



## **House Juvenile Justice and Family Issues Organizational Hearing**

# **Child Protective Services Transformation Update**

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*The mission of the Department of Family and Protective Services is to protect children, the elderly, and people with disabilities from abuse, neglect, and exploitation by involving clients, families, and communities.*

The Texas Department of Family and Protective Services (DFPS) provides protective services, regulates childcare, and works to prevent abuse and neglect.

We provide these important functions through five major programs:

- Statewide Intake
- Adult Protective Services
- Child Care Licensing
- Child Protective Services
- Prevention and Early Intervention

The DFPS commissioner oversees 12,716 employees in 282 local offices located in 11 regions and a state headquarters in Austin.

## **Mission**

The mission of Child Protective Services is partnering with families and communities to address child abuse and neglect by practicing in a way that ensures safety, permanency, and well-being for the children and youth we serve.

## **Goals**

Safety, Permanency and Well-being

**We work with families in several ways to protect the safety and welfare of children by:**

- Conducting investigations
- Providing services beyond investigations
- Family Based Safety Services (FBSS)
- Substitute Care
- Adoption

## What is CPS Transformation?

CPS Transformation is the process of putting into practice combined recommendations from the:

- CPS Operational Review;
- Sunset Advisory Commission; and
- Casey Family Programs' study of children in foster care in Harris County

CPS Transformation is a field-driven effort in changing CPS into the most effective program possible. A transformed CPS will create an environment where workers look forward to coming to work and want to stay, which means:

- Hiring the best candidates
- Providing quality training
- Developing great mentors, supervisors and leaders
- Streamlining processes so workers can spend more time with children and families

- CPS Practice Model
    - Engaging, Assessing, Teaming, Planning, Intervening, and Evaluating.
  - Structured Decision Making
    - New Safety and Risk Assessment Tools
  - Practice improvements in Investigations and FBSS
    - Paired Investigations and FBSS units to ease transfer of case and accelerate providing services
    - Established caseworker support center
    - Improved how we triage cases before they are assigned
  - Strengthening the Culture of Permanency
    - Develop statewide and regionally specific permanency plans
    - Paired a Kinship worker with a conservatorship unit to improve communications and expedite support to kinship placements
    - Family Reunification Pilot - identified appropriate cases for early reunification. Goal of closing case in 60 days.
  - Office of Child Safety
    - Provides consistent, transparent, and timely review of child fatalities, near fatalities, and serious injuries.
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- Increased Recruitment Efforts
- Improved Screening and Hiring Processes
- Completed Mentoring Pilot Program
- Redesigned Basic Skills Development (BSD) Training
- Introduced Strengths-Based Training for management and supervisors
- New Training Model includes mentoring, revised CPS professional development (formerly called BSD/core), and specialty training based more in the field:
  - Protégé paired with Mentor on day one
  - Delivery was 80% classroom based now 80% field-based by supervisor and field experts
  - Developed key worker competencies
  - Individualized training plan
  - Case assignable based on development of competencies versus training completion

Community partners help with prevention, foster care and adoption, and youth transitioning to independent living.

## Faith-based partnerships

- Currently there have been 373 churches recruited to participate in the Faith Based Collaboration
- 127 churches attended informational meetings with the intent to develop and launch Faith Based Ministries in the future
- 22 churches have begun recruiting foster/adopt families
- 15 other Orphan Care Ministries have been launched
- 96 churches are active in the Care Portal
  - 620 children impacted, and 195 families impacted