



Texas Department of  
**Family and Protective Services**

---

# Senate Finance Interim Hearing

H.L. Whitman, Jr., DFPS Commissioner  
December 5, 2017

---

# CPS Critical Needs Request

---

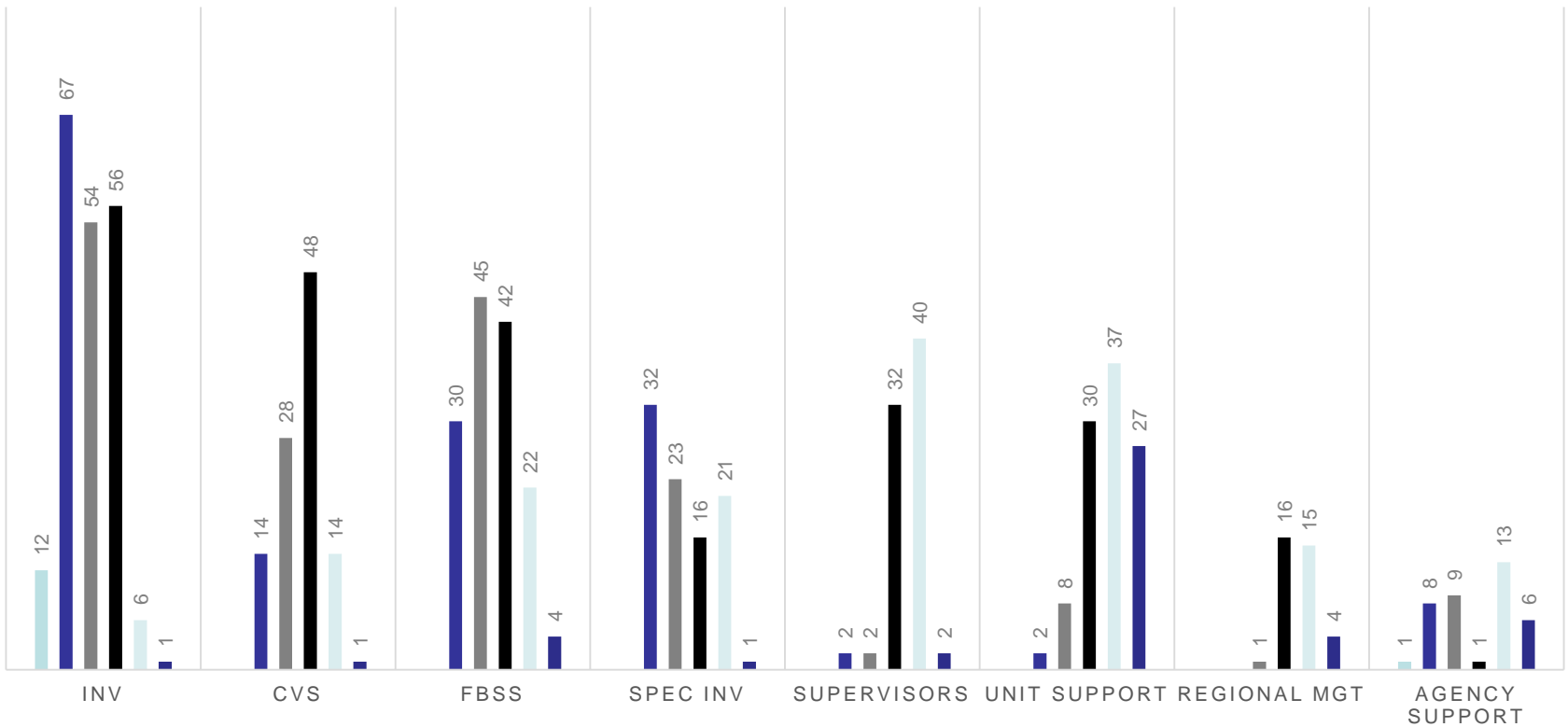
- DFPS letter on 10/27/16 requested:
  - 550 Direct Delivery staff (828.8 total including support staff)
  - \$142,434,948 All Funds
- DFPS received approval for FTEs and funds for FY 17 on 12/1/16
- Funds to be used to hire additional CPS caseworkers and staff, as well as provide salary increases for front-line CPS staff



# CPS Critical Needs Hiring

## CRITICAL NEEDS HIRING BY MONTH AND TYPE

■ DEC ■ JAN ■ FEB ■ MAR ■ APR ■ MAY



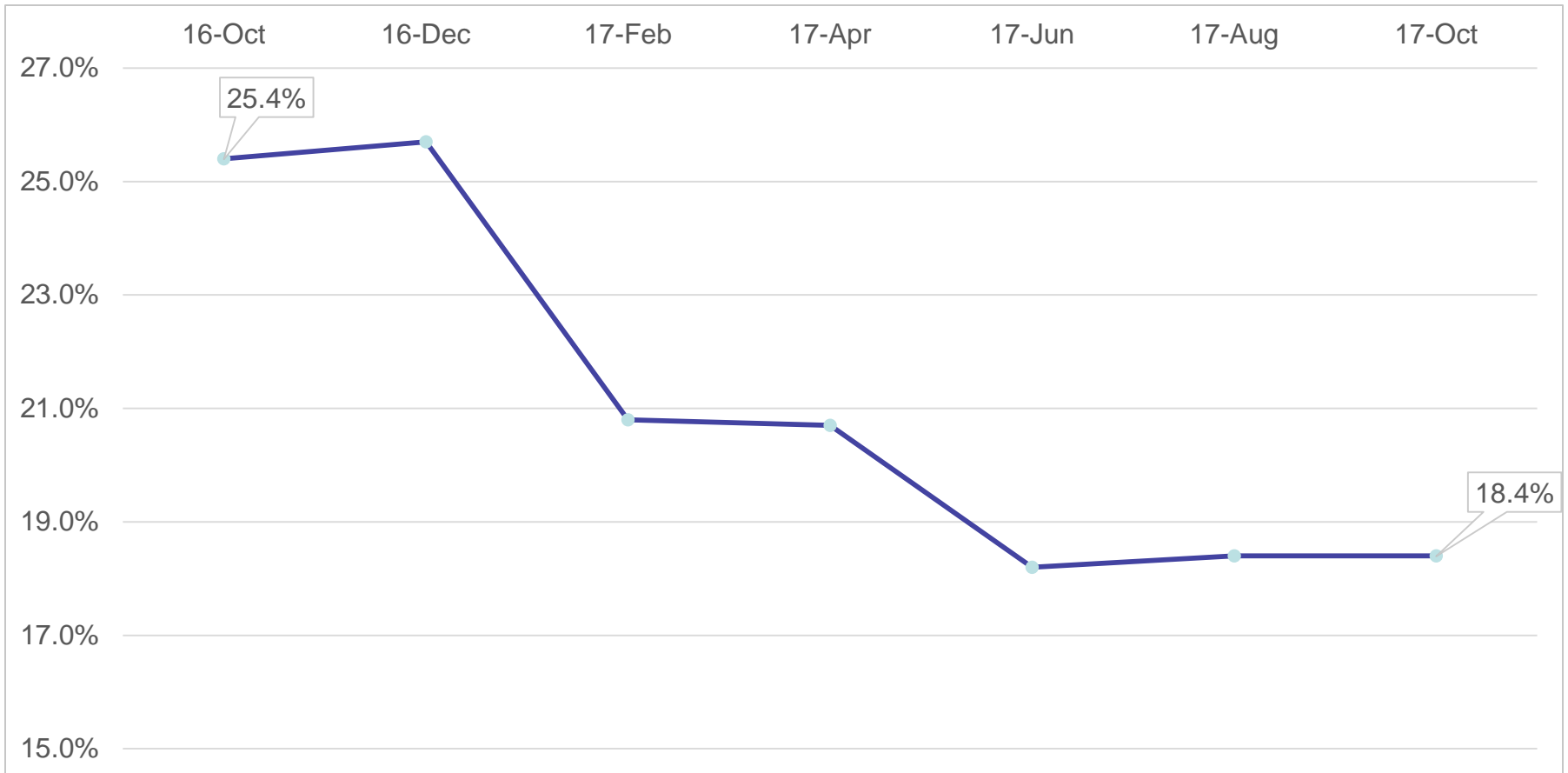
# Supervisor Training Improvements

---

- Cultural Change and High Performance Training
  - Review Strengths-Based and Clinical Supervision
  - Focus on the Values of DFPS
  - Generational Awareness and Delegation
  - Integrity, Trust and Supportive Accountability
- Supervisor Hiring Boards and Competency Test



CPS Turnover has decreased by 27.6% since Oct. 2016





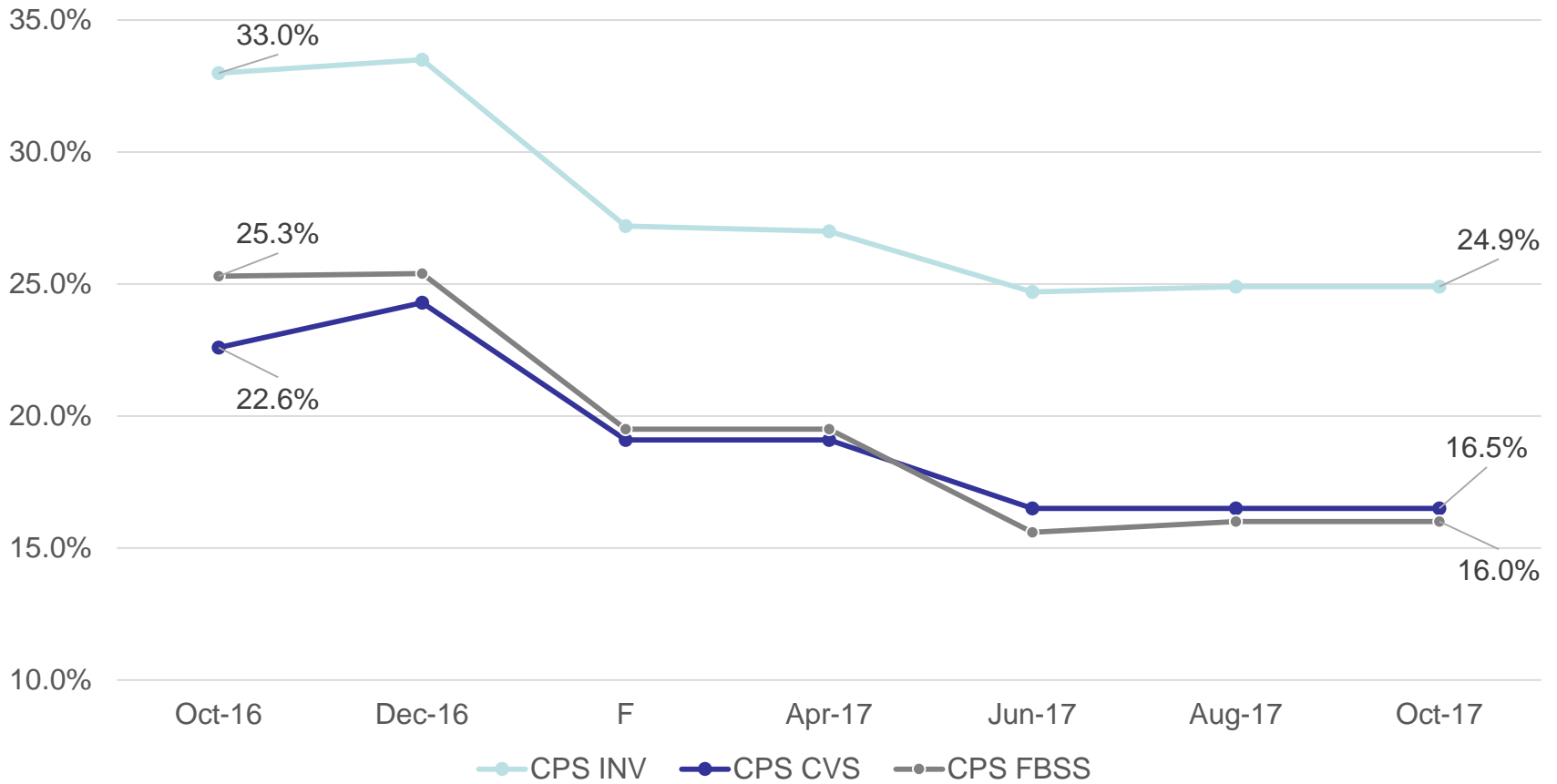
# Turnover – Historical Perspective

Lowest CPS Investigations, Conservatorship,  
and Family-Based Safety Services turnover  
rates in seven years

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
<b>CPS Turnover (All)</b>	24.9%	26.2%	25.5%	25.2%	25.7%	25.4%	18.4%	<b>27.6% decrease</b>
<b>CPS INV</b>	31.7%	33.5%	32.2%	33.8%	32.6%	33.0%	24.9%	<b>24.5% decrease</b>
<b>CPS CVS</b>	22.7%	23.6%	22.1%	22.6%	22.6%	22.6%	16.5%	<b>27% decrease</b>
<b>CPS FBSS</b>	27.1%	25.9%	25.4%	23.0%	27.5%	25.3%	16.0%	<b>36.8% decrease</b>



# CPS Turnover by Stage of Service



# Caseload – Historical Perspective

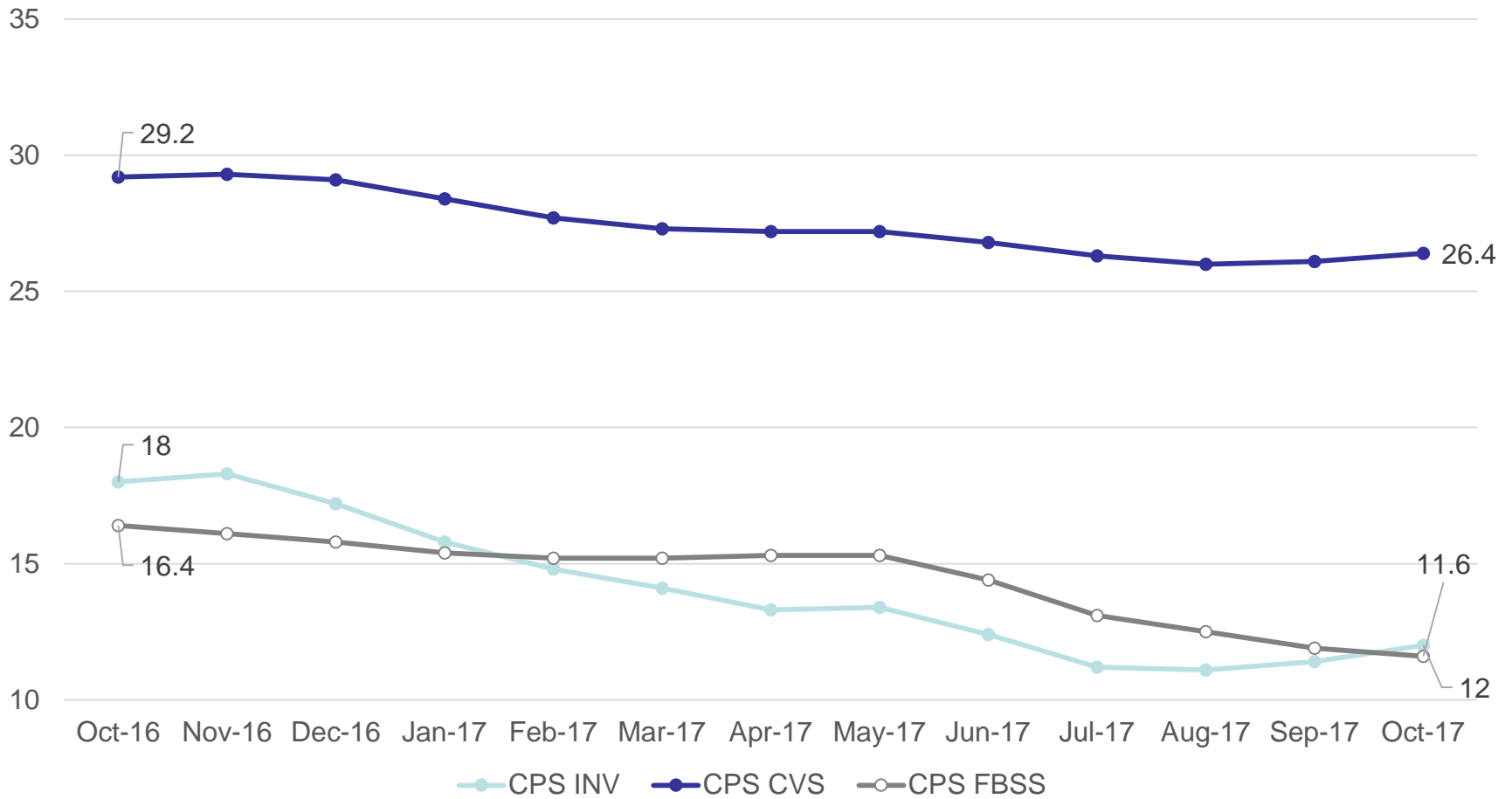
Lowest average daily caseload in Investigations, Conservatorship, and Family-Based Safety Services in seven years

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
<b>CPS INV</b>	24.4	22.1	20.5	18.2	16.7	18.0	12.0	<b>33.3% decrease</b>
<b>CPS CVS</b>	33.2	32.7	32.1	28.6	29.5	29.2	26.4	<b>9.6% decrease</b>
<b>CPS FBSS</b>	14.7	13.7	16.5	14.8	14.3	16.4	11.6	<b>29.3% decrease</b>





# CPS Caseloads by Stage of Service





# Conservatorship Outcomes

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
<b>Average Number of Placements</b>	3.4	3.4	3.2	3.2	3.2	3.1	3.0	<b>3.2% decrease</b>
<b>Relative Placements</b>	37.9%	39.2%	39.7%	41.0%	41.4%	43.5%	45.2%	<b>3.9% increase</b>
<b>Sibling Groups Placed Together</b>	62.9%	65.5%	65.8%	65.2%	65.7%	64.9%	65.1%	<b>0.3% increase</b>
<b>Children Placed in Region</b>	82.8%	81.9%	82.0%	80.8%	80.7%	80.5%	80.0%	<b>0.6% decrease</b>
<b>Youth Completed PAL</b>	70.1%	71.2%	76.5%	54.8%	66.0%	72.1%	85.1%	<b>18% increase</b>



# Permanency Outcomes

	Oct '11	Oct '12	Oct '13	Oct '14	Oct '15	Oct '16	Oct '17	%Change since 2016
Children adopted w/i 12 months after Termination of Parental Rights	43.6%	47.7%	50.7%	50.8%	52.0%	53.7%	55.5%	3.3% increase
Average Months to Permanency	17.7	17.7	17.9	18.3	17.8	17.6	16.6	5.7% decrease
Permanency for Children in Care for 2 or More Years	26.6%	27.8%	30.5%	31.6%	32.7%	33.8%	34.7%	2.7% increase
12-month Recidivism (INV)	6.5%	7.1%	7.5%	7.9%	7.1%	8.3%	8.2%	1.2% decrease
12-month Recidivism (FBSS)	7.7%	6.1%	7.6%	6.2%	7.4%	9.6%	9.1%	5.2% decrease
12-month Recidivism (CVS)	14.0%	13.8%	12.3%	14.2%	10%	14.2%	14.4%	1.4% increase



## 24% increase in timely Face-to-Face contact

