



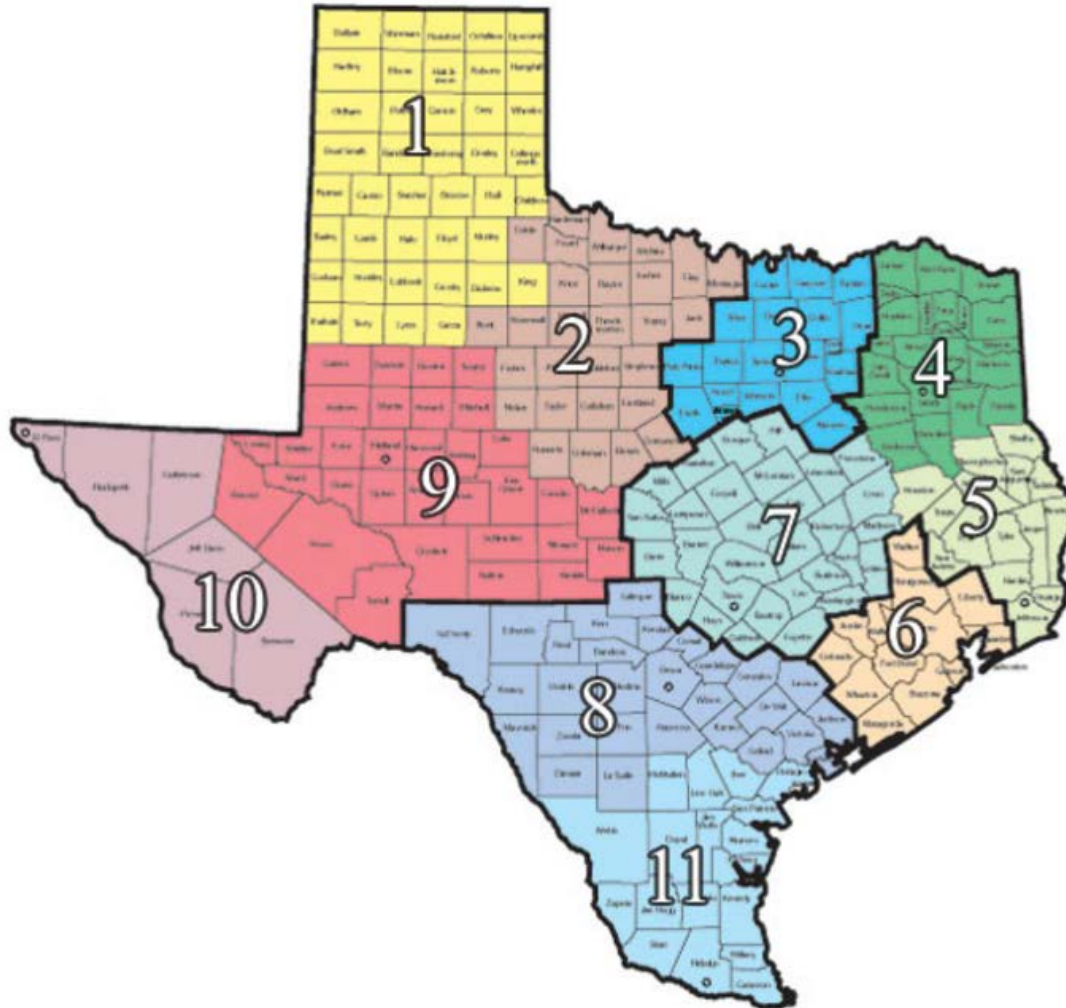
House Committee on County Affairs

Kaysie Reinhardt, Director of Foster care Redesign

July 7, 2016

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.

- Local Resources
- Community Partnerships
- Foster Care and Foster Care Redesign
- Workforce Stabilization



Region 06 Expenditures

Day Care Payments	\$8,217,324
CPS Direct Delivery	75,942,785
CPS Program Support	2,107,377
Foster Care Payments (YTD)	72,805,928
Galveston County	45,799
Fort Bend County	53,389

Community Partnerships

- Child abuse and neglect is a public health issue that must be addressed at the community level. Community partnerships are critical to accomplishing DFPS's Mission.
 - Foster Parents
 - Foster Care Providers
 - Clinicians and Service Providers
 - Hospitals
 - CASA
 - Child Advocacy Centers
 - Local Mental Health Authorities
 - Superior HealthPlan
 - TJJD and Other State Agencies
 - Judiciary
 - Law Enforcement
 - Child Protection Advocates and Stakeholders
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Region 6 Child Placement

Living Arrangement	Total Children	Total Placed Within Region	Total Placed Outside of Region
DFPS Foster Homes	221	168	53
Private CPA and Independent Homes	2284	2197	87
GRO: Child Care Services Only	80	66	14
Residential Treatment	340	208	132
Emergency Shelter Services	96	76	20
Other Foster Care	154	123	31
Kinship	1806	1593	213
Adoptive Home	195	136	59
Independent Living	2	2	0
Other Subcare	89	31	58
All Total Placements	5267	4600	667

- Kinship Care is care provided to a child in DFPS conservatorship by relatives or fictive kin who live outside of the child's home. More than 40% of the children and youth in DFPS conservatorship reside in Kinship placements.
 - A Relative Caregiver is defined as a person who is related to the child by blood or adoption or marriage.
 - A Fictive Kin Caregiver is an individual who has a longstanding and significant relationship with a child or with the child's family.
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- When a child can't live safely at home and no appropriate non-custodial parent, relative, or close family friend is willing to care for them, the court can give conservatorship to CPS.
 - Foster care settings include:
 - Foster family homes
 - Foster group homes
 - Residential group care facilities
 - Facilities overseen by another state agency
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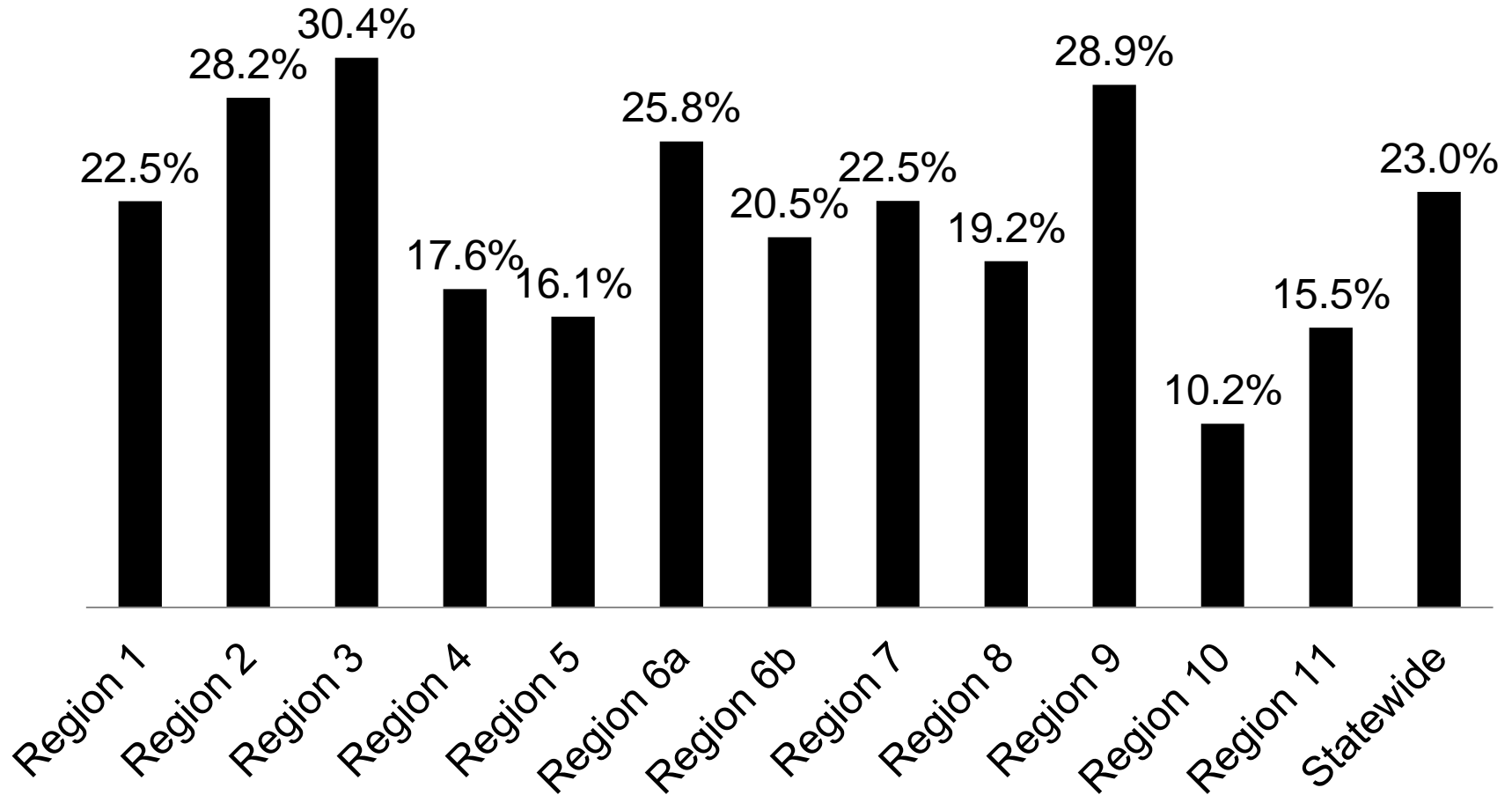
Foster Care - Challenges

- The foster care population has shifted. A greater percentage of children in care are requiring a higher level of services. The services may include:
 - Behavioral Health Services
 - Primary Medical Needs
 - Intellectual or Development Disabilities
 - Other special needs such as autism, bipolar disorder, diabetes and serious behavioral issues.
 - Many children with high needs entering foster care are placed outside of their communities.
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- Foster Care Redesign
- Child and Adolescent Needs and Strength (CANS) Assessment Tool
- Single Child's Plan of Service
- Performance-based Demonstration

Workforce Stabilization - CPS Turnover

■ CPS Turnover Data for 2nd Qtr FY16



Region 6 Staff Tenure

Tenure	0-.99	1-.99	2-2.99	3-4.99	5+	Total	Average Staff Tenure
CVS	72	44	65	41	112	334	4.02
FBSS	44	38	25	16	47	170	3.8
INV	145	76	86	36	72	415	3.1
CVS Supervisor	0	0	0	2	51	53	11.3
FBSS Supervisor	0	0	0	0	24	24	12.9
INV Supervisor	0	0	2	3	62	67	12.5
Total Regional Staff						1063	
Total Staff With Less Than 5 Years Experience						695	
Total Staff With 5+ Years Experience						368	

- Reasons Caseworkers leave and what DFPS is doing about it:
 1. Concerns about Working Conditions: Safety and Stress Levels
 - Office of Worker Safety
 - Caseworker Support Centers
 - Impact Modernization
 2. Better Pay and Benefits
 - Overtime Balance Pay Down
 - Locality Pay
 - Performance Based Merits
 3. Issues with Supervisors or People Supervised
 - Redesigned Training Model
 - Performance Evaluations
 - Cultural Shift
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- Over the last 3.5 years we have made a number of changes to ensure the safety of our children, but challenges still exist.
- These challenges include meeting the higher needs of our children and addressing the stability of our workforce.
- As we continue CPS Transformation, we expect better outcomes for our children.