

Center for Advanced Studies
in Child Welfare

Comprehensive Family Assessment

Baseline & Formative Evaluation Findings

Agenda

- Overview of Evaluation Process
- Intake & Program Baseline Findings
- Formative Evaluation Findings
- Recommendations

Evaluation Process

- 5 year Children's Bureau Grant
- Program & Intake Baseline Evaluations
- Pilot Study
- Formative Evaluation
- Next Steps:
 - RCCHSD - Amend CFA practice, train, implement
 - U of MN - Evaluate outcomes & implementation
 - Dissemination

BASELINE FINDINGS

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Program Baseline Findings: CRR

Areas of Strength

Safety

- Services in connection to safety, risk and prevention of placement; involving *available* parents (often mothers) in safety planning

Permanency

- Re-entry, connect with appropriate services to prevent placement, placing children with relatives

Well-Being

- Mental health services

Assessments (mothers & kids)

Areas Needing Improvement

Safety

- Timeliness, Safety plans, initial and ongoing risk assessments, documentation, involving father and kids in safety planning

Permanency

- Tribal connections

Well-Being

- Education and physical health needs

Assessments (siblings, fathers, community)

Documentation (e.g.: safety plan, family needs, outcomes)

Intake Baseline Findings: CRR

Areas of Strength

Safety

- Timeliness, safety assessments & needed safety plans, services in connection to safety, risk and prevention of placement, involving *available* parents in safety planning

Permanency

- Re-entry, tribal connections, visitation frequency

Well-Being

- Physical & educational

Assessments (mothers & kids)

Areas Needing Improvement

Safety

- Safety plans when no safety threat identified, Involving kids in safety planning (especially in FA)

Permanency

- Finding and visiting fathers

Well-Being

- MH services

Assessments (siblings, fathers, communities & culture)

Documentation (e.g., visitation - especially fathers)

Baseline Focus Groups

- Current assessment process is widely varied: implementation, recording, and utilization
- Addressing culture perceived as a challenge
- Supervision happens on a regular basis, but did not specifically address the FCA guidelines
- Variability in the helpfulness of FCA in relationship building
- Existing timelines and expectations present a challenge

FORMATIVE EVALUATION FINDINGS

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Supervisor Observations

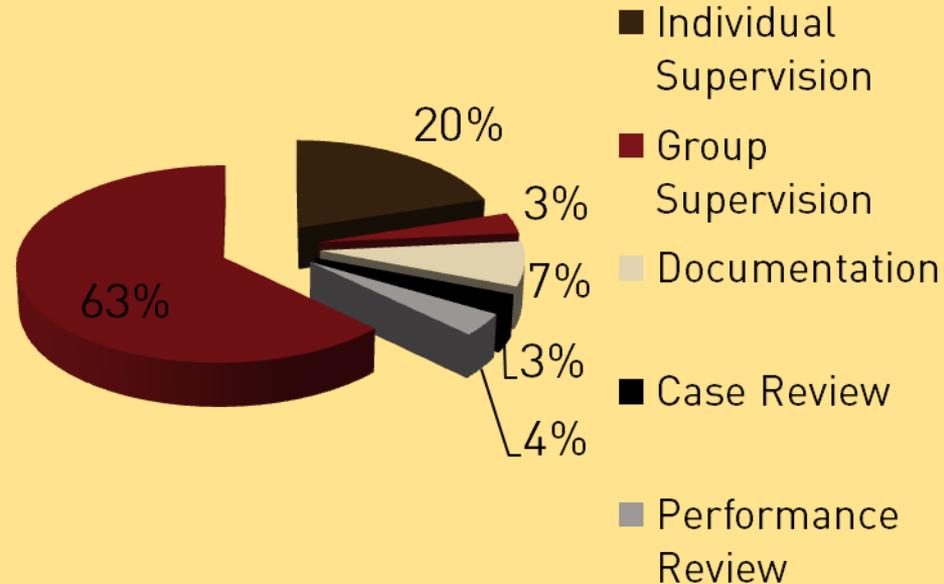
- Main Supervisory Tasks
- Supervision (38%)

Individual Supervision
(20%)

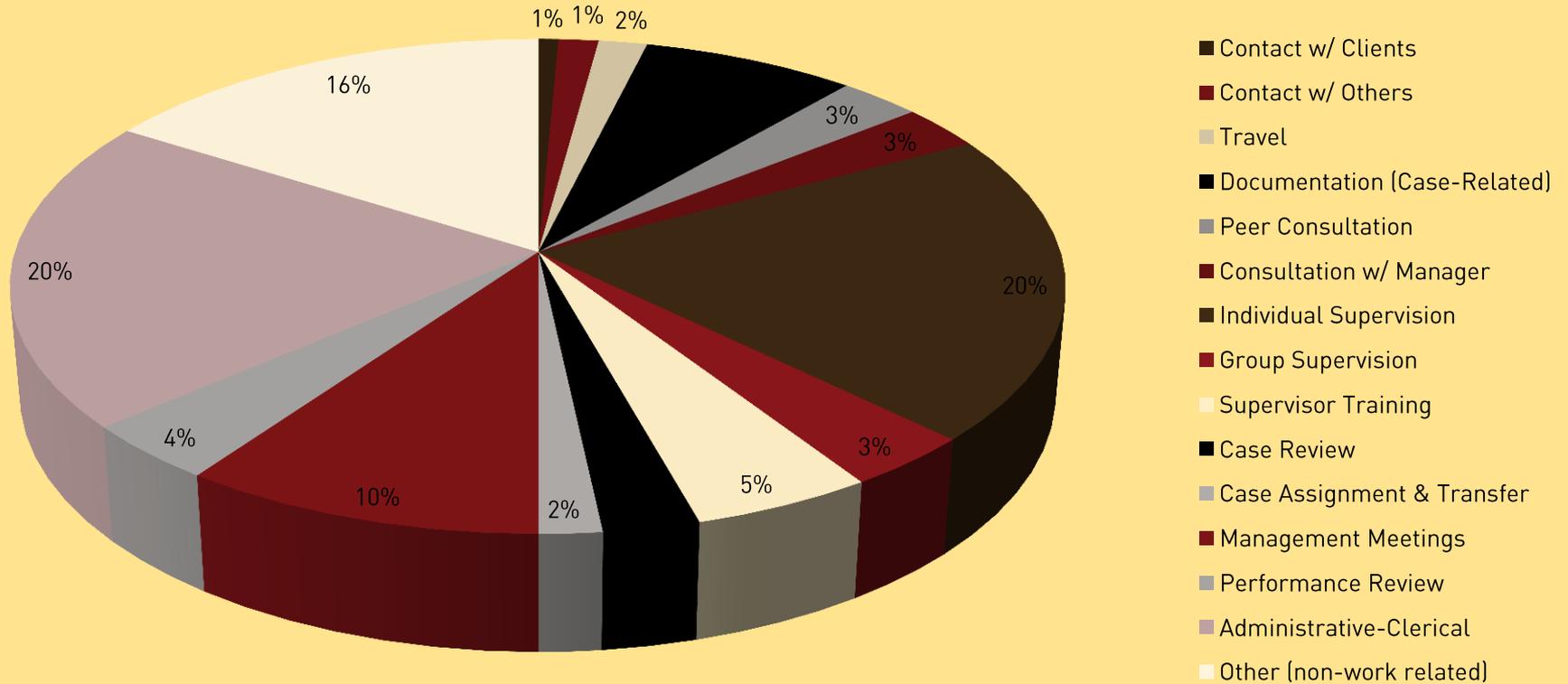
Administrative-Clerical
(20%)

Other Non-Work Related
(16%)

Management Meetings
(10%)



Supervisor Time



Program Worker & Case Aide Interviews

Areas of Strength

- Review of existing information
 - Review of case file
 - Meeting with intake worker
 - Extent worker used information
- Explaining role to family
- Assessment of family's needs, resources and readiness for services

Areas Needing Improvement

- Documentation of case file review in SSIS
- Cultural factors
 - Assessment
 - Services
 - Case plan
- Offering services at initial visit

Program Worker and Case Aide Interviews

Areas of Strength

- Visits with mothers and children
- Working with stakeholders
- Engagement with families
- Assessing family strengths
- Documenting in a timely manner

Areas Needing Improvement

- Fathers
 - Visits
 - Engagement
 - Case plans
- Family team meetings
- Documenting family strengths in SSIS
- Updating case plans

CFA Practice - Impressions from Program

Worker

Strengths

- CFA paradigm good
- Group consultations were helpful

Areas Needing Improvement

- Large portions of the model still unclear
- CFA does not address Ramsey CFSR needs
- Focus on safety, but ignores child well-being and permanency
- Leaving too many needs unaddressed
- Change from compliance based case plans to behavioral is about word choice
- Model does not fit all types of cases
- Feelings among some workers that they cannot ask questions about the model
- Concerns with outside trainer/consultant

CFA Practice - Impressions from Program Supervisor

Strengths

- CFA paradigm good
- Assessment process
- Connected process throughout case life
- Strengths-based focus

Areas Needing Improvement

- Large portions of the model still unclear
- CFA is somewhat contradictory with other policies/initiatives/statutes
- Time-intensive nature
- Implementation
- A culture of learning is needed
- Clarity & content of training and guides
- Non-specific SWS training
- Frustration with training and consults

RECOMMENDATIONS

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Recommendations

1. Develop practice approaches for involving ALL family members (but especially for finding and engaging fathers)
2. Honor workers' desire for a model that is uniform, but leaves room for flexibility
3. Develop a system for standardizing documentation
4. Create standardization to institutionalize “the golden thread” across all types of cases and between Intake & Program
5. Practice changes must be congruent with statute and timelines
6. Distinguish between practice in FA and Traditional

Recommendations Cont.

7. Training: concrete examples, established criteria for decision-making, on-going opportunities, specific to worker role, plan for sharing information, updates, changes, etc.
8. Create shared vision and support across levels
9. Adjust supervision protocols for better “fit”
10. Keep stakeholders consistently updated and involved throughout the process of model modification, training, and implementation
11. Develop a clear process for decision making and clarifying practice direction when not clearly outlined in the model