CPS Transformation
CPS Transformation is an ongoing self-improvement process that puts into practice the combined recommendations of the:

- CPS Operational Review.
- Sunset Commission Staff Report.
- Casey Family Programs' study of children in foster care in Harris County.
How is CPS Transformation Different?

CPS Transformation is not like past CPS Reform efforts. It’s based on what field staff tell us we need to do to make CPS the most effective program possible.

- Transformation improvements are based on what you told us in surveys by Sunset, CPS Operational Review, and the Survey of Employee Engagement (SEE).
- CPS field staff are collaborating with state office staff and staff from other DFPS areas to do the work.
Why Transform CPS?

A transformed CPS will create an environment where workers look forward to coming to work and want to stay. That means:

- Hiring the best candidates.
- Providing quality training.
- Developing great mentors, supervisors and leaders.
- Streamlining processes so workers spend more time with children and families.
State and regional staff are addressing the bulk of the recommendations. Regional Directors are leading or co-leading four key teams:

- Continuous Learning
- Investigation/Family Based Safety Services
- Reunification and Permanency
- Communications
Transformation Process

There are specific, targeted deadlines for accomplishments. By December 31, 2014, we will make progress on:

- Reducing turnover and improving employee retention.
- Improving child safety.
- Reducing the time to reunification and permanency.
- Removing unnecessary and annoying steps for field staff.
Completed Transformative Actions

- Restarted four existing caseworker mentoring programs in Regions 1, 3, 4, 5 and 8 on September 1st. Evaluate efforts and choose a statewide mentoring program.

- Stopped non-critical policy directives (PSAs) that were overloading supervisors and caseworkers.

- Put greater emphasis prevention to keep families from becoming involved with CPS. Prevention and Early Intervention program now reports directly to Commissioner Specia.
Efforts Underway

- Revising and streamlining policy for Investigations and Family Based Safety Services by the end of 2014, and continuing to work our way through all CPS policies.

- Regional Leadership & State Office outreach to caseworkers who have been on the job for less than 18 months because they are the most likely to become discouraged and leave CPS.

- The Investigations & FBSS team and the Reunification & Permanency team are pinpointing ideas that will either be immediately implemented or piloted in various regions by October 1st.
Future Actions

We will implement numerous major initiatives statewide over the next year:

- Retention Work Plan to reduce turnover
- Strategic Plan for the agency
- Structured Decision Making assessment to guide and support caseworker decisions and promote safety and well-being for children
- Practice model that establishes values, principles, approaches and methods used at the system and caseworker levels for the life of an individual case
- New strengths-based supervision and leadership development for all supervisors and leaders
IMPACT Modernization

The new IMPACT will:

- Allow caseworkers to quickly and effectively enter, find, and use case information.

- Improve safety and community collaboration by making DFPS more transparent and giving stakeholders more meaningful data.

- Enable DFPS to respond to changing business needs more quickly.
# IMPACT Modernization Project Timeline

**FY 2014-FY2017**

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*These initiative timeframes may change, depending on decisions and priorities established for Transformation.
Stay Connected!

How to get the latest information and news about Transformation and IMPACT Modernization:

• DFPS Public Website

• Sign up for email updates on the website

• Meeting In A Box

• Send feedback, suggestions, or questions to our mailbox: CPSTransformation@dfps.state.tx.us
Questions?

BRIDGE TO A BETTER CPS