working for the American Bar Association's Center for Children and Law who provides the Statewide Collaborative technical assistance, these forms are some of the first and most comprehensive ones based upon direct ESSA provisions and recommendations from joint guidance between the US Department of Education and the US Department of Health and Human Services.

The WCDSS held quarterly Education Advisory Subcommittee meetings (through the 2nd Judicial Senior Model Court) during this reporting period focusing on collaboration for individual educational advocacy, training, policy development, and data sharing. Staff representing the local school district, community college, foster parent association, community service provider (The Children's Cabinet, Inc.), the WCDSS and Dependency Court all participate in this Subcommittee. The WCDSS is nearing the end of the second year of a research grant awarded through the Walter S. Johnson Foundation to address educational outcomes for youth, The College and Career Readiness Project (CCRP). Specifically, this grant identifies youth at risk of poor education outcomes, grades 9-12, through a school success risk indicator including test scores, required course completion, attendance and disciplinary actions. Two retired school counselors serve as Individual Education Advocates (IEA) and meet with identified youth (capacity is 30, 15 students per IEA) to develop an individualized academic plan. Home-based tutors are deployed to provide a minimum of one hour of tutoring per week. This individualized support allows the children to navigate the system and helps them stay on track to graduate on time.

Initiatives to ensure youth who exit care are prepared for adult living:

The DCFS Family Programs Office conducts a monthly statewide Independent Living (IL) conference call to all jurisdictions of the state. A variety of issues concerning IL youth are discussed and shared statewide including policy and practice issues. Each jurisdiction works towards the successful preparation of youth to exit care. Across the State I.L. Case Managers meet with youth prior to the youth turning 18 and complete transition plans for their on-going needs.

It was decided that the scope of CCDFS's Educational Liaison's work for 2017-2018 would be to procure educational interventions to children in care, specifically focused on increasing the graduation rates and preparing for college and career readiness of our children in secondary school. CCDFS this year has been involved in several initiatives to provide support to youths exiting care to help prepare them for independent living. One initiative is working in partnership with

UNLV's School of Social Work, Clark County Social Services' Step-Up Program, and other community stakeholders to begin identifying some of the challenges foster youth who want to attend college face and challenges for foster youth, caregivers, and case workers in knowing what it will take to qualify for college. The CCDFS is organizing an event for middle school age foster youth to share information about what it will take to go to college as well as resources that are available to them to support them in their goals. The CCDFS Educational Liaison and Manager over the Independent Living Units have been working with partners to identify those students who seem to be college bound and bringing CCDFS and Clark County Social Services (CCSS) resources to the event.

Additionally, the WCDSS collaborates with The Children's Cabinet, a local non-profit organization to house foster youth at the Center for Aspiring Youth (CAY). The purpose of this program is to provide a family-friendly living environment for teens and young adults, ages 12 to 17. The intent is to provide youth with a safe and stable living environment while they gain independence and/or safely reconnect with family. The WCDSS also contracts with the Children's Cabinet to provide Independent Living services to transitional aged youth. The WCDSS partners with Eddy House, a local program that provides services to homeless youth, including youth who may be on the run from foster care. Eddy House operates a walk-in center in downtown Reno for homeless, runaway, foster and other at risk youth between the ages of 12-24. The center includes showers, laundry, snacks, clothing, Internet access, and cell phone charging.

ASSESSMENT OF PERFORMANCE in CHILD AND FAMILY WELL-BEING

Each of the seven performance indicators listed in this section mirror the Federal Statewide Assessment Instrument. The overall structure for each performance outcome/indicator includes the legal requirements for each item and to the extent applicable the most recent Federal data profile, previous CFSR data/information, most recent case review data or relevant state data, and most recent stakeholder survey/focus group data/information.

Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs

Item 12: Needs and services of child, parents, and foster parents

<u>Requirements</u>

NRS 432B.190 and .550 requires child welfare agencies to provide services to preserve families, prevent placement of children if possible, and, if not possible, provide a plan describing those services that would facilitate safe return of the child. NAC 432B.190, .200, and .240 requires agencies to provide case planning and agreements with parents using strengths and resources in planning, and requires the agency to provide a range of services to preserve the family. NAC 432B.400, .405 and .410 requires the agency to provide case planning and services to children in foster care and their parents. NAC 432B.1362, .1364 and .1366 provide provisions for provider agreements of child welfare services and assurances of conducting timely assessments to ensure adequate provision of services.

Several state policies are applicable to this item. Policy 0203 Case Management Practice Model was developed as a principle-based framework for frontline practice. Policy 0509 Nevada Initial Assessment was developed to provide better initial assessments, and 0204 Case Planning Policy and 0205 Caseworker Contacts with Children, Parents and Caregivers were developed to clarify case planning and frequency of contacts required with children, parents and caregivers. Policy 0801 Independent Living Policy was developed to ensure that youth age 15 and older in foster care receives adequate case planning and services for transition to adulthood and 0503 Differential Response policy was developed to standardized procedures used for family assessment rather than investigations on certain child abuse cases. Finally, policy 1004 Safety Assessment and Family Evaluation (SAFE) Assessment covers the assessment of the appropriateness of potential foster families, licensed relatives and adoptive families.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.2

Statewide Quality Improvement Review Data

Performance Item	Q	CR 20	15	Q	CR 20	16	Q	ICR 20	17	Q	ICR 20	18
Item 12 Identifying Needs and Services to Child, Parent and Foster Parent		50%			44%							
Derfermenes Item Detings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	33	33	0	33	42	0						
Performance Item	Q	CR 20	15	Q	CR 20	16	Q	ICR 20	17	Q	ICR 20	18
Item 12 A Needs Assessment and Services to Children		75%			76%							
Performance Item Ratings	S 50	ANI 16	NA 0	S 57	ANI 18	NA 0	S	ANI	NA	S	ANI	NA

Performance Item	Q	CR 20	15	QI	CR 20	16	Q	ICR 20	17	Q	CR 20	18
Item 12 B Needs Assessment and Services to Parents		55%			47%							
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
renormance herri Ralings	33	27	6	28	32	15						

Performance Item	(QICR 2	2015	Q	ICR 20 ⁻	16	Q	ICR 20	17	C	ICR 2018
Item 12 C Needs Assessment and Services to Foster Parents		74%	6		73%						
Derformance Item Detings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI
Performance Item Ratings	28	10	28	32	12	31					

The overall federal performance expectation for item 12 and subparts A, B, C "Needs Assessment and Services to Children" is 90%. Nevada's rating for this item was 44% (overall item 12) statewide for CY 2016; therefore, this is an area needing improvement.

Item 13: Child and family involvement in case planning

Requirements

NAC 432B.190-220 encourages the participation of parents in the case planning process and requires engagement of the child's family in using its own strengths and resources throughout the process for planning services. This is implemented by fully exploring the needs of the child's family and alternatives to separation of the family, identifying each family member's strengths and using those strengths in the process of solving problems, developing individualized goals for services and treatment and time-limited steps to accomplish these goals, and by setting target dates for their evaluation and completion. Emphasis is given to promoting the right of a child to be with his family and fully exploring all alternatives

to placement of the child outside his home.

The 0204 Case Planning policy provides the basis for a link that ties the findings of the child and family assessments to identification of the permanency goal(s) and the selection of a set of services including both formal and informal services. It is a collaborative, strength based and solution-focused process that empowers and motivates families to identify solutions that will remove barriers, increase functioning and build protective capacity. Policy requires a working partnership between the case manager and the family, which is critical to successful assessment and case planning. The family is to be assisted in identifying its strengths, needs, culture, supports and current resources that will affect its ability to achieve and maintain child safety, child permanency, and child and family well-being through a "strength"-based, family-centered, individualized case plan. In the event a parent is not available or refuses to participate in case planning, the case plan team (foster parents, extended relatives, other providers and child, if appropriate) must still be formed and a plan developed. In all cases, every effort must be made and continue to be made to involve parents and children (if age appropriate) in the case planning process.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.3

Statewide Quality Improvement Review Data

Performance Item	Q	ICR 20	15	Q	ICR 20	16	Q	ICR 20	17	Q	ICR 20	18
Item 13 Child and Family involvement in Case Planning		42%			47%							
Porformance Item Potinge	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	28	38	0	34	38	3						

The overall federal performance expectation for item 13 "Child and Family involvement in Case Planning Relationship of Child in Care with Parents" is 90%. Nevada's rating for this item was 47% statewide for CY 2016; therefore, this is an area needing improvement.

Item 14: Caseworker visits with child

Requirements

In accordance with 45 CFR 1355.20, and NRS requiring that children in foster care or children under the placement and care responsibility of a Child Welfare Agency who are placed away from their parents must be visited by their caseworker (or other responsible party) at least once every calendar month. When a child is placed in foster care, this visit must occur where the child resides in at least 50% of those months. During caseworker visits with children, the caseworker (or other responsible party) must spend a portion of the visit with the child outside the presence of the care providers and a portion of the time alone with the care providers/foster parents if requested. The NAC 432B.405 and State policy 0205 "Case Worker Contact with Children, Parents, and Caregivers" requires that each child in foster care will be visited by his or her case worker (or other responsible party) at least once every calendar month. A "visit" is defined as a face-to-face in-person contact between the child and the child's case worker (or other responsible party).

Statewide Data (SFY 2017).

Nevada has two methods for the evaluation of progress toward this item. The first measurement is a compliance report extracted from UNITY that counts the number of visit months expected during a period under review, and then determines the number of visit months during the period under review in which at least one qualifying visit occurred. This data report provides administration with an evaluation of compliance toward a projected goal, however questions regarding the quality of visits cannot be answered by this report alone, and the data report only captures case worker visits with foster children. To evaluate the quality of visits between caseworkers and children, including those children served in their homes,

Nevada conducts case reviews throughout the State. A randomized stratified sample of 65 cases across all child welfare agencies is reviewed annually.

Nevada has the capability, within the SACWIS to generate a data report that collects caseworker visit data. This data and State performance is calculated using the methodology as outlined in Program Instruction (PI) ACYF-CB-PI-12-01. States are instructed to measure caseworker visit compliance by "taking the number of monthly visits made to children in the reporting population and dividing that number by the number of such visits that would occur during the FFY if each such child were visited once per month while in care." This value is represented as a percentage.

Table 5.4-Promoting Safe and Stable Families (PSSF) Data

Compliance of Monthly Case Worker Visits with Children FFY 2016 (October 01, 2015 to September 30, 2016)

(PSSF): Case Worker Visit with Children on a monthly basis (FFY2016)	Compliance Rate	NV Goal	Goal Met
Statewide	94.67 % (rounded to 95%)	95.00 %	Yes
CCDFS	95.39 %	95.00 %	Yes
WCDSS	92.32 %	95.00 %	No
DCFS Rural Region	94.71 %	95.00 %	Yes
			·

Source: UNITY CFS 7D7

Table 5.4 presents the results for the State's compliance with the monthly case worker visit requirement for Federal Fiscal Year 2016 (October 01, 2015 to September 30, 2016). The federal standard was met statewide in FFY at 95%.

(PSSF) Case Worker Visit with Children in the residence (FFY2016)	Compliance Rate	NV Goal	Goal Met
Statewide	91.00%	50.00%	Yes

Table 5.4(A) presents the results for the State's compliance with visits with children in the residence. The federal standard was met statewide in FFY at 91.00%.

Table 5.5

Compliance of Monthly Case Worker Visits with Children SFY 2016 (July 01, 2016 to April 30, 2017 YTD)

(PSSF) Case Worker Visit with Children	Compliance Rate	NV Goal	Goal Met
Statewide	94.07 %	95.00 %	No
CCDFS	94.64 % (rounded to 95%)	95.00 %	Yes
WCDSS	92.40 %	95.00 %	No
DCFS Rural Region	93.72 %	95.00 %	No

Source: UNITY CFS 7D7

Table 5.5 illustrates the State's compliance with this expectation during State Fiscal Year 2017 for YTD. Please note that as of this reporting only 10 months of data for SFY17 is available (July 01, 2016 to April 30, 2017). Nevada continues to improve on this measure, when compared to previous reporting years.

To gain a more comprehensive understanding of the quality of case worker visits with children, both in foster care and in their family homes, Nevada continues to conduct case reviews of a sample of cases representing each child welfare agency and accounting for the unique case mix across the State. Unlike the data reports generated from SACWIS, QICR results include an evaluation of quality in addition to one of frequency. To evaluate the quality and frequency of caseworker visits with children reviewers are instructed to consider if the quality and frequency of face-to-face visits were sufficient to promote child safety, permanency, and the achievement of case plan goals. If it is the judgment of the reviewers that even though the case worker visited with the child at least once per calendar month, and the child needed more frequent visits from the caseworker, but the caseworker did not visit more frequently, this item must be rated as an "area needing improvement".

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau

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and extended to states for use with their own CQI systems for case reviews.

Table 5.6

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		QICR 2016			Q	ICR 20	17	QICR 2018			
Item 14 Caseworker Visits with Child	58%			64%								
	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	38	28	0	48	27	0						

The overall federal performance expectation for item 14 "Caseworker Visits with Child" is 90%. Nevada's rating for this item was 64% statewide for CY 2016; therefore, this is an area needing improvement.

Statewide Efforts to Improve

In FY 2016 the statewide global frequency of caseworker visits was met at 95%, and Nevada did not incur a financial penalty for FY 2016. This was the first year that Nevada achieved a statewide percentage of 95%. However, when looking at the quality of the visits during case reviews Nevada has some work to do to improve quality of the visits. The results of caseworker visits is discussed monthly at the Statewide Quality Improvement Committee (SQIC), and data is provided to all jurisdictions for review and performance improvement at that meeting. Over the years Nevada has greatly improved on the frequency of caseworker visits due to the attention to performance at the SQIC. Currently, there is a statewide workgroup working on updating the Caseworker Visit policy to clarify the expectations associated with caseworker visits with children. Additionally, each jurisdiction works on activities and efforts to improve the performance of caseworker visits.

The CCDFS' QA/QI will continue to provide support via regular data reports for each CCDFS work unit that provides direct service to children and families. CCDFS supervisors and managers continue to access data reports in Cognos designed to inform them of the frequency of caseworker visits. In addition, the continued implementation of SIPS, moving into the PCFA and PCPA will also improve quality of caseworker visits with parents and families, as this model requires workers to engage the parents in several visits prior to the creation of a case plan as well as throughout the life of the case in order to monitor family progression through change and goals. Each of these meetings as well as associated documents are collected in UNITY. Supervisory oversight requirements associated with SIPS are combined with CCDFS policy; which requires supervisors to observe their staff in the field on a quarterly basis. This schedule of regular supervisory review and oversight of worker visits should work to improve frequency and quality of caseworker visits.

The DCFS Rural Region closely monitors the data associated with both in and out-of-state monthly visits. Incentives are awarded to staff who reach 95%-100% compliance each month. The DCFS has utilized funds from the IVB Caseworker Visit grant to ensure visits with children in out of state Residential Treatment Centers (RTC's) occur. DCFS has also used funds to purchase hands free Bluetooth devices for each caseworker so that they have a safe and law-abiding way of communicating with foster/ biological parents and supervisors while in the field. In rural Nevada it can take up to 3 hours round trip to conduct one monthly home visit.

WCDSS management focused attention on caseworker frequency of quality visits through management analysis of available reports including a state-run report documenting child/worker visits and a department eligibility report analyzing allowable activities. Focus on both reports requires evaluation of monthly contact compliance as well as quality of visit captured in case notes. Clinical staff are assigned to visit youth in out of state facilities monthly to ensure clinical plans are meeting the needs of the youth and to maintain the connection to the youth. Youth placed in out of state facilities are co-assigned a child welfare caseworker and clinical care manager; therefore, the staff member visiting the youth has continuity with the youth. A significant amount of funding is dedicated to overtime costs associated with higher than desired caseloads. Due to program shifting and rebuilding, there were numerous promotional opportunities for staff members, and caseloads were dispersed among available workers. Title IV-B funding helped offset the costs associated to visit youth after hours or for documenting the visit. While it is preferred that staff do not work overtime to avoid

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burnout, the funding allows for staff to be properly compensated for time spent associated to completing and documenting visits.

Item 15: Caseworker visits with parents

Requirements

DCFS policy 0205.0 Caseworker Contact with Children, Parents and Caregivers requires that caseworker contacts focus clearly on case planning, service delivery, safety, strengths and needs of the child and family, family progress and identification of resources and services the family needs in order to achieve case plan goals.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.7

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		QICR 2016			Q	ICR 20	17	QICR 2018			
Item 15 Caseworker Visits with Parents	44%			38%								
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
	27	34	5	23	37	15						

The overall federal performance expectation for item 15 "Caseworker Visits with Child" is 90%. Nevada's rating for this item was 38% statewide for CY 2016; therefore, this is an area needing improvement.

Well-Being Outcome 2: Children receive appropriate services to meet their educational needs.

Item 16: Educational needs of child

Requirements

NRS 432B requires that in custody cases a report be made in writing by the child welfare agency concerning the child's record in school. Statute further requires that the agency exercise diligence and care in arranging appropriate and available services for the children (NRS 432B.540). The Program of School Choice for Children in Foster Care authorizes the legal guardians or custodians of certain children who are in foster care to apply to the Department of Education to participate in the program which allows such children to choose the school of their choice or remain at the school they were attending prior to being removed from their caretaker (NRS 392.040).

NAC 432B directs agencies to address the educational needs of children in custody. These codes direct agencies to complete a family assessment which is to include the educational needs of the child (NAC 432B.1364). NAC 432B.400 directs that every case plan for a child receiving foster care will include the following: A statement indicating the proximity of the school in which the child is enrolled at the time that they were placed in foster care and if it was considered as a factor in the selection of the placement for foster care; that the case plan include education records, to the extent available, containing the names and addresses of those educational providers; the grade level at which the child performs; and such other educational information concerning the child as the agency determines necessary. NAC 432B.230 directs the child welfare agencies to establish interagency agreements with related agencies including schools, to ensure that cooperative and mutually facilitative services are provided to children and families.

Policy 0204 Case Planning requires that in custody cases the child's plan is to be developed in collaboration with the

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family and other members of the Child and Family Team (CFT), within required timeframes and that this plan have required elements, including the child's educational needs. Finally, policy 0205 Caseworker Contact requires that caseworkers visit the child or youth and caregiver a minimum of once per month and, during those visits, discuss the educational progress and needs.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.8

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		QICR 2016		G	NCR 2	017	QICR 2018				
Item 16 Educational Needs of Child	76%			84%								
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Penomance tem Ratings	34	34 11 21			9	20						

The overall federal performance expectation for item 16 'Educational Needs of Child is 90%. Nevada's rating for this item was 84% statewide for CY 2016; therefore, this is an area needing improvement.

Education Data Sharing and Educational Stability

The Educational Collaborative among Nevada's Department of Education (NDE), Clark County Department of Family Services (CCDFS), Division of Child and Family Services (DCFS), Washoe County Department of Social Services (WCDSS), and the courts (the Nevada Education, Child Welfare and the Courts Collaborative) created a statewide committee with the express mission to improve school placement stability and continuity of instruction, specifically reducing the number of school moves and ensuring that if a move is necessary that the transition is made easier by making certain that the child's records are readily available to the new school and that the new school is aware that the child is in foster care. This requires information be shared between the child welfare agency, the school district, and the court. To that end, in 2013 the Nevada Legislature enacted Senate Bill 31 (SB 31), which defined children in the legal custody of a child welfare agency as being awaiting foster care placement per the federal McKinney-Vento Homeless Assistance Act unless the child is legally adopted or ordered by the court to a permanent placement. In September 2014, the NDE and the DCFS wrote and distributed a joint letter to all school superintendents, school staff, and child welfare administrators, managers, and supervisors, instructing all parties to immediately implement the Uninterrupted Scholars Act. It specifically identified who has a right to access the child's educational records, how they access the records, and how the child welfare agency proves that it has custody of the student.

The Educational Collaborative has been interpreting ESSA into Nevada Revised Statutes via Assembly Bill 491. The statewide Educational Collaborative, with technical assistance from ABA's Center on Children and the Law, worked collaboratively for over a year on developing the bill draft for this initiative to modify the Nevada Revised Statutes to comply with ESSA and define foster care, school of origin, and immediate enrollment similar to other federal definitions in either Fostering Connections or McKinney-Vento.

This Statewide Collaborative is also responsible for a pilot project to ensure that foster children are identified quickly by the school district and afforded appropriate services. The Washoe County Department of Social Services (WCDSS) and the Washoe County School District (WCSD) initiated a Pilot Electronic Information sharing project in which placement date, location and type in the school district's case management system, Infinite Campus (IC), populate from UNITY (Nevada's SACWIS). To date the UNITY tab has been created in IC and the bugs are being worked out. At this time WCSD counselors can view this tab to identify new foster children within the student population. This information has

been electronically pushed from UNITY to IC twice per week. They are working toward a 24-hour automatic update. Updated addresses and custody changes are manually added by school staff and/or the WCSD Foster Care Liaison.

This means, among other things, that schools will have updated information about foster children, including the fact that these students are in foster care, as soon as the information is entered into UNITY and is pushed into Infinite Campus, which occurs nightly. CIP is exploring pulling Infinite Campus data into its Centralized Case Index, as well.

First data runs comparing foster care students to the rest of the student population were pulled and shared with WCDSS and the Washoe County Commission. These data demonstrate that foster care students are:

- more likely to be suspended;
- more likely to change schools;
- o more likely to fail the criterion referenced tests and the high school proficiency tests; and,

less likely to be on pace to graduate high school than the general population of Washoe County students.

The Washoe County Department of Social Services (WCDSS) wants to turn these statistics around for children under their care. It received a two-year grant and is nearing the end of the second year of providing educational case management and mentoring support to transition-age foster youth in the "Achievements Unlocked" program. The effectiveness and efficacy of this intervention is being assessed by the National Council of Juvenile and Family Court Judges (NCJFCJ). The program is using experienced high school counselors to provide educational supports for each foster youth to help guide and motivate them. Data is driving advocacy-related decision making for the students, and is being used to measure intervention outcomes.

The WCDSS and the Washoe County School District have shifted the educational trajectory of students in foster care. Only 50% of foster youth in the U.S. graduate by the age of 18. However, 75% (9) in the Achievements Unlocked Program are on track to graduate this June. "Achievements Unlocked" provides advocacy, tutoring, mentoring, and case management to high school aged foster youth. The National Council of Juvenile and Family Court Judges is conducting a two-year process and impact assessment of this project. The results from the first year demonstrate that the model works. In the beginning of the first semester of the first year only 39% of the students in "Achievements Unlocked" were on track to graduate. By the end of the 2nd semester, 62% of the students were on track and they had taken more courses and earned more credits than had those in the control group.

To be able to improve educational stability and continuity of instruction for foster children, a state must first know how it is doing and where it needs to improve. These data provide definitive information from the second largest county in the state, which was only supposition previously. This pilot can be expanded statewide, as Infinite Campus has become the case management system (CMS) for the NDE and all the school districts throughout the state.

Information concerning WCSD students who have become foster children is now being pushed twice per week into IC to alert the school district to provide appropriate services and to immediately enroll a child in a new school if the school of origin is not deemed in the child's best interests. AB491 will be fully implemented by December 10, 2017 to comply with ESSA. Infinite Campus in Washoe has been modified to accept data directly from UNITY. Testing is taking place before going live with the project. "Achievements Unlocked" has been in place for nearly two years. Funding sustainability is being sought via public education efforts. A two-page public relations piece was developed for distribution in the Nevada Legislature.

Well-Being Outcome 3: Children receive adequate services to meet their physical and mental health needs.

Item 17: Physical Health of child

<u>Requirements</u>

In keeping with the federal statutory framework, Nevada statutes state that one of the key purposes for the DCFS is to plan and coordinate the provision of services for the support of families. NAC 432B.400 further addresses the requirements of the child welfare agency to have a case plan that includes plans for the coordination and provision of services to children and families who need assistance relating to the care, welfare, mental and physical health of children.

DCFS Policy 0207 Health Services supports these mandates by outlining processes to ensure that physical, developmental and mental health needs of custodial children are identified and diagnosed using standardized, periodic screenings. The purpose of these screenings is to ensure that all non-custodial children's caregivers are aware of early preventative, diagnostic screening and treatment services available in their service area. The screenings facilitate the identification of physical, emotional or developmental needs and risks as early as possible and the linking of children to needed diagnostic and treatment services using Nevada's Healthy Kids Program periodicity schedule as set forth by the American Academy of Pediatrics.

Additionally, policy 0502 requires, as part of the CAPTA Part-C Requirement for Custodial and Non-Custodial Children, that all children under the age of three, who are involved in a substantiated case of abuse/neglect, must be referred to an "Early Intervention Program" for a developmental assessment pursuant to CAPTA-IDEA Part C. Documentation of the referral results of the referral and needs identified by any screening conducted by an Early Intervention Program must be entered into UNITY within five working days of receipt of the information.

Lastly, section 422(b) (15) (a) of the Social Security Act requires states to develop a plan for the ongoing oversight and coordination of health care services for children in foster care. (See ATTACHMENT D: Nevada Heath Care Oversight and Coordination Plan).

Statewide Data (SFY 2017):

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.9

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		QICR 2016		QICR 2017			QICR 2018				
Item 17 Physical Health of Child	75%			77%								
Porformance Itom Patings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings	38	13	15	44	13	18						

The overall federal performance expectation for item 17 "Physical Health of Child" is 90%. Nevada's rating for this item was 77% statewide for CY 2016; therefore, this is an area needing improvement.

Item 18: Mental/behavioral health of child

Requirements

In keeping with the federal statutory framework, Nevada statutes state that one of the key purposes for DCFS to plan and coordinate the provision of services for the support of families to maintain the integrity of families and ensure that children are not unnecessarily removed from their home. This includes providing counseling, training, or other services to families, even if a report of abuse or neglect is received, but it is determined that an investigation is not warranted at the time. NRS 432.011 further addresses the coordination and provision of services to children and families who need assistance relating to the care, welfare and mental health of children.

NRS 432B.197 states that each agency that provides child welfare services shall establish appropriate policies to ensure that children in the custody of the agency have timely access to and safe administration of clinically appropriate psychotropic medication. The policies must include, without limitation, policies concerning:

 The use of psychotropic medication in a manner that has not been tested or approved by the United States Food and Drug Administration, including, without limitation, the use of such medication for a child who is of an age that has not been tested or approved or who has a condition for which the use of the medication has not been tested or approved;

- Prescribing any psychotropic medication for use by a child who is less than 4 years of age;
- The concurrent use by a child of three or more classes of psychotropic medication;
- The concurrent use by a child of two psychotropic medications of the same class; and,
- The criteria for nominating persons who are legally responsible for the psychiatric care of children in the custody
 of agencies which provide child welfare services pursuant to NRS 432B.4681 to 432B.469, inclusive, and the
 policies adopted pursuant to this section.

Statewide policy 0209.0 - Psychiatric Care & Treatment states that the child welfare agency will nominate a *"person legally responsible for the psychiatric care of a child,"* for appointment by the Court, for any child entering custody or currently in custody with a prescription for psychotropic medication or who the child welfare agency determines may need psychiatric care.

Statewide Data (SFY 2017)

In 2015 Nevada began using the new Online Management System (OMS) developed by JBS for the Children's Bureau and extended to states for use with their own CQI systems for case reviews.

Table 5.10

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		QICR 2016			Q	ICR 20	17	QICR 2018			
Item 18 Mental/Behavioral Health of Child	71%			71%								
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
	35	14	17	36	15	24						

The overall federal performance expectation for item 18 "Mental/Behavioral Health of Child" is 90%. Nevada's rating for this item was 71% statewide for CY 2016; therefore, this is an area needing improvement.

Strengths/Concerns (Well-being Outcomes 1, 2 & 3)

For Well-Being Outcome 1 Assessment and Provision of Services continues to be an area of needed improvement. Specifically, engagement of father's in identification and provision of services. Identifying social and emotional needs of children is difficult for workers to critically think about other than those needs that are educational or medical in nature. Caseworker visits with children (quality) continues to be an area of needed improvement. While frequency of caseworker was met at 95% for FFY 2016 Nevada continues to struggle with maintaining caseworker visits at a 95% frequency. Caseworker visits with parents (mothers and fathers), while improved, continues to be an area of needed improvement and this is attributed to not consistently engaging mothers and specifically fathers.

For Well-being Outcome 2 and 3 there is a lack of adequate Assessment and Provision of Services.

Nevada has been able to collect case review information on all Well-being Outcomes 1,2 and 3 during CY 2015 as presented here during the reporting period, and all Outcomes based on Case Review data are an area needing improvement.

Section VI. SYSTEMIC FACTORS

ASSESSMENT OF PERFORMANCE

Each of the performance indicators listed in this section mirrors the 18 systemic factor items from the Federal Statewide Assessment Instrument. The overall structure for each performance outcome/indicator includes the legal requirements for each item and to the extent applicable, the most recent Federal data profile, previous CFSR data/information, most recent case review data or relevant state data, and, if available, the most recent stakeholder survey/focus group data/information.

Systemic Factor A: Statewide Information System

Item 19: Statewide information system

<u>Requirements</u>

UNITY follows the SACWIS requirements set forth by Public Law 103-66, which was authorized by Congress in 1993 to help states meet data collection and reporting requirements of the Social Security Act. UNITY, Nevada's automated system, is the statewide system for child welfare data collection. All information regarding foster care is entered into UNITY including basic demographics, placements, addresses of placements, tracking of goals and legal status, adoptions, ICPC cases, independent living, and IV-E eligibility. In compliance with federal requirements, UNITY collects the data required to submit AFCARS and NCANDS.

Statewide Data (SFY 2017)

On March 6-10th, 2006 staff of the Children's Bureau, ACF Region IX, and the office of Information Services (OIS) conducted an Assessment Review of Nevada's AFCARS. The AFCARS data used for the review was from the report period April 1-September 30, 2005. At that time the State of Nevada and ACF entered an AFCARS improvement plan. Nevada continues to work with the Children's Bureau on the AFCARS improvement plan.

Additionally, in September 2015 the Children's Bureau conducted a monitoring review of Nevada's SACWIS system, named the Unified Nevada Information Technology for Youth (UNITY). This was not a comprehensive SACWIS compliance review but the review did focus on improvements to the system, including the upgrade of UNITY to a .NET software framework (UNITY 2) and subsequent enhancements to UNITY in .NET (UNITY 3). Additionally, the focus was on technical issues regarding financial processing and tracking of income received by the state for children in foster care. The review categories included strengths, critical issues, concerns and technical assistance. It was recommended that Nevada include strategies to address any issues identified in reporting through the Advance Planning Document (APD) Updates. Please refer to the Nevada Site Visit Report Summary-September 2015 for details of this review.

Table 6.1

SAMPLING DATA

		t Location ength		an Goal ength	Respondent Count			
	SFY 2016	SFY 2017	SFY 2016	SFY 2017	SFY 2016	SFY 2017		
CCDFS	100%	87%	55%	74%	N=20	N=69		
WCDSS	100%	98%	80%	98%	N=10	N=40		
DCFS Rural Region	100%	100%	50%	65%	N=10	N=40		
Statewide	100%	93%	60%	78%	N=40	N=149		

Table 6.1 illustrates sampling data for the period July 1, 2016 through February 28, 2017. Nevada conducted a sampling statewide of 149 cases using UNITY data as it related to the accuracy of the status, demographic characteristics, placement location, and goals of children in foster care. Statewide the sampling results indicated the following:

Sampling Methodology

On a quarterly basis between July 1, 2016 to February 28, 2017, 149 child cases were randomly sampled in order to gather data associated with this systemic factor. The parameters of the sampling process are as follows:

• **Sampling Timetable**: 3rd week of August sampling month of July; 3rd week of November sampling month of October; and, 3rd week of February sampling month of January.

• Sampling Process: The first step is to run a UNITY (SACWIS) query of report RPT721 which is the foster care/out of home care report which gives us the population of all children in an out-of-home care placement for the month sampled. The second step is to identify all children in care 15-17 months, with an open out-of-home care placement at end of a sample month. This length of time in out-of-home care is selected to find cases eligible for assessment of case compliance with ASFA components of filing a TPR or entering an allowable compelling reason not to file a TPR petition in the case record. The third step is to separate the cases by jurisdiction (Clark County, Washoe County, and the DCFS Rural Region cases). The fourth step is to randomize each of the three data sets with an Excel randomizing tool; that is, each child in each data set is assigned a random number. The final step is to then rank order each of the three data sets from highest to lowest random number and choose the sample sequentially.

Data Collection:

• Placement entry in UNITY and child demographic data: The county/state child welfare agency is provided a spreadsheet with the identified sample children for the quarter. The spreadsheet shows the child's current placement for the sample month. The spreadsheet also shows all child demographic information. The county/state child welfare agency provides validation of accuracy of placement entry in UNITY for all placements in the month sampled either with direct conversation with the worker, case file, and/or the court order. The agency also reviews the child's demographic data. For a placement entry to be considered compliant, all placements the child had during the month under review needed to be accurately entered in UNITY. (Note: the placement screen in UNITY shows the location of the child's placement.) Percentages of compliance are calculated by agency and aggregated statewide.

Permanency goal(s) accuracy: The county/state child welfare agency is provided a spreadsheet with the identified sample children for the quarter. The spreadsheet shows the identified permanency goals for the child at the end of the month sampled. The county/state agency validates whether the permanency goal(s) as entered in UNITY at the end of month is/are the same as the permanency goal(s) on the court order in effect at the end of the month. Compliance for this item is determined by making sure that all permanency goals entered in UNITY effective the last day of the sample month correspond with any and all permanency goals as reflected in the child's court order for the end of the month. Percentages of compliance are calculated by agency and are aggregated statewide.

Overall, a larger sample was extracted for SFY2017 (N=149) than was extracted for SFY2016 (N=40). There was an increase of 18% in case plan goals being readily identifiable, at 78% of the time for SFY 2017. Statewide the demographics are being entered into the SACWIS system and practice is to determine, upon investigation and removal if a foster child is an Indian child who is a member of or eligible for membership in a federally recognized tribe. There were two common errors identified that may be contributing to the low percentage in case plan goals being readily identifiable:

- A logic error was identified in UNITY causing the sample to identify inaccurate permanency goals. For example, long term foster care/APPLA was mapped incorrectly to the term emancipation in the SACWIS system. Therefore, the spreadsheet identified EMAN (emancipation) for APPLA goals. This error is expected to be resolved by SFY 2018. However, this did not mean that the agency was working toward a different permanency goal than what the court had ordered.
- Data entry errors by staff. This is expected to improve by SFY 2018 with changes to UNITY (3.0) that better identify case plan goals with the intent of reducing data entry errors by staff.

Stakeholder Interview Information

Focus groups were conducted statewide in SFY 2016, and the next Stakeholder Focus Group is scheduled for October 2017, which will be included in Statewide Assessment and in the SFY 2018 APSR.

Strengths/Concerns (Information System)

UNITY has the capacity to track to the child level for all programs, case management, status, demographics, and current location and permanency goals of children in foster care. Staff have the ability to search for children online and access reports through UNITY by program, area, jurisdiction and location.

During 2016, UNITY 2.0 was completely rolled out statewide. In 2017, UNITY 3.0 was introduced and is expected to be completely rolled out by 2018. UNITY 2.0 and 3.0 are web-based versions of SACWIS. UNITY 2.0 and 3.0 have improved navigation, enhanced data entry capabilities to improve user experience, and promoted timely, accurate, and complete data entry. UNITY was updated to include new or revised user screens to capture safety assessment data, assessment of impending danger, safety planning, present danger planning and evaluation of family and care giver capacities to safe guard the children in their homes.

IMS staff continue to revise and generate new data reports to meet the data needs of Agency management, provide data resources for pilot projects across the state and support CQI activities including regular data tracking of key data measures, such as caseworker visits with children. In 2017, IBM COGNOS Business Intelligence was purchased, which provides a toolset for reporting, analysis, score carding, and the monitoring of events and metrics. The software consists of several components to meet different information requirements. The quality of data continues to be a focus, with a goal of improving the quality of AFCARS/ NCANDS and UNITY data for SFY 2018.

Systemic Factor B: Case Review System

Item 20: Written case plan

Requirements:

In accordance with the requirements of the Adoption and Safe Family Act of 1997 (ASFA) Nevada has adopted the following revised statutes: 432B.540, 553 and 580 which obligate child welfare agencies to create a plan for permanency when a child is placed in foster care. This plan must include a description of the type of placement, safety and appropriateness of the home or institution including without limitation that the home or institution will comply with the provisions of NRS 432B.3905, and plan for ensuring the child's proper care, a description of the child's needs and a description of the services to be provided to meet those identified needs. The plan must also provide a description of the services to be provided to the parents to facilitate the child's return to the parents' custody or to ensure the child's permanent placement. NRS 432B.580 provides for a semiannual review of the child and family's status, progress on the written case plan and the recommendations for the future treatment or rehabilitation of the family.

Nevada Administrative Code 432B.190 requires that all children in foster care in Nevada have a written case plan that identifies barriers to the provision of a safe environment for the child, clarifies responsibilities of the case participants involved to help overcome those barriers and defines the goals of the case, including step-by step actions each participant must take in a designated timeframe covered by the plan. All case plans must be reviewed and approved by the supervisor and caseworker at least once every six months. Each case plan must clearly state the plan's goals, objectives and actions within a period of time, including who is responsible for each action item. Case plans must be case specific and related to the family's situation, resources and capacities, and must safe guard the child. Case plans should help the parents improve their protective and caregiving abilities while being flexible to allow for changes in circumstances or the situation of the family or service availability based upon an on-going evaluation of the best interest of the child. Parents must be encouraged to be active participants in the creation of their case plan and engage in processes for receiving services and assistive resources.

Statewide policy 0204 "Case Planning" requires that all cases open for on-going services must have a written case plan and that the plan must be developed in cooperation with family and children (when appropriate). This is accomplished by convening a child and family team (CFT) to make decisions regarding the desired outcomes, and then selecting goals, actions and timelines aimed to bring about the desired outcomes. Case planning is a family-centered process that identifies family strengths and resources to assist the family or other caregivers in enhancing protective capacity and improving overall family functioning. Protective Capacity Progress Assessments (PCPA) and Protective Capacity Family Assessments (PCFA) has been introduced in WCDSS since 2014. The PCFA provides the framework from which the parent case plan and service agreement is drafted by meetings with the family. The PCPA monitors case plan progress and requires ongoing meetings with the family. The PCFA is implemented statewide and the PCPA is intended to be fully implemented by SFY 2018.

Statewide Data (SFY 2017)

Nevada has continued to conduct Quality Improvement Case Reviews (QICR) on this item. In the following table (Table 6.2) is the most current case review data as it relates to item 13.

Table 6.2

Statewide Quality Improvement Review Data

Performance Item	QICR 2015		Q	ICR 20	16	QICR 2017			QICR 2018			
Item 13 Child and Family involvement in Case Planning-Overall	42%		47%									
Dorformanaa Itam Datinga	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Performance Item Ratings		38	0	34	38	3						

Performance Item	QICR 2015		Q	ICR 20	16	QICR 2017		17	QICR 2018		18	
Item 13 Child and Family involvement in Case Planning- Child	50%		60%									
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Fenomance nem Raungs	24	24	18	30	20	22						

Performance Item	QICR 2015		QICR 2016		QICR 2017		17	QICR 2018		18		
Item 13 Child and Family involvement in Case Planning- Mother	66%		63%									
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
renormance herri Ralings	40	20	6	35	21	16						

Performance Item	QICR 2015		Q	ICR 20	16	QICR 2017			QICR 2018			
Item 13 Child and Family involvement in Case Planning- Father	56%		48%									
Performance Item Ratings	S	ANI	NA	S	ANI	NA	S	ANI	NA	S	ANI	NA
Fenomance hem Railings		16	30	19	20	33						

As previous reported in item 13 the overall federal performance expectation for item 13 "Child and Family involvement in Case Planning" is 90%. Nevada's rating for this item was 47% statewide for CY 2016. This item is rated based on the frequency and quality of child and family engagement in case planning.

Stakeholder Interview Information

Focus groups were conducted statewide in June of 2016 with caseworkers and youth concerning this item. The youth group was comprised of current foster youth, youth who aged out of foster care and adoptive youth. Caseworkers' opinions varied across jurisdictions on this item. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

- Washoe County case workers expressed concern that the case planning process, particularly the initial case plan, did not have the level of parental involvement that they believed it should, which they attributed primarily to two barriers. The first barrier was the timing of completion of the initial case plan: 45 days from placement in Out of Home Care (state policy) the case plan must be completed—this does not fit with what the current SAFE model requires in way of case planning. They further indicated that the timeframe within which the case is transferred from Investigation to Permanency (1-2 weeks) only leaves the case worker approximately one month to complete the initial case plan. The SAFE model requires multiple meetings with parents, as well as input with other stakeholders in the case-it is simply unreasonable to expect that all that the model requires workers to do in the way of case planning can be done with fidelity to the model. The second barrier was related to the fact that the agency is in a period of transition from facilitator-generated team meetings to case-worker generated team meetings. So, the case worker now has a dual role to organize, facilitate and record team meetings, which are in essence case planning meetings. Workers expressed that this change to multiple demands does compromise their ability to give the level of focus they would like to give to parents' and children's involvement in the case planning/team meeting process. The consensus of the Washoe caseworker group was that the issues discussed above lead to an initial case plan that is less than highly case and child specific. However, the consensus of the group was that in the long run they do effectively engage children, as developmentally appropriate, and parents in the ongoing case planning process. The concerns expressed relate primarily to the initial case plan.
- Clark county case workers indicated that they believed that their implementation of the team meeting process
 helped ensure that parents had a significant voice in the case planning process. However, some caseworkers
 understood that the new practice model was parent-centered, and the process did not encourage participation of
 children or provide guidance concerning the participation of children. Additionally, caseworkers expressed
 concern about restrictions imposed on modifying case plans when new problems emerged or were identified
 subsequent to the initial case plan; these restrictions are related to their court processes associated with concerns
 identified in the original petition.
- Rural Region case workers indicated that they were including children, as developmentally appropriate, making
 provisions to have team meetings outside of school hours, and involving parents in the case planning process on
 a consistent basis. One of the regional offices spoke to a process that included involving both the Investigation
 and Permanency worker at the onset of the case working in the initial child and family team meetings with the
 parents, prior to case transfer. They believed this process of including both workers at the onset of the case
 made for more consistent involvement by parents.
- A state-wide focus group of foster youth indicated that they were not involved in the case planning process, that case plans were essentially 'generic' and handed to them. Some youth indicated that the frequency of changes in case workers negatively impacted their involvement in the case planning process to the point that some youth reported refraining from engaging in a relationship with their case worker, anticipating that they would not be around long.

Item 21: Periodic reviews

Requirement

Nevada Revised Statute 432B.580 mandates the court to conduct a hearing at least semiannually and within 90 days after a request by a party to any of the prior hearings. The court may also enter an order directing that the placement be reviewed by a panel of at least three persons appointed by the judge (NRS 432B.585). The contents of the hearing must include evaluations and assessments of progress in carrying out the case plan goals for the child in care (NAC 432B.420) and address ASFA requirements on reasonable efforts. DCFS Policy 0206, Court Hearing Notification, further ensures that foster parents and other care providers are afforded the right to be heard in review hearings with respect to children in their care and to offer information about the services received by the child and family.

Statewide Data (SFY 2017)

Table 6.3

SAMPLING DATA

	Periodic Rev	iews Frequency = 6 Months % Strength	Cas	se Count
	SFY 2016	SFY 2017	SFY 2016	SFY 2017
CCDFS	85%	96%	N=20	N=69
WCDSS	100%	95%	N=10	N=40
DCFS Rural Region	90%	100%	N=10	N=40
Statewide	90%	97%	N=40	N=149

Table 6.3 illustrates sampling data for the period July 1, 2016 through February 28, 2017. Nevada conducted a sampling of 149 foster care cases using UNITY data as it related to the frequency reported in UNITY of periodic reviews conducted no less frequently than six months by the court.

Sampling Methodology

Item 19 section provides details on sampling methodology, including the sampling process.

Data Collection:

• Periodic and Permanency hearings: For each of the cases, State QA specialists examine UNITY (SACWIS) screens indicating hearing occurrence (date of hearing) by hearing type (periodic or permanency), ensuring hearing occurrence within timelines. The specialist will conduct further validating with review of case notes if needed (e.g., multiple dates of hearing entry close in occurrence). If case notes cannot clear up uncertainty, the county agency QA contact is contacted by the state QA specialist and asked to clear up any inconsistency by submitting an explanation in writing to the state QA specialist. The percentage of compliance is calculated for each review type for each jurisdiction, and aggregate statewide percentages are also calculated.

For a case to be compliant with periodic review requirements, a formula was entered to allow a date range in which the periodic hearings can occur by the end of the respective six-month period. A review of the child must occur every six months from the time of removal. The date of removal is the date the child was taken into protective custody and placed in an out-of-home care placement. It is typical practice for jurisdictions to hold a periodic hearing once every six months with the permanency hearing being counted as a review of the child for the next periodic hearing. In other words, a periodic hearing is held, then a permanency hearing, then a periodic hearing again. Permanency hearings are to occur no later than 12 months from the date of removal and no less frequently than every 12 months thereafter. If a permanency hearing did not occur and no other review of the child was held, either by a court or by administrative review, then noncompliance was captured for both the permanency and the periodic hearing. Only court hearings due in the SFY 2017 were captured in the analysis.

For the given sample (N=149), 97% of Statewide Periodic Reviews are being held for each child in foster care no less frequently than once every six months by the court. This is an increase of 7% from last year and is consistent with SFY 2016 Judiciary Focus Groups who reported "that they were confident their scheduling system ensured that they had periodic reviews in excess of the standard."

Stakeholder Interview Information

Focus groups were conducted statewide in June 2016 with the judiciary on this item. The group was comprised of Judges, District Attorneys, CASA, CIP, and Defense and Child Attorneys. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

All three Judiciary Focus Groups reported that they were confident that their scheduling system ensured that they
had periodic reviews in excess of the standard. Also, three judges across the three jurisdictions spoke to the need
to often schedule periodic reviews more frequently than every six months, and, as often as every three months to
help ensure movement of cases.

Item 22: Permanency hearings

<u>Requirements</u>

Nevada Revised Statute 432B.590 mandates a permanency hearing be held no later than 12 months from a child's initial removal. When reasonable efforts is not required, pursuant to NRS 432.393, a permanency hearing must occur within 30 days of the judicial finding. In compliance with ASFA, DCFS Policies 0206 Court Hearing Notification and 0514 Termination of Parental Rights (TPR) require agencies to make and finalize permanency plans by no later than 12 months after the child's removal and provide notice by certified mail to all the parties to any of the prior proceedings and parents and "any persons planning to adopt the child, relatives of the child or providers of foster care who are currently providing care to the child."

Statewide Data (SFY 2017)

Table 6.4

SAMPLING DATA

	Permanency Reviews F % Stre		Case	Count
	SFY 2016	2016 SFY 2017		SFY 2017
CCDFS	90%	97%	N=20	N=67
WCDSS	100%	95%	N=10	N=40
DCFS Rural Region	80%	90%	N=10	N=40
Statewide	90%	95%	N=40	N=147

* CCDFS had two cases that did not require a 12-month Review during SFY 2017

Table 6.4 illustrates that for the month of May 2016 Nevada conducted a sampling of 40 foster care cases using UNITY data as it related to the frequency reported in UNITY of Permanency Hearings conducted no less frequently than 12 months by the court.

Sampling Methodology

Item 19 section provides details on sampling methodology, including the sampling process.

Data Collection:

• **Periodic and Permanency hearings**: Item 21 section provides details on the data collection, under Sampling Methodology and Data Collection.

For the sample given (N=147), 95% of Statewide Permanency Reviews were held no later than 12 months from the child's removal and no less frequently than every 12 months thereafter. This is an increase of 5% from SFY 2016 and is

consistent with SFY 2016 Judiciary Focus Groups who "were confident their scheduling system ensured that they had annual reviews as required by the standard."

Stakeholder Interview Information

Focus groups were conducted in June 2016 statewide with the judiciary on this item. The group was comprised of Judges, District Attorneys, CASA, CIP, and Defense and Child Attorneys. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

• All three Judiciary Focus Groups reported that they were confident that their scheduling system ensured that they had annual reviews as required by the standard.

Item 23: Termination of parental rights

Requirements

NRS 432B.590 mandates that no later than 12 months after the initial removal of the child from his/her home and annually thereafter, a hearing shall be held concerning the permanent placement of the child. At the hearing the court reviews the plan for permanent placement of the child and determines whether the reasonable efforts required have been made. If the child has been placed outside of his home for 14 months of any 20 consecutive months, the best interests of the child must be presumed to be served by the termination of parental rights and documentation of the plan to TPR is included in the permanency plan. The court is required to use its best efforts to ensure that the procedures required in TPR are completed within six months from that date. NRS 432B.630 requires action be taken to terminate parental rights on a newborn child who is delivered to a provider of emergency services, absent parent contact with the child welfare agency. The NRS also identifies those circumstances in which the agency is not required to make reasonable efforts for reunification and addresses the issue of compelling reasons when it would not be in the child's best interest to file for TPR. Compelling reasons must be detailed in the case file and reports to the court. Examples of compelling reasons are outlined in the DCFS 0514 Termination of Parental Rights policy.

NRS Chapter 128 details the process of TPR, specifically who files the petitions, procedures for TPR on ICWA cases, notice of hearings (publication), testimony, appointment of attorneys, specific considerations to various circumstances and restoration of parental rights in certain situations. Pursuant to NRS 128.170, a child (or the legal guardian of the child) who has not been adopted, and whose parental rights have been terminated or relinquished, may petition the Court for restoration of parental rights. The natural parent or parents for whom restoration of parental rights is sought must be fully informed of the legal rights, obligations and consequences of restoration and must consent, in writing, to the petition.

Policy 0514 requires timely permanency planning for children in the care and custody of the child welfare agency, and that planning must therefore begin the day the child enters care. The child welfare agency is required to make and finalize alternate permanency plans no later than 12 months after the child's removal. Policy states that absent compelling reasons not to file a TPR, the petition must be filed within 60 days of the courts determination that reasonable efforts are not required. Acceptable compelling reasons are outlined in the TPR policy. Referral to terminate parental rights is initiated when adoption is identified as the permanency goal for the child and legal grounds for termination exist. Upon referral for TPR, the worker will concurrently seek a court order to initiate efforts to recruit for, and/or identify, an adoptive family for any children not already placed in a pre-adoptive home.

Statewide Data (SFY 2016)

Table 6.5

SAMPLING DATA

	Compliance rength	Case Count				
SFY 2016	SFY 2017	SFY 2016	SFY 2017			

CCDFS	60%	43%	N=20	N=69
WCDSS	80%	60%	N=10	N=40
DCFS Rural Region	30%	55%	N=10	N=40
Statewide	58%	51%	N=40	N=149

Table 6.5 illustrates that for the month of May 2017 Nevada conducted a sampling of 149 children using UNITY data as it related to the compliance with timely filing of TPR's or allowable compelling reasons not to file being identified in the case record.

Sampling Methodology

Item 19 section provides details on sampling methodology, including the sampling process.

• **TPR filing or allowable compelling reason not to file:** The county/state child welfare agency is given a spreadsheet with the identified sample children for the quarter. They are required to enter the TPR file date in an identified field of this spreadsheet; or, the CPS agency referenced the UNITY screen and/or verifies with the caseworker allowable exception entry by the end of the 15th month in care. The state QA specialist reviewed the claimed exception to verify that it is an allowable exception to the requirement/compelling reason not to file a TPR petition, and, that it was entered by the end of the 15th month the child was removed. The date of removal is the date the child was taken into protective custody and placed in an out-of-home care placement. A formula determined compliance by ensuring the TPR file date occurred by the end of the 15th month from removal. The formula also ensured that an allowable compelling reason was acknowledged in the file by the end of the 15th month if the exception was selected. Percentages of compliance are calculated by each agency and aggregated statewide with 15 months being calculated from the date of the first judicial finding of abuse or neglect or 60 days after the child is removed from the home, whichever is earlier.

For the given sample, Statewide 51% of cases had filed TPR timely or had compelling reasons identified for not filing TPR per ASFA timeframes. A common factor identified in the sample, which may have contributed to the low percentage, was the late signing of consent and relinquishments by the parents. The child welfare agencies continue to strive towards improving the timeframes for TPR filing and a report is provided to the Court Improvement Director for further review by judicial stakeholders. In 2009, two common barriers were identified: a backlog in the District Attorney's Office resulting in delays in filing for TPR (Clark County Stakeholders) and the reluctance to file TPR before the court has ordered a goal of adoption and ordered the agency to file for TPR (Carson City Stakeholders). In SFY 2016, Caseworkers in all three jurisdictions indicated that they believed that a lack of resources at the prosecutors' offices was the main reason for delays in timely filing, but in Washoe County they believed that there seemed to be longer delays for cases where there was a dual plan. The Foster Parent Focus group felt the courts were too lenient with parents. The Judiciary Focus Group indicated that not filing a TPR in a timely manner was an issue of workforce resources at the prosecutor's office, difficulty locating parents, lack of prospective adoptive parents and compassion for the parents, backlog, and lack of services available to parents.

Item 23 continues to be an Area Needing Improvement and a systemic issue statewide. The child welfare agency continues working with the stakeholders to improve compliance and the Court Improvement Program receives a statewide report at least semiannually to review TPR data with judiciary stakeholders.

Stakeholder Interview Information

Focus groups were conducted statewide in June 2016 with the Judiciary, Caseworkers, and Foster Parent Caretakers. All groups in all jurisdictions indicated that their perception was that TPR's were not filed in a timely manner. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

• **Judiciary groups in all jurisdictions** indicated that not filing a TPR petition, in a timely manner following a timely submitted request by the CPS Agency, was an issue of workforce resource at the prosecutor's office.

- Other reasons cited included difficulty locating parents in Washoe County (parent locator resource by definition takes a great deal of time).
- Also, Washoe County cited there was a lack of prospective adoptive parents creating delay as some judges will not issues a court order for a TPR to be filed unless there is a prospective adoptive resource.
- Clark County indicated that some in the judiciary cite compelling reasons in what appears to be compassion for the parents, leading to inappropriate extensions of attempts to reunify only ending up three and six months later filing a TPR petition.
- Prosecutors in all three jurisdictions spoke to the back log also causing delays, which in turn makes it difficult to manage the backlog.
- One member of the judiciary indicated that a lack of services available, particularly to parents, slowed down the process as well, stating that making the decision to move forward with a TPR was often inappropriate if parents were on waiting lists for services that could perhaps help them rectify the circumstances that led to them being unsafe parents.
- **Caseworkers in all three jurisdictions** indicated that they believed that a lack of resources at the prosecutors' offices was the main reason for delays in timely filing, but, in Washoe County they believed that there seemed to be longer delays for cases where there was a dual plan.
- Foster parents in all jurisdictions indicated they were aware of prosecutorial delays with filing, but also believed the courts were too lenient with parents. Adoptive parents in the group cited children ending up being TPR'd three and five years into care, and after multiple episodes of foster care.
 - Despite the Foster Parent group citing inappropriate delays, they (particularly the very long-term foster/adopt parents) also noted that TPR's occurred more frequently and quicker than in years past.
 - The Foster Parent groups across the state agreed that often delays are often related to the indecisiveness by the child welfare agency.
 - Two of the Foster Parent groups also indicated that a mother giving birth to another child while she already has a child in protective custody, causes further TPR delays for the child in care.
- Impact of these delays were observed to negatively impact the children's behavioral and emotional stability because:
 - The relationship between the parents and children continue which is not healthy for them. Belongingness needs of the child are not met causing psychological effects, such as stress, depression, behavioral problems, and instability. Children seem to get stuck emotionally and developmentally as a result of lack of permanence and lack of clarity about who their forever parents are.
 - The children were not free for adoption causing the prospective adoptive parents not to move forward in the adoption process.

Item 24: Notice of hearings and reviews to caregivers

<u>Requirements</u>

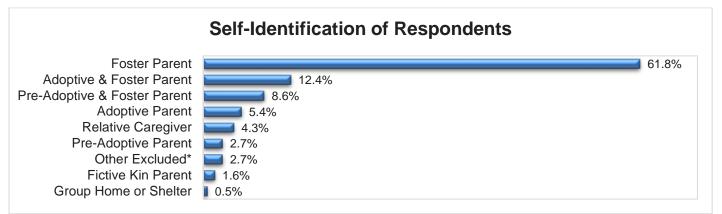
NRS 432B, NAC 432B, and statewide policy 0206 Court Notification mandate that proper notification of court hearings and court reviews regarding the status of a child in the custody of a child welfare agency must be provided and is necessary to ensure active involvement and participation of caregivers (pre-adoptive, foster parents, relative, fictive-kin, etc.) in the child's safety, permanency and well-being. While internal policies and procedures regarding court notification requirements and protocols may differ between child welfare agencies, formal written notification, for Annual and Semi Annual Court Hearings to the aforementioned caregivers, must be supplied pursuant to NRS 432B.580(6)(a)(b): Notice of the hearing must be given by registered or certified mail to all parties to any of the prior proceedings, and parents and any persons planning to adopt the child, relatives of the child or providers of foster care who are currently providing care to the child in protective custody is determined to be of Indian descent, the child welfare agency must notify the tribe in writing at the beginning of the proceedings. If the Indian child is eligible for membership in more than one tribe, each tribe must be notified. Child welfare agencies are provided the option of documenting notice to caregivers in Nevada's SACWIS (UNITY). Court Notice is the responsibility of caseworkers, designated agency staff, or a judicial automotive system depending on the jurisdiction.

Statewide Data (SFY 2017)

Statewide Data (SFY 2017) was collected from surveys. Information was gathered from 186 caregivers via an online questionnaire and sent to all the statewide caregivers who had an email address. The respondents included foster parents, pre-adoptive parents, adoptive parents, relative caregivers, fictive kin, and out-of-state caregivers.

Figure 6.1

Figure 6.1 Self-Identification of Respondents.



Note: Other Excluded included former foster parents and biological parents of children who are currently in placement, who were disqualified from completing the survey.

Figure 6.1 illustrates of the 186 respondents 2.7% were disqualified because they were either a biological parent or former foster parent (prior to SFY 2017). 58% typically worked with Clark County, 17% Rural Region, and 27% Washoe. The majority of respondents (89%) had at least 1-10 placements in SFY2017, and 80% identified providing foster care in their home (includes regular, permanent, and/or emergency placements).

Overall, 40% of respondents reported that they received court notifications all the time, 35% reported sometimes, and 22% did not receive any court notifications (remainder was N/A). Most Caregivers are receiving notices, and the process varies depending on the caseworker and jurisdiction. The response for timeliness and accuracy of court notifications is inconsistent. A stakeholder reported "Mail notification sometimes arrives after the court date," "I have to ask my caseworker for the information," and "I was recently told the day before a court hearing and I also received a document addressed to another foster parent." However, 64% of respondents either agree or strongly agree that they received notices in time to attend the court hearing and 71% reported that the notices had the correct information (child's name, court date, location, and etc.). Caregivers received a re-notice 44% of the time when the court hearing date and time changes or the court hearing is vacated, which is an area needing improvement

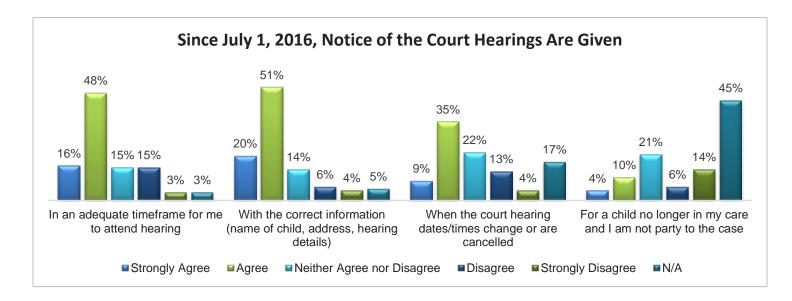


Figure 6.2 illustrates that only 14% indicated that they had received a court notice for children that have transitioned out of their home, which is a 10% decrease from SFY 2016.

Figure 6.3

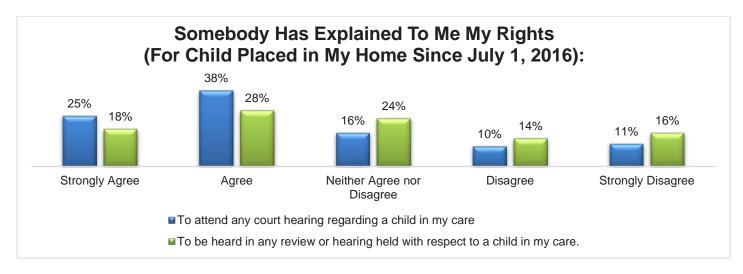


Figure 6.3 Caregivers were asked if they were advised of their right to be heard in any review or hearing and the right to attend any court hearing, on a scale of 1-5 with 5 being Strongly Agree.

Sixty-three percent of respondents either strongly agreed or agreed that somebody explained their rights to attend any court hearing regarding a child in their care and 46% either strongly agreed or agreed that they were explained their rights to be heard in any review or hearing held with respect to a child in their care

Based on the results from SFY 2016, the DCFS Family Programs Office (FPO) collaborated with each jurisdiction and judicial stakeholders to develop a new Court Notification Policy that better reflects the current state and federal standards.

In addition, the policy requires that caregivers be given notice of their right to attend and their right to be heard in Semi-Annual (Periodic) and Annual (Permanency) hearing. The Court Notification policy became effective 01/30/2017 and was published to the DCFS website on 02/13/2017. Since publication there was a request from one of the counties to amend the policy for clarification before an internal policy can be developed, and this request is currently under review by FPO. Each jurisdiction is working towards implementing the new policy, which is anticipated to positively impact SFY 2018 for this Item 24.

Stakeholder Interview Information

In June 2016, Statewide Focus groups were held and separated by Judiciary Members, Caseworkers, and Caregivers. The focus group covered several systemic factors including Court Notifications. The questions were to determine how well the case review system is functioning to ensure caregivers are given notice of, and have a right to be heard in, any review or hearing held with respect to a child. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

- In Washoe County, Caregivers were consistently being noticed pursuant to 432B.580 (6) (a) (b). However, some Caregivers were encouraged not to attend the hearing, which varied amongst caseworkers. Notices were not arriving in a timely manner and one stakeholder commented a notice was received 1-2 days before the court hearing. Opinions varied about Caregivers being heard in court as some judges were more consistent in allowing Caregivers the opportunity to speak. It is noteworthy that the time allotted for a court hearing is a barrier in the Caregivers being heard during court. Other barriers noted were the inconsistency among caseworkers, change of placement after notices have gone out, and Caregivers who were employed during the day and were therefore unable to make it to the post office and sign for certified mail. Caseworkers reported high caseloads, which delayed court notices. The process of noticing varied with some notifications coming from the biological families to Caregivers, certified mail, and verbal notifications. The Caregivers were not well informed of their right to be heard in court and were uncertain of what court hearings they could attend. There were some caregivers who reported they "always attend court hearings and always asked my opinion." One Judge reported "If I have caregivers in the court room I tell them they have a right to be heard." Another reported: "Sometimes the caregivers are not present."
- In the Rural Region, notification was occurring on a consistent basis. A stakeholder reported that Caregivers avoid court due to the risk involved and interaction with the biological families. Some jurisdictions have telephonic capabilities to accommodate for this barrier, and the agency has a court report template for Caregivers. Stakeholders report the courts will accommodate telephonic attendance and the use of the Caregiver court report depends on the caseworker. The Carson Office has more of an advantage at ensuring notices because they contracted a paralegal. There have been times that the courts agenda is busy and caregivers are overlooked in court hearings. The court also notices parties in some cases. The consensus is that there is a strong system in place informally/formally that ensures that Caregivers are being notified of the court hearings. However, there is lack of evidence to support that the Caregivers are being notified of their right to be heard during court hearings. There is confusion that a child welfare hearing having a closed hearing status directly impacts the Caregiver's right to be heard or right to attend the court hearing. Whether a caregiver will be heard varies in each jurisdiction and is inconsistent.
- Clark County has a data system linked to UNITY that alerts a caseworker to send out court notifications. Caregivers are being discouraged from attending the hearings by the caseworkers and the parent's attorneys are not wanting the relatives to attend. It is common practice for caseworkers to notify the Caregivers during home visits. There little confidence that this system (workers notifying the Caregivers) is working. Caregivers do not consistently attend and judges do not consistently inquire if the Caregiver would like to speak. A Caregiver has to alert the Marshall that he or she would like to speak. Caregivers have mixed responses, some indicate that they are notified and that they ask the worker when the next hearing is scheduled. Some caseworkers reported they were not supportive of the Caregivers attending due to them learning too much information about the biological family and attempts to sabotage reunification efforts.

Strengths/Concerns (Case Review System)

Nevada has strength in ensuring timely periodic reviews and permanency hearings. The SACWIS system readily identifies the demographics of children in foster care and improvements continue to be made on an ongoing basis. Filing of Termination of Parental Rights, and Case Planning continues to be an Area Needing Improvement. Termination of Parent Rights and Case Planning is connected to permanency for a child. Focus groups will be held in October 2017 for the Statewide Assessment to determine any improvement in these areas.

The DCFS Family Programs Office (FPO) collaborated with each jurisdiction and judicial stakeholders to develop a new Court Notification Policy that better reflects the current state and federal standards. In addition, the policy requires that caregivers be noticed of their right to attend and their right to be heard in Semi-Annual (Periodic) and Annual (Permanency) hearing. The Court Notification policy became effective 01/30/2017 and was published to the DCFS website on 02/13/2017. Each jurisdiction is working towards implementing the new policy, which is anticipated to positively impact SFY 2018 for Item 24.

Systemic Factor C: Quality Assurance System

Item 25: Quality Assurance System

<u>Requirements</u>

Nevada Revised Statutes 432B.180(3) requires DCFS to monitor the performance of child welfare agencies through data collection, evaluation of services and the review and approval of agency improvement plans pursuant to NRS 432B.2155. Nevada Administrative Code details the activities required concerning evaluation of services provided by the child welfare agencies and actions upon determination of noncompliance with certain provisions.

Continuous Quality Improvement Efforts:

On August 27, 2012 the Administration for Children and Families (ACF) published Informational Memorandum (IM) ACYF-CB-IM-12-07 to provide information on the establishment and maintenance of State CQI systems.

Nevada continues to work towards a re-designed CQI system. A goal of the 2015-2019 CFSP is specific to Continuous Quality Improvement and is identified as Goal 4: The state will be able to identify the strengths and needs of the child protective service delivery system.

To guide these efforts a Statewide Quality Improvement Committee (SQIC) continues to meet monthly to address the redesign of a Nevada CQI System. Nevada has conducted the following activities over SFY 2017 in efforts to work towards re-design of the system.

- Nevada continues to convene the SQIC monthly with representation from a variety of stakeholders that include each child welfare jurisdiction, IMS, training partners, and the Court Improvement Project. At this meeting continued efforts are discussed on strategies to broaden CQI efforts, enhance capacity of the case reviewer pool, and increase validity and reliability of data. Standing agenda items have included data issues i.e. caseworker visits with children, NCANDS, AFCARS, NYTD and federal performance data.
- Nevada is using the Child and Family Services Review Information Portal for Resources, Training and Reviews. Nevada is currently utilizing the Online Management System (OMS) tool for Case Reviews for CQI purposes. The Quality Assurance Manager in the Family Programs Office is the designated Administrator for the OMS system.
- Statewide Reviews are established for each jurisdiction from April through September of each year. On a rotating schedule each jurisdiction is reviewed. Currently, for the CY 2016 75 cases have been reviewed.
- Nevada continues to increase the Reviewer pool each year and CFSR training requirements include completing the CFSR online training and passing the test. Certificates of completion are kept on file of Reviewers who have taken and passed the online test.

- Nevada has surveys this year and will conduct focus groups in the fall of SFY 2018 for the Statewide Assessment. Focus will be concentrated on all performance items but specifically the systemic factors.
- Nevada is working on various policies and efforts towards implementation of the new Federal Sex Trafficking Legislation that is linked to Nevada's Title IV-E Plan.

Blue Ribbon for Kids Commission

In October 2014, the Nevada Supreme Court Justice convened a Blue Ribbon for Kids Commission to propose a feasible plan of action to expeditiously implement lasting reforms of the child welfare system that will ensure that the welfare of the children under its charge is its highest priority. The DCFS Administrator at the time was named one of seven Commissioners and was a very active contributor to the drafting of the report. The recommendations of the Commission are holistic in that they may be implemented throughout the State. On March 27, 2015 the final recommendations report from the *Blue Ribbon for Kids Commission* were presented to the public. The recommendations include:

- 1. Improve Reasonable Efforts and Child Safety and Removal Decision-Making
- 2. Reform of the Child Welfare Agency Process
- 3. Reform of the Court Process
- 4. Ensure Meaningful Representation and Voice in the Process from the Initiation of Proceedings
- 5. Selection, Retention, Training, and Ongoing Professional Development for all Stakeholders
- 6. Improve Public Education about the System
- 7. Collaboration for Systemic Overarching Reforms
- **Purpose:** To propose a feasible plan of action expeditiously implementing lasting reforms needed in the child welfare system to ensure that the welfare of the children under its charge is its highest priority.
- Implementation Stage: The Commission is in the action planning and implementation phase. The U.S. Department of Justice's Office of Justice Programs' Diagnostic Center is conducting these next steps. The seven subgroups have been working on planning and implementing their assigned recommendation. Since June 27, 2016 each of the subgroups report to the Commission on their progress to date.

Statewide Data (SFY 2016)

Quality Improvement Case Reviews

In 2015, 2016 and continuing into 2017, Nevada has conducted case reviews using the new Online Management System (OMS) developed by JBS International for the Children's Bureau. Most recently Nevada case reviews were conducted between April 2016 and September 2016. A total of 75 cases were reviewed from all jurisdictions using all 18 items of the CFSR instrument. In Table 6.6 are the results with roll-up of all Safety, Permanency and Well-Being Outcomes.

Table 6.6 illustrates Nevada's case review performance from 2016.QICR 2016 Performance –Outcome Target =95% and Performance Item Target =90%

Outcomes/Items	Perfo	rmance Item	Ratings		Outcom	e Ratings	
	S	ANI	NA	SA	PA	NACH	NA
Safety Outcome 1: Children are first and foremost protected from abuse and neglect.				79% N=34	0% N=0	21% N=9	N=32
Item 1 Timeliness of investigation	79% N=34	21%% N=9	N=32				
Safety Outcome 2: Children are safety maintained in their home whenever possible and appropriate.				44% N=33	16% N=12	40% N=30	N=0
Item 2 Services to prevent removal/re- entry	59% N=23	41% N=16	N=36				
Item 3 Risk and safety assessment	45% N=34	55% N=41	N=0				
Permanency Outcome 1: Children have permanency and stability in their living situations				15% N=7	66% N=31	19% N=9	N=0
Item 4 Stability of Placement	45% N=21	55% N=26	N=0				
Item 5 Permanency Goal	45% N=21	55% N=26	N=0				
Item 6 Achieving Reunification, Guardianship, Adoption or OPPLA	49% N=23	51% N=24	N=0				
Permanency Outcome 2: The continuity of family relationships and connections is preserved for children.				70% N=33	28% N=13	2% N=1	N=0
Item 7 Placement with Siblings	91% N=29	9% N=3	N=15				
Item 8 Visit with Parents and Sibling in Foster Care	70% N=26	30% N=11	N=10				
Item 9 Preserving Connections	83% N=39	17% N=8	N=0				
Item 10 Relative Placement	53% N=25	47% N=22	N=0				
Item 11 Relationship of Child in Care with Parents	79% N=23	21% N=6	N=18				
Well-Being Outcome 1: Families have enhanced capacity to provide for their children's needs.				40% N=30	36% N=27	24% N=18	N=0
Item 12 Services to child, parents & foster parents	44% N=33	56% N=42	N=0				
Item 12A Needs Assessment and Services to Children	76% N=57	24% N=18	N=0				
Item 12B Needs Assessment and Services to Parents	47% N=28	53% N=32	N=15				
Item 12C Needs Assessment and Services to Foster Parents	73% N=32	27% N=12	N=31				
Item 13 Child and Family Involvement in Case Planning	47% N=34	53% N=38	N=3				
Item 14 Case worker visits with	64%	36%	N=0				

children	N=48	N=27					
Item 15 Case worker visits with parents	38% N=23	62% N=37	N=15				
Well-Being Outcome 2: Children receive appropriate services to meet their educational needs.				84% N=46	11% N=6	5% N=3	N=20
Item 16 Child and family involvement in case planning	84% N=46	16% N=9	N=20				
Well-Being Outcome 3: Children receive adequate services to meet their physical and mental health needs.				63% N=41	22% N=14	15% N=10	N=10
Item 17 Physical Health of Child	77% N=44	23% N=13	N=18				
Item 18 Mental/Behavioral Health of Child	71% N=36	29% N=15	N=24				

NOTE: for Performance Rating: S=Strength; ANI=Area Needing Improvement, NA=Not Applicable. **NOTE:** for Outcome Rating: SA=Substantially Achieved; PA=Partially Achieved; NACH=Not Achieved; A=Not Applicable.

Performance targets are set at 2% increase for improvement in CY 2017.

DATA in Quality Assurance

- State law requires DCFS to ensure that child welfare agencies carry out corrective actions when the agencies are not in compliance with the law or with statewide plans or policies. Each agency that provides child welfare services is required to submit an agency improvement plan to the DCFS that must cover a period of two years that includes specific performance targets for improving the services provided to children in the care of the agency. Each year the agencies are required to submit data to the DCFS demonstrating the progress made toward meeting the specific performance targets. Also, the DCFS is administering a program that awards incentive payments to an agency that provides child welfare services based on improved performance targets. The DCFS prepares and submits a report concerning the improvement plans, and the program for incentive payments to the Governor and the Legislature on or before January 31 of each year.
- As previously indicated the SQIC meets to discuss improving/enhancing many of the functional components of a CQI system. The following is a cross reference of the functional CQI components and the CFSR items that continue to be under review and development:
 - 1. Administrative Structure—CFSR item 26 Quality Assurance
 - 2. Quality Data Collection—CFSR item 19 Statewide Information System
 - Note: This year Nevada worked with the Capacity Building Center for States but has discontinued TA at this time. The DCFS IMS unit has many priorities that impede the progress of this CQI functional component. It is recommended over the next year that DCFS utilized TA from the Capacity Building Center for States to enhance CQI.
 - 3. Case Record Review Data and Process—CFSR item 26 Quality Assurance (the case review process)

4. Analysis and Dissemination of Quality Data—CFSR item 26 Quality Assurance, item 19 Statewide Information System, item 31 State Engagement and Consultation with Stakeholders

5. Feedback to Stakeholders and Decision—Makers and Adjustment of Programs and Process - Item 31 State Engagement and Consultation with Stakeholders.

Currently, the State provides a link on the DCFS public website that references Nevada performance data, case review results from the past five years, and historical information concerning previous CFSR PIP results. The current information

Quality assurance is an area needing improvement until such time capacity has been achieved. However, Nevada is working towards a better CQI system. Nevada has been engaged by the Capacity Building Center for States and recently reviewed the current work plan. Amendments were applied to the work plan, and currently that plan is under review by the Capacity Center for States Leadership. If approved, Nevada will move forward addressing issues related to: 1) Building capacity for Differential Response; and, 2) Building capacity for the Child Welfare Training Program. Implementation for the amended work plan is July 1, 2017.

Currently, there will be no changes to the 2015-2019 CFSP goals, objectives or use of funds for the 2018 APSR. However, Nevada will continue to assess and discuss performance in efforts to ensure goals, objectives and interventions are being met, and/or if new goals, objectives and or interventions need adjustment for enhanced performance.

Strengths/Concerns (Quality Assurance System)

Nevada has strength in that the State has developed and implemented standards in statute, regulation and policy to ensure that children in foster care are placed in appropriately licensed homes or residential facilities, and that qualified service providers are selected for delivery of necessary services to children and their families. Nevada has existing standards, statutes, regulations and statewide policy that ensure protection of children in foster care. These statutes and polices ensure quality service delivery.

However, Continuous Quality Assurance (CQI) continues to be an area needing improvement. While Nevada is working hard to build capacity as it relates to CFSR Case Reviews this is only one functional area of a well performing CQI system. Challenges exist with the functional component of Quality Data Collection which continues to be addressed by the DCFS IMS department.

Systemic Factor D: Staff and Provider Training

During this reporting period the State tracked training information on the Nevada Partnership for Training Website which is a web-based training registration and online child welfare training system specifically for the State of Nevada.

This website, <u>http://www.nvpartnership4training.com/Public/Default.aspx</u>, has provided a mechanism to provide for all child welfare staff to locate and register for available child welfare specific training, a mechanism to monitor what trainings are being provided within the state and the attendance to trainings. It has also provided some limited online training courses to be provided at an individual's own convenience and without taking time away from work or traveling.

Ridgewood Associates built the system in 2004 for DCFS child welfare. The registration system is 13 years old, and the system was built in ASP, .NET 2 through .NET 3 – coding software that was considered state-of-the-art in 2004 and was highly serviceable for many years beyond that. Ridgewood Associates requested to end their four year contact effective July 1, 2017. DCFS is currently exploring options with the State of Nevada Enterprise IT.

Currently, Initial Pre-Service Training for Nevada Child Welfare Workers is provided under a Title IV-E Partnership with the University of Nevada, Las Vegas (UNLV) in the South and with the University Reno (UNR) in the North. During this reporting period and very recently both Universities have received enhancement funding to their contracts. To increase the capacity of training these dollars will be instrumental in improving Nevada Training for Child Welfare Staff. The expansion includes a new Learning Management System (LMS) to be implemented over the next year.

Item 26: Initial Staff Training

Requirements

NRS 432B.195, 432B.397, and NAC 432B.090 require the state to provide a full staff development and training program which includes a minimum of 40 hours of training related to the principles and practices of child welfare services, including specific training related to the Indian Child Welfare Act (ICWA). In the 2017 Legislative Session Assembly Bill (AB) 99 was passed, which will require that all child welfare staff who come into direct contact with children receive training within 90

days of employment and annually thereafter concerning working with lesbian, gay, bisexual, transgender and questioning children (LGBTQ). In SFY 2018 policy will be written to address the increasing mandatory training requirements of child welfare staff.

Statewide Data (SFY 2017)

Initial Pre-Service Training for Nevada Child Welfare Workers and Differential Response Child Welfare Staff are provided under a Title IV-E Partnership with the University of Nevada, Las Vegas (UNLV) in the South and with the University of Nevada, Reno (UNR) in the North.

The State has been exploring a mechanism to track and monitor new hires and the completion of Pre-Service and Ongoing Training, but our system does not currently interface with Human Resources in any of the Child Welfare Agencies. Therefore, we can only collect this information manually. However, with expansion of the University Training contracts and new LMS system it is expected that better tracking of training will become more readily available over the next few years.

During SFY 2017, statewide, 69 new child welfare staff were hired, and 100% received Pre-Service Academy Training. Clark County Staff receive training prior to receiving a caseload. In Washoe County and in the DCFS Rural Region workers are assigned a limited case load with supervisory oversight.

The Academy at UNLV

The Nevada Safety Model has led to the development of an entirely new Nevada Child Welfare Training Academy which was initially piloted in January 2014 by the Nevada Partnership for Training (NPT) trainers at the University of Nevada, Las Vegas (UNLV) and the CCDFS.

The Academy at UNLV begins with the initial call to the Hotline regarding a child abuse or neglect incident and follows that family throughout the life of the case. Each week both NPT trainers at UNLV and CCDFS trainers share the training week. Each week presents a specific topic or process within the case and while NPT trainers present the necessary curriculum for the topic, the CCDFS trainers present the agency specific information at the same time, thus being more relevant to the actual skills and duties the new worker will be implementing. The CCDFS does not require new workers to have a degree in social work. This joint Academy was created to be conducted over a 10-week period which included both classroom, field observations, computer labs and on the job training with mentors from the CCDFS. However, due to the need for larger new hire groups the Academy has been increased to 14 weeks.

UNLV did not deliver the new worker Academy from July 1, 2016 to December 2016. However, new worker Academy training has been delivered during January through June 2017.

The Academy at UNR

The NPT Trainers at the University of Nevada, Reno launched their version of the Nevada Child Welfare Training Academy in October 2014. The WCDSS has 2 levels of workers: Case Managers who have a bachelor degree in something other than social work and social workers who are licensed in the State of Nevada. DCFS Rural Region can only hire social workers who are licensed. Because the majority of new workers who are required not only to have a degree in social work but also to be a licensed social worker, both the WCDSS and the DCFS Rural Region Case Managers attend the UNR training and it continues with the original 10-week model (5-week classroom and 5 week On the Job (OJT)) where the NPT trainers do a week of classroom training and then the new workers return to their agencies for a week of mentoring and OJT training on their agency-specific procedures. This curriculum is also built on the SAFE Model and based on the life of the case.

UNR provided Academy Training weeks 1 through 5 from July 25, 2016 through September 30, 2016:

July 25, 2016 through September 30, 2016 delivery:

- Week One delivered July 25 through July 29, 2016
- Week Two delivered August 8 through August 12, 2016
- Week Three delivered August 29 through September 2, 2016
- Week Four delivered September 12 through September 16, 2016
- Week Five delivered September 26 through September 30, 2016

Table 6.7

Table 6.7 Table illustrates the Academy Modules/Attendance of Staff delivered by UNR during the first six months of SFY 2017

UNR Number of **Total Hours Total Number of** % Time Participants in Week Office of Missed Hours of Missed Attendance Time Training WCDSS 4 **DCFS-Rural** 8 DCFS-FPO 0 15 7.5 2% One 442.5 0 WIN DR 3 Other 0 7 WCDSS **DCFS-Rural** 9 DCFS-FPO 0 Two 18 26.25 5% 513.75 WIN 0 2 DR Other 0 WCDSS 7 **DCFS-Rural** 8 DCFS-FPO 0 Three 18 0 0% 675 0 WIN DR 3 0 Other WCDSS 5 DCFS-Rural 8 DCFS-FPO 0 16 33.75 7% 446.25 Four 0 WIN DR 3 Other 0 WCDSS 5 8 **DCFS-Rural** DCFS-FPO 0 Five 15 3.75 8% 446.25 WIN 0 2 DR Other 0

Nevada Child Welfare Training Academy – UNR Attendance Discussion:

For this roll out, weeks 1, 2, 4, and 5 were calculated at 30 hours of attendance per participant; week 3 was calculated at 37.5 hours per participant. Therefore, the total attendance for this roll out of Nevada Child Welfare Training Academy is 2,523.75 hours (2,595 possible minus 71.25 missed).

There was a total of eighteen (18) individuals who participated in at least one module of this delivery. Nine (9) individuals completed all five modules of Nevada Child Welfare Training Academy. Two (2) individuals completed their Academy in this roll out.

Title IV-E Stipend Program at UNR (Scholars Program)

The University of Nevada, Reno (UNR) offers the Title IV-E Scholars Program which is a collaborative effort between the University of Nevada, Reno School of Social Work, the Nevada Division of Child and Family Services Family Services Child Welfare Division, Washoe County Department of Social Services (WCDSS) and the Division of Child and Family Services –Rural Region (DCFS-Rural). The Program assists students pursuing a Bachelor of Social Work (BSW) degree with a focus of study in child welfare by providing a child welfare field placement, training, educational support, and a financial stipend (forgivable loan) in exchange for a year of employment with a Nevada public child welfare agency.

One partial delivery of Nevada Child Welfare Training Academy for Scholars students was initiated. Weeks 1 and 2 were delivered. Attendance, demographics, pre- and post-test results, and satisfaction data are reported below.

- Week One delivered September 8 & 9 and October 6 & 7
- Week Two delivered November 3 & 4 and December 1 & 2

Table 6.8

Table 6.8 Table illustrates the Scholars Academy Modules/Attendance of Staff delivered by UNR during the first six months of SFY 2017

UNR						
Week	Number of Participants in Attendance	Office		Total Hours of Missed Time	% Time Missed	Total Number of Hours of Training
		WCDSS	0			
		DCFS-Rural	1			
One	10	DCFS-FPO	0	0.0	0%	150
One		WIN	0	0.0	078	150
		DR	0			
		Other	9			
		WCDSS	0			
		DCFS-Rural	1			
Two	10	DCFS-FPO	0	0.0	0%	150
1 WO	10	WIN	0	0.0	0 /0	100
		DR	0			
		Other	9			

Nevada Child Welfare Scholars Training Academy – UNR Attendance:

For this roll out, weeks 1 and 2 were calculated at 30 hours of attendance per participant. Therefore, the total attendance for the first two weeks of the Nevada Child Welfare Scholars Training Academy is 300 hours.

There was a total of ten (10) individuals who participated in each of the first two weeks of this delivery.

Caseworker Surveys for Initial Training (completed in May 2017)

Statewide surveys were completed to assess the effectiveness of Initial Training. A web link was sent to each jurisdiction for staff to participate in the survey and the target population were Caseworkers who provided direct case management to clients and Supervisors who provided direct case management oversight of Caseworkers. One hundred and fifteen respondents participated: 54% were Caseworkers (N=62); 29% Supervisors (N=33); and, 17% (N=20) were disqualified. It should be noted that three supervisors did not continue past the first question. Blanks that resulted from skipped questions were omitted for determining the percentage results below. Thirty five percent were in the Rural Region, 38% in Clark County, and 27% in Washoe County. Seventy percent of Supervisors and 53% of Caseworkers had at least 3 years or more of experience.

Seventy-nine percent of Caseworker respondents who completed initial child welfare training within the last year (N=24) indicated that the training was sometimes effective, usually effective, or very effective for providing the skills and knowledge necessary to be a caseworker. Eighty-eight percent of Caseworker respondents indicated that they had not missed any components of Initial Training and 77% reported they received Indian Child Welfare Act (ICWA) training. Those that missed some training cited the following reasons; illness, court hearing, caseload responsibilities, timing related to relocation activities, and death in the family. Statewide, 46% of Caseworker respondents did not receive a caseload while they were attending Initial Training. The caseload assigned to the 54% of respondents who did have a caseload during initial training varied immensely. It ranged from 1-30+ cases with 69% of the assigned caseloads ranging between 2-10 cases. Caseworkers who received a caseload, were asked to provide the immediate level of supervision they received. Approximately 81% indicated that they received daily or weekly oversight from a supervisor, 8% Bi-weekly, 3% monthly, 2% quarterly, and 5% other; which described scheduling conflicts that impacted set supervision times. A series of questions were asked to determine if the Supervisor's oversight was of quality. An average of 75% of Caseworkers indicated their supervisor provided clear concise directives, incorporated the workers knowledge and experience in each supervisory exchange, provided an appropriate level of supervision based on the level of function of a child welfare worker, provided recommendations for service intervention and the caseworker received validation.

Of Caseworkers who were employed in the last two years, 96% indicated that they were provided orientation to their new position and the agency. Caseworkers cited caseload size and responsibilities as the leading barrier to attending and acquiring knowledge, during Initial Training. All the caseworkers received direct supervision upon being provided a caseload, however, the level of supervision varied as aforementioned. The employee vacancies and clients' needs impacted caseload assignment early in training. Supervisors received Initial Training upon hire, however, there is not an additional, required Supervisory Training upon accepting a supervisor position. Supervisors commented they would like to see Initial Training related to Child Welfare Supervision. Caseworkers were asked to identify barriers or gaps experienced in learning the knowledge and skills to perform duties and the responses include: not knowing one's position during the Academy; lack of formal training on court report writing and social summaries; lack of supervision upon receiving a caseload; being assigned a caseload during training; Supervisors' lack of patience with new workers; and, the training material lacked overview of the Statewide Child Welfare Software Systems. Strengths cited included the adequacy of the 6 week training to learn rules, policy, and procedures, supportive management, training included adequate child welfare fundamentals, and training was identified as comprehensive with competent, easygoing trainers.

Item 27: On-going Staff Training

Requirements:

State statute requires employees to be responsible for their basic professional training needs and must complete a minimum of 30 hours continuing education every two years, which is consistent with the licensure requirements for Social Workers (NRS 432B.195, 432B.397, 432B.175, NAC 284.482, 284.498, 424.270, 432A.680 and 432B.090). The state and local child welfare agencies are required to ensure that child welfare staff receive the Advanced training required to be proficient in child welfare practice. In the 2017 Legislative Session Assembly Bill (AB) 99 was passed that will require training for all child welfare staff who come into direct contact with children to receive training within 90 days of employment and annually thereafter concerning working with lesbian, gay, bisexual, transgender and questioning children (LGBTQ).

The State of Nevada Administrative Code 432B.090 provides general requirements for all staff engaged in child welfare services to obtain 30 hours biennially of training related to those child welfare services. The DCFS Rural Region requires all their child welfare workers to be licensed by the Board of Examiners for Social Workers which requires Licensed Social Workers and Licensed Associate Social Workers to have 30 hours of approved Continuing Education credit every two years, of which, two hours must relate to ethics in the practice of social work and 10 hours must be in the field of practice of the licensee. Licensed Clinical Social Workers and Licensed Independent Social Workers must complete at least 36 continuing education hours every two years, of which three hours must relate to ethics in the practice of social Workers that a copy of the current Social Work and 12 must be in the field of practice of the licensee. Therefore, the agency requires that a copy of the current Social Work and 12 must be in an employee's personnel file, thus verifying that this requirement is being met. If the training is not completed and the Agency is notified by the Social Work Board that the license has lapsed the Social Worker is not allowed to continue case management work. They are not allowed to conduct direct practice with children and families.

Online On-going Training

Currently, the Nevada Partnership for Training (NPT) offers 3 online courses on-going and they are listed as follows:

- Indian Child Welfare Act Training (ICWA)
- Child Welfare Ethics and Liability
- Mandated Reporting

The University of Nevada, Reno (UNR) is responsible for the instruction of the online trainings Child Welfare Ethics and Liability and Mandated Reporting. From July 1, 2016 to December 31, 2016 sixty-three (63) participants completed and were awarded credit for the Child Welfare Ethics and Liability course. During this six-month period, one hundred eighty four (184) participants completed and were awarded credit for the Mandated Reporter course.

The University of Nevada, Las Vegas (UNLV) is responsible for the instruction of the online Indian Child Welfare Act Training (ICWA). During the last six months 31 participants registered of which nine completed the course.

Differential Response Training

During SFY 17, Statewide are nine agencies providing Differential Response (DR) services. In total, there were 33 employees. Of these, nine were supervisors and the remainder direct staff (full time and part time). DR staff are encouraged to use the Nevada Training Partnership for trainings to support staff development (i.e., Motivational Interviewing, Recognition of Substance, and Mandated Reporter Training). Additionally, UNITY training was offered on an ongoing basis and staff were encouraged to partner with their child welfare counterparts for shadowing.

All DR staff received safety training provided by ACTION for Child Protection in fall of 2016. The training was designed specifically for Nevada DR staff to allow for better communication between CPS and DR staff and to ensure that DR staff understand the concepts, purpose and applications of present and impending danger.

Differential Response staff need to have the ability to assess child safety when serving families, and determine when it is necessary to refer cases back to the designated CPS agency. The training provided DR staff with foundational knowledge related to safety concepts and criteria for assessing and determining threats to child safety. The objectives for the DR Safety Assessment training were as follows:

- To understand Present Danger and be able to recognize situations that are immediately threatening to child safety;
- To know what family information is important for assessing child safety;
- To know what information collection methods are necessary to assess negative family conditions for Impending Danger (e.g., case participants interviewed/nature and context of those interviews; understanding family CPS history; collaterals).
- To understand the difference between risk and safety; and to have the ability to determine when a negative family condition poses a danger to children;
- To know and be able to apply the Danger Threshold Criteria in case situations; and
- To understand Impending Danger and be versed in the Nevada 14 Impending Danger Threats.

Statewide Data (SFY 2017)

UNLV On-going Staff Training

SUPERVISOR TRAINING

UNLV delivered five of the six Supervisor Training modules this reporting period. The dates of delivery were:

- Module One August 24-25, 2016
- Module Two September 22-23, 2016
- Module Three October 11-12, 2016
- Module Four November 17-18, 2016
- Module Five December 7-8, 2016

Table 6.9

Table 6.9 illustrates the number of participants attending Supervisors Training at UNLV NPT.

UNLV						
Module	Number of Participants in Attendance	Office	Total Amount of Missed Time	Total Number of Hours of Training		
One	6	CCDFS	-	66 hours		
Two	11	CCDFS	-	121 hours		
Three	10	CCDFS	3 hours	107 hours		
Four	7	CCDFS	-	77 hours		
Five	7	CCDFS	-	77 hours		

On-Going Staff Training

Table 6.10

Table 6.10 illustrates the number of participants attending On-Going Training at UNLV NPT from July 1, 2016 until December 2016.

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UNLV						
Training	Delivery Dates	Number of Participants in Attendance	Agency	Total Attendance Hours		
Addictions 101: Recognizing and Evaluating the Impact of Substance Abuse	7/7/2016	20	CCDFS Academy – 20	120 hours		
on Child Welfare Practice & Families	8/4/2016	26	CCDFS – 26	162 hours		
Addictions 203: An Overview of the Impact of Opioids on Child Welfare Practice & Families	12/9/2016	9	CCDFS - 9	54 hours		
Case Plan Goal	12/15/2016	6	CCDFS – 6	36 hours		
Writing	12/19/2016	18	CCDFS – 18	108 hours		
Child Sexual Abuse	11/10/2016	10	CCDFS-3	60 hours		
101: An Introduction	11/30/2016	12	DR - 7	72 hours		
for Child Welfare Professionals	12/5/2016	12	CCDFS – 7	69 hours		
Children's Mental	10/21/2016	12	CCDFS - 12	69 hours		
Heath – Trauma &	11/16/2016	12	CCDFS – 3	72 hours		
Neurodevelopment	12/1/2016	9	DCFS Rural – 1 DR - 8	51 hours		
Addressing Children's Mental Health Issues	12/1/2016	2	CCDFS – 4	12 hours		
Domestic Violence 101: An Introduction to Domestic Violence	7/20/2016	23	CCDFS – 23	138 hours		
Issues in Child Welfare	8/11/2016	27	CCDFS – 27	162 hours		
	9/29/2016	18	CCDFS – 8 DR - 10	108 hours		
Working with LGBTQ	11/9/2016	9	CCDFS – 5 DR – 2 Other-2	51 hours		
Youth in Child Welfare	11/29/2016	10	CCDFS – 7 DCFS Rural-3	60 hours		
	12/13/2016	8	CCDFS-3 CC Juvenile Justice-4 DCFS rural-1	48 hours		
	9/13-14/2016	15	CCDFS – 9 DR - 6	180 hours		

	9/27-28/2016	17	CCDFS – 8 DR – 8 Paiute Indian	204 hours
The Spirit and Skills of	10/18-19/2016	13	CCDFS – 11 DR - 2	156 hours
Motivational Interviewing – NIA	11/1-2/2016	12	CCDFS – 11 DCFS Rural - 1	141 hours
Focus	11/7-8/2016	9	CCDFS – 8 DCFS Rural - 1	108 hours
	11/14-15/2016	9	CCDFS - 9	102 hours
	11/22-23/2016	24	CCDFS - 24	276 hours
	12/20-21/2016	5	DR – 2 DCFS FPO - 1	132 hours
Intermediate	12/2/2016	8	CCDFS - 8	48 hours
Motivational Interviewing	12/14/2016	6	CCDFS – 6	36 hours
Ethics in Child	9/20/2016 AM	16	CCDFS – 15	48 hours
Welfare	9/20/2016 PM	14	DCFS Rural - 1	42 hours
	10/25/2016	6	CCDFS - 14	162 hours

UNR On-going Staff Training

SUPERVISOR TRAINING

UNR did not deliver Supervisor Training from July 1, 2016 to December 31, 2016.

On-Going Training Staff Training

Table 6.11

Table 6.11 illustrates the number of participants attending On-Going Training at UNR NPT from July 1, 2016 until December 2016.

UNR					
Training	Delivery Dates	Number of Participants in Attendance	Agency	Total Attendance Hours	
Spirit and Skills of Motivational Interviewing	10/25/2016 & 10/26/2016	11	WCDSS – 2 DCFS - 6 Other - 3	132 hours	
Working with LGBTQ Youth in Care	11/9/2016	6	WCDSS – 0 DCFS-Rural – 3 Other - 3	36 hours	
Intermediate Motivational Interviewing	ELKO 11/17/2016	9	WCDSS – 0 DCFS-Rural – 7 Other - 2	48 hours	
	12/16/2016	7	WCDSS – 0 DCFS-Rural – 7	42 hours	

			Other - 0	
Trauma Training Toolkit	9/20/16 & 9/21/16	21	WCDSS – 13 DCFS-Rural – 1 Other - 7	266.5 hours
PCFA Basics	12/6/16	16	WCDSS – 0 DCFS-Rural – 16 Other - 0	360 hours

Caseworker and Supervisory Survey/Ongoing Training Surveys

Caseworker Surveys for Ongoing Training (completed in May 2017)

Statewide surveys were completed to assess the effectiveness of on-gong Training. A web link was sent to each jurisdiction for staff to participate in the survey and the target population were Caseworkers who provided direct case management to clients and Supervisors who provided direct case management oversight of Caseworkers. One hundred and fifteen respondents participated: 54% were Caseworkers (N=62); 29% Supervisors (N=33); and, 17% (N=20) were disqualified. It should be noted that three supervisors did not continue past the first question. Blanks that resulted from skipped questions were omitted for determining the percentage results below. Thirty five percent were in the Rural Region, 38% in Clark County, and 27% in Washoe County. Seventy percent of Supervisors and 53% of Caseworkers had at least 3 years or more of experience.

Fifty-three percent of Caseworker respondents indicated that they had been with the agency for more than two years (N=33). Of these respondents who had been with the agency for more than two years, 89% cited they received 30 hours of bi-annual (every two years) Ongoing Training, as it relates to child welfare services in accordance with requirements specified in Nevada Revised Statutes. Statewide, 58% of Caseworker respondents reported they participated in Ongoing Training via Nevada Partnership Training, 8% via Washoe County, 22% via Clark County, and 12% via the Rural Region. The Caseworkers were asked how effective Ongoing Training was to address the skills and knowledge base needed to carry out duties, on a scale of 1-5, with 5 being Very Effective. Ninety-two percent indicated that Ongoing Training was sometimes effective, usually effective, or very effective. Caseworkers commented they had a difficult time getting away from work to attend training, already completed training to maintain their social work license, or were never informed of upcoming trainings. Twenty-two percent of Caseworkers reported their supervisors declined their request for training. Reasons cited for declining the request included cost, lack of coverage, a court hearing, or the fact that the training was not considered mandatory. The weaknesses, barriers, and gaps cited by the Caseworkers were the lack of supervisors with previous experience, increase in overtime to attend training, poor communication, misunderstanding of what trainings were required, high turnover, lack of training when transitioned into a new position, lack of readily available training, the practice continues to evolve and change, timing of training, caseload size, lack of advance notices for training, "the biggest barrier has been the gap between learning information and the delayed implementation of new models," supervisors being unavailable for consultations, supervisors lacked the ability to provide direct clear instructions to a new caseworker, supervisors' inconsistent interpretation of a Nevada Initial Assessment, difficulty in retaining massive amounts of information, lack of trauma training and more frequent training, lack of policy training, inadequate SAFE module training, "inconsistent application of new ISPS modality from how investigations are initiated, all the way through the documentation of said investigations", lack of time management skills and prioritizing training, lack of shadowing, lack of interactive learning and hands on, and dedicated intake workers for the offices who pull caseworkers to do intake, which will allow more time to attend training. The Strengths included: "the training is extremely helpful," the training unit/Nevada Partnership trainers were "knowledgeable and competent," there is a great deal of peer to peer learning, supportive coworkers, good presentations by training instructors, and good managers.

Supervisor Surveys for Ongoing Training

Eighty-three percent of the supervisor respondents indicated that they did receive Ongoing Training that provided them with the necessary skills and knowledge to do their job. Supervisors were asked if Ongoing Training was adequate to provide the necessary oversight/supervision required for a child welfare employee, on a scale of 1-5 with 5 being Strongly Agree. Seven percent of respondents indicated that the question was not applicable, and 59% either agreed or strongly agreed that Ongoing Training was adequate. Eighty-six percent received the Marsha Salus Supervisory Training and one

Supervisor commented that the Marsha Salus Training "was excellent and provided me skills that I was not able to accrue despite years of supervision experience." Other Supervisors commented there was more training offered to supervisors implementing the SAFE model than those who were not implementing the model. Ongoing Training was identified as "systematic implementation of policy or new practice" and provided updates on the changes in the Child Welfare system. When Supervisors were asked to comment on recommendations for training for Child Welfare Supervisors they stated the following: continuation of Marsha Salus Training, Ongoing Training that is more specific to Child Welfare Supervision, a supervisor training plan prior to being assigned a unit, reports that allow each jurisdiction the ability to track an employee's work and interpret case compliance, more supervisor group trainings to share experiences and knowledge, more team building activities, a supervisor mentoring program, and trainings offered more often. Supervisors were asked to provide information about how they assessed the Caseworkers to better understand Ongoing Training for Caseworkers. Thirteen percent reported that they only used the employee appraisal and development report (employee evaluation form) to assess a worker for their training needs, while 20% report a manager and/or the agency determine what type of training caseworker's needs. The majority of supervisors, 67%, used a combination of approaches that included manager input, caseworker job performance, employee evaluation forms, and 1:1 feedback. Some Supervisors commented that they had routine staffing or 1:1 to help with identifying caseworkers' needs. When requested to identify the frequency they met with the Caseworkers, 10% reported daily, 20% weekly, 33% monthly, 20% quarterly, and 17% yearly.

Item 28: Foster and adoptive parent training

Requirements:

State statutes, regulations and state policy provide for DCFS, in consultation with the other Nevada child welfare agencies, to regulate the standards for family foster homes, advanced foster homes, independent living foster homes and group foster homes to ensure the training of persons who provide the direct care of children Besides the foster parents initial training requirements, Nevada Revised Statutes (NRS) 424.0365 also requires that anyone who "operates a family foster home, an Advanced foster home, an independent living foster home or a group foster home shall ensure that each employee who comes into direct contact with children in the home receive training within 30 days after employment and annual thereafter. Such training must include, without limitation, instruction concerning: (a) controlling the behavior of children; (b) policies and procedures concerning the use of force and restraint on children; (c) the rights of children in the home; (d) suicide awareness and prevention; (e) the administration of medication to children; (f) applicable state and federal constitution and statutory rights of children in the home; (g) policies and procedures concerning other matters as are required by the licensing authority or pursuant to regulations of the Division.

Additionally, NRS 432A.177 requires a licensee of a child care facility to ensure training of employees who have direct contact with children and to ensure the facility staff receive training within 30 days after employment and annually thereafter. Such training must include instruction concerning: (a) controlling the behavior of children; (b) policies and procedures concerning the use of force and restraint on children; (c) the rights of children in the facility;(d) suicide awareness and prevention; (e) the administration of medication to children; (f) applicable state and federal constitution and statutory rights of children in the home; (g) policies and procedures concerning other matters affecting the health, welfare, safety and civil and other rights of children in the home; and (h) such other matters as are required by the licensing authority or pursuant to regulations of the Division.

Nevada Administrative Code (NAC) 424.270 states an applicant for a license for a foster home must have at least eight hours of training in foster parenting provided or approved by the agency that provides child welfare services. If the home has a pool, hot tub or Jacuzzi or other free-standing body of water or sauna, the applicants must also complete training in CPR and pool safety before licensure. Training programs for adoptive parents of a child with special needs require the adoptive parent to complete a training program regarding the care of children with special needs or a training program designed to address the individual need of a specific child. Annually each foster parent must complete a minimum of four hours of advanced training in foster parenting provided or approved by the agency that provides child welfare services. Advanced Foster homes are required to have a minimum of 40 hours pre-service training and 20 hours advanced training annually.

Statewide Data (SFY 2017)

The three child welfare agencies ensure all foster, adoptive, and relative homes receive pre-service and training. Preservice training is tracked through Nevada SACWIS reports.

- The CCDFS has provided 469 Foster Parents (regular and relative) with Training for SFY 2017.
- The DCFS Rural Region has provided training to 77 Foster Parents (regular and relative) for SFY 2017.
- The WCDSS has provided training to 147 Foster Parents (regular and relative) for SFY 2017.

Staff of state licensed or approved facilities that provide residential child care for children in the custody of a child welfare agency receive licensure and training certification through the Nevada Division of Public and Behavioral Health (DPBH) Child Care Licensing. We are currently assessing best practices for ongoing tracking of training activities.

FOSTER/ADOPTIVE PARENT TRAINING

Nevada utilizes one process for licensing both foster and adoptive caregivers/homes, this includes training requirements. Applicants, for adoption, receive the same pre-service and ongoing/advanced trainings as foster parent applicants receive.

<u>Family Foster Home Training</u> - Currently each jurisdiction utilizes a different foster/adoptive parent pre-service training. During this past year, the CCDFS has been using the TIPPS/MAP Pre-Service Training, but is planning to change in September 2017 to the Professional Caregivers Preservice Training. The WCDSS uses the Trauma Informed Pre-Service (TIPS) and the DCFS Rural Region continues to use PRIDE. Basically, the three different pre-service trainings cover similar topic areas. These three pre-service trainings vary in number of training hours required for completion; they range from 24 to 30-hour total. Additionally, kinship/relative foster caregivers seeking licensure, depending on their individual circumstances and needs, may opt to receive a condensed pre-service training, thereby meeting the training requirements of NAC 424. Additional training is provided to all foster home licensees to meet the supplemental training requirements within NRS 424.0365.

<u>Advanced Foster Care Program</u> - Nevada has implemented a legislatively approved and funded, Advanced Foster Care Program (SFCP) that is being implemented within all three child welfare agencies. Within this new program, the child welfare agencies identify family foster homes that are capable and willing to manage children with higher behavioral needs. The SFCP required these family foster parents participate in advanced training in Together Facing the Challenge, Trauma Informed Care and Medication Management & Administration. These three trainings provide the foundation for the new SFCP. Beyond this training, each child welfare agency has a designated unit that provides specially trained staff that provide additional services to the foster parents. These include in-home weekly coaching, support in utilizing the tools learned in the advanced training, ongoing phone support and crisis response when needed. These staff also collect outcome measures to determine the success and wellbeing of the higher-need children placed in these homes.

<u>Foster Care Agencies Foster Homes Training</u> – These Advanced foster homes have increased training requirements beyond the standards of family foster homes. The foster care agencies, per their contract with the child welfare agency, must provide all required training to their contracted caregivers. Not only must these foster caregivers receive the same training as family foster homes, but they must also meet the training standards identified in NAC 424.712 to 424.718. Foster care agencies must provide to the licensing authority, within their jurisdiction's child welfare agency, all required proof documentation for initial licensure of the foster caregivers they intend to contract with as foster homes. Although foster care agencies can provide all the initial services required for licensure, only the licensing authority can provide licensure. All three child welfare agencies utilize their own staff on an ongoing basis to do the required evaluation and follow-up to ensure that each of their contracted foster care agencies is in fact complying with all Nevada laws regarding the care of foster children.

<u>Ongoing, Advanced Foster Parent Training</u> – Both the WCDSS and the CCDFS, being in urban areas of Nevada, are able to provide many community advanced training with various experts or their own staff in topics of interest and need for foster caregivers. There have been many opportunities during the past year for attending such trainings in these

jurisdictions. In addition, both the WCDSS and the CCDFS frequently video tape these trainings and post these to the QPI Nevada Just In Time website for foster caregivers to be able to access these training during hours that are more opportune for their busy schedules or to refresh their knowledge. The DCFS Rural Region does provide opportunities for advanced training in rural Nevada, usually by DCFS staff or contractors. However, it is hard to find expert presenters that are willing to travel the distances required across Nevada. There have been various advanced trainings that have occurred in Elko, Fallon, Carson, Pahrump, etc., but even with these, there still remains the barrier of significant travel to and from the various rural towns in Nevada for rural caregivers. Since the inception of the QPI Nevada Just in Time website, rural foster caregivers now have the additional opportunity to watch high-quality, advanced foster parent trainings from their computer. The Nevada QPI provides a post-test to ensure that caregivers have truly watched the training, upon passing the post-test the foster caregiver is emailed a certificate of training completion.

<u>Child Care Institutions</u> – **NRS 432A.0245** - Definition: "Child care institution" means a facility which provides care and shelter during the day and night and provides developmental guidance to 16 or more children who do not routinely return to the homes of their parents or guardians.

Currently there are just four (4) institutions in Nevada that meet this definition. Requirements for training are identified within NRS 432A / NAC 432A. Completion of training requirements are monitored through the *State of Nevada Division of Public and Behavioral Health (DPBH) / Child Care Licensing (CCL)*. Training requirements include:

<u>Child Care Initial Trainings (for all</u> <u>facility types) Required per</u> <u>NAC432A.323:</u> INTIAL TRAININGS HOURS: THESE ARE TRAININGS DUE 90 DAYS WITHIN HIRE FOR PERSONS WORKING WITHIN A LICENSED FACILITY	Additional INSTITUTIONAL TRAININGS per NRS432A.177: PROVIDERS MUST HAVE WITHIN 90 DAYS OF HIRE AND, ANNUALLY, THEREAFTER:	24 ANNUAL TRAININGS HOURS per NAC432A.326
 CPR/First aid 3 hour of child development Obesity and wellness training Signs and symptoms of illness Blood borne pathogens Recognizing child abuse Reporting child abuse SIDS (for employees working with children 12 or younger) 	 Controlling the behavior of children; Policies and procedures concerning the use of force and restraint on children; The rights of children in the facility; Suicide awareness and prevention; The administration of medication to children; Applicable state and federal constitutional and statutory rights of children in the facility; Policies and procedures concerning other matters affecting the health, welfare, safety and civil and other rights of children in the facility 	 24 HOURS OF TRAINING WITHIN EARLY CHILD HOOD EDUCATION OF THE ANNUAL 24 HOURS, OBESITY AND WELLNESS TRAINING MUST BE INCLUDED ALL TRAININGS MUST BE NV REGISTRY APPROVED

All employee hired by a child care institution must sign up as members on the Nevada Registry. This registry tracks the initial training hours required within 90 days of employment, identifies approved advanced trainings and provides a schedule of upcoming, available trainings. <u>www.nevadaregistry.org</u>

The DPBH CCL inspects these facilities twice a year (semiannual / annual) at which time CCL tracks trainings.

Stakeholder Interview Information

In SFY2016, focus groups were conducted in Washoe County and the DCFS Rural Region concerning this item. The next scheduled focus group is in October 2017 and will be reported at the end of SFY 2018.

Caregiver Surveys

The Statewide survey included questions with respect to items 24, 27 and 28. Item 24 section provides details regarding the methodology and demographics of the survey. Of the 186 respondents 2.7% were disqualified because they were either a biological parent or former foster parent (prior to SFY 2017). Fifty eight percent typically worked with Clark

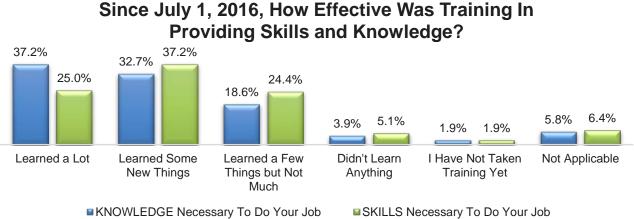
County, 17% Rural Region, and 27% Washoe. The majority of respondents (89%) had at least 1-10 placements in SFY 2017, and 80% identified providing foster care in their home (includes regular, permanent, and/or emergency placements).

The chart below presents the **Caregiver Feedback** on how well **Foster Care Training** prepared them for fostering by providing the knowledge and skills necessary to carry out duties with regard to foster and/or adopted children. The responses for the questions were based on a scale from 1-4 with 4 being "didn't learn anything." Logic was added to disgualify those respondents whose responses were not applicable and those who had not yet taken training. There were 157 respondents who answered the question "How Effective was Training in Providing Skills and Knowledge?"

- Thirty seven percent of respondents indicated that they acquired a lot of knowledge that they needed to do their job, while 25% of respondents indicated that they acquired a lot of skills to do their job.
- Over 30% of respondents indicated that they learned some knew things (33% for knowledge and 37% for skills).
- About 20% of respondents indicated that they learned few things (19% for knowledge and 24% for skills).
- About 5% indicated that they did not learn anything for both categories. The chart provides a comparison of the responses regarding knowledge and skills learned through training. Based on results, it appears that there may be a need for a greater emphasis on skills training going forward.

Figure 6.4

Figure 6.4 Foster Parent Training



Foster Parent Training Survey - Comments

Caregivers were asked how the child welfare agency can improve Foster Care Training and the results include:

- offering training that held teleconferences for rural areas, •
- training to include attachment and education, •
- information on what to expect when working with birth families,
- updated material for training,
- more available training at different times during the day,
- information on what training is available,

- foster parent mentoring,
- CPR and Car Seat safety training,
- initial orientation to resource facilities and the child welfare offices,
- list of deadlines for children,
- how to address challenging behaviors,
- more organization,
- education on child development stages/milestones,
- training about drug-exposed infants,
- specific protocols available for emergencies,
- updated information when policies about foster parents change,
- trauma training,
- training on child welfare legal process, and
- making foster parents feel appreciated.

Overall, based upon responses to other questions within the survey: 69% of Caregivers feel very well trained to adequately carry out duties, 25% somewhat trained, 3% not at all trained, and 3% felt the question was not applicable to them.

Strengths/Concerns (Staff and Provider Training)

Nevada is beginning to show some strength and movement towards a quality training system for Child Welfare Staff. In SFY 2017 UNLV and UNR very recently received enhanced funding to expand and build capacity in Nevada's Child Welfare Training Program. Additionally, over the next year the Universities will provide a web-based Learning Management System (LMS) for child welfare. Additional trainers and instructional designers are being employed in efforts to provide more trainings and quality on-line trainings. Over the next couple of years, it is expected that the Nevada Child Welfare Training Program will be greatly improved. Additionally, the Capacity Center for States is expected to be Technical Assistance on July 1, 2017 to assist with a coaching model for Supervisors.

Nevada continues to show strength in foster parent training statewide. The Quality Parenting Initiative (QPI) continues to help Foster and Adoptive parents receive additional training. Foster/Adoptive Parents have indicated that the QPI website is very helpful. As indicated above, of the 157 respondents to the survey, 69% of Caregivers feel very well trained to adequately carry out their duties caring for foster or adoptive children.

Item 29: Array of services

Requirements:

NRS 432.011(a) states that the purposes of the Division of Child and Family Services include ensuring that a sufficient range of services is available to provide care and treatment to children and families in the least restrictive setting appropriate to their needs.

Service Array

The Department of Health and Human Services (DHHS) is the lead agency for the community based child abuse prevention programs in Nevada and is leading the child maltreatment prevention activities in Nevada. The Department of Health and Human Services promotes the health and well-being of Nevadans through the delivery and facilitation of essential services to ensure families are strengthened, public health is protected, and individuals achieve their highest level of self-sufficiency.

The Division of Child and Family Services (DCFS) is responsible for the CFSR/PIP, the CFSP/APSR, and Title IV-B. The Office of Community Partnerships and Grant (OCPG) in the Director's Office is responsible for the Children's Trust Fund (CTF) and the Community-Based Child Abuse Prevention (CBCAP) funds, also known as CAPTA Title II. Both are under the Department of Health and Human Services (DHHS). Staff from the Division and the OCPG will continue to meet to plan coordination and collaboration activities among the CTF grantees, Family Resource Centers (FRCs) and Title IV-B grantees. These programs provide families with access, information and resources, classes designed to strengthen and support families, and offers opportunities for assistance available within the communities where they live. The CBCAP Lead will continue to attend the DCFS Statewide Quality Improvement Committee meetings whenever possible. This ongoing partnership has as its focus the integration of resources and services in the spectrum of child welfare.

There are a total of fifteen (15) agencies that were approved to receive CTF/CBCAP funds for FY18 and FY19. Of these, eleven (11) are parent education in focus, two (2) are child self-protection programs, and the third is the allocation of non-competitive funds to fund Prevent Child Abuse NV (PCA NV) Chapter Support, the coordinating entity behind the national Pinwheels for Prevention awareness event that takes place during April, Child Abuse Prevention Month.

DCFS Grants Management Unit DCFS Grants Management Unit

The DCFS is responsible for administration of the CFSP, and as such has a Grants Management Unit (GMU) responsible for management of most of the grants that fund the statewide service array system i.e. CAPTA Title I, Title IV-B Sub Part 1 and 2, CFCIP and ETV.

A critical part of service array includes the goals of Promoting Safe and Stable Families (PSSF), which are services to prevent the unnecessary separation of children from their families; to improve the quality of care and services to children and their families; and to ensure permanency for children by reuniting them with their parents, by adoption or by another permanent living arrangement. The program components of PSSF include Family Preservation; Family Support; Time-Limited Family Reunification; and, Adoption Promotion and Support. These four areas are intended to provide coordinated services for children and families across the continuum of care from prevention to treatment through aftercare. Ninety percent of Nevada's PSSF funds are allocated to agencies providing these services and while ten percent of these funds

are allowed for administrative costs Nevada continues to spend about four percent on these related expenses. Currently, Nevada does not expend a percentage of funds on other allowable IV-B 2 services but plans to budget this next year.

Family Preservation: Family Preservation services grew out of recognition that children need a safe and stable family and that separating children from their families is traumatic for them, often leaving lasting negative effects. The goals of Family Preservation Services' programs are to reduce the risk of child abuse/neglect and thus eliminate unnecessary out-of-home placement of children and to strengthen the family to better care for the developmental needs of their children.

Family Preservation Services programs are characterized by high intensity, immediately accessible treatment and ancillary services for at-risk children and families. Services that fall under this area include preplacement preventive services programs, such as intensive family preservation programs designed to help children at risk of foster care placement remain safely with their families; service programs designed to provide follow up care to families to whom a child has been returned after a foster care placement; respite care of children to provide temporary relief for parents and other caregivers (including foster parents);services designed to improve parenting skills (by reinforcing parents' confidence in their strengths, and helping them to identify where improvement is needed and to obtain assistance in improving those skills) with respect to matters such as child development, family budgeting, coping with stress, health, and nutrition; and, infant safe haven programs to provide a way for a parent to safely relinquish a newborn infant at a safe haven designated pursuant to State law.

During this past year, statewide in collaboration with 12 community partners, Nevada has provided or has plans to implement the following family preservation services in the following jurisdictional areas:

- In home services to families to prevent further involvement with the child welfare system, enhancing family functioning, and reducing out of home placement.
- Medical case management wraparound services and respite services to increase family preservation for children with high level medical needs.
- Peer Parent Partner contact and may participate in Team Decision Making to assist family with bringing child back to family and contact.
- Project Safe Place which will provide services to families at-risk or in crisis through home based services.
- Decreasing risk of child abuse/neglect and crisis through home visits, case management, parenting education, counseling services, and medical/dental services.
- Providing services to referred families to prevent child being removed from home and enhancing family functioning and safety as well as classes for families.
- Training birth and foster parents in improved parenting techniques during reunification visits between foster and birth parents.
- Providing Framing Case Goals and Evaluating Observable Outcomes training to identify smart goal writing and how to articulate change and evaluate barriers to permanency.
- Provide Parent Management Training and Social Learning for Teens to provide technique support for delivery of staff services for older teens with oppositional behavior.
- Provide DSM5 technique support for staff to deliver clinical assessment for all SED determinations in child welfare cases.

Family Support: Family support services are generally community-based services designed to promote the safety and well-being of children and families; to increase the strength and stability of families (including adoptive, foster, and extended families); to increase parents' confidence and competence in their parenting abilities; to afford children a safe, stable, and supportive family environment; to strengthen parental relationships and promote healthy marriages; and, to enhance child development, including through mentoring.

During this past year, statewide, in collaboration with 21 community partners, Nevada has provided or has plans to implement the following family support services.

- Providing one-on-one case management, parenting classes, and professional counselor services.
- Assist families to manage anger effectively, stop the threat of violence, develop self-control; parenting skills, conflict management, problem solving and prevention of child abuse and neglect; homemaking, household management, budgeting, communication and other life skills.
- Community-based and in-home services, training and budgeting training
- Provide classes to increase confidence, knowledge and skills enhancing family settings and safety

Time-Limited Family Reunification: Time-limited family reunification services refer to services and activities that are provided to a child that is removed from the child's home and placed in a foster family home or a child care institution and to the parents or primary caregiver of such a child. The goal of these services are to facilitate the reunification of the child safely and appropriately within a timely fashion but specifically during the 15-month period that begins on the date that the child is considered to have entered foster care. These services and activities might include individual, group, and family counseling; inpatient, residential, or outpatient substance abuse treatment services; mental health services; assistance to address domestic violence; services designed to provide temporary child care and therapeutic services for families, including crisis nurseries; peer-to-peer mentoring and support groups for parents and primary caregivers; services and activities designed to facilitate access to and visitations of children by parents and siblings; and, transportation to or from any of the services and activities described.

During this past year statewide, in partnership with seven community partners, Nevada has provided or has plans to implement the following Time-limited family support services.

- To support effective engagement and work with families in making informed decisions regarding the safety and stability of children and their placement. To prevent removing children from their homes when there is a non-emergent safety concern or imminent placement disruption.
- For post-removal CPS/NIA cases: To safely reunify children with their parent when safety concerns can be mitigated with a safety plan allowing for reunification.
- For permanency cases: To safely reunify children with their parent when safety concerns can be mitigated with a safety plan allowing for reunification.
- Support family and child reunification when child is returning home from foster care.

Adoption Promotion and Support: Adoption promotion and support services are those services and activities designed to encourage more adoptions of children and youth out of the foster care system, when the adoption promotes the best interest of the children. Activities include pre- and post-adoptive services and activities designed to expedite the adoption process and offer support to the adoptive families. During this past year, statewide, in collaboration with 5 community partners, Nevada has provided or has plans to implement the following Adoption Promotion and Support Services.

- Completion of initial or updated Social Summary's for children awaiting adoption or foster care.
- Completion of Home Studies on prospective foster/adoptive home applicants for children in need of foster care or adoption.
- Educate prospective families about the adoption process and how to proceed.
- Support prospective foster and adoptive families during the adoption process.
- Train community stakeholders in practices to effectively match youth and families to create lasting adoptions (Effective Matching Practices).
- SAFE Home Study is required before licensure of all foster/adoptive homes.
- Providing PRIDE Trainings, SAFE Home Studies, and other advanced training through multiple contractors.

Table 6.12

TITLE IV-B SUBPART 2 (IV-B 2)	# Sub grantees	# Families	# Adults	# Children	Total Hours
Family Support	20	3159	8881	6197	26755
Family Preservation	12	1883	2388	3350	17042
Family Reunification	7	1172	1355	1726	12419
Adoption Promotion and Support	5	156	97	163	483

Table 6.12 illustrates the number and amount of sub grantees that currently receive IV-B 2 funding and the number of services provided, by category, through this reporting period (July 1, 2016-June 5, 2017).

The total amount awarded for Title IV-B Subpart 2 (IV-B 2) for SFY 18 was \$2.123.560. Family Support was awarded \$788,128 (37%) Family Preservation was awarded \$604,000 (28%), Time Limited Family Reunification was awarded \$477,617 (22%) and Adoption Promotion and Support Services (12%) was awarded \$253,815. Adoption Promotion and Support Services served 113 families; however, despite promotion efforts, there is a lack of support and service providers to help adoptive families.

Statewide Services by jurisdiction:

Categories	Clark	Washoe	Rural Region
Family	X	X	Х
Preservation-In-			
Home Services			
Family Support		X	Х
Time Limited	X	X	
Family			
Reunification			
Adoption Promotion	X	Х	Х
and Support-post			
adoption			
Independent Living	X	X	Х
Services			

During quarterly meetings with the jurisdictions, gaps were analyzed and discussed, and there was an analysis to determine gaps in services between changing needs of populations and available slots.

Gaps in Services

- Service array challenges that exist for Clark County were identified previously in part by the Blue Ribbon for Kids Commission (BRK). Gaps include subsidized day care services for intact families and permanent stable housing for families considered intact or reunifying.
- Funding for services is another barrier for Clark County. To address this, grant opportunities are explored and collaborations are established with other organizations. Working with these agencies continue to enhance and provide additional services.
- Maximizing services to families served through both Medicaid and a voucher service process (County general funds).
- There continues to be a gap in services available to families for behavioral and mental health service delivery.
- There continues to be a gap in residential substance treatment programs, and juvenile substance abuse assessment and treatment.
- There continue to be insufficient resources to develop robust safety plans to address the identified threats within a family
- Gaps in safety management services continue to exist in the rural region due to the inability to create sufficient safety plans in rural areas when clients do not have enough natural supports.
- Therapeutic services for children in rural Nevada have been insufficient in the past, however is improving.
- There continues to lack of quality therapeutic services avail abler to families in rural Nevada however is improving substantially.

PLAN FOR IMPROVEMENT IN IV-B 2 OUTCOMES

Increasingly efficient and accurate data tracking and analysis has allowed Nevada to determine more precisely the exact percentages of the four IV-B 2 services categories provided across the State. Percentages this year were not equitably divided across the four areas with the largest percentage being in Family Support Services and the smallest percentages in Adoption Promotion and Supportive Services. Nevada's demographics, with a large rural region (15 counties) continue to provide challenges for the expansion and delivery of certain services, especially in adoption services. The lack of sufficient numbers of foster parents, service organizations, medical providers and service array in general continue to be a

challenge in these remote areas. Services supported by Family Support and Family Preservation funding continue to be more prevalent.

Last year, Nevada issued a Request for Proposal for Title VI-B, subpart 2 funds. To ensure that appropriate services were available in each jurisdiction, Nevada convened the Title IV-B workgroup, comprised of leadership in Clark County, Washoe County and the Rural Region. Participants discussed regional needs and presented GMU a comprehensive outline of needs to include in the RFP which was advertised widely across the state. Applicants were then solicited and ultimately funded based on their ability to provide these services. While the number of those applicants who could provide services that have traditionally remained a challenge in Nevada was still low, the percentages are anticipated to be more equitably dispersed. Leadership within each of the three jurisdictions have met with statewide community partners to determine potential growth opportunities and strategies to meet Nevada's continuing needs as outlined below by each jurisdiction.

Populations at Greatest Risk of Maltreatment in need of Services

Statewide all three child welfare agencies continue to report that populations at the greatest risk of maltreatment are those families who are familiar with the agency, many living in poverty, those that experience homelessness, and have histories with law enforcement, incarceration, substance abuse and domestic violence. Additionally, the use of methamphetamine seems prevalent among many of these populations.

The CCDFS uses Present Danger Assessments (PDA) and Nevada Initial Assessments (NIA) to determine present and impending danger when making decisions on which populations are at risk of maltreatment and ultimately determining which families to serve. The CCDFS also uses a combination of data reports and observations from leadership to determine targeted inventions, and populations to serve. The CCDFS has recently completed a Geographical Information System analysis to overlay over intake and licensing data which allows for identification of local geographical hotspots. It allows the CCDFS to identify communities/neighborhood's that may need additional resources, foster parents and or prevention/intervention services. This analysis allows the CCDFS to map where foster parents live, where removals have occurred, where children are placed and where other community resources are located. Evaluating the data this way helps the agency target specific services for entry into neighborhoods that lack resources.

The WCDSS does not identify one specific demographic population but instead uses the Nevada Initial Assessment to evaluate maltreatment, family functioning, gaps in a caregiver's ability to protect his or her children and ultimately who must be served due to the existence of impending danger. The NIA identifies how maltreatment is manifesting and considers the child's vulnerability to the identified threats. Therefore, we believe all children and youth referred to the WCDSS are considered equally, and it is the assessment of vulnerability against present or impending danger that identifies children who may be unsafe.

In the DCFS Rural Region the NIA is also used to identify maltreatment. The populations at the greatest risk of maltreatment have not changed in recent years. There are families who struggle with poverty, domestic violence, substance abuse and often have history with law enforcement. Many have a history of past investigations and assessments of child safety, sometimes for several years.

Additionally, Nevada convened the Title IV-B workgroup comprised of leadership in Clark County, Washoe County and the Rural Region. This group meets quarterly and participants discuss populations at the greatest risk of maltreatment. Regional needs are presented to the DCFS Grants Management Unit to ensure Request for Proposals reflect service needs for these populations.

Services for Children under the Age of Five

Statewide children under the age of five (5) are to be referred to Nevada Early Intervention Services and/or Northern Nevada Adolescent and Child Services to receive screening for developmental issues in order to identify any developmental needs. Services offered through the Clinical Program include: Parent-Child Interaction Therapy, Clinical Consultation, Parent Management Therapy, Coping CAT and Taking Action. These services provide in-home family services to parents and children, as well as placement resources to address emotional, behavioral, and attachment issues in a more timely and effective manner. Clinical consultation provides psychoeducation to both placement resources and to

parents regarding the developmental needs of children, effective interventions, and understanding and managing children with attachment concerns. Consultation involves the development of plans that increase contact between parents and children to allow for the development and maintenance of attachment between parents and children. Additional clinical resources are available to assess the needs of children and family, in this age range, to assess for parenting capabilities, developmental needs of the child, attachment, and behavioral/parenting intervention strategies (i.e. Child Behavior Checklist, Parent Child Relationship Inventory, Attachment Inventory, and Advanced assessments/intervention such as DC-03, Parent Child Interaction Therapy, Parent Management Therapy, Taking Action and Coping Cat).

Additionally, statewide services may include Intensive Family Services (in-home therapeutic support); psychoeducation to parents and/or placement resource, and Parent child intervention Therapy (PCIT). The Advanced Foster Care Program offers a Trauma informed care services.

Specifically, each jurisdiction has undertaken the following activities to reduce the length of time that young children under age five are in foster care without a permanent family.

CCDFS

The total count of children under the age of five (5) in foster care in SFY 2017 was 1,391. DFS projects a 14% reduction in count of children under the age of five (5) in foster care during the next reporting period.

CCDFS reached out to the Annie E. Casey Foundation in January of 2016 when the number of children under 5 in our congregate shelter began to rise and these vulnerable children began experiencing longer stays in shelter care.

CCDFS engaged the foundation to assist with an assessment and overhaul of congregate care in Clark County and the agency practices that contribute to periodic high numbers of younger children in shelter care. The foundation performed an intensive 3-month on site assessment of CCDFS practices around family assessment, emergency response, removals, licensing, placement and relative and foster care. They presented preliminary findings to the agency in May of 2016. Casey and their recommendations (especially surrounding our under 5 population) will be the leading initiative going into the next fiscal year.

CCDFS also plans to continue to maintain the 5 and under investigation units to help ensure that this vulnerable population needs are quickly and accurately assessed and service delivery is prompt, effective and comprehensive.

WCDSS

There were 624 children under the age of 5 that spent at least 1 day in care in SFY17. WCDSS projects that 596 children under the age of 5 will spend at least one day in care in SFY18. WCDSS expended considerable efforts in SFY17 implementing SAFE, which emphasizes identification of child needs and individualized age appropriate service plan activities. SAFE includes a description of child functioning in the Nevada Initial Assessment (NIA), which must be robust and specific to each child to meet fidelity requirements. The assigned worker then meets with the parent through a series of planned meetings to review the information discovered through the SAFE process and develop appropriate case plan and service agreements. WCDSS further emphasizes a meeting between the substitute care provider and parent within the first few parent/child visits to allow the parent to meet the caregiver and provide the caregiver with specific information about their child such as bedtime routines or favorite activities. This meeting is facilitated by agency staff trained in ABC (Attachment Bio-behavioral Catch-up) methodology. The caseworker is further required to meet with the care provider within 24 hours of the child's placement (or 72 hours if the caseworker visited the home at the time of placement) to review the child's needs and services available to the care provider to meet those needs.

During the last reporting period policies regarding safe sleep education were implemented requiring the worker to conduct more intensive safe sleep training and demonstrations for caregivers, including parents, pregnant women, relatives and foster parents, to ensure safe sleep practices are used for children under the age of 1 year. Additionally, a presentation on child development was provided to case management staff by Nevada Early Intervention Services to ensure case managers are knowledgeable about child development and can identify when a developmental referral may be necessary.

WCDSS continues to focus on the following:

- Appropriate transitions for all children,
- Co-parenting between the birth parent and foster parent,
- "Fostering Relationships through Visitation,"
- Early Family Solution Teams (FST),
- Information sharing,
- Partnerships between the department and caregiver,

DCFS Rural Region

Children under the age of five (5) are now staffed regularly through Placement Review Team (PRT) at least quarterly, and at the time of a disrupted placement if necessary. Through this review services are identified at an earlier rate to either preserve the placement or establish permanency timelier.

Clinical Program staff have received additional psychoeducation regarding the development of children, specific evidenced based intervention models for use with a variety of children and assessments for young children.

- Parent Child Interaction Therapy (PCIT)
- Parent Management Training (PMT)
- Coping CAT
- Trauma Screening / Assessment
- Child Behavior Checklists and Screenings
- DC-03
- Developmental Screening / Assessment
- Parent Child Relationship Inventory

The placement of children under five (5) are staffed with both the Licensing Specialist and Adoption Recruiter to determine the "fit" of the placement. Interventions are identified at the time of placement to support placement, and if necessary, foster homes are evaluated for limiting placement (i.e. not using all available licensed bed) to meet the needs of an individual child. A foster home may not have more than two (2) children under the age of five (5).

Since 2014, children who have been removed from their homes are referred to the Clinical Program for a Trauma Screening within 30 days of removal. This Trauma Screening is completed by Clinical Program staff and is designed to identify the presence of trauma symptoms in children and youth to refer to additional services/interventions in a timelier manner. There is a specific Trauma Screening completed for children age six (6) and under, as well as for older children, to assess for the developmental stage of these children. Earlier identification of trauma symptoms can lead to more timely intervention, psychoeducation to placement resources, provision of services directly to the placement to stabilize behavioral/emotional issues that lead to placement disruption, thus minimizing the number of placement disruptions experienced by children.

In SFY17, two hundred and fifty-two (252) referrals for Trauma Screenings were received. Of those, one hundred fortyfive (145) were children age six (6) and above, and one hundred seven (107) were ages seven (7) and above. The number of referrals that were above the clinical cut off range and who were referred for additional trauma assessment and/or other assessment was sixty-three (63). Nine (9) children age six (6) or below were referred for additional assessment and/or services. Fifty-four (54) children ages seven (7) and above were referred for additional assessment and/or services

Children under the age of five (5) are to be referred to Nevada Early Intervention Services and/or Northern Nevada Adolescent and Child Services to receive screening for developmental issues to identify any developmental needs. Clinical Program staff are available for clinical consultation to provide psychoeducation to both placement resources and to parents on developmental needs, interventions and attachment issues. Given the emotional and attachment needs of children in this age group, beginning June 1, 2016, all children under the age of five (5) who are in the legal custody of the Division will be staffed at Placement Review Team (PRT) in each of the respective District Offices. This will assist in

ensuring that the child's developmental needs are met, and lead to a discussion of barriers to reunification and/or permanency issues to achieve timely permanency for this population. Additional clinical resources are also available to assess the needs of children and family in this age range; to assess for parenting capabilities, developmental needs of the child, attachment and behavioral/parenting intervention strategies (i.e. Child Behavior Checklist, Parent Child Relationship Inventory, Attachment Inventory, and specialized assessments/intervention such as DC-03, Parent Child Interaction Therapy, Parent Management Therapy, Taking Action and Coping Cat).

Statewide Data (SFY 2016):

Stakeholder Interview Information

Focus groups were conducted in June 2016 statewide with caseworkers, the judiciary, foster parents, and youth concerning this item. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

- All participants in all groups saw service array as a significant deficiency in general:
 - In Washoe County and the DCFS Rural Region: Services related to assessment of needs are difficult to access for both parents and children and there is no universal comprehensive mental health assessment applied to children entering out of home care;
 - In Clark County, the workforce expressed concern with the quality of services for both assessment and intervention associated with a mandated provider.
 - o In general, for all jurisdictions
 - The more advanced the service, the greater lack of availability, and/or longer the waiting list (6-8 month wait for a neuro psych evaluation or a parental capacities evaluation;
 - Not uncommon to have to wait two months for a child to have a comprehensive mental health assessment;
 - Lack of reunification and adoption support services;
 - Substance abuse evaluations for parents are quite accessible.
 - CCDFS: Services for non-offending fathers were lacking;
 - Due to restrictions in case planning (addressed above) parents, CCDFS, are unable at times to get needed services; and,
 - The process of Medicaid approvals causes significant delays or results in inappropriate denials that impact service delivery.
 - Services available to treat/deal with identified needs:
 - Judiciary groups referred to the lack of services and lack of timeliness with applying available services, which has reached a crisis level;
 - All groups agreed that long wait lists for even the most basic of services is the norm and that the more sophisticated the service, the longer the wait list; this applies to children and parents needing behavioral health services, substance abuse services, and speech therapy or tutoring for children.
 - While there are some safety related services, provider availability is very limited, so the need is much higher than the availability. The resources needed for safety-related services to keep children in their homes is insufficient.
 - Barriers to acquiring services:
 - Lack of Medicaid providers or unreasonable waiting lists for a Medicaid provider (3-6 months).
 - Insufficient Advanced Service providers (particularly for DCFS Rural Region and Washoe County). While CCDFS has more providers, they are not accessible due to the current contract limitations with other providers.
 - Stakeholders felt caseworkers were not proactive in accessing services for children in advance and in some case the child(ren) require a higher level of care causing an unnecessary disruption in the child's current placement.

- The geographical location is a barrier—lack of in-home services because the driving distances for foster parents is an unreasonable burden.
- o Strengths:
 - There are accessible services and availability of services for children ranging 0-3 years of age or children 14 years and older (Independent living age group).
 - The Tribal services for the WCDSS has expanded, creating better access to services

Item 30: Individualizing services

Requirements:

NRS 432.011 states that the DCFS is to ensure that a sufficient range of services are available to provide care and treatment to children and families in the least restrictive setting appropriate to their needs.

Individualizing Services

The approach to individualizing services is multi-pronged, including collaboration with both internal and external stakeholders, as well as funding through federal and state sources. Collaboration continues to be essential when ensuring services for families and children meet individual and specific needs. An example of a relationship includes the Regional Partnership Grant project, which is in the second five-year term. Partnering with the Clark County 8th Judicial Court (with a very active judicial involvement), the CCDFS has been able to fund a project that not only identifies specific mothers and fathers with substance abuse issues, but through comprehensive analysis, therapy, and case management is able to address very specific and individual needs of each family member. The goal continues to be for the next year to include more fathers in the program, providing services for this specific population, which will work towards several of our Title IV-B Subpart II service areas.

Title IV-B Subpart II is a significant funding source for our sub grantees. Through collaboration with sub grantees as well as partner agencies, DCFS's Grants Management Unit (GMU) continues to evaluate services and service needs. This has been accomplished through required annual on-site reviews of funded providers as well as meetings to discuss the specific and individual needs of each sub grantee and the population they serve.

Through the use of the online data collection system, which allows sub grantees to track client utilization and outcome measures, the DCFS GMU is able to view trends across agencies as well as those areas that are not currently successful. This system is able to provide program evaluation protocols which include measurable outcomes under the Title IV-B Subpart II grant award. Each sub grantee is required to submit monthly programmatic reports to this system, which maintains the online data reporting system. This serves to expand upon the state and federal accountability requirements.

Current sub grantees under the Title IV-B Subpart II grant award provide services throughout Nevada, including all three regions (Clark County, Washoe County, and Rural Region). These monthly programmatic reports provide the DCFS with an accurate representation of both need and services being provided. The DCFS Grants Management Unit (GMU) in turn reviews monthly programmatic reports to ensure that services are being provided statewide and needs are being addressed by our sub grantees. Sub grantees providing services statewide are also grouped by not only the region in which they are serving but also within the four categories of Title IV-B Subpart II as mentioned above in Item 29. It is through this process that we can ensure that services may be individualized to meet the unique needs of children and families within the State of Nevada. The goal for this year continues to be an evaluation of services and needs with a focus on the service areas that are most challenging.

Item 29 provided a breakdown of the services within the four categories of Title IV-B Subpart II. Of significance within the provision of individualized services is that, within our Title IV-B Subpart II sub grantees, there were many self-reports of disabilities which required and received successful services. Service hours were dedicated within the four services areas of Title IV-B Subpart II, providing an array of group and individual services. Through our continued contact and work with our partner agencies as well as our sub grantee, planning for the coming year is continual to ensure funding and resources are maximized.

Statewide Data (SFY 2016):

Stakeholder Interview Information

Focus groups were conducted in June 2016 statewide with caseworkers, the judiciary, foster parents and youth concerning this item. Additionally, focus groups will be conducted in October 2017 for the Statewide Assessment.

- All groups in all jurisdictions agreed that the system's ability to deal with individualizing services is practically nonexistent, with the exception of fairly good availability of Spanish speaking providers in Washoe County.
- Examples for lack of services for special needs:
 - Judiciary spoke to a deaf parent who was unable to access substance abuse treatment due to his or her disability
 - Foster parent spoke about having a 12-year-old, developmentally delayed child that is now receiving Advanced day care which he will need when he turns 13, but, no providers/programs are available to him once he turns 13

Strengths/Concerns (Service Array)

All Stakeholders during focus groups in June of 2016 identified that Service Array is an area needing improvement. Stakeholders reported that Individualized services are practically non-existent. Focus groups will be conducted again in October 2017 for the Statewide Assessment.

The State and child welfare agencies continue to contract with a variety of service provides across the state but gaps in service providers continue to exist in many areas of the state.

Some communities have more resources than others, and typically the metropolitan areas have more services than the DCFS Rural Region. This continues to make it challenging for families and children to access services in certain areas of the state and additionally makes it a challenge to individualize services when services are not available.

Item 31: State Engagement in Consultation with Stakeholders

Requirements:

NRS 432.0305 and NRS 432B require the DCFS to observe and study the changing nature and extent of the need for child welfare services and to cooperate with the Federal government in adopting and completing state plans that will assist the DCFS in providing services for children and families. This is accomplished through coordination and collaboration with other public and private agencies and entities in developing the five-year Child and Family Services Plan and ongoing annual updates required by Title IV-B. The DCFS collaborates with a variety of entities in this process.

Statewide Data (SFY 2017):

DCFS continues to actively engage and collaborate with external stakeholders through partnering and participation in workgroups, meetings, and public presentations for purposes related to achieving state plan goals and objectives. During the upcoming SFY 2018 Nevada will continue to meet with existing Stakeholder groups in the implementation of the goals, objectives and interventions of the CFSP. Existing groups statewide discuss the on-going monitoring and progress of CFSP goals. These groups meet on various dates and throughout the state at various locations. Some group meetings are conducted via conference calling. As Nevada enters the SFY for the CFSR Statewide Assessment, CFSR factsheets are being provided to the Courts, Governor's Office, Adoptive Parents, Legislatures, Mental Health Professionals, Caregivers, Tribes and various other Stakeholders. External stakeholders provide information about program functioning, policy and practice, protocol development, and share resources and information that are used in program development and planning. These activities are part of the monitoring process established by the Family Programs Office to monitor specific child welfare programs. Each program area identifies activities and stakeholders as part of its plan and provides reports and data about how the objectives are achieved relative to the overarching State Plan and federal child welfare outcome indicators.

In accordance with the requirements at 45 CFR 1357.15(1) and (m), DCFS continues to collaborate and engage internal and external Stakeholders in monitoring the identified shared goals and objectives of the 2015-2019 CFSP. Stakeholders continue to be involved in the review of available data, and/or in assessing current performance, utilizing participation in workgroups, meetings, and public presentations.

Table 6.13: Stakeholders

Table 6.13 shows the groups of Stakeholders that the DCFS partners with directly through their regular meeting formats or presentations and or workgroups.

Stakeholders

Decision Making Group (DMG) CCDFS Department of Family Services WCDSS Department of Social Services DCFS Rural Region Children's Justice Act Task Force (CJA) Citizen's Review Panel (CRP) Court Improvement Project (CIP) Court Improvement Councils (CICs) Statewide Quality Improvement Committee (SQIC) Nevada Partnership for Training (NPT) Foster Parents and Adoptive Parents Youth Advisory Board (YAB) and other Youth in Foster Care Independent Living Providers and other Service Providers ICWA Steering Committee Department of Juvenile Justice Community Partners i.e. Education

Consultation and Collaboration with Tribes

The State of Nevada has 27 tribal entities that include federally recognized tribes, bands and colonies. These include Battle Mountain Band Council, Carson Colony Community Council, Dresslerville Community Council, Duck Valley Shoshone-Paiute Tribe, Duckwater Shoshone Tribe, Elko Band Council, Ely Shoshone Tribe, Fallon Paiute Shoshone Tribe, Fort McDermitt Paiute-Shoshone Tribe, The Confederated Tribes of the Goshute Reservation, Las Vegas Paiute Tribe, Lovelock Paiute Tribe, Moapa Band of Paiutes, Pyramid Lake Paiute Tribe, Reno-Sparks Indian Colony, South Fork Band Council, Stewart Community Council, Summit Lake Paiute Tribe, Te-Moak Tribe of Western Shoshone, Timbisha Shoshone Tribe, Walker River Paiute Tribe, Washoe Tribe of Nevada and California, Wells Band Council, Winnemucca Colony Council, Woodfords Community Council, Yerington Paiute Tribe, and the Yomba Shoshone Tribe. The Bureau of Indian Affairs (BIA) has social workers who work in partnership with the State regarding issues with Nevada Tribes.

To gather input from the Nevada tribes, the Division of Child and Family Services (DCFS) conducted bi-monthly Statewide Children's Justice Act Task Force Indian Child Welfare (CJA ICW) Committee meetings. The CJA ICW Committee is a multidisciplinary advisory committee of the Children's Justice Act Task Force. The committee membership includes representatives from Nevada Tribes, Inter-Tribal Council of Nevada (ITCN), Nevada Indian Commission, Court Improvement Project (CIP), Bureau of Indian Affairs (Eastern and Western Nevada Agencies), State of Nevada Attorney General's Office, Washoe County Department of Social Services, Clark County Department of Family Services, Nevada Legal Services, Department of Health and Human Services, Nevada Early Intervention Services, The National Council of Judicial and Family Court Judges, and Division of Child and Family Services. Meetings are held bi-monthly and are co-chaired by the ITCN Executive Director and the DCFS Indian Child Welfare Act (ICWA) Tribal Liaison at the Western BIA office. A toll-free call in telephone number is always provided for those who cannot attend in person. To encourage statewide participation, notification is done by a listserv email which includes the agenda, minutes from the prior meeting, and an updated matrix on the Memorandum of Understanding (MOU) status between Nevada Tribes and DCFS. The MOU matrix is a list of Nevada tribal entities and documents meetings, letters/email correspondence, and ongoing face-to-face contacts between DCFS Tribal Liaison and Nevada Tribes. The matrix is updated and distributed through the DCFS Tribal Liaison on a bi-monthly basis.

The purpose of the committee is to provide an opportunity for consultation and collaboration between State, Tribal and County entities. This collaboration provides a forum for discussion and recommendations between State, Tribal and County entities for improving the child welfare system. This forum is where policies, procedure and practice interface or relate to Indian children and families and confer on topics of interest to the tribes. CJA ICW Committee meetings were held on July 27, 2016, September 28, 2016, November 16, 2016, January 25, 2017, March 22, 2017, and May 24, 2017.

Several topics discussed at the meetings:

- Status of Memorandums of Understanding
- On-going trainings surrounding Indian Child Welfare (ICW) and Indian Child Welfare Act (ICWA)
- Continuing work by the Division of Child and Family Services (DCFS) on a tribal consultation process
- The importance of Tribal Stakeholder Representation

The DCFS tribal liaison continues to gather input, collaborate, and consult with the tribes through individual consultations and ongoing state and / or tribal meetings. Tribal input and feedback is always encouraged and noted as well as sharing of available resources to allow for the provision of constructive feedback between the state agency and the tribes. Barriers to the coordination would include: changes in staff on both the tribal and state side, changes in tribal leadership, tribal council, and tribal social workers. DCFS tribal liaison requests continuous updates in tribal staff contacts through the Inter-Tribal Council of Nevada (ITCN), local Bureau of Indian Affairs (BIA) agencies, and the Nevada Indian

Commission (NIC). NV Tribes are required to notify these tribal agencies whenever there is a change in positions. DCFS tribal liaison will continue to share and include NV tribes on the implementation and assessment of CFSP / APSR.

The DCFS tribal liaison outlined the tribal initiatives for 2017:

- Meeting and consulting with other state agency tribal liaisons;
- Attending quarterly Tribal Consultation Meetings and giving updates on ICW per request;
- Participating in The National ICW Manager's calls with other ICWA specialists in other states where ideas from each state are discussed and shared regarding ICWA;
- Attending training on Drug Endangered Children (DEC) for the Statewide Native American Coalition (SNAC);
- Attending monthly Tribal Health Director's Meetings at ITCN and giving updates regarding ICW issues involving the tribes;
- Updating the ICWA page on the DCFS website which is made accessible to tribes;
- Providing training opportunities from various sources through the NVICWA listserv and announcements at meetings; and,
- Sharing of contact information between the tribes and DCFS;

The DCFS tribal liaison attended the annual National Indian Child Welfare Association Conference titled, "Protecting Our Children" in St. Paul, Minnesota, April 2016. The Tribal Liaison then attended a two-day training on "Positive Indian Parenting" and shared information on the training with the ICW Committee at the July 2016 bi-monthly meeting. The liaison traveled with Nevada Senior Deputy Attorney General to Sacramento, California, in September 2016, for ICWA Final Rule / New Guideline training hosted by the Department of the Interior and the BIA. In September 2016, the DCFS tribal liaison was asked to present at the Battle Mountain Band on ICWA and the importance of the MOU's between DCFS and NV Tribes. NICWA asked DCFS tribal liaison to present with the Senior Deputy Attorney General at the annual conference in April 2017. DCFS tribal liaison has also provided ICWA training for various community resources such as the Douglas-Carson Legal Professionals.

The DCFS tribal liaison gathers input, collaborates, and consults with the tribes through Statewide Children's Justice Act (CJA) Task Force Indian Child Welfare Committee open meetings held every other month with assistance from the Inter-Tribal Council of Nevada and the Western and Eastern Bureau of Indian Affairs (BIA) Nevada Agencies. The CJA ICW Committee is comprised of all child welfare agencies in Nevada, Nevada Tribes, BIA, Legal Counsel, and statewide stakeholders. DCFS tribal liaison also attends quarterly meetings held at both the state and tribal level. This includes Tribal Consultations through the Department of Health and Human Services and Executive Board Meetings at the Inter-Tribal Council of Nevada. Tribal leaders are invited to both meetings to discuss issues within Indian Country in the state and state tribal liaisons in attendance are required to give updates within their divisions.

The DCFS tribal liaison scheduled consultations with Tribal Chairman and representatives from Tribal Social Services. The liaison met with the following NV Tribal entities to discuss the process and the purpose of the MOU: Battle Mountain Band Council, Confederated Tribes of Goshute, Elko Band Council, Fallon Paiute Shoshone Tribe, Fort McDermitt Paiute Shoshone Tribe, Las Vegas Paiute Tribe, Lovelock Paiute Tribe, Moapa Band of Paiutes, Pyramid Lake Paiute Tribe, Reno-Sparks Indian Colony, Te-Moak Tribe of Western Shoshone, Walker River Paiute Tribe, Washoe Tribe of Nevada and California, Yerington Paiute Tribe, and the Yomba Shoshone Tribe. In February 2016, the DCFS tribal liaison attended Fort McDermitt Paiute Shoshone Tribal Council to present on the MOU process with DCFS. The outcome of continuing consultation with the Tribe and the Senior Deputy Attorney General (DAG) resulted in a general MOU between Fort McDermitt Paiute Shoshone Tribe and DCFS. Overall consensus from the NV Tribes was for the liaison to continue meeting face-to-face with each tribe on an ongoing basis and working closely with tribal social workers. Individual tribal elections take place at different times of the year, so leadership may continuously change. The DCFS tribal liaison will continue to ravel and meet with new and existing tribal leaders regarding the MOU process.

DCFS has a MOU with NV Tribes for the culturally appropriate placement of children across jurisdictions along with the protocol to implement the MOU for both tribal and state social workers to collaborate and coordinate the placement of foster children into tribal licensed foster homes located on tribal land. The establishment of the MOU between the NV tribes and DCFS allows for greater collaboration between the state, tribe, and counties for better provision of services on

and off the tribal communities in NV, and the reduction of trauma to Indian children by placing them within their own culturally appropriate communities. MOU's with DCFS are used for cross-jurisdictional foster home placements. The MOU is created through state and tribal consultations in face-to-face meetings or via phone consultations between the DCFS tribal liaison and tribal social services. A complete draft is then presented to tribal council before being submitted to the state's Attorney General's Office for review. The MOU gives specifics to who is responsible for providing the child welfare services and protections for tribal children. Tribal and state social workers work together with tribal liaison's assistance to collaborate, gather and share the best resources for tribal children. Active efforts are not part of the NV statute, however, DCFS ensures that Active efforts are adhered to by attempting to keep sibling groups together: engaging the age appropriate child, parents, extended family and tribal agencies in case planning and Child and Family Team Meetings; identifying appropriate services and helping parents to obtain such services; monitoring progress and participation services; conducting diligent searches for the child's extended family members; supporting regular visitation with parents, siblings and extended family including providing transportation for such visits; and providing postreunification services through monitoring. DCFS has a current MOU with the following NV Tribes: Fort McDermitt Paiute Shoshone, Yomba Shoshone Tribe, Washoe Tribe of Nevada and California, and Elko Band Council. DCFS is working to finalize MOU drafts with the following NV Tribes: Reno-Sparks Indian Colony, Confederated Tribes of Goshute, and Yerington Paiute Tribe of Nevada.

DCFS continues to provide training and to work with tribal and state workers to ensure active efforts are taken to prevent the breakup of the Indian family when a child may be placed in foster care or for adoption. For new state and county social workers the mandates of ICWA are included in the mandatory Nevada Academy Training. The Nevada Partnership for Training offers an online ICWA training that is open to all jurisdictions. Available on the DCFS website, it shows the ICWA policy and documents for identifying Indian children and Notice of Court Proceedings. DCFS reviewed the new State Guidelines for Courts issued by the BIA in February 2015, Nevada's ICWA State Policy 0504, Nevada Revised Statutes (NRS) and training to determine if revision of Policy, NRS and training is necessary. The Inter-Tribal Council of Nevada holds an annual convention each year in which DCFS has been invited back to participate. Due to budget constraints, ITCN elected not to have an annual convention FY 2017, and is unsure if they will be having an annual convention FY 2018. ITCN will inform DCFS of their budget audit results and the future possibility of annual conventions. DCFS tribal liaison will explore other means of funding and collaborating with NV Tribes to see if future trainings and workshops can be put together to benefit both tribal and state social workers.

Active efforts are shown by the Nevada child welfare worker's attempts to assist in both arranging for the best fitting culturally competent services and helping families engage in those culturally competent services that are unique to their needs. Per NV State ICWA Policy 0504, child welfare workers inquire about possible Indian family members, fictive kin, tribal community members, and / or tribal foster care placement options by filing out the Ancestry Chart with the assistance of DCFS tribal liaison. NV child welfare workers inquire about the applicability of ICWA immediately upon a child being taken into state custody. All efforts are documented.

The "Indian Child Welfare Resource Guide for Nevada" was initially developed and finalized in 2003 by the members of the Indian Child Welfare Steering Committee. This publication was designed to assist state and county child welfare agencies on the law and contacts tribal contacts within NV Tribes. DCFS tribal liaison continues to update Resource Guide and make it accessible to Tribes via the DCFS website.

In 2015, DCFS made the CFSP and APSR available for public review and inspection through the NV state website and provided them through the listserv. Additionally, each year the APSR is exchanged with the Washoe Tribe of Nevada and California. The Washoe Tribe of Nevada and California is the only tribal entity in Nevada that completes an APSR. Furthermore, the SFY 2017 APSR will be made available for public review and inspection through the State's website and through the listserv as well as exchanged with the Washoe Tribe upon approval from ACF. DCFS collaborated with NV Tribes through quarterly meetings with Inter-Tribal Council of Nevada (ITCN) Executive Board Meetings. These meetings include NV Tribal Leaders, the Department of Health and Human Services (DHHS), Tribal Liaison Committee and Statewide CJA Task Force Indian Child Welfare (ICW). Notifications of the meetings are provided through a listserv. The agenda and attachments are also sent via a listserv for the CJA ICW Meetings. A barrier identified in working on the

DCFS MOUs has been the high turnover in ICW workers both on the state and tribal side. There have been limited meetings with the ITCN Executive Board and lack of proper tribal participants at the DHHS Tribal Consultation Meetings in 2017, which reflects as a barrier to coordination and collaboration with NV Tribes.

Nevada state ICWA policy 0504, prioritizes the recognition of a child being an Indian child and assures that the child's tribe be contacted immediately when an Indian child is taken into custody. The Tribe then becomes an active participant in any further proceedings regarding the child. In foster care or pre-adoptive placement, a preference shall be given in the absence of good cause to the contrary, to a placement in the following order: a member of the child's extended family; a foster home licensed, approved, or specified by the child's Tribe; an Indian foster home licensed or approved by an authorized non-Indian licensing authority; and, an institution for children approved by or operated by an Indian organization, which has a program suitable to meet the child's needs. The order of placement preference for Indian children regarding a member of the child's extended family; other members of the child's Tribe; another Indian family. If a different order of placement preference is ordered by the Tribe, the court or agency effecting the placement shall follow the order of preference established by the Tribe, so long as the placement is the least resistive setting appropriate to the particular needs of the child.

When it is determined that a child is Indian, and the child welfare agency is involved with the family, the local child welfare agency follows the mandates of the Indian Child Welfare Act (ICWA), which includes notification to the tribe in accordance with the ICWA, 25 U.S.C. 1915, as Indian and Alaska Natives extended families and Indian foster homes were available. If no Indian families are available; NRS 432B390, was followed. ICWA 25 U.S.C. 1919, authorizes states to enter into agreements with Indian tribes, with respect to the care, custody of Indian children and concurrent jurisdiction. A child welfare worker shall continue sending notices to Tribes for every child custody proceeding throughout the life of the case. When a Tribe intervenes, the Tribes is entitled to receive service of all motions and legal documents from that point forward. The Tribe or parents can at any point in a case request transfer of jurisdiction to Tribal court. Upon request form the Tribe or either of the parents; the court may transfer the case, unless the court finds good cause not to transfer. Nevada child welfare workers consult their supervisor, DCFS tribal liaison, and agency legal counsel for further assistance.

There are no tribes in Nevada that have a Title IV-E agreement. However, the Washoe Tribe of Nevada and California has been approved for Title IV-B, Subpart 1 of the Social Security Act, and has applied for the Tribal / Federal IV-E agreement, but after learning that the allocated funds would not be as high as they hoped, Washoe Tribe decided to not pursue the Tribal / Federal IV-E agreement.

During FY 2017, DCFS monitored compliance with ICWA through case compliance / quality assurance review and training and through individual continuous quality improvement case reviews with the Deputy Attorney General who represents DCFS. During Child and Family Service Reviews (CFSR) in 2016, DCFS Rural Region randomly pulled 47 child cases to review. Out of the 47 cases, 3 cases were identified as Indian children. Out of the 3 cases, 1 of them rated in an Area Needing Improvement (ANI) under Item 9: Preserving Connections, when an Indian child was identified. Item 9 is the only item on the CQI tool that relates to Indian Child Welfare (ICW) in foster care cases by inquiring preserving connections for Indian children. This child's case also received ANI due to concerted efforts not being made to maintain the child's important connections, sufficient inquiry conducted with the parent, child, custodian, or other interested party to determine whether the child may be a member of, or eligible for membership in a federally recognized tribe. The Tribe was not notified in a timely manner of, or manner of its right to intervene in any state court proceedings seeking an involuntary foster care placement or termination of parental rights; and, the child was not placed in foster care in accordance with ICWA placement preferences. The other 2 of the 3 Indian child cases reviewed reported "strengths" in all areas of Item 9. DCFS will work on a more detailed targeted review of ICWA practices in Nevada for reporting purposes in the future. Reports are available for review on the DCFS website and per request.

During FY 2017, DCFS continued to strive for compliance with ICWA by following the Guidelines set out by the BIA in 1979, the new ICWA regulations published in February 2015, and the new ICW. The newly revised ICWA guidelines published December 2016. DCFS ensured that state welfare workers had knowledge in ICWA through mandatory trainings and with the assistance of DCFS tribal liaison as a resource. DCFS tribal liaison provided technical assistance

to State/Tribal/County and private agency Social Workers. DCFS tribal liaison coordinated and provided training on ICWA; fostered State/Tribal relationships; facilitated the ICW Committee Meetings; and disseminated current information regarding regulations and federal laws that may impact Indian children and families in Nevada. DCFS tribal liaison participated in case reviews and case consultations, assisting state and tribal partners in the identification of appropriate actions with regard to ICWA. DCFS liaison was a key participant in the meetings.

Collaboration with the Court Improvement Program

The Nevada Court Improvement Program (CIP) is a state and federally funded initiative designed to develop and implement data-driven, evidence-based, and outcome-focused best practices that advance meaningful and ongoing collaboration between court, child welfare agency, and other stakeholders to achieve safety, permanency, and well-being for children and families involved with the child welfare system in a fair and timely manner. Nevada CIP projects encompass a myriad of activities at the state and local level with the primary purpose to assess and improve court processes related to child abuse and neglect, and to ensure improved safety, permanence, and well-being for children. CIP funding has also been used to develop broad-based systemic reform of courts and court processes related to dependency cases.

Collaborating on the Child and Family Services Plan (CFSP), Child and Family Services Review (CFSR), and Child Safety, Permanency and Well-Being

The Nevada court system has partnered with DCFS on a variety of fronts the last year focusing many of its efforts on implementing the CFSP and the upcoming CFSR. The courts assisted in the implementation of various data exchange projects to ensure that the judiciary, the Community Improvement Councils (CICs), and child welfare all have access to significant and accurate data.

Agency representatives regularly attend and contribute to all 11 judicial district CIC meetings as well as the CIC Annual Summit. In several instances the agency CIC member provides regular data updates to the court concerning permanency issues, child safety decision-making, and adequacy of foster family population. The CICs all include their child welfare partners as they develop their annual action plans to resolve local dependency issues. The DCFS Administrator attended the 2016 CIP Annual Meeting and the Child Welfare Deputy Administrator was a member of the team Nevada CIP sent to the White House convening on preventing sex trafficking. The CIP Coordinator is an active member of the DCFS Indian Child Welfare Committee, the Statewide Quality Improvement Committee and several subgroups around data and data report development.

Since Nevada does not have a unified court system, or a statewide court management system, CIP worked with the Nevada SACWIS (UNITY) or State Automated Child Welfare Information System) manager to pull the court timeliness statistics quarterly by county for each of the judicial districts (CFS 775 report). At this point four of the five timeliness measures are available because, although UNITY does have a screen into which to enter the TPR petition filing date, only one county enters this data element. This deficit is being addressed by the Centralized Case Index (CCI) which will draw data from court case management systems.

Baseline data reports were first distributed to the 11 District Court Judicial Districts in 2012 during the Community Improvement Council (CIC) Summit where the CICs were taught to read and understand them. During each subsequent CIC annual Summit district by district comparative analyses of current and previous years' data are shared with the CIC teams. The statewide data are also provided to each CIC quarterly in the form of the CFS 775 report from UNITY.

Agency Data Sharing Projects:

CIP has been working with all three child welfare agencies to ensure that accurate and timely information is shared among the courts and the agencies. In 2010, CIP began assessing data exchange feasibility in Washoe County, followed by a similar assessment in Clark County in 2011. Electronic data exchange possibilities were identified in both judicial districts. In 2012, CIP obtained a \$45,000 technical assistance grant from the National Center for State Courts (NCSC) to implement the Court Event Notification project in Clark County. NRS Chapter 432B mandates that proper notification of court hearings and court reviews regarding the status of a child in custody of a child welfare agency must be provided and

that it is necessary to ensure active involvement and participation of parents, foster parents, guardians, pre-adoptive parents, and relative caregivers in the child's safety, permanency, and well-being. However there has been no direct entry of court hearing dates into UNITY. Because entry of this information has been manual following email, fax, or paper notification from the courts, it can be delayed, particularly in the case of change of hearing dates; resulting in the potential for improper notification. CIP embarked on the Court Event Notification project in Clark using the National Information Exchange Model (NIEM), the Global Reference Architecture (GRA) and Extensible Markup Language (XML).

At the lead judge's request, the 8th Judicial District Court's IT Manager has been actively involved and supportive of this project, immediately allocating resources to proceed. To facilitate an electronic link between the systems, the UNITY case number has been entered into Odyssey, the court's case management system, since October 7, 2013. The 8th JD now has the ability to export real-time data from Odyssey per the specifications. Using the format defined within the NIEM-based Court Event Notification IEPD, the District Court developed a process to extract and transmit added, modified or deleted court events to the DCFS. It has made the transformation to the NIEM, has completed testing and is ready to begin exchanging messages with UNITY. DCFS began software development in September 2014 to consume these messages. It was decided to enable integration using a UNITY web service which ran into a few glitches, requiring a modification of how the exception messages are written. DCFS has created this report and is ready to receive the data feed from Clark County. Clark can now begin implementing the data feed.

Centralized Case Index

With assistance from the DCFS, CIP has been providing court performance measure data to the courts quarterly. However, several judicial officers questioned whether this information could be made available in near real-time to help them manage caseloads and thereby achieve additional key timeliness milestones and improve outcomes for children. To this end, CIP undertook several technical proofs of concept (POC) initiatives. Two POCs were designed to prove that:

- Case and case party information from the child welfare agency (e.g., removal date, permanency goals, placement information) and information provided by the family court (e.g., assigned judicial personnel, hearing dates, petition filing dates, adoption dates) can be combined into a single data store and provide a consolidated view of case information;
- Timeliness reports can be generated on-demand through a browser-based system and presented to the user in an easily understandable format.

To accomplish the first POC, cases in UNITY were linked with cases in the 2nd Judicial District's ASFA System. To identify these links, the CIP developed a custom algorithm that could accurately match 94% of the cases between the two systems.

The second POC created a Centralized Case Index (CCI) which allows authorized users to view this consolidated information and generate a set of standardized reports. In 2014, this capability was implemented using Microsoft Reporting Services. The user can use configurable parameters to refine the report. The user may generate a more detailed report listing the cases contained in that grouping simply by clicking on a vertical bar.

Since the POCs successfully accomplished both objectives; CIP is moving these capabilities into a fully productionalized system which will enable near real-time timeliness reporting through an integrated dashboard. CIP is now developing a productionalized version of the CCI.

The CCI will provide the judiciary with aggregate data reports into which they may drill down to obtain case specific information helping them manage their caseloads and improve timeliness. The intention is to provide a continuous feedback loop to the courts and CICs on their progress and to help them determine where they may wish to focus additional efforts. Judges and other key partners are already anticipating how the CCI could be expanded to include juvenile justice data (Project One) and education data to help inform and continually improve the quality of other programs and outcomes for children.

This project has been planned, the feasibility has been demonstrated and the productionalized version is partially implemented. In Washoe County, the CCI will receive updated case hearing and event information directly from the 2nd Judicial District Court Case Management System. The XML formatted messages will be transmitted through a web service. AOC has installed the Application Servicer on the CCI system. CIP has purchased a domain name, "NevadaCIPDashboard.org" and an SSL certificate to allow for encrypted transmission of data. As of April 2017, current Washoe County case data are being imported from UNITY through an encrypted channel on a nightly basis. These data include: UNITY case, court hearings, case parties, case petition, placement history, provider service, and removal information. In the near future, eight (8) years of historical data from UNITY will be imported into the CCI and matched

with court case management system data.

In Clark County, case information will be first transmitted from the Clark County Family Court to UNITY using the Court Event Notification data exchange discussed earlier. From UNITY, court case information will be passed to the CCI. For Nevada's fifteen other counties who either do not currently have a court case management system for dependency or are waiting to feed data into the CCI, UNITY will be the primary data source for both child welfare and the manually entered court case information.

The approach envisioned for passing information from UNITY into the CCI involves a nightly batch job that identifies data that has been modified in the past 24 hours (using the MOD_DT_TM column that is available in all tables) and then transmits that updated case information to the CCI. Note that the design expects raw, un-joined data being transmitted to the CCI – table joins and linkage to the court case information will be accomplished within the CCI. The CCI requires information from thirteen UNITY tables.

The 10th Judicial District Court has offered to be the CCI pilot for rural courts. During the summer of 2017 assessment will begin to evaluate feasibility and approach.

Discussions concerning pulling some of their pertinent data into the CCI are also being held with such additional agencies as the Nevada Department of Education, the Washoe County School District, and the Jan Evans Juvenile Justice Center.

In the meantime, the UNITY CFS 775 report has been revised to include the proportion of each measure that meets the statutory requirements. The report has also been redesigned to provide the entire history of first permanency hearing timeliness and calculates recent history (2 years) to allow courts to see progress being made without being encumbered by historical data not impacted by their improvements.

Child and Family Services Review (CFSR)

Nevada CIP has been actively involved in the CFSP and APSR for many years. The CIP Coordinator attended the Federal briefing in Seattle, Washington on the upcoming Child and Family Services Review as an invited member of the Nevada Team. With this enhanced understanding of the systemic factors and what has replaced the composites, and the use of the newly established portal; CIP has been able to help the courts and CICs in understanding the 2018 CFSR process in Nevada.

CIP is an active and charter member of the Statewide Quality Improvement Committee (SQIC) which meets monthly to discuss all that is relevant to both the CFSR and the CFSP. The SQIC's purpose is to promote positive outcomes for Nevada's children through continuous oversight and analysis of state and federally identified performance measures and data relevant to continuous quality improvement.

CIP is also part of the team reviewing all the CFSR Case Review reports from the jurisdictions. CIP participates in ongoing review of the resultant data and discussion concerning how improvement can be made in those items leading up to Nevada's Round 3 CFSR in 2018. The CIP Coordinator was trained to assist with quality improvement case file reviews in Nevada, and has been certified to conduct case file reviews on the CFSR On-Line Monitoring System. CIP participated in the Rural Region Reviews in April 2015 and 2016 and will again in August 2017.

The 11 judicially convened Community Improvement Councils (CICs) will be involved in either focus groups or surveys relating to continuous monitoring of the systemic factors. As a matter of fact, the CICs have initiated supporting several of the outcomes and systemic factors because of their action planning around timeliness, child safety, and hearing quality. All the courts have focused on implementing child safety decision making (Safety Outcome 2, Item 3). Most courts are asking about placement with relatives and maintaining relationships, if there has not been placement, with siblings (Permanency Outcome 2, Items 7, 8, and 10). As result of the 2015 and 2016 CIC Summits training on enhancing hearing quality, the courts are making inquiries concerning appropriate permanency goals (Permanency Outcome 1, Item 5).

Regarding the Case Review System systemic factor Item 22, a column for the proportion of permanency hearings meeting the mandatory time requirement has been added to the Court Performance Measure report sent to the courts quarterly. A review of court timeliness data shows that for all children who were in foster care between 2012 and 2016, the median days to permanency hearing were within the 12-month requirement. The proportion of permanency hearings conducted timely improved from 67% in 2012 to 80% in 2016. Additionally, time to permanency and termination of parental rights has been trending downward (16% and 20% decrease, respectively) since 2011 and the proportion of permanency hearings meeting statutory requirement upward (23.2% increase).

In terms of Item 23 (Termination of Parental Rights), CIP has been informing the courts quarterly of their timeliness using the same Court Performance Measure report, and during the annual CIC Summit annual and trend data are presented for the courts to inform development of their annual court improvement action plans. A review of these data reveals that since 2011 through 2016 the time to TPR has been reduced by 20% statewide from 764 to 610 median days. Several of the CICs are digging into their data to better understand the underlying factors driving the trends.

Data regarding Item 21 (Periodic Reviews) is being added to the quarterly court performance measures report to ensure that the courts focus their attention on this important measure as well.

Several courts have included in their CIC action plans activities to assist with Item 35 (Foster and Adoptive Parent Licensing, Recruitment, and Retention). The 4th Judicial District (JD) celebrated National Adoption Month by engaging the entire community of Elko to highlight the need for adoptive and foster homes. With the DCFS, the 5th and 7th JDs successfully pulled the communities together to recruit additional foster families, especially in remote areas. The 6th JD signed an MOU with the DCFS to train court staff to recruit, train, and support foster and adoptive families. The 7th JD included in their quality hearing action plan increasing court involvement in foster care recruitment. The 8th JD's judges participate in foster family trainings. The 10th JD charged each of its CIC members to approach at least one suitable family about fostering children, and the judge plans to contact each of those families.

The Coalition to Prevent Commercial Sexual Exploitation of Children

Two teams from Nevada attended trainings during 2015 concerning sex trafficking of children. During the 2015 CIP Annual Meeting, a team from child welfare, law enforcement, and the courts attended a sex trafficking convening at the White House where a statewide strategic plan to prevent commercial sexual exploitation of children was started. The team worked throughout the summer of 2015 on this plan.

In October 2015 the Nevada Supreme Court Chief Justice sent a team of judges, law enforcement and public defenders to New York City for training. Because a judge from this team is also a member of the CIP Select Committee, he was aware of the statewide strategic plan being drafted and took this document to build upon during the New York City training. As a result, the statewide strategic plan was informed by two national meetings. By the end of October 2015, the Nevada Supreme Court Justice (Chair of the CIP Select Committee) convened the organizational meeting of the Coalition to Prevent Commercial Sexual Exploitation of Children at which the Coalition's draft structure and mission, and strategic plan were shared. This meeting was facilitated by the National Council of Juvenile and Family Court Judges. Coalition members self-assigned to the six focus groups created in the draft strategic plan: Consultation/Coordination/Collaboration; Engagement/Identification/Assessment of Sex Trafficking Victims; Data Collection, Analysis, and Sharing; Care Coordination; Training; and, Prevention.

Nevada's Governor issued an Executive Order officially creating the Coalition to Prevent CSEC naming the Supreme Court Justice as chair and the Administrator of DCFS as co-chair.

CIP has worked diligently with DCFS since the 2015 CIP Annual Meeting to finalize the strategic plan, plan and host the organizational meeting, draft language for the executive order, and identify co-chairs and members for the five focus groups. CIP spearheaded a multi-agency request for help addressing the child sex trafficking problem in Nevada. CIP along with the Division of Child and Family Services (DCFS) and the Department of Education submitted a successful application to request technical assistance with the implementation of the commercial sexual exploitation of children portion of P.L. 113-183.

The State of Nevada was one of six jurisdictions in the country selected to participate in a new federal initiative to help states serve at-risk youth who are involved in multiple systems. The Center for Coordinated Assistance to States within Georgetown University will assist Nevada's multi-disciplinary team to develop stronger formal relationships and structural alignments to improve system processes and outcomes for child victims of sex trafficking. The resulting final project was a work plan that has been used to guide the Coalition to Prevent CSEC.

The first Coalition meeting (October 2016) involved development of by-laws and subcommittee charters and membership. The following subcommittees were created: Prevention, Care Coordination, Engagement, Data Analysis, and Training. During the second meeting (January 2017), the subcommittees reported on their progress and the Coalition agreed to a model coordinated response protocol. The Washington State Model Protocol for CSEC was presented to the Coalition

during its third meeting (April 2017).

The Statewide Juvenile Dependency Mediation Program

After reviewing the AFCARS and UNITY data, the hearing factors relating to improved outcomes, as well as the impact of juvenile dependency mediation on reunification and parental engagement in the 2nd Judicial District, it was determined that full implementation of the Statewide Juvenile Dependency Mediation Program (JDMP) would be the focus of the joint data-driven Child Welfare/CIP project. Dependency mediation was selected for this joint CIP/Child Welfare project as an intervention to ameliorate timeliness issues and improve reunification and parental engagement.

To help improve timeliness to permanency and build systemic capacity to engage with parents and reunify children with their parents, CIP and DCFS launched the statewide Juvenile Dependency Mediation Program (JDMP) on July 1, 2016. Since that time, 66 mediations have been conducted throughout the state with 56, or 85%, resulting in agreement. Sixteen more mediations have already been scheduled for the SFY 2017 final quarter. The use of mediation is increasing and is successful.

Dependency Mediation was initially identified in the 2nd Judicial District's (JD) CIC action plan as a means of improving timeliness to permanency and TPR by improving case processing and parental engagement, and reducing contention among the parties. This area in need of improvement was identified during the Round Two CFSR and resulting PIP. CIP first funded the program in Washoe County in 2011.

Research indicates that programs implemented in a manner consistent with national and state guidelines can be expected to offer an improvement over traditional child welfare proceeding. Evaluations of mediation programs find that mediations tend to result in full or partial agreement in at least 70% of cases. Simply producing agreements is not the only goal of mediation. There is substantial support across a wide variety of studies that mediation provides parents and other participants an opportunity to talk and discuss the issues they believe are necessary for the family's success. The ability to be heard has been a consistent theme in the 2nd JD's program's exit surveys which provide quantitative and qualitative data on non-professional (parents, foster parents, etc.) and professional participants' response to mediation.

Item 32: Coordination of CFSP services with other Federal Programs

Requirements:

The state is in compliance with the requirements to submit the CFSP, as well as the activities, accomplishments and future initiatives which are submitted annually in the APSR in accordance with the title IV-B, subparts 1 and 2 and Section 477 of Title IV-E of the Social Security Act, CAPTA, and Federal regulations at 45 CFR Part 1357. Nevada has remained in compliance each year with these requirements and has received approval on all plans and reports since the requirement was established in 2005.

Statewide Data (SFY 2017):

Collaboration occurs with Federal and State Programs involved with Medicaid, Juvenile Justice, Mental Health, Child Support Enforcement, Tribal Programs, Department of Health and Education which includes Head Start. Additionally, DCFS is involved with many state agencies, community providers including Law Enforcement as it relates to the Governor's Task Force for Commercially Sexually Exploited Children (CSEC). The DCFS has many contracts with agencies that are funded with federal funding. Since the last CFSR, there is an ongoing collaboration with the Executive Team to Review the Death of Children, Differential Response, the Regional Partnership Grant, the Children's Behavioral Health Consortium, the Youth Advisory Boards, the Citizen's Review Panel (North and South), the Children's Justice Act (CJA) Task Force, and the Court Improvement Project (CIP).

There are current Memorandum of Understandings (MOU) between various agencies and the DCFS. The Division of Mental Health (MHDS) and the DCFS have an MOU concerning coordination and provision of services to children and families. Also, there is a current MOU between the Federal Nevada Rural Housing Authority and the DCFS for targeting youth who have left foster care and lack available housing. Additionally, and as previously stated, the DCFS has executed a MOU and protocols for the social workers to implement the placement of children onto tribal land with the Yerington Paiute Tribe in 2012, which still remains in effect. A series of meetings with Tribal leadership and the DCFS has

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executed a Memorandum of Understanding (MOU) and protocol for the social worker to implement the placement of children onto tribal land with the Elko Band Council, Fort McDermitt and Paiute-Shoshone Tribe. The DCFS is in the initial process of finalizing MOUs with Fort McDermitt Paiute-Shoshone Tribe, Yomba Shoshone Tribe, and the Washoe Tribe of Nevada and California for specific children to be placed on tribal lands and in accordance with ICWA placement preference, ICWA 25 U.S.C. §§ 1915 and NRS 432B.

Juvenile Justice

Nevada continues to have an on-going collaborative partnership with Juvenile Justice Services in efforts to serve crossover youth. Cross-over youth are under the jurisdiction of the dependency (child welfare) system, placed in out-of-home care, and who come to the attention of the juvenile justice system. Juvenile Justice Staff have to ensure these youth receive the same services and benefits. Positive strides have been taken with respect to the SACWIS system and the regulations set forth by AFCARS and the NYTD Independent Living Programs for all dual jurisdiction youth.

Table 6.14

:			
AGE	MALE	FEMALE	Total #Committed
14	2	0	2
15	2	2	4
16	0	3	3
17	5	4	9
18	6	0	6
TOTAL	15	9	24

Juvenile Justice Transfers

Source: UNITY Report CFS748 SFY 2016 (7/1/2016 to 5/31/2017)

Table 6.14 includes the number of children that were transferred to State juvenile custody (committed to a juvenile correctional facility or youth parole) from child welfare (receiving services or in protective custody). These youths were known to the child welfare system prior to entering the juvenile justice system and these numbers are collected on a monthly basis via UNITY.

Strengths/Concerns (Agency Responsiveness to the Community)

Nevada routinely engages a number of stakeholders such as the court, the tribes, service providers, and foster care providers. Nevada has conducted focus groups and surveys over time to engage stakeholders. However, this process is achieved through current on-going meetings or during annual surveys. While it is consistent some stakeholders may not be engaged consistently.

Additionally, DCFS collaboration occurs with State and Federal Programs such as Medicaid, Child Support Enforcement, Department of Health and Education including Head Start and HUD. Also, DCFS is involved with many state agencies, community providers including Law Enforcement as it relates to the Governor's Task Force for Commercially Sexually Exploited Children (CSEC). These partnerships have resulted in MOU's between DCFS and several of those agencies.

Systemic Factor G: Foster and Adoptive Home Licensing, Approval and Recruitment

Item 33: Standards applied equally Requirements:

Requirements:

The Division of Child and Family Services is responsible for the receipt and distribution of all federal IV-E or IV-B funds in the State of Nevada. It is a statutory duty of the DCFS to administer any money granted by the Federal government under title IV-E or IV-B.

The Division of Child and Family Services monitors compliance with rural foster home licensing regulations of foster homes through, at minimum, the annual licensing home inspection. In addition, compliance may be verified statewide though a variety of other means; single agency audits, federal reviews, state CFSR reviews and through the child welfare agency caseworker's monthly foster home visits, home inspections, license renewal and investigations of complaints or concerns relating to the operation of foster homes. Complaints that involve the health or safety of a child are investigated immediately. All other complaints are investigated within 10 working days. The most recent Nevada Title IV-E Review was conducted by ACF in April 2017. However, as of mid-June 2017, the DCFS has not yet received back a report as to the finding of this recent review. However, in April 2014 during the Nevada Title IV-E Review, Nevada was found to be in substantial compliance with federal eligibility requirements.

Currently, the DCFS Foster Care Program Specialist is in the final process of adopting the recently revised Nevada licensing regulations (NAC 424) in response to Federal and State law previously enacted and per the Nevada mandatory regulation review. A new licensing regulation workgroup is being convened to address the needs of LGBTQ youth within the custody of a child welfare agency or court. This workgroup will include participants from each child welfare agency, other juvenile justice stakeholders and experts within the LBGTQ community here in Nevada. This is in direct response to AB 99 out of the Nevada 2017 Legislative Session. The first workgroup meeting is set to be convened near the end of June 2017.

In the past year, there have been a small percentage of foster homes that have been licensed using a waiver of licensing standards. Prior to providing waiver approval, the child welfare agency's administration will consider ensure the use of a waiver supports the safety and wellbeing of the child. Overall, Nevada's child welfare agencies over the past few years have significantly reduced their use of waivers; now, primarily using waivers for relative foster homes for waiving non-safety licensing standards.

Nevada "Child Care" facilities (congregate care/institutional-like settings that provide residential care for 16 or more children; are licensed through the Nevada Division of Public and Behavioral Health (DPBH)) can provide emergency shelter care or other residential care for children within Nevada's foster care system. They are regulated and monitored for compliance by the Nevada Division of Public and Behavioral Health's Health Care Quality and Compliance Unit, in accordance with Nevada Revised Statutes (NRS) and Nevada Administrative Codes (NAC), CHAPTER 432A - SERVICES AND FACILITIES FOR CARE OF CHILDREN.

These statutes and regulations for child care facilities are utilized in inspections and investigations conducted on licensed child care institutions to ensure equitability and consistency statewide. Inspections are done prior to licensure and then twice a year (semi-annual and annual) for each facility according to their unique licensing year. The DCFS ensures through DPBH that any Nevada child care institution that receives IV-E funding for the care of a foster child has a current, valid Child Care License issued through DPBH. DPBH ensures through the actual licensing process that all Child Care licenses and renewals meet the requirements identified within NRS 432A and NAC 432A.

Child Care facility employees must meet the same criminal background and CANS clearances as foster caregivers. If a facility is identified as not being in compliance with NRS/NAC 432A after its initial licensing, the facility license can be reduced to provisional, be suspended and/or be revoked, depending on the specific circumstances of noncompliance by the facility.

Statewide Data (SFY 2017):

SACWIS Licensing Waiver Report

Statewide licensing data obtained through the Nevada SACWIS for May 1, 2016 - April 30, 2017 indicates that only 5.4% out of 693 foster homes were approved statewide with a waiver of licensing standards. Of the 37 waivers for this review period, 25 were for relative foster homes. Nevada's data reporting system did not collect information on the specific type of licensing standard exception for the approved waivers.

Nevada Division of Public and Behavioral Health (DPBH) Institution Waiver Report

There are six (6) child care institutions throughout Nevada used by child welfare agencies to provide temporary housing either for shelter care or treatment care for children within the foster care system. These six institutions are licensed through a completely different entity, the State of Nevada Division of Public and Behavioral Health (DPBH), which is an agency separate from Nevada's child welfare agencies. DPBH licenses and oversees child care, which includes these six child care institutions. DPBH provided data for the time, July 1, 2015 to present, for these six institutions. 100% of these institutions were issued standard licenses with no exceptions or waivers.

Item 34: Requirements for criminal background checks

Requirements

NRS 424.031 states that the licensing authority shall obtain background and personal history for each applicant applying for a foster care license and all prospective employees of that applicant and residents of the foster home who are age 18 years of age or older, other than a resident (age 18 up to age 21) who remains under the jurisdiction of a court pursuant to NRS 432B.594, in order to determine whether the person investigated has been arrested for or convicted of any crime. Full fingerprint criminal background checks must also occur at least every 5 years after the initial investigation. NRS 424.039 states that the licensing authority is authorized to conduct preliminary Federal Bureau of Investigations name-based background checks on adult residents of foster homes in which a child will be placed in an emergency. The person investigated is to supply fingerprints for further investigation. NAC 424.680 deals with criminal history verification for anyone employed as staff or a director of a group treatment home or anyone applying to be a foster parent. Nevada law requires child welfare agencies to ensure that criminal history investigations are conducted pursuant to requirements under NAC 424 and NAC 127. In addition, the state has approved policy 0515.0 Child Abuse and Neglect (CANS) and NCID Requirements for Prospective Foster and Adoptive Parents in response to the Adam Walsh Act of 2006 and sets forth procedures for conducting and responding to CANS checks; conducting and establishing statewide standards for authorizing placement of children with caregivers who have undergone an NCID and CANS check. No foster home or adoption applicant is issued a foster home license until all criminal background checks have been completed.

In January 2015, Eide Bailly LLP, provided a Single Audit for Title IV-E Foster Care Eligibility for the DCFS Rural Region. Forty (40) foster care cases were reviewed for licensing and eligibility compliance. There were no error findings regarding criminal background checks.

Statewide Data (SFY 2017):

- DCFS compliance reviews were conducted based upon the quarterly review of criminal background check results being entered into the SACWIS system prior to the date of licensure. Quarters were divided to maintain 12 months of data for this report (Quarter 1 starts May 1, 2016, and Quarter 4 ends April 30, 2017). The results for the statewide review for compliance were: Q1 at 100%, Q2 at 95%*, Q3 at 100%, and Q4 at 100%. ** are below in the Table in counts and jurisdiction-specific details. The process for foster and adoptive home licensure share the same process, therefore statistic for each category cannot be broken out separately.
- In April 2017, ACF conducted a statewide review of Nevada's Title IV-E foster care program. However, as of mid-June 2017, DCFS has not yet received a report as to the finding of this recent review. In April 2014 the ACF conducted a statewide review of Nevada's Title IV-E foster care program. During this review a computerized statistical sample of 80 cases were reviewed. Nevada was found to be in substantial compliance with federal eligibility requirements. Although two cases were determined to be in error, this finding did not exceed the threshold for substantial compliance in a primary review of four or fewer cases in error.

Percentage in compliance and count of reviews: May 1, 2016 - April 30, 2017.

Jurisdiction	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Annual
Clark	100% (N=9)	90% (N=10)	100% (N=8)	100% (N=8)	97% (N=35)
Washoe	100% (N=4)	100% (N=5)	100% (N=4)	100% (N=4)	100% (N=17)
Rural	100% (N=4)	100% (N=5)	100% (N=4)	100% (N=4)	100% (N=17)
Statewide	100% (N=17)	95% (N=20) *	100% (N=16)	100% (N=16)	99% (N=69)

Note: Sampling methodology is provided below.

Provisions for addressing ongoing child safety while placed in foster care and/or in adoptive placements within the case planning process: All three Nevada child welfare agencies have implemented *ACTION for Child Protection's* safety intervention model within their child welfare system. Within this model, caseworkers must assess a child's safety and wellbeing through the use of the Present Danger Assessment and Confirming Safe Environments (CSE) tools, which provide information that supports the case planning process. The child's initial, assessment caseworker must do the Present Danger Assessment upon initial placement of the child. Then the assessment worker has weekly contacts with the caregiver and child over the first 30 days of placement to assess and monitor the child's adjustment, wellbeing and safety; these contacts are documented in UNITY case notes. Once the case transfers to the ongoing caseworker, the ongoing caseworker will continue to monitor for child safety and wellbeing during monthly home visits and will complete the formal CSE Assessment five months into the child's placement and every six months thereafter, prior to the semi-annual and annual court hearings. The ongoing caseworker also completes a formal CSE Assessment when there is a significant change to or in a child's placement or when the child is being discharged back to the care of his or her parent or guardian. Nevada does not utilize case plans regarding safety concerns within a foster home. If the risk is great enough to require a safety plan, the child would be placed in a different foster home that could ensure the ongoing safety of the foster child.

*95% due to a previously licensed foster parent needing to relicense in a different jurisdiction for purposes of adoption. This foster parent had this child placed while previously licensed. A new license was issued by the new jurisdiction, and there was a lag of approximately a week between the second licensure and the child welfare agency receiving federal background clearance.

Sampling and Data Collection for Systemic Factor #34: requirements for criminal background checks

General Sampling Parameters: On a quarterly basis, 10% of newly licensed foster homes licensed during the quarter under review will be reviewed for compliance with the requirement for criminal background checks as part of the foster home licensing process. Note: due to variations in the number of newly licensed foster homes per quarter, the number of new homes reviewed will vary from quarter to quarter. No fewer than 10 and no greater than 20 newly licensed foster homes per quarter will be reviewed. The ratio of cases reviewed will be 50% Clark County, 25% Washoe County, and 25% DCFS Rural Region. This ratio was chosen as it reflects the same ratio of QICR cases reviewed annually in the state's QICR review process.

Sampling Timetable: Data was collected from Unity for the period of May 1, 2016 to April 30, 2017 to provide four equal periods for comparison for this review. The first quarter included May 1, 2016 through July 31, 2016; quarter 2 included August 1, 2016 through October 31, 2016; quarter 3 included November 1, 2016 through January 31, 2017; and, quarter 4 included February 1, 2017 through April 30, 2017.

Sampling Process: Data was pulled from Unity for the period under review outlined above for each jurisdiction. Random numbers were applied to the results and these were ranked according to randomization. The final step was to select a

10% state wide sample, with 50% of that sample represented by Clark County, 25% represented by Washoe County, and 25% represented by DCFS Rural Region. Statewide annual and quarterly figures for newly licensed foster homes were reported.

Data Collection: The following aggregate data elements were collected from the three jurisdictions for each newly licensed home identified in the sample:

- Date the completed foster home application was received by the licensing agency
- Date the criminal records check was submitted
- Date the agency received back clearance results
- Effective date of the license

<u>Compliance with the standard</u> in this instance will be date of agency receipt of clearing occurring prior to or on the same day as the effective date of the license. Percentage (and number) of cases compliant with the standard will be reported by jurisdiction and statewide, reporting quarterly and annual totals. This data will be reported quarterly and annually, by jurisdiction and statewide.

Item 35: Diligent recruitment of foster and adoptive homes

Requirements:

The Multi-Ethnic Placement Act of 1994 (P.L 103-382) was amended in 1997 by the Removal of Barriers to Interethnic Adoption (P.L 104-188) which requires diligent recruitment of Foster and Adoptive Homes. This act established a new Title IV-E state plan requirement that prohibits states or private agencies that receive federal funds from delaying placement on the basis of race, color, or national origin of the child or the foster or adoptive parent. NRS 127.010-NRS 127.1895 governs the adoption of children. NRS 424.010-424.220 governs the licensing of foster homes.

In Nevada, the diligent recruitment of foster and adoptive homes falls to each of the three child welfare agencies. Each agency has a very different geographical and demographic area. Therefore, each agency's efforts and activities for diligent recruitment will differ due to the different needs within each community that is served by the specific agency.

NEVADA SUMMARY:

The CCDFS has the most diverse population, being the largest urban area in Nevada. They use a market segmentation approach within diverse community locations, which are reflective of the children in child welfare custody. A previous analysis by Adopt US kids, through a CCDFS recruitment grant, identified this strategy as being effective in meeting the racial and ethnic needs of their child population.

The WCDSS targets recruitment within the same local neighborhoods/communities where children originally came into child welfare custody. Additionally, the WCDSS targets specific schools, community organizations, and local religious entities, along with Spanish language radio advertising and distribution of Spanish-language brochures and posters to assist with their recruitment efforts to meet the racial and ethnic needs of the children.

In the DCFS Rural Region, diligent recruitment is often based upon targeting the specific zip codes and schools where children have been removed. The DCFS also contracts with a representative of The Forgotten Initiative Nevada (TFI) to make personal contact with many churches within the Rural Region. Efforts are also made by the DCFS to engage other religious entities and ethnic communities within the Rural Region.

CCDFS and WCDSS provide pre-service training in both English and Spanish. Unfortunately, after 9 years, DCFS recently lost their contracted Spanish speaking pre-service trainer. DCFS is looking to contract with one or two new Spanish speaking trainers. When differing language requirements arise, the child welfare agencies attempt to locate and contract for the necessary services of a translator. When necessary for immediate communication, the services of a phone interpreter may be utilized.

Statewide Data (SFY 2017):

Table 6.15

Statewide	American Indian	Asian	Black	NHPI	White	Unknown	Hispanic (Yes)	Hispanic (NO)	Hispanic (UNK)
Children	1.8%	1.2%	28.8%	1.2%	61.6%	5.4%	24.0%	61.1%	14.9%
	106	71	1,718	71	3,682	325	1,434	3,652	887
Foster	1.0%	3.2%	22.6%	1.5%	67.0%	4.8%	18.7%	73.2%	8.1%
Parents	66	212	1,505	99	4,466	319	1,247	4,883	537

Foster Population Racial and Ethnic Makeup

Note: methodology for race classification for this study was based on the Deterministic Fractional Assignment model as defined in the 2001 Bridge Report from the Office of Management and Budget¹⁸.

Nevada AFCARS data that reflects the current ethnic and racial diversity of both current foster children and foster/adoptive caregivers. Over SFY 2018, Nevada will use this 2017 data as a basis for continuing diligent recruitment efforts.

Table 6.15 illustrates FFY 2017 Nevada AFCARS data (10/01/16 – 03/31/17) that reflects the current ethnic and racial diversity of both current foster children and foster/adoptive caregivers. Over SFY 2018, Nevada will use this 2017 data as a basis for continuing diligent recruitment efforts.

Stakeholder Interviews:

Focus Groups were held in June 2016 with Foster Parents in the DCFS Rural Region that focused on this item with the following results. Additionally, Focus groups will be conducted in October 2017 for the Statewide Assessment.

- Foster Parents report that training is set up for non-working parents.
- o Effort varies depending on the social worker. Consensus is that the efforts are not aggressive for recruitment.
- There is some advertising on the radio.
- One Foster Parent reported eight couples went to the training and only one couple became Foster Parents.
- When asked if they would be willing to help with recruitment efforts, there was an overwhelming response for Foster Parents to help with recruiting, however, there experience is that they are not asked to help with recruiting efforts

Item 36: State use of cross-jurisdictional resources for permanent placements

Requirements:

The State follows the federal requirements in accordance with P.L. 109-239, P.L. 109-248, 42 U.S.C. 670-679(b), the statutory requirements captured in NRS 127.330, NRS 432B.435, NRS 424.033 and the regulatory requirements in NAC 127.235. In addition to federal and state laws, the State's Interstate Compact for the Placement of Children (ICPC) Central Office also has a Safety Assessment and Family Evaluation (SAFE) policy, which serves as the primary means of evaluating and assessing the appropriateness of potential family foster care and licensed relative and adoptive families.

Statewide Data (SFY 2017)

All three child welfare agencies continue to explore and utilize methods and resources to ensure timely cross-jurisdictional foster relative and adoptive placements that include adoption exchanges, photo listings, media events, and Adopt US Kids. One of the most significant resources for cross jurisdictional placement continues to be the Interstate Compact for

¹⁸ Adapted from Hill Collins, P., & Solomos, J. (2010). The SAGE Handbook of Race and Ethnic Studies. SAGE Publications. 81-83.

the Placement of Children (ICPC). ICPC remains critical to the successful and safe placement of children across state lines due to the collaboration of all states and territories.

The purpose and policy of ICPC is to ensure that each child requiring placement in another state will be placed in a suitable environment. Additionally, these children will be placed with persons or institutions that have the qualifications and facilities to provide for the care of the child. To this end, a child's safety, permanency and well-being are assured through the process of home study, licensing, if requested, and ongoing supervision of the placement.

The Interstate Compact on the Placement of Children (ICPC) is administered by the DCFS. Nevada adopted ICPC in 1985, and every state in the US, as well as the District of Columbia and the US Virgin Islands, are members of this Compact. They work in concert with one another when placing children across state lines for the following types of placements:

- Preliminary to adoption;
- Placements into foster care, group homes, residential treatment facilities and institutions;
- Placements with parents and relatives when a parent or relative is not making the placement; or,
- Placements of adjudicated delinquents in institutions in other states.

After more than forty years of operation, a new national compact has been written and more than 12 states have adopted it into their law. The DCFS is participating in this process by providing feedback to the American Public Human Services Association (APHSA), the agency charged with this task. The new Compact will ensure accountability among the member states and will better serve the needs of children.

The DCFS Central Office ICPC unit continues to develop and revise tools, policies and trainings to ensure that all Child Welfare agencies are kept up to date on all requirements. Recognizing that staff turnover often results in critical knowledge of ICPC processes being lost, the ICPC team has plans to schedule regular trainings. The Nevada Deputy Compact Administrator (DCA) serves on several executive committees within APHSA, which has continued to bring Nevada into the forefront of decision making and allows the State to have the most recent changes and potential policy revisions.

In August 2014, Nevada was selected as one of six states to pilot the National Electronic Interstate Compact Enterprise (NEICE) project. This is a web-based electronic information exchange for processing ICPC cases and streamlining placement of children across state lines with a goal of decreasing the length of time it takes for children to be placed safely across state lines and reducing administrative costs. This system serves and benefits children, families, public and tribal child welfare agencies and multidisciplinary groups (medical, legal, judicial) that work to facilitate foster care and adoptive interstate placements nationwide. The pilot was successful and now more than 15 States have begun to utilize the system. Nevada continues to be a leader in the continued rollout and training of NEICE. The NEICE system continues to gain support and recognition nationally, congressional leaders have proposed legislation to mandate the system nationally as part of two different pieces of legislation. Nevada has been recognized in this legislation as well as within several publications outlining the critical components of the process.

Home studies are an important part of ensuring the safe placement of children and is also a requirement before any child can be placed into a home out of state. Evaluating the home study process internally will continue as well as collaboration with other states that may have barriers in providing a timely home study for placement. Exploring options with other states to ensure Nevada is providing the documents and information needed will be part of an ongoing discussion and policy update. The NEICE system has and will continue to provide more accurate and timely data reports around referrals and home studies.

Total Statewide Annual	Total Statewide Annual	Total Statewide Approved	Total Statewide Approved
Incoming Referrals	Outgoing Referrals	Incoming Home Studies	Outgoing Home Studies
SFY 17 YTD	SFY 17 YTD	SFY 17 YTD	SFY 17 YTD
835	1,253	231	491

Incoming and Outgoing Referrals. (SFY 2017 YTD includes July 1, 2016 through June 2, 2017.)

Table 6.16 provides placement numbers, both incoming and outgoing, which have remained fairly consistent over the years. The below numbers reflect incoming and outgoing referrals as well as home studies for the year to date and are taken from the NEICE system. More than one study may be conducted for the same case.

Table 6.17

Incoming Referrals Approved. (SFY 2017 YTD includes July 1, 2016 through June 2, 2017.)

Total Statewide Incoming Home Study	Total Number of Incoming Home Studies	Statewide Completion	
Referrals SFY 17 YTD	Completed in 60 Days	percentage in 60 Days*	
585	234	48.8%*	

*Note: percentage calculated based on data exclusive of previous 60 days, as inclusion of this data would skew the results (e.g. cases that have less than 10 days in existence would count as not having been completed within 60 days).

Table 6.17 illustrates that during SFY 2017 from July 1, 2016 until June 2, 2017 there were a total of 585 Home Study Request unique cases from other states, and 234 of these Home Studies were completed within 60 days. In order to determine an accurate percentage value for Statewide Completion Percentage in 60 Days, all cases that had 60 days or less as of the data retrieval date of June 2, 2017 were excluded as were cases that were withdrawn or returned to the sending state due to a lack of information (sending states have a time limit for sending additionally requested information). The percentage figure above is based on 206 studies completed within 60 days out of 422 total incoming home study referrals for the adjusted period.

Table 6.18

Total Children Processed. (SFY 2017 YTD includes July 1, 2016 through June 2, 2017.)

Total Statewide Incoming Children	Total Statewide Outgoing Children	Total Children Processed
Processed SFY 17 YTD	Processed SFY 17 YTD	SFY 17 YTD
826	1,185	2,011

Strengths/Concerns (Foster and Adoptive Parent Licensing, Recruitment and Retention)

Nevada has strength in that NRS Chapter 424 provides a framework for licensing, license renewal, inspections of foster homes and background investigations for foster care providers and adult residents. Standards are in place for foster family homes and child care institutions including background checks, home studies, safety checks and oversight by caseworkers and licensing staff. The Revision of NAC 424 on current regulations will be going to public hearing on June 29, 2017.

Child welfare agencies are very effective in ensuring criminal background checks of foster and adoptive parents. Also, the state is usually effective and has strength in the use of cross-jurisdictional resources for permanent placements utilizing the ICPC as a resource; however, lack of resources are affecting the timeliness of required 60-day home study request from other states. All three child welfare agencies use a variety of resources to ensure timely cross-jurisdictional adoptive placements.

Additionally, as previously mentioned, in SFY 2014, Nevada was one of only six states nationwide to pilot the NEICE project, a new web-based electronic information exchange for processing ICPC cases and streamlining placement of

children across state lines. Plans continue to be underway for an implementation of this system nationwide.

There continues to be a concern regarding the available number of foster homes statewide and the recruitment and retention activities that ensure that homes are available.

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APPENDICES

APPENDIX A: Glossary of Acronyms

	Association of Administrators of the Interators Compact on the Discoment of Children
AAICPC	Association of Administrators of the Interstate Compact on the Placement of Children
AB	Assembly Bill
AFCARS	Adoption Foster Care Analysis and Reporting System
AI	Adoption Incentive
AIP	Agency Improvement Plan
APHSA	American Public Human Services Association
APPLA	Another Planned Permanent Living Arrangement
APSR	Annual Progress & Service Report
ASFA	Adoption and Safe Families Act
ASPR	Annual Services Progress Report
ATC	Adolescent Treatment Center
CANS	Child Abuse and Neglect
CAPTA	Child Abuse Prevention and Treatment Act
CASA	Court Appointed Special Advocate
CBCAP	Community Based Child Abuse Prevention
CCDFS	Clark County Department of Family Services
CCFAPA	Clark County Foster and Adoptive Parent Association
CFCIP	Chafee Foster Care Independence Program
CFSP	Child and Family Service Plan
CFSR	Child and Family Services Review
CFT	Child and Family Team
CIP	Court Improvement Project
CJ	Court Jurisdiction
CJA	Children's Justice Act
CPS	Child Protective Services
CQI	Continuous Quality Improvement
CRP	Citizen Review Panel
CSEC	Commercially Sexually Exploited Children
CTF	Children's Trust Fund
CWS	Child Welfare System
DCFS	Division of Child and Family Services
DCFS-RURAL	Division of Child and Family Services Rural Region
DHHS	Department of Health and Human Services
DHR	Department of Human Resources
DMG	Decision Making Group
DOE	Department of Education
DRS	Differential Response System
EBP	Evidence Based Programs
EIP	Evidence Informed Programs
ETV	Educational Training Voucher
FAFFY	Financial Assistance to Former Foster Youth
FCAAN	Foster Care and Adoption Association of Nevada
FPO	Family Programs Office
FRC	Family Resource Center
GMU	Grants Management Unit
HCFAP	Health Care Finance and Policy
ICAMA	Interstate Compact on Adoption and Medical Assistance
ICJ	Interstate Compact for Juveniles
ICPC	Interstate Compact on the Placement of Children
ICWA	Indian Child Welfare Act
IFS	Intensive Family Services
IL	Independent Living
ILA	Independent Living Agreement

ILP ILPS ILTP IMS IV-B/2 IV-E	Independent Living Program Independent Living Program Specialist Independent Living Transitional Plan Information Management System Title IV-B, Subpart 2 Title IV-E Juvenile Justice Commission
MDT	Multi-Disciplinary Team
MEPA/IEPA	Multi-Ethnic Placement Act/Inter-Ethic Placement Act
MH	Mental Health
NAC	Nevada Administrative Code
NACo	The National Association of Counties
NCANDS	National Child Abuse and Neglect Data System
NEATS	Nevada Employee Action and Timekeeping System
NEBS	Nevada Executive Budget
NITC NO	Nevada Inter-Tribal Council Nevada Outreach
NPT	Nevada Partnership for Training
NRS	Nevada Revised Statutes
NWD	Nevada Welfare Division
NYEP	Nevada Youth Empowerment Project
NYTC	Nevada Youth Training Center
NYTD	National Youth in Transition Database
ODES	Online Data Entry System
PCFA	Protective Capacity Family Assessment
PCPA	Protective Capacity Progress Assessment
PEP	Parents Encouraging Parents
PIP PRIDE	Program Improvement Plan
QA	Parent Resources for Information Development and Education Quality Assurance
QI	Quality Improvement
QICR	Quality Improvement Case Review
RWFRC	Ron Wood Family Resource Center
SACWIS	Statewide Automated Child Welfare Information System
SAFE	Safety Assessment and Family Evaluation
SAFF	Sierra Association of Foster Families
SAMHSA	Substance Abuse Mental Health Services Administration
SAPTA	Substance Abuse Prevention and Treatment Act
SB	Senate Bill
SED SOC	Severe Emotional Disturbance
SOGIE	System of Care Principles Sexual Orientation/Gender Identity or Expression
SQIC	Statewide Quality Improvement Committee
SWA	Statewide Assessment
SFY	State Fiscal Year
TANF	Temporary Assistance to Needy Families
TPR	Termination of Parental Rights
UNITY	Unified Nevada Information Technology for Youth
UNLV	University of Nevada, Las Vegas
UNR	University of Nevada, Reno
VOCA	Victims of Crime Act
WCDSS WIN	Washoe County Department of Social Services
YAB	Wrap-Around In Nevada Youth Advisory Board

APPENDIX B: CHILD ABUSE PREVENTION AND TREATMENT ACT (CAPTA) PLAN REPORT

In FY 2011, Nevada submitted a CAPTA state plan that will remain in effect as long as the State continues to participate in the CAPTA State Program grant. Section 108(e) of CAPTA requires annual reporting on the use of the grant via the APSR.

SUBSTANTIVE CHANGES:

The following substantive change was enacted during the biennial 2017 session of the Nevada Legislature:

Senate Bill 480

Statute was revised to add Fetal Alcohol Spectrum Disorder and remove illegal. Nevada Revised Statute 432B now reads: Any person who delivers or provides medical services to a newborn infant and who, in his or her professional occupational capacity, knows or has reasonable cause to believe that the newborn infant has been affected by a **fetal alcohol spectrum disorder** or prenatal substance abuse or has withdrawal symptoms resulting from prenatal drug exposure shall, as soon as reasonably practicable but not later than 24 hours after the person knows or has reasonable cause to believe that the newborn infant is so affected or has such symptoms, notify an agency which provides child welfare services of the condition of the infant and refer each person who is responsible for the welfare of the infant to an agency which provides child welfare services for appropriate counseling, training or other services. A notification and referral to an agency which provides child welfare serves pursuant to this subsection shall not be construed to require prosecution for any illegal action.

The following legislative changes from the 2017 session do not affect eligibility, but do strengthen the child welfare system:

Senate Bill 287

Adds additional requirements to school employees and volunteers to report the abuse or neglect of a child and requires an agency that provides child welfare services to investigate such a report. Substantiated reports are documented in the Statewide Central Registry, and a person is authorized to appeal the substantiation of such a report. It also revised certain provisions concerning background checks conducted on certain educational personnel and volunteers.

Senate Bill 2

Revised existing Safe Haven Law to ensure that the parent who surrenders the infant voluntarily to a provider of emergency services retains anonymity except when reasonable cause exists that the child has been abused or neglected.

SELECTED PROGRAM AREAS FY 2017:

- Section 106(a)(1) the intake, assessment, screening, and investigation of reports of child abuse and neglect;
- Section 106(a)(3) case management, including ongoing case monitoring, and delivery of series and treatment provided to children and their families;
- Section 106(a)(4) enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols, including the use of differential response;
- Section 106(a)(5) developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allowing interstate and intrastate information exchange; and
- Section 106(a)(7) improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers.

ACTIVITIES AND USE OF FUNDS FOR CAPTA STATE GRANT: For the reporting period, CAPTA funds were used alone or in combination with other funds in support of the state's approved CAPTA plan.

Nevada continues to update and improve UNITY, the state SACWIS system, to provide the infrastructure required to support practice changes as it relates to Safe Intervention Model. The programmer continues to work collaboratively with statewide users.

Nevada is unique in that Differential Response (DR) is a collaboration between the child welfare agencies and community providers housed within Family Resource Centers. The Differential Response Steering Committee comprised of community providers and child welfare agencies helps guide practice and makes programming decisions statewide. The Steering Committee identified training needs because of case reviews. As a result, CAPTA funds were used for the development and training of DR providers on present and impending danger. The training assisted DR providers in better communications with their child welfare partners and increased knowledge and awareness of safety related factors within families. DCFS has been using technical assistance from the Building Capacity Center for States to assist in program evaluation. As a component of the technical assistance, interviews were conducted of the Differential Response workforce statewide to assist in the identification of strengths, challenges and recommendations. The findings from this assessment were shared at the May 2017 Differential Response Steering Committee. The information will be used to build capacity for program restructuring, administration, monitoring and continuous quality improvement. The Differential Response Steering Committee will continue to meet quarterly for the exchange of information.

The DCFS Rural Region received supervisory consultative training for the SAFE/SIPS model which is used statewide. The Protective Capacity Progress Assessment (PCFA) practicum for supervisors concentrated on the worker-caregiver interactions that occur during two intervention stages of the PCFA: *Introduction Stage and Discovery Stage*, and concludes with practice and coaching on the development of Case Plan Goals. The purpose of the PCFA Supervisor Proficiency Demonstration is to provide a structured learning experience for SAFE Supervisors to practice supervisory consultation related to the PCFA process with feedback regarding their consultation approach, which can be used to inform additional areas of need related to coaching, mentoring, consultation and technical assistance.

Washoe County received funding to examine practice, services, gap in services, identified community need and interventions along the entire child welfare continuum. Washoe County also received funding to identify improvement strategies, to include short-term and long-term outcomes and an actionable plan for improved safety, in-home services and a more robust safety provider network. It will include both an analysis of quantitative and qualitative data sources. The quantitative method will provide the context for overall trends and patterns across the agency's population present over the past five years.

Grant funds are used to support travel and per diem for CRP representatives, as well as child welfare services representatives, to participate in child protection collaborative workgroups. Positions funded to support the CAPTA program include:

- A CRP coordinator to facilitate and coordinate the activities and meetings of the Citizens Review Panel;
- A Social Services Program Specialist III who served as the SLO and participated in the planning, coordination, evaluation and policy development statewide;
- A Grants Management Unit specialist to monitor and manage CAPTA funds, sub-grants and required grant reporting; and,
- An Administrative Assistant to respond to central registry requests statewide.

CHANGES TO PROGRAM AREAS FY 2018

The selected program areas are:

- Section 106(a)1 the intake, assessment, screening, and investigation of reports of child abuse and neglect;
- Section 106(a)3 case management, including ongoing case monitoring, and delivery of series and treatment provided to children and their families;
- Section 106(a)4 enhancing the general child protective system by developing, improving, and implementing risk and safety assessment tools and protocols, including the use of differential response;
- Section 106(a)5 developing and updating systems of technology that support the program and track reports of child abuse and neglect from intake through final disposition and allowing interstate and intrastate information exchange;

- Section 106(a)7 improving the skills, qualifications, and availability of individuals providing services to children and families, and the supervisors of such individuals, through the child protection system, including improvements in the recruitment and retention of caseworkers; and,
- Section 106(a)13 supporting and enhancing interagency collaboration among public health agencies, agencies in the child protective system and agencies carrying out private community-based programs
 - A. to provide child abuse and neglect prevention and treatment services (including linkages with education systems), and the use of differential response; and
 - B. to address the health needs, including mental health needs of children identified as victims of child abuse or neglect, including supporting prompt, comprehensive health and developmental evaluations for children who are the subject of substantiated child maltreatment reports.

UPDATE ON ACTIVITIES TO ADDRESS CHILD SEX TRAFFICKING PROVISIONS

Coordination with Other Agencies

The DCFS, in collaboration with the Court Improvement Program, met with multiple agencies and disciplines to begin the formation of a statewide Coalition for the Prevention of the Commercial Sexual Exploitation of Children (CSEC). To support the formation of the CSEC, Nevada applied for and was accepted to participate in the Center for Coordinated Assistance to States, Multi-System Collaboration Training and Technical Assistance Program (MSC-TTA). This technical assistance supported the development of the Coalition through bi-weekly webinars conducted from April 20, 2016 through October 31, 2016. Webinar topics and accompanying assignments that were addressed included: Understanding the Systems Change Process, Gap Analysis and Systems Mapping, Development of an MOA between Coalition Members, Utilizing Data to Inform Cross-System Collaboration, Addressing Youth and Family Engagement and Development of a Work Plan.

During the period of the MSC-TTA Governor Sandoval formally established the Nevada Coalition to Prevent the Commercial Sexual Exploitation of Children (the Coalition) via Executive Order 2016-14 to prepare a comprehensive Statewide Strategic Plan and recommendations on how to address the Sex Trafficking Provisions of Public Law 113-183, including, but not limited to, the following:

- Aligning efforts by promoting strategic and coordinated services for victims at the State, county, local and tribal levels.
- Improving understanding by expanding and coordinating child sex trafficking-related research, data, and evaluations to support evidence-based victim services.
- Expanding access to services by providing outreach, training, and technical assistance to increase victim identification and to expand the availability of services.
- Improving outcomes by promoting effective, culturally-appropriate, trauma-informed services that improve the short and long-term health, safety, and well-being of child victims.
- Developing public awareness campaigns to better inform communities across Nevada about the commercial sexual exploitation of children.

The Executive Order also requires the Coalition to submit an annual report of its activities on or before October 1 each year to the Governor, the Chief Justice of the Nevada Supreme Court, and the Nevada Attorney General.

Two work plans have been developed. One was developed for and approved by the Coalition and the other to monitor DCFS progress on meeting both JVTA CAPTA requirements and PL-113-83 requirements. Some of the resources utilized to inform the work plans included:

- U.S. DHHS, ACYF 2013 Guidance to States and Services on Addressing Human Trafficking of Children and Youth in the United States.
- Collaborating with Youth-Serving Agencies to Respond to and Prevent Sex Trafficking of Youth- Child Welfare Capacity Building Collaborative;
- U.S. DHHS, ACYF 2014 IM Runaways from Foster Care; Runaway Homeless Youth Programs and Services;
- Child Welfare and Human Trafficking Issue Brief July 2016 Child Welfare Information Gateway;
- U.S. DHHS, ACYF, 2015 IM Preventing Sex Trafficking and Strengthening Families Act, etc.;
- U.S. DHHS, ACYF, 2015 Program Instruction Preventing Sex Trafficking and Strengthening Families Act, Title IV-E Plan, sex trafficking, APPLA, case plan, permanency hearing, reasonably prudent parent standard;
- U.S. DHHS, ACYF, 2016 APSR Program Instruction; and

• Child Welfare Capacity Building Center Expos and Webinars.

The Governor appointed Supreme Court Justice Nancy Saitta (Ret.) as Chair of the Coalition. Per the Executive Order, the Co-Chair is the Administrator of the Nevada Division of Child and Family Services, currently Kelly Wooldridge, MSW, LCSW. As delineated in the Executive Order, the Co-Chair, as Administrator of DCFS, is responsible for coordinating administrative support for the Coalition. Toward this end, DCFS, through the Nevada Public Health Foundation, engaged the services of Sierra Mountain Behavior Consulting to provide coordination and technical assistance to the Coalition and its subcommittees.

The Coalition is comprised of 33 members with representatives from:

- Deputy Administrator of DCFS Juvenile Services;
- Coordinator of the Court Improvement Program;
- Judges from northern and southern Nevada dependency courts, juvenile courts, and/or rural district courts;
- Office of the Nevada Attorney General;
- Nevada State Assembly;
- Nevada State Senate;
- State and federal law enforcement agencies, including the Federal bureau of Investigation and the Nevada Department of Public Safety;
- County District Attorney's Offices;
- County Public Defender's Offices and/or the Nevada State Public Defender;
- Local Departments of Family Services or Social Services;
- Nevada Trucking Association;
- Non-profit legal aid center;
- Nevada Department of Education;
- Nevada Indian Tribe;
- Community-based organizations that provide services to child sex trafficking victims;
- Nevada System of Higher Education;
- Mental Health Service Providers;
- Victims and/or family members of victims of child sex trafficking; and
- Any other person as determined necessary by the Chair and Co-Chair.

The Coalition is required to meet quarterly and all Coalition and subcommittee meetings adhere to Open Meeting Law.

The Coalition has formed five subcommittees who have developed their own work plans to address the objectives and strategies in their respective Charters. The five working subcommittees each have two co-chairs representing geographical regions of the state, multidisciplinary representatives from across the State and at least one Coalition member. Also, each subcommittee has representatives from child welfare agencies across the State. Sub-committees meet monthly. Below are the subcommittee objectives and progress to date:

- <u>Engagement, Identification, Screening and Assessment</u>: Identify methods to engage with and assess victims or suspected victims of commercial sexual exploitation in a standardized, culturally-appropriate, trauma-informed manner that improves the short- and long-term health, safety and well-being of child victims. This committee is reviewing screening and assessment tools to recommend for statewide implementation. A child welfare policy workgroup is a sub-workgroup of this subcommittee.
- <u>Care Coordination</u>: Recommend a holistic array of services that meet the needs of CSEC victims/survivors. Increase capacity to provide safety and services for CSEC victims/survivors, and their families. A survey of service providers across the State has been conducted to identify service gaps.
- <u>Training</u>: Ensure all stakeholders have the knowledge and skills to meet the needs of youth who are victims of sex trafficking, and understand how a unified response benefits them. A survey of existing training around the State has been conducted and a CSEC101 training is in development.
 <u>Data Collection</u>: Identify methods in which data can be collected, analyzed, stored and shared. Develop and implement a statewide plan for collecting statewide data and/or a comprehensive statewide CSEC database to support the reporting requirements for P.L. 114-22. The data committee has identified core data elements and is developing a memorandum of understanding to facilitate the sharing of data between agencies.
- <u>Prevention</u>: Expand CSEC awareness and prevention efforts through a survey of existing prevention efforts. This subcommittee has begun to forge partnerships that will coordinate and enhance existing prevention efforts.

Sub-committee co-chairs attend all Coalition meetings at which time they provide updates to the Coalition on their progress, make recommendations, request guidance or request assistance with resources. All of the subcommittees have conducted surveys to assess and collect information regarding their respective areas. That information is being used to develop recommendations for the Coalition regarding a statewide coordinated response.

In addition to the five subcommittees, the Coalition formed an Executive Committee comprised of Coalition members from child welfare and juvenile justice, which provides guidance to and oversight of the working subcommittees between Coalition meetings.

The Coalition has received support and training through collaboration with the Children's Justice Act Task Force (two CJA members are on the Coalition and two are on subcommittees). The Coalition has been afforded consultation and training from national and state experts including:

- John Vanek a retired law enforcement officer from San Jose who managed a Human Trafficking Task Force and is now a nationally recognized authority on human trafficking. He educated the Coalition about TVPA and the importance of coordinated responses to sex trafficking.
- Justice Bobbie Bridge (ret.), Founding President and Nicholas Oakley, and JD Program manager from the Center for Children & Youth Justice in Washington, presented the efforts in Washington State to develop a statewide Model Response Protocol and lessons learned.

Policy, Practice and Training

A statewide collaborative Missing and Exploited policy was developed to address the identification, screening, assessment and reporting requirements. The policy is in the process of revision with input from CSEC Coalition members from the training, identification and screening and care coordination subcommittees. The Nevada Training Partnership will develop training for the child welfare workforce based on the revised policy.

CSEC Awareness training was provided to the child welfare workforce in Washoe County by a community based organization called Awaken and in Clark County by the Las Vegas Metropolitan Police Department's Southern Human Trafficking Task Force. The training subcommittee of the statewide CSEC Coalition is in the process of developing a multidisciplinary CSEC 101 that can be implemented in local jurisdictions.

Clark County is the Nevada county in which the largest number of commercially exploited youth are identified. The Clark County Juvenile Delinquency court, presided over by Judge William Voy, established a specialty diversion court for sexually exploited youth in 2005. The court has partnered with Dr. M. Alexis Kennedy through the University of Nevada Center for Crime and Justice Policy. Dr. Kennedy provides a public brief which presents data on the children being detained for their involvement in commercial sexual exploitation in Clark County. The data is obtained weekly from the Specialty Juvenile Court and the Girls Court Calendar. Both Judge Voy and Dr. Kennedy serve on the statewide CSEC Coalition and Dr. Kennedy is co-chair of the Data Subcommittee. The data collected by Dr. Kennedy is helping to inform not only data collection but also child welfare policy, practice and training.

The Clark County Department of Family Services is developing a pilot using workers to support foster youth who are identified as CSEC victims or at risk of becoming CSEC. It is envisioned these workers will facilitate coordination of services provided by the CCDFS and community providers.

The Washoe County Department of Social Services has established a monthly multidisciplinary team to review youth identified as CSEC victims and those at risk through juvenile services, foster care, treatment homes and independent living providers. Representatives from law enforcement, the FBI, child welfare, juvenile services, mental health and community providers meet to determine the best course of action for assessment and treatment.

The DCFS will collaborate with Court Improvement Councils to educate dependency courts on CSEC youth and related policy. The CIC brings together local participants including child welfare workers, non-profit leaders, attorneys and others to help state courts reach permanency goals outlined by federal and state laws. It is proposed they be expanded to assist court systems in implementing other child welfare requirements such as CSEC.

NCANDS Reporting Requirements

As part of the development of the Missing and Exploited Statewide Collaborative Policy, functionality was deployed in the state SACWIS system to identify child victims of sex trafficking. This functionality is not yet being used consistently across jurisdictions. Also, the NCANDS extract program must be modified to be able to collect and report this information. In

addition to the current functionality for identifying child victims of sex trafficking, business requirements were created to start the development process for more detailed data entry capabilities so that required information can be reported to HHS. Those business requirements will be reviewed upon completion of the revision of the Missing and Exploited Policy to determine if changes are needed to the SACWIS system business requirements. Upon completion of the policy, technical development will begin and the project will move through the software development lifecycle until it is ready to be deployed and used by staff.

Statute Review

A preliminary review of the Nevada NRS 432B child abuse and neglect statutes was conducted by three members of the CSEC Coalition including representatives from the Office of the Attorney General and County District Attorney Offices and determined that the statute met the federal requirements. The Children's Bureau believes that Nevada's child abuse and neglect statutes may not be in compliance with the JVTA. Further review by the Office of Attorneys' General in conjunction with the Children's Bureau may be warranted.

The State does not elect to apply the optional sex trafficking portion of the definition of "child abuse and neglect" and "sexual abuse" to persons who are over age 18 but have not yet attained age 24.

Governor's Assurance #1

Provisions and procedures requiring identification and assessment of all reports involving children known or suspected to be victims of sex trafficking (as defined in section 103(10) of the Trafficking Victims Protection Act of 2000 (TVPA) (22 U.S.C. 7102)); (section 106(b)(2)(B)(xxiv) of CAPTA)

Action Steps	Responsibl e Parties	Start Date	Target Completion Date	Measure of Success
DCFS to submit current state statute to Children's Bureau.	DCFS	8/07/17	Completed 9/22/17	Children's Bureau to determine if the statute is in CAPTA compliance.
Draft Bill language written.	DCFS	1/30/18	3/31/18	Copy of Bill Draft provided to Children's Bureau
Bill introduced.	DCFS	2/01/19	3/30/19	Children's Bureau provided copy of Bill
Review and revise existing statewide Missing and Exploited Children policy for children currently served by child welfare agencies.	DCFS Coalition	1/15/18	8/30/18	Copy of the Revised Missing and Exploited Child Policy to the Children's Bureau.
Review and revise existing statewide Intake Policy to ensure referrals of sexually exploited children are appropriately screened in accordance with current Nevada statute.	DCFS CCDFS WCHSA	1/15/18	8/30/18	Copy of the Revised Intake Policy to the Children's Bureau.
Statute passes through Legislature and signed by Governor for July 1, 2019 effective date.	DCFS Coalition	2/01/19	6/01/19	Copy of Enrolled Bill provided to Children's Bureau
Child Welfare Policy Workgroup reconvenes to make needed revisions as a result of statute revisions.	DCFS CCDFS WCHSA	2/01/19	08/30/19	Revised Policies reflecting statute revisions provided to Children's Bureau

Nevada DCFS JVTA Program Improvement Plan Revised September 21, 2017

Governor's Assurance #2

Provisions and procedures for training CPS workers about identifying, assessing, and providing comprehensive services to children who are sex trafficking victims, including efforts to coordinate with State law enforcement, juvenile justice, and social service agencies such as runaway and homeless youth shelters to serve this population; (section 106(b)(2)(B)(xxv) of CAPTA

Action Steps	Responsibl e Parties	Start Date	Target Completion Date	Measure of Success
Coordinate with law enforcement, juvenile justice, and community service agencies through the formation of the NV Coalition to Prevent the Sexual Exploitation of Children to develop a coordinated	DCFS Court Improvemen t	10/15/15	11/1/17	Annual report to the Governor on the Coordinated Response Protocol provided to the Children's Bureau
response protocol.			4/30/18	
				Coordinated Response Protocol completed and provided to the Children's Bureau.
Provide awareness training to child welfare staff regarding the identification, assessment and service provision needs for children currently served by child welfare agencies.	DCFS CCDFS WCHSA	10/12/16	6/01/18	Copy of training agendas to the Children's Bureau
Child Welfare Policy Workgroups revise existing and create new needed policies for identifying, assessing and providing comprehensive services to CSEC.	DCFS	11/30/17	8/30/18	Revised and new policies provided to Children's Bureau
Training plan and curriculum developed based upon statute revision.	DCFS CCDFS WCHSA NTP	8/30/18	6/30/19	Copy of the training plan and curriculum provided to the Children's Bureau.
Governor's Assurance submitted to Governor for June 2019 APSR.	DCFS	6/01/19	6/30/19	Copy of Governor's Assurance submitted with 2019 APSR.

UPDATE ON PROVISIONS RELATING TO SUBSTANCE-EXPOSED NEWBORNS AND INFANT PLANS OF SAFE CARE

Collaboration

Nevada's Governor Sandoval was selected by the National Governors Association to serve as co-chair of the second round of its Prescription Drug Abuse Prevention Policy Academy for States in 2014. As a result of this academy, the Governor established a Drug Abuse Prevention Task Force which was led by First Lady Kathleen Sandoval. The Task Force also developed a statewide action plan to address this public health crisis in Nevada that relied on the use of data and evidence-based strategies. On June 21, 2016, Governor Sandoval hosted a two-day summit to hear recommendations from stakeholders on how Nevada can best address prescription opioid abuse and its related challenges. The findings of the summit were presented to the DCFS Children's Justice Act Task Force which led to the DCFS meeting with the Division of Public and Behavioral Health (DBPH) to discuss the CARA requirements.

The DPBH was very informative and receptive to collaborating with the DCFS. As a result, the DBPH has been instrumental in forming and leading a Statewide Infant Plan of Safe Care (IPSC) Workgroup comprised of the Department of Health and Human Services, DBPH, Nevada Rural Hospital Partners, Nevada Hospital Association, Substance Abuse Prevention and Treatment Agency (agency charged with implementing the recommendations from the Governor's

Summit), Maternal, Child and Adolescent Health Section of Division of Public and Behavioral Health and the DCFS. Additionally, a Child Welfare Policy Workgroup which includes representatives of the Division of Public and Behavioral Health have been working to address the policy, practice, data collection and training needs of the child welfare workforce. A Work Plan has been developed to help guide both Workgroups and to monitor progress on meeting CARA CAPTA requirements. Additionally, as required by the Children's Bureau, a Program Improvement Plan is included in this report.

In addition to the collaboration with the DBPH at the state level, the DCFS CAPTA Coordinator, through association with the Clark County Child Death Review Committee, was invited to attend the Southern Nevada Opioid Task Force, which is primarily focused on adults and opioid related fatalities. Members of the Task Force include the Office of the Attorney General, local law enforcement, first responders, school district, county and state public health, medical, mental health and substance abuse providers, university researchers, pharmacies, child welfare and advocates in recovery. Concurrently, the CAPTA Coordinator learned of a neonatologist and pharmacist conducting a two-year study of infants born with Neonatal Abstinence Syndrome who were interested in assisting with the development of the Plan of Safe Care initiative. The neonatologist is now participating in the Southern Nevada Opioid Task Force which may result in it expanding its mission to support the Infant Plan of Safe Care initiative. The Statewide IPSC Workgroup will be identifying other coalitions to collaborate throughout the State.

The DCFS is committed to supporting the DBPH's grant application to the Centers for Disease Control and Prevention to assist with the development of NAS focused perinatal quality improvement projects, statewide data sharing, and creating a foundation to launch additional maternal and infant perinatal quality collaborative efforts. Grant awards have not yet been announced.

The DCFS and the DBPH have been utilizing the following resources to help inform the work plan as well as policy and training development:

- SAMHSA Collaborative Approach to the Treatment of Pregnant Women with Opioid Use Disorders Practice and Policy Considerations for Child Welfare, Collaborating Medical and Services providers;
- SAMHSA Substance -Exposed Infants: State Responses to the Problem;
- Children and Family Futures The Role of Safe Care in Ensuring the Safety and Well-Being of Infants with Prenatal Exposure, their Families and Caregivers A Discussion Draft in Development of a Technical Assistance White Pater November 2016;
- ACF Program Instruction CAPTA: PL 114-198, The CARA Act of 2016 issued January 17, 2017; and
- Governor Brian Sandoval's Prescription Drug Abuse Summit- Summary of Findings September 2016.

In addition, the DCFS contacted other States' CAPTA Coordinators (Wisconsin and Kentucky) to learn about their efforts to meet CARA requirements.

The Child Welfare Policy Workgroup has been reviewing and analyzing UNITY data reports provided by IMS staff showing the number of infants referred and accepted for investigation by jurisdiction. The Child Welfare Workgroup is attempting to assess, plan for and monitor the potential increase in referrals due to the recent statute revision (see Statute Revisions section).

The Statewide IPSC Workgroup will be identifying reports that can be captured from existing hospital information systems to determine how hospitals can submit plans of safe care and CARA data to DPBH, who in turn could provide that data on an aggregate basis annually to DCFS.

Statute Revisions

As a result of recommendations from the Child Welfare Policy Workgroup, a sponsor was identified to bring forth Senate Bill 480, which included the required CAPTA revisions to Nevada Revised Statutes 432B Child Protection Provisions. The bill was introduced in January at the start of the 2017 legislative session, was enrolled in June and will become effective July 1, 2017. The law was revised to require health care providers to notify child protective services when an infant shows signs of prenatal exposure without regard to whether the drug was legal or illegal and now includes infants born or affected by Fetal Alcohol Spectrum Disorder. An information packet has been drafted which will inform hospitals and medical providers regarding the statutory changes and reporting obligations. The Statewide IPSC Workgroup in partnership with the Child Welfare workgroup will review the information packet and develop a distribution plan. In addition, the DCFS is collaborating with the Court Improvement Program to educate dependency courts on the revisions to the state statute as well as the implementation of IPSC.

Policy, Practice and Training to Implement Infant Plan of Safe Care

The Infant Plan of Safe Care policy is being revised as a result of collaboration with the DBPH. Practice Guidelines have also been drafted to accompany the policy. Once finalized and approved, the Nevada Training Partnership will utilize the policy and practice guidelines to develop training for the child welfare workforce. The DBPH is offering to assist in training development. The DBPH envisions that the Statewide IPSC Workgroup will be developing protocols for hospitals to complete Infant Plans of Safe Care for whom child protection services are not warranted. The DCFS and the DBPH are in the process of developing a format for the Infant Plan of Safe Care that can be used by hospitals, health care providers and child welfare agencies. In addition, the IPSC Statewide Workgroup plans to develop protocols for community providers to implement services for infants and families and to monitor IPSC.

NCANDS Reporting Requirements

A review of windows in UNITY has been conducted by IMS staff and presented to the Child Welfare Policy Workgroup. In addition, a report of jurisdictions and staff positions that use the windows was provided. This first review revealed existing windows that could potentially be modified to capture data required to be reported annually. A data workgroup of child welfare users and IMS staff is being formed to identify and modify existing windows and to review the recommendations for screened in and screened out referrals from the NCANDS Technical Bulletin # 9.

Nevada DCFS CARA Program Improvement Plan September 21, 2017

Governor's Assurance #1

Policies and procedures (including appropriate referrals to child protection service systems and for other appropriate services) to address the needs of infants born with and identified as being affected by substance abuse or withdrawal symptoms resulting from prenatal drug exposure, or a Fetal Alcohol Spectrum Disorder, including a requirement that health care providers involved in the delivery or care of such infants notify the child protective services system of the occurrence of such condition of such infants, except that such notification shall not be construed to –

(I) establish a definition under Federal law of what constitutes child abuse or neglect; or (II) require prosecution for any illegal action.

Action Steps	Responsib le Parties	Start Date	Target Completi on Date	Measure of Success
Submit Bill Draft to 2017 Legislative Session	DCFS	12/15/1 6	Complete d	Bill Draft Sponsored
SB480 Approved and Signed by Governor	Governor	3/27/17	Complete d and effective 7/01/17	Copy of Bill to Children's Bureau submitted 8/14/17

Governor's Assurance #2 The development of a plan of safe care for the infant born and identified as being affected by substance abuse or withdrawal symptoms, or a Fetal Alcohol Spectrum Disorder to ensure the safety and well-being of such infant following release from the care of healthcare providers, including through –

(I) addressing the health and substance use disorder treatment needs of the infant and affected family or caregiver; and (II) the development and implementation by the State of monitoring systems regarding the implementation of such plans to determine whether and in what manner local entities are providing, in accordance with State requirements, referrals to and delivery of appropriate services for the infant and affected family or caregiver.

Action Steps	Responsib le Parties	Start Date	Target Completi on Date	Measure of Success
Statewide Collaborative Workgroup with members identified from public health, child welfare, Medicaid Substance Abuse and to review CARA requirements and identify partners and begin planning.	DCFS DPBH	12/28/1 6	10/15/17	List of members and meeting dates/agendas provided to Children's Bureau
Statewide Child Welfare Workgroup identified and work begins on P&P's and practice guidelines.	DCFS CCDFS WCHSA	12/28/1 6	10/15/17	List of members and meeting dates/agendas provided to Children's Bureau

Action Steps	Responsible Parties	Start Date	Target Completion Date	Measure of Success
First Option – If hospitals agree to do Infant Plan of Safe Care (IPOSC): Child Welfare Workgroup meets to draft policy for IPOSC with hospitals completing Plan of Safe Care.	DCFS CCDFS WCHSA DPBH	1/15/17	4/01/18	Draft Policy provided to Children's Bureau
Multiple meetings with hospitals and hospital associations to determine willingness and feasibility of hospitals completing plans of safe Care.	DPBH DCFS Hospital Assoc.	6/22/17	4/01/18	Documentation of Meetings provided to Children's Bureau

Action Steps	Responsible Parties	Start Date	Target Completion Date	Measurement of Success	
Second Option – If hospitals do not agree to do IPOSC: Child Welfare Workgroup meets to draft policy providing guidance an Infant Plan of Safe Care Policy with a Plan of Safe Care Provider completing the Plan of Safe Care.	DCFS CCDFS WCHSA	1/15/17	4/01/18	Draft Policy provided to Children's Bureau	
IPOSC Policy and Practice Guidelines approved by DMG.	DMG	11/28/17	5/14/18	Finalized Policy and Practice Guidelines provided to Children's Bureau	
Service array evaluated and existing service providers identified. DPBH provides information to hospitals, healthcare providers and child welfare agencies.	DPBH DCFS	1/15/17	5/14/18	Provide different modalities DPBH uses to share information.	
Workgroup identifies and finalizes components of an IPOSC.	DPBH DCFS	6/22/17	5/14/18	Plan of Safe Care components provided to Children's Bureau	
Workgroup develops plan for development of monitoring systems.	DPBH DCFS	6/22/17	5/14/18	Plan provided to Children's Bureau	
Governor's Assurance submitted to Governor for June 2018 APSR.	DCFS	5/15/18	6/30/18	Governor's Assurance submitted with APSR.	

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APPENDIX C: Chafee Foster Care Independent Living Program (CFCIP) & Education Training Voucher Program (ETV)

Collaboration, Program Service Description, Program Support for CFCIP

Nevada's Division of Child and Family Services shares operational and administrative responsibilities with two of Nevada's largest counties having populations over 100,000 pursuant to state law¹⁹. In the case of the Independent Living Program (ILP), policy implementation and programmatic oversight remains with the DCFS FPO as the responsibility of the statewide Program Manager and direct report, the Independent Living Program Specialist (ILPS). In FY 2018, the ILPS will lead a collaborative review and update of the statewide Independent Living (IL) program guide to solicit stakeholder feedback from all jurisdictions in order to better facilitate training and technical assistance, and to ensure compliance with updates to pertinent federal and state law and regulation.

The Washoe County Department of Social Services (WCDSS) contracts with the Children's Cabinet to provide selected IL services to foster youth. The Clark County Department of Family Services (CCDFS) contracts with Step Up in a similar fashion of service provision. The DCFS retains all child welfare activities in Nevada's remaining 15 counties, referred to as DCFS Rural Region (DCFS-Rural), and contracts with two agencies to provide IL services: the Ron Wood Family Resource Center (RWFRC) in the northeastern portions of the state, and Nevada Outreach (NO) in the southeastern region of the state. In each case, contracted service providers are private, non-profit organizations. Nevada's 27 unique tribal entities have elected to pursue IL services through the Fallon Paiute-Shoshone's Stepping Stones program as a single point of contact, ensuring both efficient service delivery, and that all foster youth of Indian descent are able to access IL services that can be individualized to reflect the cultural needs of the youth. Role transitions at Stepping Stones and with the ILPS positions during SFY 2016-2017 have highlighted a need for increased awareness of IL services among Nevada's tribes, and increased referrals for foster youth of Indian descent to participate. In SFY 2017-2018, the ILPS will work collaboratively with contacts at Stepping Stones to inform tribes of IL service array, streamline the referral process, and strategize methods to increase referral numbers. In this way the ILP in Nevada represents a collaborative effort between federal, state, and local governments in contract agreements with several private, non-profit organizations and less formal partnership agreements with local service providers as mutually beneficial.

Nevada's ILP receives funding from a combination of federal CFCIP and ETV funds and from state funds such as Nevada's Financial Assistance to Former Foster Youth (FAFFY), other revenue from the state general fund, and is supplemented by grants as applicable. The recent passage of Senate Bill 257 during Nevada's 2017 Legislative Session has created an additional revenue stream earmarked for normalcy initiatives for foster youth, and will be implemented in the upcoming SFY. Funds are issued via a block grant format, with additional funds being provided to contracted service providers as sub-grantees. All foster youth are eligible to participate in the ILP from the age of 14 years and older with the option to voluntarily extend full legal custody until graduation from High School, and to voluntarily extend limited supervision to age 21 via participation in Nevada's state-funded Court Jurisdiction (CJ) program. Participants in ETV are able for service eligibility until age 23, and youth who age out of care while residents of Nevada are eligible to participate in Medicaid until age 26²⁰.

The PROGRESS SINCE CFSP 2015-2019 implementation July 2016 through July 30, 2017 and PLANNED ACTIVITIES FOR THE UPCOMING SFY 2018. CFCIP Eight Program Purposes:

1. <u>Help youth transition to self-sufficiency by providing services in the following areas:</u>

The ILP continues to utilize the Casey Life Skills Assessment to create a baseline snapshot of youth strengths, skills and areas where improvement is needed to develop progress goals tailored to meet the needs of each youth. In addition to the assessment, the IL staff completes the Independent Living Transitional Plan (ILTP) for all youth assigned to the ILP on an at least an annual basis, and more frequently as needed to address the dynamic needs of youth.

Foster youth who are age 17 or older and able to comply with monitoring requirements have the opportunity to be placed on an Independent Living Agreement (ILA) and reside in a non-licensed/non-foster-care home. The youth's team completes an ILA and if approved, the youth is afforded the opportunity to live independently while remaining in the legal custody of child welfare prior to reaching the age of majority. They are supported by their primary caseworker, IL worker, Mentors, and Children's Attorney. The youth receive the equivalency of a foster care payment directly while in compliance with an approved ILA in a similar fashion to court jurisdiction. Youth are eligible to remain under the jurisdiction of the

¹⁹ NRS 432B.030.

²⁰ Foster youth who age-out of care in another state are eligible for Medicaid coverage in Nevada until age 21.

court and be legally considered a child²¹ after age 18 as long as they are continually enrolled and engaged in completing their education, are working at least 20 hours a week, are enrolled in either post-secondary education or a vocational program, or are otherwise completing activities designed to achieve independence that is appropriate for the youth's developmental needs. The terms of both ILAs and CJ agreements are able to be individualized to meet a youth's unique circumstances to ensure success.

ILP participants are provided a life book with information that may be helpful as they transition into adulthood independently (items required to furnish a home, how to pay one's taxes, applicable landlord and tenant law, etc.). All youth are provided an age-out letter that provides all the information required to access services for which they may be eligible as former foster youth. While youth are also encouraged to include this information in their life books, the age-out letter provides the advantage of all the required eligibility information to access benefits being available on one sheet to ensure timely access to necessary services.

In 2017, United States Citizenship and Immigration Services (USCIS) will be facilitating a training to caseworkers involved in ILPs in order to better educate them on the requirements of filing for Special Immigrant Juvenile status for applicable youth prior to age-out. For foster youth unable to return to their families and nations of origin due to abuse and/or neglect, this immigration status is a prerequisite to participate in American civil society, and to afford them the stability and legal status necessary to form goals to successfully transition to adulthood. The ILPS is currently requesting the assistance of Keys to Independence, a program that provides consultancy services for states seeking to implement law and policy designed to streamline the process for foster youth seeking to obtain their driving permits and access to insurance coverage. Improved ability to obtain driving licenses that also reduces the liability to foster parents and foster care provider agencies can afford older foster youth the independence and transportation necessary to secure employment and pursue higher education. Improved access to driver's licenses in a timeframe more congruent with youth not involved in the foster care system further benefits youth in the area of normalcy. All jurisdictions continue to provide contracted and staff-led programs designed to teach youth the IL skills necessary for a successful transition to adulthood in broad areas such as (but not limited to):

- Securing & maintaining housing
- Banking & budgeting
- Educational success
- Meal planning and shopping
- Building a positive self-image
- Maintaining healthy relationships
- Goal setting & achievement
- Mentorship
- Employment readiness
- Communication skills
- Personal safety
- Finding community resources
- Accessing transportation
- Dressing for success
- Time management
- Assistance with form & application completion
- Mental, physical & sexual health

Regionally, the CCDFS ILP team has revised the Youth IL Introductory Packet, which is provided to all youth and caregivers newly assigned to the ILP. This outlines all of the services and supports that the ILP provides to youth, and includes the Foster Care Bill of Rights and information regarding all CFCIP-funded ILP. The IL Youth Leadership Conference held in August 2016 was geared towards capacity-building for IL youth, including the 5 supported by ILAs. The CCDFS ILP also partnered with Reuben D'Silva, a nonpartisan candidate for Congress, as the featured speaker at this event. The DCFS-Rural continued to deliver IL programs and developed a gardening program for ILP participants. Tribal IL youth are provided cell phones to contact potential employers, adult mentors, and in case of emergency. In Washoe County, the WCDSS maintains referral relationships with local job development programs, self-sufficiency/advocacy programs, and educational support programs including tutors and education excellence mentors. In 2016, of the 38 youth that achieved the age of 18, 30 opted to remain under the court jurisdiction program and receive on-going case management, service delivery and financial support.

2. <u>Help youth receive the education, training, and services necessary to obtain employment:</u>

²¹ NRS 432B.591 (2).

Beginning in 2017, Nevada is excited to join the national group Foster Youth in Action, a youth-led national organization that provides foster youth a forum to participate in national policy-driver discussions. Foster Youth in Action further supports local Youth Advisory Boards (YABs) and their adult facilitators with services for recruitment, training, and capacity-building. On a jurisdictional level, the CCDFS ILP has enhanced its partnership with the Southern Nevada Health District (SNHD). The CCDFS ILP is currently partnering with the SNHD to provide a four-week, free, food safety course for current and former foster youth. Introducing youth to food safety within the workforce and providing youth with the opportunity to gain experience in an operating kitchen as part of their program, all youth who complete the program will obtain their Health and Food Safety Card. Additionally, over 80 youth attended the annual Clark County Youth Leadership Conference where many community partners were present to answer questions regarding employment, including the National Guard and Job Corps. The CCDFS ILP also partnered with Olive Crest, a local non-profit, to offer Project Independence through a Workforce Investment Act grant that supports job readiness and placement of youth in worksites throughout the community. Over the next year, the CCDFS ILP will work with local partners to expand its employment readiness program, including trade unions, military recruiters, and federal programs such as Job Corps. The CCDFS ILP intends to work with the SNHD toward implementing an EMT program, and to explore other program opportunities, and will implement a Foster Scholars Program in coordination with UNLV. Foster Scholars is geared toward foster youth in grades 8 and 9 who are interested in attending UNLV, and will launch in the summer of 2017.

In the DCFS-Rural, through RWFRC, youth are engaged in one-on-one training, summer weekly workshops, and ongoing monthly workshops and YAB meetings. For employment readiness, specifically, workshop topics include: employment preparation; employability training; resume building; interview skills; job searching; work tryout or work experience including on-the-job training in a selected occupation; and, field trips to explore occupations and educational opportunities. NO delivered over 12 employment readiness sessions, and assisted youth in creating resumes and took them to the Nye Communities Coalition to enroll in both their Youth WERKS and/or their Safe Schools program. NO and our Tribes provided application and transportation assistance, assisted youth in obtaining proper interview/work clothing and assisted them in paying for hygiene products and haircuts through CFCIP funds.

At WCDSS, The Walter S. Johnson Foundation continued funding of the two-year College and Career Readiness Project (CCRP). The three main objectives of CCRP are to:

- 1) Improve education outcomes for CCRP students compared to non-CCRP youth;
- 2) Improve career and college readiness compared to non-CCRP group; and,
- 3) Improve case outcomes compared to non-CCRP youth.

Participants in CCRP were assigned an educational advocate and tutor in addition to having an ongoing case manager to focus on their permanency and well-being and an IL case manager. This multi-disciplinary team model helped to address academic and vocational barriers, and to promote plans to achieve future aspirations. Two educational advocates, both former high school guidance counselors, were hired for the project to help youth to ensure they were on track to graduate, were enrolled in appropriate classes, were receiving the necessary support services from the school district and were connected to weekly tutoring services. An evaluation study conducted by the National Counsel of Juvenile and Family Court Judges (NCJFCJ)²² found that students who were struggling academically and assigned to the CCRP took on more courses, earned more credits, improved attendance, and most importantly, got on track to graduate. At the end of the project's first year, participants stated they received the most encouragement to continue education past high school from tutors and from foster parents. The majority (78.6%) of participant youth were glad they were involved in the program. Roughly 57.1% of non-graduating participants said in the post survey that they would like to be involved in the program again next year. At the onset of the project at the beginning of the semester, 39% of participants were on track to graduate on time; at the end of the second semester, this metric rose to 62%.

The WCDSS also maintains partnerships with several local community based agencies and the state's Vocational Rehabilitation Services to deliver services; in the case of the latter, referrals can be made to this program while a youth is still in school that will allow a dual track of transitional education and vocational skill development. The WCDSS continues to employ a full-time education liaison who works closely with the Washoe County School District (WCSD) to help improve educational outcomes for youth including minimizing school moves, arranging for tutoring when needed, and assisting caseworkers in navigating special education and general education graduation requirements. The liaison serves on a statewide sub-committee of the Court Improvement Project specific to education. Further, the liaison facilitates local quarterly education sub-committee meetings that include Community College, Foster Parent Association, and key WCSD staff. The WCDSS continues to be engaged in the Statewide Collaborative on Education, Child Welfare and the Courts. This group is part of ongoing evaluation of all sections of the Roadmap for Educational Success for Foster Children as they represent current legislative activities and the stages of progress within the committee. A subcommittee workgroup met monthly during the last quarter to focus on the details of Outcome One of the Roadmap. The group is also involved in

²² Study contrasted outcomes between 26 CCRP participants and 28 IL participants not involved in CCRP, where N=52.

the preliminary development of a statewide template for academic plans. Plans will be drafted using Washoe and Clark templates, provided to other counties for input, finalized and implemented through Infinite Campus statewide.

3. <u>Help youth prepare for and enter post-secondary training and educational institutions:</u>

In addition to the ETV program, the Otto Huth trust scholarship and the Foster Care to Success post-secondary scholarships are advertised on DCFS's IL webpage, and the ILPS serves on the Otto Huth scholarship selection committee. Nevada's partnership with FosterClub has afforded four youth the ability to participate in the Foster Youth All-Stars program, a several-week leadership training course in Seaside, Oregon. Foster Youth All-Stars are expected to return to their communities of origin to share their respective experiences in a train-the-trainer capacity. As a matter of course, IL workers assist youth in applying for appropriate scholarship opportunities. In upcoming years, the ILPS will work collaboratively with other public and private agencies to hopefully develop additional scholarship opportunities for foster youth. Regionally, the CCDFS ILP has enhanced its partnership with the Clark County School District (CCSD) for this year to improve outcomes for all foster youth and increasing graduation rates while ensuring access for all foster youth to the National JAG program. The CCDFS ILP meets monthly with the CCSD to address issues specially related to foster youth and education, and the CCDFS ILP has contracted with ThinkLaw to provide IL classes on critical thinking and its implementation in decision making. Staff are currently being trained in the model and will begin delievering it to IL youth at the end of the 16-17 SFY. Beginning in 2017, CCDFS ILP will work collaboratively with UNLV and other partners to expand service delivery with a focus on high school diploma attainment and attending out-of-state college tours. The CCDFS ILP will revise its college prepatory workshops to include FASFA applications, and will partner with the the Clark County School District/CCDFS Educational Liaison to assist and advocate when youth are in need of school support and help to recover missed credits.

In DCFS-Rural and our Tribal jurisdictions, educational workshops focus on items such as; Casey Life Skills Assessments to inform goal-setting; preparation for the GED exam; educational counseling; assistance with the FAFSA application; Accuplacer test preparation for entrance into college; college selection assistance; tutoring; study habit awareness; budgeting; and, enrollment in summer school or adult/continuing education programs. The WCDSS maintains a partnership with the local community college allowing for both traditional education, as well as a variety of skill-based certificate programs that may be more appealing to youth through the assistance of a contact person there to assist youth in navigating the process. There is also a team of community college experts available to ensure that the needs of foster youth attending this college are met. A financial aid liaison assists youth with barriers when applying for financial assistance. A faculty mentor is available to meet with youth individually to help them navigate class selection and provide assistance in being a successful student. A link to special education and/or disability services is available. Additionally, two on campus summits are held each year that provide exposure to the campus and various programs that youth may find helpful during their college journey. The WCDSS employs a full time case manager that participates on the team and together youth are wrapped with services to ensure the most success possible when they enter a post-secondary institution. The Educational Liaison supports caseworker efforts to help youth achieve education success. The EL is available for consultation on credit recovery education services to meet graduation requirements to have the opportunity to apply to post-secondary institutions.

4. <u>Provide personal and emotional support to youth aging out of foster care through mentors and the promotion of interactions with dedicated adults:</u>

Nevada's statewide policy directs caseworkers and IL workers to assist youth in seeking adult mentors that they will be able to rely on upon age-out. Local and statewide YABs feature adult facilitators who mentor youth in recruitment, organization and capacity-building activities that allow them to self-advocate in social and workplace settings. Additionally, the CCDFS ILP contracted with PROJECT WE-Classroom Without Walls to provide mentorship, life skills and entrepreneurship services over a three-year period to program participants. Project WE services up to 25 youth 14-18 years old. These youth are provided with mentorship and lasting connections with dedicated adults. CCDFS's YAB, Foster and Adoptive Youth Together (FAAYT) oversight and management has ceased to be subcontracted, and has elected officers and resumed regular monthy meetings. A recruitment event is planned for late June 2017, and members had the opportunity to attend the Hack Fostercare Conference in Silicon Valley in February 2017. In addition, many members will be attending the IL Daniel Memorial Conference in August 2017. The CCDFS ILP worked with multiple community partners that provided mentors and dedicated adults to include through the Project Independence and DREAMR projects. Next year, the CCDFS ILP will work to expand recruitment and work with community partners to establish improved means to provide youth with emotional support. In addition, the CCDFS ILP will work with the Quality Parenting Initiative (QPI) to develop, improve and target enhanced relationships with foster parents who may be interested in mentoring/fostering teens with an increased focus on youth success.

The DCFS – Rural Region's youth find mentors and dedicated adults as they transition out of foster care through means such as: helping them maintain relationships with CASA or WIN workers; safe family members such as siblings; and, maintaining healthy relationships with friends. Youth have access to other local services as appropriate, such as Youth WERKS and other age- and developmentally-appropriate clubs that may be available near them. Tribal youth are assisted in looking at family, friends, foster parents and others in the tribal community that may help them long-term after

involvement in foster care, and, most importantly, with whom they may establish a healthy and lasting relationship. In the WCDSS, youth are continuously encouraged to identify emotional supports in their life and engage them in their permanency planning. Formal opportunities are available to promote interactions with dedicated adults through our contract for a co-case manager with our local community providers. Additionally, youth are encouraged to seek the support of teachers, coaches, foster care providers, and appropriate family members to support them through their foster care journey. The Quality Parenting Initiative seeks to encourage foster care providers to offer support and assistance to youth placed in their home after they discharge and into adulthood.

5. <u>Provide financial, housing, counseling, employment, education, and other appropriate support and services to former foster are recipients between 18 and 21 years of age to complement their own efforts to achieve self-sufficiency and to assure that program participants recognize and accept their personal responsibility for preparing for and then making the transition into adulthood:</u>

During this SFY CCDFS IL partnered with Step Up for the case management, financial, and support services for youth ages 18-21 who have aged out of foster care in Nevada, but who remain eligible for CFCIP-funded services. Step-Up now oversees all youth who have transitioned from care, including those youth participating in the CJ program or served with state FAFFY funds. Step Up provides case management and a drop-in center for youth which includes a food pantry, computer lab, clothing closet, parenting classes, diapers/formula/clothing for children of former youth, and other services and served over 300 former foster youth ages 18-21. The CCDFS ILP meets with Step Up on a monthly basis for this initial transition year. In the DCFS Rural Region, IL youth receive monetary assistance in a responsible and accountable manner. IL youth are required to budget, attend appointments with IL workers and communicate needs. IL workers understand many issues are unforeseen, and working with the IL youth on their personal and emotional issues constitute an opportunity for learning and becoming self-sufficient. IL youth are expected to make mistakes and work out solutions independently with support and assistance as a necessary life skill.

IL workers assist youth in addressing these needs by assisting youth with: finding safe housing; finding roommates; providing financial support in buying necessary housing needs such as pots/pans, beds, dressers, hygiene items etc.; and, providing financial help needed to obtain employment by buying clothes/uniforms/shoes and other licensing requirements such as background tests. Applicable youth are referred to needed counseling services such as therapy with Serenity Behavioral Health and other agencies and receive BST/PSR and other medical/counseling needs. In Nevada's Tribal jurisdictions, Stepping Stones communicates frequently with youth about their responsibilities through one-on-one meetings, text, social media, and contracts. The IL worker assists youth in developing achievable goals and helps teach them to be responsible for achieving those goals. In WCDSS, many youths elect to participate in the CJ program, which requires youth adhere to a case plan to achieve self-sufficiency while under the jurisdiction of the courts. Within the action plan, steps are outlined for youth to develop goals around money management, housing stability, education/vocational goals, and health/well-being goals, including mental health, etc. Youth enrolled in this program are assigned a community case manager that contacts the youth at least monthly as well as a Department case manager that reviews goal planning and assists in removing barriers to success for youth. Housing remains a challenge in Washoe County; however, in the past year approximately 16 beds have been added to supportive transitional living opportunities for youth. The Nevada Youth Empowerment Program (NYEP) has expanded their capacity and a new program through the Children's Cabinet, called the Cottage of Change opened to provide supportive living for youth over the age of 18. Additionally, the Children's Cabinet Inc. contracts with WCDSS to provide housing deposits, first month's rental assistance, and move-in kits that include housing supplies. Any other costs beyond basic needs assistance is also provided by the WCDSS.

6. <u>Make available vouchers for education and training including postsecondary education, to youth who</u> <u>have aged out of foster care.</u>

As previously stated, the Children's Cabinet has contracted to be the statewide single point of contact for administration of Nevada's ETV program. All jurisdictions have been conducting and are expected to continue ongoing staff training so that IL workers are aware of the eligibility requirements and referral process. For additional discussion and performance measures for ETV statewide in all jurisdictions, please see page 148.

7. <u>Provide services to youth who after attaining 16 years of age, have left foster care for kinship guardianship or adoption.</u>

The ILPS serves as the initial point of contact for former foster youth age 16 and over, and interjurisdictional IL workers seeking to access services for clients and former clients who may be moving to the state of Nevada. The ILPS maintains DCFS's IL portion of its public-facing website, and acts as the information clearinghouse and referral source for former foster youth over 16 to access the full range of services to which they are entitled in the appropriate jurisdiction. After a transition in the role of the ILPS in SFY 2016-2017, the statewide YAB has suffered a stagnancy in membership due to attrition. As the statewide forum for former foster youth to provide input in policy driver discussions at the state and

national levels, a revitalization of the statewide YAB is a top agency priority in SFY 2017-2018. ILP's partnership with Foster Youth in Action is anticipated to drive recruitment and retention efforts.

Statewide, while there may be a difference in the referral process for youth older than 16 who have gone into kinship guardianship or adoption, there is no difference in service provision. All are entitled to the same range of services and case management as their system-involved peers, up to and including participation on YABs and access to CFCIP and normalcy funds. The CCDFS has developed an informal process to serve these youth, whether from Clark County or youth who have transitioned from care through ICPC, but have been placed in Clark County. Cases are assigned to the Sr. Family Services Specialist in the IL unit for provision of services, and formal internal written procedures are being developed to streamline service provision. In the WCDSS, Service referrals may be made to an Adoption Support Specialist for children after a finalized adoption or KinGap guardianship. This worker is authorized to meet with families closed to the agency through adoption or KinGap guardianship to assess the needs of the family and provided supportive services when necessary. Often service needs are met through community-based referrals; however, the worker may assist with financial-assistance to meet the needs of the family and to promote stabilization of the youth. Additionally, youth may contact the Children's Cabinet to be assigned a case manager, or may contact their former child welfare worker and referrals will be made either through that worker or through the Senior Social Worker. The WCDSS served two youth from this population in the previous year.

8. <u>Ensure children who are likely to remain in foster care until 18 years of age have regular, on-going opportunities to engage in age or developmentally-appropriate activities as defined in section 475(11) of the Act.</u>

ILP policy and procedure routinely emphasizes the importance of participation in age- and developmentally-appropriate activities as defined in s. 475(11) of the Act, addressed through the normalcy policy and informed by the reasonable and prudent parent standard. The purpose of the normalcy policy is to provide guidance to caseworkers in considering opportunities for children in foster care to participate in normal childhood experiences, including sleepovers, participation in athletic events, obtaining driver's licenses, opening bank accounts, etc. CFCIP funds are encouraged to be used by jurisdictions to support initiatives such as: graduation incentives, ROTC event funds, attendance at prom or other formal occasions, styling services for priority interviews, participation in sporting events, etc. The recent passing of SB 257 established a separate revenue stream out of Nevada's general state fund that is specifically to be used to fund normalcy activities for foster youth, and Nevada stands well-positioned as a state to efficiently serve youth with the additional CFCIP funds earmarked for normalcy activities as proposed in 2020.

There have been numerous diverse opportunities provided to Nevada's foster youth statewide to engage them in age and developmentally-appropriate activities with their peers. CFCIP funding has been used for a variety of requests including: attending dances/prom; purchasing yearbooks, class rings and letterman jackets; and funding graduation expenses. In addition, CFCIP funding supports youth obtaining health cards, ID cards, defensive driving classes, and transportation to events and classes. The CCDFS ILP has been able to support youth in their creative social endeavors including karate, art classes, BMX biking, DJ classes, and many other youth-driven interests.

<u>Planned use of funds in support of the new purpose #8 for SFY 2018 to ensure age or developmentally-appropriate activities and activities and activities specific to the needs of individual youth in care, such as LGBTQ youth.</u>

Nevada's most recent legislative session included the passage of Assembly Bill 99, which protected the rights of foster youth to act and represent themselves according to their preferred sexual orientation and/or gender identity/expression (SOGIE). Additionally, this legislation requires foster parents and foster care providers to treat a child as having the SOGIE in which the child identifies and requires child welfare agencies to establish protocols for placement and a process for filing and resolving grievances related to the provisions of the law. The ILPS will be reviewing statewide IL policy and procedures for compliance with this legislation, and will work collaboratively with all jurisdictions in consultation with community partners who are subject matter experts in LGBTQ issues to ensure that any programmatic changes are consistent with best practices. In Clark County for example, Project Independence offers different levels for programming based on a young person's abilities. The CCDFS ILP has continued the conversation with the LGBTQ Center in Las Vegas to identify services and resources, and referral processes for programming offered in the Center. WCDSS IL workers will be undergoing training specific to meeting the needs of LGBTQ youth, and a focus on individualized services in the DCFS-Rural and our Tribal regions ensure that youth receive programming that is congruent with their SOGIE of preference.

Service Co-Ordination with Federal or State Programs for Youth

Statewide, FAFFY funds are allocated from the state to jurisdictions to provide financial assistance to former foster youth aged 18-21 who have aged out of care in Nevada, and may be used to secure housing, medical, mental health, or vocational assistance. IL youth are referred to federal programs such as Planned Parenthood to discuss sexual health as determined by a youth's SOGIE, and state programs such as NYEP for transitional living support. Youth who are aging out of care with a disability are referred to state assisted living programs such as the Rural Regional Center, a supportive

and independent living program funded by Medicaid. In Clark County as previously described, Project Independence and the WIA programs are federally funded programs designed to provide supports to transitional aged youth. The DREAMR program grant in effect Clark County also focused on pregnant and parenting youth who had aged out of the foster care system. This program was linked through Olive Crest with Project Independence. The CCDFS ILP has worked closely with: St. Jude's ILP and Crossings (a supportive housing program); Graduate House (transitional living program); Busy Bee (transitional living for persons with disabilities); Seeds to Succeed (transitional living program); Southern Nevada Children First (transitional living program), and Let's Move Forward (transitional living program). Additionally, the CCDFS ILP continues to work directly with Southern Nevada Regional Housing, Job Corps and Nevada Hand (which provides subsidized housing), and continues to meet quarterly at the IL committee meeting to discuss options for youth and tour properties of incoming organizations. The CCDFS ILP also participates in the Southern Nevada Regional Quarterly Program Coordinating Committee Meeting to obtain housing resources and additional resources to assist youth in preventing homelessness and adolescent pregnancy.

Moving to the DCFS-Rural, IL youth receive: state and county sexual education programming; access to HUD and SSA programs for disabled youth and/or homeless youth; juvenile justice partnerships to coordinate criminal and truancy prevention; SAPTA prevention of drug and alcohol abuse programming; JOIN - Workforce Investment Act programs available to foster youth; and, work-study programs through the community and university. In our southern counties NO coordinated efforts with our Nye Communities Coalition and their Youth WERKS/Safe Schools program to help youth work towards their ILTP goals and obtain job experience. NO also coordinated mental health/physical health/sexual health education courses with Desert View Hospital, and referred youth as needed to First Choice Pregnancy Agencies to discuss safe sex/abstinence. The WCDSS developed working relationships with the Learn and Earn program through the Northern Nevada Literacy Council and JOIN, funded through the state's Department of Employment Training and Rehabilitation. Referrals are also made to Vocational Rehabilitation services to help youth with disabilities, as well as school work programs offered by the Children's Cabinet (Face Forward and OSY). NYEP has expanded their capacity and a new program through the Children's Cabinet, called the Cottage of Change opened to provide supportive living for youth over the age of 18. For youth with disabilities that are aging out of foster care the agency partners with local providers to ensure continuity of services. Planned Parenthood provides a yearly educational class about the options for birth control and partner safety to youth, and the WCDSS has a working relationship with a local pregnancy support program that offers housing and parenting education to foster youth.

Service Co-Ordination to Prevent Youth Homelessness and Adolescent Pregnancy

In addition to the statewide and jurisdictional initiatives above, the CCDFS ILP has partnered with SAFY who is the recipient of a federal grant to provide sexual health and sexual education to youth in the community. The program, True Health Needs Knowledge (THNK) provides sexual health education classes. In the DCFS-Rural and our Tribal regions, agencies such as the DHHS provide presentations to educate youth, and case management is provided to determine eligibility for programs such as the Family Unification Program and Nevada Rural Housing Programs. The WCDSS continues to maintain a supportive relationship with The EDDY House, a program that supports homeless youth by providing collaboration and sharing of resources to support their program goals. The WCDSS participates with Renown Regional Medical Center to create and provide input to develop a city wide homeless youth plan, and continues to partner with NYEP as they seek guidance on how to grow their program and develop more housing options for youth. The Crossroads program provides a tiered housing first approach that targets homeless clients with high levels of service utilization within Washoe County. The intent of the program is to identify, intervene and stabilize traditionally high complexity homeless clients, through cooperation with various community partners. Its success has grown allowing the WCDSS to reduce incarceration by expanding services to young offenders, many of whom have aged out of foster care, and anyone else who suffers from mental health and/or substance abuse that otherwise has negative impact on our community.

Strengthening IL programs to achieve the purposes of CFCIP

At the statewide and Tribal levels, the procurement of a statewide ILPS and Tribal IL Coordinator have ensured that program, referral, funding and clearinghouse responsibilities for the ILP will be accomplished for these jurisdictions to ensure that Nevada continues to achieve the eight purposes of CFCIP as a state. The ILPS will be undergoing ILP review throughout 2017-2018 in collaboration with all jurisdictions statewide to ensure universal understanding of how and why existing policy supports the eight purposes of CFCIP as discussed, and to navigate Nevada's challenging regional landscape to better ensure that all IL youth have universal access to sufficient supports and services, regardless of placement location and barriers to service array. The CCDFS ILP has continued to maintain 11 full-time and 3 part-time positions to manage and provide support services to youth in foster care for the 2016-2017 year, especially the over 400 youth ages 14 to 18 who were in the custody of CCDFS and served by these funds throughout the year. The CCDFS ILP continues to work with statewide and community partners in the educational, housing and healthcare fields to pursue additional program collaborations to serve youth under the eight purposes of CFCIP, and fosters youth capacity building

by supporting attendance at youth-driven IL conferences nationally. In the DCFS-Rural region, the RWFRC hired two additional IL workers to collaborate with the IL team to promote uniform IL service provision to youth from age 14 - 21. RWFRC assumed the responsibility of servicing IL youth in outlying rural areas (Fallon, Fernley, Elko, Ely, Wells), and increased the frequency of individual and group interaction by constant communication and responsiveness to IL youth needs. In the WCDSS, participation in multi-community based meetings and planning activities has continued to expand the ability to address the needs of CFCIP. The WCDSS is working with Children's Cabinet to provide enhanced training in the SAFE model to Cabinet staff, and continues to perform co-case management services to IL youth.

Involving youth/young adults in the CFCIP, CFSR, NYTD and other related efforts

Nevada continues to contract with FosterClub to host the electronic submission of NYTD surveys for the state. This process permits youth-driven data entry directly into UNITY, (Nevada's response to SACWIS). This partnership permits IL youth to enter their survey responses directly into UNITY with access to the internet, or to complete the survey manually and submit later with the assistance of their IL worker if they are in a secure placement without internet access. The ILPS provides clearinghouse and referral information to current and former foster youth regarding CFCIP, CFSR and NYTD, and all information relative to this appears on DCFS's public-facing website. The ILPS maintains as moderator the statewide social media account for Nevada's YAB, where all jurisdictions and local YABs are able to share information and awareness on issues including CFCIP, CFSR and NYTD with youth-driven content. This social media account provides an additional line of communication through which regional YABs can connect to engage in non-collocated policy driver discussions for the statewide YAB regardless of physical distance between jurisdictions/travel budget limitations, and in a forum that is familiar and accessible to youth.

On a regional level, CCDFS continues to focus on the goals of the CFCIP and CFSR through stakeholder groups and community engagement processes. The CFSR, CFCIP and NYTD are routinely discussed at the statewide level in meetings such as the CIP, and FAAYT, where youth voice is integral to these meetings. CCDFS ILP staff received specific training for the CFSR this year. In the DCFS-Rural region via the DCFS-FPO's ILPS, communication has improved. ILP partnerships between DCFS caseworkers, contracted IL service providers and other jurisdictions are more effective, ensuring improved communication with IL youth on program eligibility & requirements. IL youth in-care engage at an earlier age, and there is more awareness of service array and funding to support IL youth more effectively. IL youth in outlying areas are receiving services in a more cohesive manner, and better communication has resulted in a more timely delivery to IL youth. Through pass-through funding to the Children's Cabinet, Inc., the WCDSS encourages youth participation in the local and statewide YAB. Further, when a case is pulled for CFSR review all youth/young adults involved in the case are given the opportunity to participate in the interview process. Youth are asked about their experiences in care, services they received, needs that were addressed as well as those that were not addressed. Youth feedback is then shared with both case managers as well as agency leadership to ensure their voices are heard and issues they may have experienced in care are continually addressed and improved.

Collaboration with Other Private and Public Agencies

In addition to the partnerships discussed at length above, ILP's program review will necessarily feature collaboration with local and national agencies as well as subject matter experts as appropriate to provide input as needed to ensure program delivery is informed by best practices. The statewide YAB conference hosted by NO focused on discussions and awareness on the subject of human trafficking and how it impacts foster youth to solicit their feedback for incorporation into state policy. As a matter of course all agencies raise awareness during May as Foster Care month through hosting community awareness events, attendance at Legislature (especially during designated Children's Week), social media outreach, and foster parent recruitment efforts. In the DCFS-Rural region, public and private sector partnerships are utilized in: paid and unpaid work experiences; field trips; community service projects; monthly guest speakers from the property and banking industries; and, training and awareness on issues facing the LGBTQ community. Awareness raising activities included participation in CIP as a means of participation on the Supreme Court's Foster Youth Panel to educate our Supreme Court justices as to the inadequacies in the foster care system. NO agency created a Duffle Bag Drive for foster youth not only raising awareness on the needs of youth/young adults in foster care, but also providing them with brand new duffle bags filled with necessities by obtaining business/community sponsorships.

The WCDSS raised awareness for issues facing foster youth with its public partners through community forums led by organizations such as the Community Foundation, Renown Behavioral Health, and the Mental Health Consortium. The WCDSS also held an event with the Washoe County School District (WCSD) to educate them about mentoring opportunities through the District. The school district will be partnering with the Adoption Exchange to help manage

mentors for this population. Additionally, the WCDSS has spoken to various parent-teacher organizations throughout the WCSD about issues facing foster youth. The Boys and Girls Club partners with the WCDSS to host the Foster/Adopt Support Group, which provides a location, meals and childcare to foster parents as a means for respite and engagement on a monthly basis. The Club also provides a location and meals for the Adoption Mixer. The Mixer brings together children and prospective adoptive parents. The Boys and Girls Club also provides opportunities for older youth to participate in the Leader in Training program. The WCDSS hopes to continue building resources through exploration of the iFoster program, an agency that provides employment training that works with children who are in foster care or have aged out of foster care. Currently, the agency is working on finding a local nonprofit partner to house the employment training program.

Collaborative Response to Human Trafficking

Representatives from all jurisdictions including the DCFS-FPO have been offered the opportunity to participate in the Governor's Coalition to Prevent the Commercial Sexual Exploitation of Children (CSEC). CSEC originated via the Multi-System Collaboration Training and Technical Assistance Program (MSC-TTA). Its purpose was to assist states to better serve at-risk youth involved in multiple systems by supporting the establishment of formal relationships and alignments that ensure improved outcomes. MSC-TTA activities (which occurred from April 2016 through October 31, 2016) consisted of training webinars, conference calls, individualized team assistance, as well as linkage to resources and content experts that provide assistance in incorporating research and best practices into multi-system collaboration efforts.

The purpose of CSEC remains to: (1) mobilize all available resources in Nevada to provide a coordinated response to stopping commercial sexual exploitation of children, aiding its victims, and bringing perpetrators of this crime to justice; and (2) support the implementation of Public Law 113-183, the Preventing Sex Trafficking and Strengthening Families Act of 2014, which requires states to identify, document and determine appropriate services for children who are victims of sex trafficking or at risk of victimization. The Coalition is tasked with preparing a comprehensive Statewide Strategic Plan and recommendations on how to address the Sex Trafficking Provisions of Public Law 113-183. This is achieved through the 5 Subcommittees that report up to the Coalition: Prevention, Training, Engagement, Care Coordination, Data and Prevention. Members include judicial officers, law enforcement, educators, administrators, community providers and survivors. Through five subcommittees, CSEC seeks to:

- 1. Align efforts by promoting strategic and coordinated services for victims at the State, county, local, and tribal levels.
- 2. Improve understanding by expanding and coordinating child sex trafficking-related research, data, and evaluations to support evidence-based victim services.
- 3. Expand access to services by providing outreach, training, and technical assistance to increase victim identification and expand the availability of services.
- 4. Improve outcomes by promoting effective, culturally-appropriate, trauma-informed services that improves the short-and long-term health, safety, and well-being of child victims.
- 5. Develop public awareness campaigns and prevention interventions to better inform communities across Nevada about the commercial sexual exploitation of children.

Existing statewide policy²³ dictates that upon suspicion of a child entering/reentering care who may have been the victim of commercial sex trafficking, staff from the Clinical Program must complete a comprehensive Sexual Exploitation Screening. The screening consists of a psychosocial interview with child, and completion of: the Adverse Childhood Experiences Scale (ACES); trauma screening; and the Child Welfare Sexual Exploitation Screening Tool. The screening aids in determining if the child is a confirmed victim, and/or is at risk for continued exploitation or participation in commercialized sex. The completed screening is then reviewed by the Clinical Program Manager and forwarded to the Agency Manager, Deputy Administrator, Administrator, Attorney General, Attorney General Investigative Unit and FBI Liaison for Missing and Exploited Children. The Attorney General's Office and the FBI Coordinate additional screening and interviews to determine if information is sufficient for criminal investigation and prosecution. If it is determined that a child has been the victim of human trafficking, the Agency may apply for additional funding to provide intervention, placement and treatment services for the child through AB 311 and VOCA grant funding. A service and safety plan are also developed by the child, placement resource, assigned workers, Clinical Program Manager, and Clinical Program staff. In SFY 17, two (2) Sexual Exploitation Screenings have been completed in the DCFS-Rural region. One screening confirmed that the child was a victim of commercial sex trafficking, and the other indicated the child was at high risk for sexual exploitation.

Regionally, the CCDFS participates as a member of the Southern Nevada Human Trafficking Task Force (SNHTTF), which is a local organization comprised of the following member agencies: local police departments (PD) including Las Vegas Metro PD, North Las Vegas PD, Boulder City PD and Henderson PD; Clark County District Attorney's Office; Clark

²³ Policy 0210 – Missing and Exploited Child

County Department of Aviation; Clark County School District; local casinos/hotels; and, Major League sports franchises. Several large and small community service agencies that provide counseling, housing, medical care and educational support are also members of SNHTTF. The CCDFS ILP continues to work with the Embracing Project to provide education and support for IL youth, who were keynote speakers at the 2016 statewide YAB conference. In Washoe County, quarterly trainings have been offered over the past year to educate child welfare staff, as well as multiple stakeholders on the problem of sex trafficking: how to identify it and what resources are available in our community. A local taskforce has been created to include law enforcement, treatment providers, housing delivery providers, and front line staff to review protocols related to identification and referral of services for victims. In addition, this task force is useful in staffing youth of concern to identify treatment options and create a support network for high risk or confirmed trafficking victims.

National youth in Transition Database (NYTD) Information and Data Sharing

NYTD survey requirements are communicated to all jurisdictions on a weekly basis from the ILPS to monitor progress and compliance. NYTD participation and compliance rates are communicated to all jurisdictions as standing agenda items on monthly, bimonthly and quarterly working group and continuous quality improvement teleconferences, and technical assistance is provided to any participant on request by the ILPS as this is explained to be a geared-to-funding federal requirement. Nevada's jurisdictions in turn use this data and feedback to encourage timely entry of required information into UNITY. As Nevada is a state that shares operational responsibility among jurisdictions, ability to separate data based on jurisdictions would do much to improve the utility of NYTD data to inform improvement efforts at a local level. While all jurisdictions review statewide NYTD data and use these youth-driven responses to improve service delivery, the disparate social and physical geography, service array, access to employment and economic markers that are a hallmark of the state makes aggregate data output largely incommensurable with regional results. In our Tribal regions, there were no youth of Indian descent included in the current 17-year old cohort year. The WCDSS has ongoing discussions with those youth about the purpose of NYTD and the desire to collect data from them in two-year increments. Most youth continue to receive on-going service provision either through FAFFY or CJ due to high participation rates; therefore, their whereabouts are known to WCDSS which facilitates communication in follow-up outcome years.

Improvements to NYTD data collection.

Nevada's partnership with FosterClub for online survey entry allows for the review of survey data immediately by the ILPS, who is then able to advise if there has been internally inconsistent data submitted and either reject or approve the survey submission accordingly. In the case of internally inconsistent submissions, the ILPS immediately contacts the caseworker or IL worker to provide assistance for resolution. The ILPS has made the provision of immediate technical assistance and information on request a priority to ensure timely, accurate completion of NYTD surveys; the feedback from all jurisdictions is that this has improved both understanding of the purposes of NYTD and has achieved the intended Regionally, the CCDFS ILP has identified specific IL staff to complete NYTD surveys and conduct diligent effect. searches to locate youth to complete surveys. The IL unit will continue to use various methods in locating youth such as: Facebook, phone, email, phone, contacting family members, diligent search, CAP attorneys, CASA, friends and certified letters, and has created a spreadsheet that documents all efforts and dates of contact. The recent procurement of an ILPS and IL Coordinator at Stepping Stones has facilitated an open dialogue related to NYTD between the state and Nevada's Tribes, which has improved timely information delivery from Stepping Stones to the DCFS-FPO. In the WCDSS, the Children's Cabinet is contracted to complete NYTD data collection, and both agency and provider have strived to collect additional data on youth aging out of care in an attempt to ensure follow up outcomes are measured at ages 19 and 21.

CFCIP Training Initiatives

As stated, AB 99 requires training for all involved in foster youth care to support and affirm a youth's SOGIE of preference as a matter of course. Members of statewide and local YABs provided testimony in support of this legislation, and inform statewide and regional training efforts. The CCDFS has incorporated the Quality Parenting Initiative (QPI), focused on improving the system by empowering, training and supporting caregivers to support youth transitioning into healthy adulthood. The CCDFS has engaged Annie E. Casey to evaluate the new pre-service training for foster parents for competencies and accuracy in training. SAFY and the The Center are working in partnership with the CCDFS to ensure that LGBTQ awareness is integrated into the pre-services training for foster parents, as well as the CCDFS caseworker academy. Some of the efforts pursued included posting specific training videos for caregivers on the Just in Time website, and youth participation a panel at the national QPI conference with all other states implementing QPI. In the DCFS-Rural region, the Nevada Partnership for Training (NPT) offers a course titled, *Working with Lesbian, Gay, Bisexual, Transgender and Questioning/Queer (LGBTQ) Youth & Child Welfare.* This training has been held in various rural locations including Elko and Pahrump and is designed to provide an overview of issues faced by youth who identify as LGBTQ, and to build the cultural competence to assist youth in dealing with these issues in a supportive manner. Foster parents, adoptive parents, workers in group homes, IL staff, IL service providers, and staff are all encouraged to attend this LGBTQ course. PRIDE training as funded through Title IV-B/IV-E programming further encourages the support of

CFCIP's eight program goals while remaining supportive of LGBTQ youth. SAFE home studies insure living arrangements are ample, appropriate and provide a safe and healthy environment for IL youth.

Below is a list of the specific training/steps the WCDSS has undertaken to provide assistance to foster parents, relative guardians, adoptive parents, workers in group homes, and case managers to understand and address the issues confronting adolescents preparing for independent living, consistent with section 477(b)(3)(D) of the CFCIP:

- The Just in Time Training library, offered on the QPI website, has increased and includes family identified topics through webcasts, including Spanish trainings.
- Trauma Informed Care is offered every 2-3 months and all new applicants receive pre-service training with a Trauma focus. (TIPS).
- Advanced Foster Parent Trainers evaluate family readiness, transition issues and child readiness in order to
 assist foster parents who wish to serve children and families in this way so they will support the case plan goal of
 reunification.
- Relative trainings are offered 1-2 times per month and alternate evenings and weekends.
- The Agency provides program brochures for foster parent/special needs adoptive parents, application process booklets and educational literature. There is an informational web link on the county foster/adoption website that answers several FAQ's and includes testimonials.
- Inquiry packets and brochures have been developed in both English and Spanish.
- The Agency maintains a program display booth, magnets, notepads, rubber bracelets, reusable grocery bags, bookmarks, etc. for distribution to the public during recruitment events and displays. Newly purchased items are focused on sustainable use and family friendly items.
- Foster parent trainers will co-train at pre-service training and will be able to develop on-going advanced training in their area of knowledge and expertise.
- Provide Recruitment and Training that addresses the language and cultural needs of the Spanish speaking community, since it is our fastest growing population in our community as well as in our client population.
- Develop and provide on-going training to licensed foster parents on culture and diversity to assist them in practicing cultural competence when working with children of other backgrounds.
- Continue to provide professional level advanced training for foster parents that provide them skill based applicable topics (that they assist in identifying).
- Provide trauma training frequently to foster homes to help caregivers see through the "trauma lens".
- Continue to develop the "Just in Time" website to access specific training topics available any time.

Annual Reporting of Education and Training Vouchers (ETV) Awarded in Nevada

School Year	Total ETVs Awarded	Number of New ETVs
2015-2016		
(July 1, 2015 to June 30, 2016)	Total Served 121	Total New Students 72
2016-2017	July 1, 2016 – May 10, 2017 = Total Served 68 .	July 1, 2016 – May 10, 2017 = Total
(July 1, 2016 to June 30, 2017) ²⁴	*Estimate 75 by June 30, 2017.	New Students 23

Specific accomplishments and progress to establish, expand, or strengthen the state's postsecondary educational assistance program to achieve the purpose of the ETV program based on the plan outlined in the 2015-2019 CFSP.

In the summer of 2014 the State of Nevada expanded ETV to include youth who are in the custody of parole and meet the AFCARS definition, 90 days before their 18th birthday. ETV is excited to announce that the youth on parole who was awarded funds for the 16/17 year has successfully graduated and is now working in field of study.

- 1. The Children's Cabinet continues to collaborate with the WCDSS and TMCC. This year's Foster Youth Summits were held in October of 2016 and April of 2017. This summit is a staple to introduce High School seniors and other first time college students to the campus of Truckee Meadows Community College (TMCC), explain the overall process of financial aid, Accuplacer test scoring, orientations, the TMCC "to do" list, and to introduce the students to the people at TMCC who are there to help while providing needed support to ongoing students. ETV also works in collaboration with the CCDFS's ILP. ETV provides an information booth every year where youth considering either college or vocational school can learn more about ETV.
- 2. The Children's Cabinet continues to utilize the "TMCC Foster Youth Consent Form". This enables sharing of information regarding foster care status, college enrollment, financial aid and academic standing to better serve any/all Foster youth as a team. TMCC is the primary holder of the release, which remains valid until youth turns 23 years of age unless revoked in writing. This collaboration includes a TMCC staff mentor (Precious Hall, Ph.D.). By utilizing this mentor the youth receive early registration, 1:1 college support services, including class selection to assistance with financial aid, and the benefit of another adult providing support and encouragement along the educational path. A continued side goal is to expand the sharing of information throughout the higher education system within the State of Nevada.
- 3. ETV continues to track the appropriate release of information and funds between the youth and school of attendance, FAFFY providers, and ILP caseworkers and service providers to avoid duplication of benefits under this and any other federal or federally assisted benefit program.
- 4. ETV continues outreach at the state and local youth advisory boards and/or councils.
- 5. ETV continues outreach at the state youth conferences.
- 6. The Children's Cabinet and Northern Nevada Mental Health is continuing their collaboration to increase guided access to needed mental health services for youth.
- 7. ETV continues to accept applications throughout the current school year to ensure any & all eligible youth may be served. ETV is currently working on development and implementation of an electronic application process with roll out anticipated during the 2017/2018 school year.
- 8. ETV applications may be found online in both the State website <u>http://dcfs.nv.gov/Programs/CWS/IL/ETV/</u>, and The Children's Cabinet website <u>http://www.childrenscabinet.org/family-youth/youth-programs/foster-youth-support</u>.
- **9.** ETV offers direct deposit for monthly stipends and/or allowable reimbursements.
- **10.** ETV continues to survey their clients anonymously to ensure program accountability.
- **11.** ETV is currently working on developing a survey that allows our students to speak out about why they drop out that will possibly help the program identify struggles previously undisclosed.

²⁴ Please note that in some cases this might be an estimated number since the APSR is due June 30, the last day of the school year. Figures are accurate as of May 10, 2017 for this school year with 8 students having applications in process.

- **12.** ETV continues to work on the development of a data collection spreadsheet that will allow us to easily track student demographic information, credit achievement, GPA, and placement information as included in our ODES system and client files.
- **13.** ETV is currently working on developing a process where we can follow up with youth at age 24 and 25 to identify accurate participation graduation rates.

CCDFS Child Welfare Protective Services Workforce:

For State Fiscal Year (SFY) 2017 CCDFS reports their agency has approximately 337 child welfare positions in Intake, Investigations, In-home/Out-home Case Management, Adoption, and Licensing filled with 8 vacancies. Additionally, there are approximately 80 Supervisory/Management positions filled with 2 vacancies. CCDFS reports the following caseload ratios: Investigations 1:17, Advanced Investigations 1:4 (specialize in 5 and under, ERT and sex abuse) and Permanency Case Management 1:12. Supervisor ratios to staff are 1:6 in Investigations, and 1:6 in Permanency Case Management. Staff separations during this reporting period included 16 retirements, 13 dismissals, and 38 voluntary resignations. There were approximately 75 promotions/laterals,

Additional CCDFS Workforce Information:

• How staff are recruited and selected:

CCDFS Staff are recruited through the CCDFS Human Resources website at www.accessclarkcountynv.gov. CCDFS Staff are recruited through the CCDFS Central Human Resources Department. Their information can be viewed at www.clarkcountynv.gov

• Degrees and certifications required for your agency child welfare workers and professionals responsible for the management of cases and child welfare staff:

Agency child welfare workers and professionals responsible for the management of cases are required to possess a 4 year college degree.

EDUCATION AND QUALIFICATIONS: Family Services Specialist I - Bachelor's Degree in one of the following areas: Social Work, Criminal Justice, Psychology, Human or Social Services, Sociology, Education or Special Education, Public or Business Administration, Behavioral Science, Counseling, Early Childhood, Health Science, Child Development, Nursing, Communications, Marketing or a related field.

Family Services Specialist II - In addition to the above: Two (2) years of full-time professional level experience providing protective casework/counseling services, assessments or treatment services, or performing administrative, organizational analysis or budgetary experience in a child welfare, social service, juvenile justice and/or residential setting.

Family Services Supervisor- Bachelor's Degree in one of the following areas: Social Work, Criminal Justice, Psychology, Human or Social Services, Sociology, Education or Special Education, Public or Business Administration, Behavioral Science, Counseling, Early Childhood, Health Science, Child Development, Nursing, Communications, Marketing or a related field AND four (4) years of full-time professional level experience providing protective casework/counseling services, assessments or treatment services or performing administrative, organizational analysis or budgetary experience in a child welfare, social service, juvenile justice and/or residential setting; Two (2) years of which were lead or supervisory in one or more elements of a comprehensive child welfare, social service, juvenile justice and/or residential system. Possession of an advanced degree in a related field may be substituted for one of the years of experience outlined above.

• Demographic information on current staff and recent hires.

Between May 25, 2017 and June 02, 2017 the CCDFS surveyed a total of 105, Investigators, On-going Workers and Supervisor to self-report demographic information. The following numbers were reported on those respondents.

Education

Degree	Count of Respondents
Bachelor of Social Work	8
Title IV-E Supported BSW	0
Bachelor in Another Field	47
Master of Social Work	12
Title IV-E Supported MSW	0
Master in Another Field	26
Other Degree	1
Doctoral Degree (all disciplines)	1
Some College	6
Associates Degree	3
High School Diploma	1

Child Welfare Experience

Total Years of Experience	Count of Respondents	Years with CCDFS	Count of Respondents	Years in current position	Count of Respondents
Less than 1	1	Less than 1	8	Less than 1	16
1-5	31	1-5	49	1-5	67
6-10	20	6-10	17	6-10	14
11-15	22	11-15	21	11-15	3
16-20	18	16-20	6	16-20	3
21-24	6	21-24	3	21-24	2
25-30	5	25-30	1	25-30	0
30+	2	30+	0	30+	0

Race/Ethnicity

Race/Ethnicity	Respondents
African American/Black	26
Asian	3
Caucasian/White	58
Native American/Pacific Islander/Native Alaskan/Native Hawaiian	1
Multi-Racial	6
Not listed Here/Other	4
Prefer not to Answer	6

Training provided to new child welfare workers to ensure competencies identified:

NRS 432B.195,NRS 432B.397, and NAC 432B.090 requires the child welfare agency to provide a full staff development and training program, which includes a minimum of 40 hours of training related to the principles and practices of child welfare services, course of training related to the provisions of the Indian Child Welfare Act (ICWA), and instruction concerning the applicable state and federal constitutional and statutory rights of a person who is responsible for a child's welfare, subject of an investigation of alleged abuse or neglect of a child, or a party to a proceeding concerning the alleged abuse or neglect of a child.

Salaries

Family Services Assistant \$32,406.36-\$50,169.60; Family Services Specialist I \$47,611.20 to \$73,777.56; Family Services Speciliaslit II \$51,375.96 to \$79,643.16; Family Services Supervisor \$59,945.67 to \$92,934.36; Senior Family Services Specialist \$55,43.60 to \$86,049.60, and Manager Family Services \$75,504 to \$117,020.76.

- Caseload size depending on the child welfare program (i.e. intake, reunification) Investigations: 17 cases per Investigator, 4 per Advanced Investigations and 12 cases per Permanency Specialist.
- How ongoing training is selected and provided to ensure the competencies of caseworker, supervisors, managers and administrators:

Executive Management selects trainings that will increase staff's knowledge of safety, permanency and wellbeing.

• How skill development of new and experienced staff is measured;

Skill development of new staff is assessed throughout their attendance in the Child Welfare Training Academy through the use of post-tests and fidelity assessments. New staff is also issued a performance evaluation at the conclusion of their probationary or qualifying period. Skill development and performance of existing staff is also measured annually through performance evaluations.

WCDSS Child Welfare Protective Services Workforce:

For SFY 2017 the WCDSS reports their agency has approximately 83 child welfare positions in Intake, Investigations, Inhome/Out-home Case Management, Adoption, and Licensing filled with 12 vacancies. Additionally, there are approximately 23 Supervisory/Management positions filled with 1 vacancy. WCDSS reports the following caseload ratios: Assessment 1:10, CAC Assessment 1:8 (specialize in sexual/physical abuse reports) and In-home/ Out-of-home Case Management 1:28. Supervisor ratios to staff are 1:5. Staff separations during this reporting period included 9 retirements, 3 dismissals, and 12 voluntary resignations. There were 32 promotions during this period.

Additional WCDSS Workforce Information:

How staff are recruited and selected :

Staff are recruited through local and statewide outreach efforts through the Human Resources Department. Selection includes a two-part process: 1) candidates watch a video clip of a parent/child interaction and document a case note, and review a case scenario and write a letter to the department director. Candidates who successfully pass this process are invited to an interview. Prior to the interview, candidates are encouraged to watch a video clip on a Day in the Life of a Social Worker filmed in Maricopa County, AZ. Candidates then are interviewed with a behavior-based approach and include a self-assessment. Finally, reference checks are completed as part of the hiring process. Additionally, interns through the local University are screened and interviewed prior to being offered an internship. Interns are generally offered employment through the stipend program. Staff are recruited through local and statewide outreach

 Degrees and certifications required for your agency child welfare workers and professionals responsible for the management of cases and child welfare staff All case management staff are required to have a bachelor's degree, Social Work preferred or related to Social Work. The minimum degree for Social Workers and Case Workers is a Bachelor's degree in Social Work or a related field. 100% of staff performing case management have one of these degrees. Once hired by the WCDSS, training includes an established Academy training and extensive internal training though the Training Unit. All new staff are assigned to the Training Unit for a period averaging 6 months. In the Training Unit workers attend internal trainings as well as carry caseloads with the supervision of senior social workers. Hiring preference is given to graduating interns and bilingual candidates.

- Bachelor of Social Work (BSW): 92
- Title IV-E supported BSW: 67 IV-E supported BSW Workers
- Master of Social Work (MSW): 21
- Title IV-E supported MSW: 21
- Other Degree: 18
- Years of child welfare experience or other related experience working with children and families. Unavailable
- Demographic information on current staff and recent hires.
- Female 254/ Male 35
 Race/Ethnicity Asian/Pacific Islander - 8 Hispanic – 42 White/Not Hispanic Origin – 204

American Indian/Alaskan - 2 Black/Not Hispanic Origin - 8 Prefer not to disclose- 2

• Salaries:

Social Worker I \$50,752-\$66,040; Social Worker II \$54,308-\$70,553; Social Worker III \$60,174-\$78,249; Social Services Case Manager I \$50,752-\$66,040, Social Services Case Manager II \$54,308-\$70,553; Social Services Supervisor \$67,662.40 to \$87,921.60; and Social Services Coordinator (managers) \$77,064.00 to \$100,172.80.

• Position Types: Case Worker I and II, Social Worker I, II, III and Intake Screener. Training provided to new child welfare workers to ensure competencies identified:

NRS 432B.195,NRS 432B.397, and NAC 432B.090 requires the child welfare agency to provide a full staff development and training program which includes a minimum of 40 hours of training related to the principles and practices of child welfare services, course of training related to the provisions of the Indian Child Welfare Act (ICWA), and instruction concerning the applicable state and federal constitutional and statutory rights of a person who is responsible for a child's welfare, subject of an investigation of alleged abuse or neglect of a child, or a party to a proceeding concerning the alleged abuse or neglect of a child. All newly hired staff must attend at a minimum the 10 week Core Competency training through the NPT. All newly hired staff are assigned to an advanced training unit for generally six months and are assigned to one of three Senior Social Workers trainers.

Caseload size depending on the child welfare program (i.e. intake, reunification)

1:10 Assessment, CAC Assessment 1:8 and 1:28 Permanency

- Information related to tracking staff turnover and vacancy rates.
 - o Retirements; 9
 - Dismissals: 3
 - o Lateral or promotional moves: 32
 - Voluntary resignation: **12**

Supervisor-to-Worker Ratios: 1:5

DCFS Rural Region Child Welfare Protection Workforce:

For SFY 2017 the DCFS Rural Region reports their agency has approximately 56 child welfare positions in Intake, Investigations, In-home/Out-of-home Case Management, Adoption, and Licensing filled with 10 vacancies. Additionally, there are approximately 18 Supervisory/Management positions filled with 2 vacancies. The DCFS Rural Region reports caseload ratios: Investigations 1:15, In-home/Out-of-Home Case Management 1:24. Case Managers in smaller satellite offices who carry a combined caseload (Investigations and out-of-home cases) have a 1:28 caseload.

Supervisor ratio to staff are as follows: one Supervisor has a 1:7 ratio; two Supervisors have a 1:6 ration; six Supervisors have a 1:5 ratio, five Supervisors have a 1:4 ratio; and one Supervisor has a 1:3 ratio. Staff separations during the reporting included 2 retirements, 1 dismissal, and 7 resignations. There were 3 promotions during this period.

Additional DCFS Rural Region Child Welfare Protection Workforce Information:

• How staff are recruited and selected:

Staff are recruited on the State of Nevada Personnel website on an ongoing basis and social work positions are posted nationally at all Universities with a Social Work Program, on Craig's List and regionally at the University of Nevada-Reno and Las Vegas Campuses. Staff is selected through an interview process, verification of references and ability to obtain and maintain Nevada Social Work Licensure

• Degrees and certifications required for your agency child welfare workers and professionals responsible for the management of cases and child welfare staff:

All DCFS child welfare staff are required to have a BSW or an MSW and are required to hold current licensure by the Nevada Social Worker Board of Examiners.

- Demographic information on current staff and recent hires. For example:
 - Educational Degrees, such as the number of child welfare workers with a:
 - Bachelor of Social Work (BSW): 63
 - Title IV-E supported BSW 17
 - Master of Social Work (MSW): 10
 - Title IV-E supported MSW; or 3
 - Other Degree: **0**
 - \circ Years of child welfare experience or other related experience working with children and families
- Thirty two (32) staff have between 1-5 year of experience; sixteen (16) staff have between 6-10 years experience; fourteen (14) staff have between 11-20 years experience and eight (8) staff have 20 or more years experience.

Race/Ethnicity

Unavailable

Salaries:

Depending on experience the entry pay range begins at step four as follows: Social Worker I's -46,938.24 to 60,969.60; Social Worker 2's -51,197.76 to 66,669.84; Social Worker 3's -53,431.92 to 69,718.32; Social Work Supervisor I -555,833.12 to 72,954.72; and Social Work Supervisor II 58,338.72 to 76,316.40.

Depending on experience the entry pay range begins at step 1 as follows for Social Service Manager:

Social Services Manager III -\$55,833.12 to \$83,603.52 and Social Services Manager V \$63,830.16 to \$96,006.24.

Position Types:

Social Workers: Intake, CPS in home and out of home, Permanency, Independent Living, ICPC, Adoption, Foster Care Licensing, Quality Assurance, Quality Assurance Supervisor, Social Work Supervisors, Social Service Managers

• Training provided to new child welfare workers to ensure competencies identified:

NRS 432B.195,NRS 432B.397, and NAC 432B.090 requires the child welfare agency to provide a full staff development and training program, which includes a minimum of 40 hours of training related to the principles and practices of child welfare services, course of training related to the provisions of the Indian Child Welfare Act (ICWA), and instruction concerning the applicable state and federal constitutional and statutory rights of a person who is responsible for a child's welfare, subject of an investigation of alleged abuse or neglect of a child, or a party to a proceeding concerning the alleged abuse or neglect of a child.

Nevada Partnership for Training (NPT) Academy curriculum, a 10-week course that consists of five weeks of inclass instruction, complete with pre-reading assignments and homework with alternating weeks (5) of on-the-job training. Child Welfare supervisors must attend the Nevada New Worker CORE Orientation and are in communication with Nevada Partnership staff to discuss new workers' understanding of concepts and proficiency of translating concepts to fieldwork

• Caseload size depending on the child welfare program (i.e. intake, reunification)

The DCFS Rural Region reports caseload ratios: Investigations 1:15, Out-of- Home Case Management 1:24. Case Managers in smaller satellite offices who carry a combined caseload (Investigations and out-of-home cases) have a 1:28 caseload. The average number of cases is between 22 and 24, although some caseloads in frontier offices can routinely be higher, due to an increased need and hard-to-fill vacancies. Although caseworkers may have a specific area of concentration, they are generalist, and as such perform all necessary child welfare functions such as Emergency on Call Response, CPS assessment, and Substitute Care.

How ongoing training is selected and provided to ensure the competencies of caseworker, supervisors, managers and administrators:

The implementation of the SAFE Practice Model has been driving many of our training needs. The agency training needs were identified through The Nevada Partnership for Training (NPT); a partnership between the Division of Child and Family Services (DCFS) and the Universities of Nevada Reno and Las Vegas provides training to the child welfare workforce and annually surveys caseworkers, supervisors and managers regarding potential training needs/topics to be developed and delivered. The findings of this survey serve as recommendations to leadership at the county and state level for future training.

How skill development of new and experienced staff is measured

In their probationary year new workers are assessed by their supervisor at three, seven and eleven months, and the Nevada Partnership for Training (NPT) trainers provide feedback to DCFS management when they believe concepts or competencies are not understood in the Academy training modules and in the on-the-job assignments. Experienced staff is evaluated on an annual basis by their supervisor or manager; periodic case reviews are completed by the Quality Assurance Unit to address staff competency and compliance.

Information related to tracking staff turnover and vacancy rates.

- Retirements: 2
- o Dismissals/Transfer: 1
- o Lateral or promotional moves: 3
- Voluntary resignation; **7** resignations

Supervisor-to-Worker Ratios:

One supervisor has a 1:7 ratio; two (2) have a 1:6 ratio; six (6) have a 1:5 ratio; five (5) have a 1:4 ratio; and one supervisor has a 1:3 ratio.

ATTACHMENTS

ATTACHMENT A: Citizens Review Panel Report ATTACHMENT B: DCFS Response to Citizens Review Panel Report ATTACHMENT C: Foster and Adoptive Parent Diligent Recruitment Plan ATTACHMENT D: Health Care Oversight and Coordination Plan ATTACHMENT E: Disaster Plan ATTACHMENT F: Training Plan ATTACHMENT G: Financial Information