

**San Luis Obispo County
Department of Social Services**



**San Luis Obispo's Feedback and Summary of
The Results Group Eleven-County
Pilot Project Evaluation Report**

**Presented at the CWDA Meeting
September 25, 2008
Morro Bay, California**

11-County Pilot Project Summary

Strategies

- Standardized Safety Assessment
- Differential Response
- Permanency and Youth Transition

Outcomes

- Safety
- Permanency
- Well-being
- System Improvement

Overall Conclusion

Quantitative and qualitative data indicate that the pilot strategies are effective in achieving permanency for children – primarily through family reunification or adoption – while maintaining their safety and well-being. Also, the Child Welfare System is being changed fundamentally, with significant improvement reported by families, CWS staff, and other agencies.

Recommendations

- The pilot strategies have improved child safety, permanency, and well-being, and their implementation should be expanded within the pilot counties.
- Expand implementation of the pilot strategies statewide.
- Consider all possible avenues to provide more flexible and appropriate funding for CWS.
- Continue to refine the pilot strategies.
- To achieve the full potential of the pilot strategies, provide effective training and apply “change management” practices.
- Enhance data collection in order to better evaluate long-term outcomes.

11-County Pilot Project

Key Findings

Outcome Measures	Percent change from 2000-2006		Comment
	Pilot counties	Non-pilot counties	
Permanency			
• Reunification within 12 months	33.0	2.8	Huge improvement
• Adoption within 24 months	18.6	9.9	Big improvement
• First entry to care – Kin	12.4	-2.0	Big improvement
• Number of children in care 36+ months	n/a	n/a	More reunification and adoption among pilot counties
• Placement stability	1.3	1.1	Remains relatively constant
Safety			
• Recurrence of maltreatment	2.2	1.7	Slight improvement
• Entries into foster care	6.7	.9	Assessment tools determined to make a difference
• Re-entry less than 12 months following reunification	3.6	.9	Needs to be viewed with Reunification
Well-being			
• Least restrictive setting			
○ Kin	-53.3	-17.0	On the continuum of less restrictive placements and in combination with reunification, shows pilot counties have better results at reunification and adoption and less restrictive placements compared to non-pilot counties.
○ Guardianship	18.2	-11.6	
○ Foster	-57.6	-43.3	
○ FFA	-20.7	51.7	
○ Group	-26.0	4.3	
○ Shelter	-97.8	-376	
• Placement with some or all siblings	-0.4	3.1	Virtually unchanged, and the reasons are still unclear
• Families and youth are more empowered and involved	n/a	n/a	Improvement – parents now have a voice
• Service provision is more comprehensive and client-centered	n/a	n/a	Improvement – more service providers interact with family
• Emancipating youth are being offered more services	n/a	n/a	Improvement – ILP and TLP programs expanding

STANDARDIZED SAFETY ASSESSMENT

Standardized Safety Assessment approach is to ensure:

- a consistent approach to practice in the assessment process;
- a standardized set of criteria for child safety decision-making;
- an assessment of safety, risk, protective capacity and family needs with each family that enters the CWS system;
- a level of fairness and equity is embedded in the criteria used for decision-making related to children and families;
- and safety considerations are addressed at key decision points throughout the life of a case so that children are safe at all times

Statewide Implementation:

Two sets of tools were approved for use within Standardized Safety Assessment: Structured Decision Making and the Comprehensive Assessment Tool. Based on research and experience in actual practice, both support the Social Worker in assessing the likelihood of future maltreatment. All 58 counties have implemented one of the two sets of tools.

Accomplishments with the Standardized Safety Assessment tools:

Safety Indicator #1 No Recurrence of Maltreatment:

While both the pilot and non-pilot counties were performing at a high level on this indicator in 2000, and both have improved, the pilot counties have achieved a greater increase in the percentage of children who experience no recurrence of maltreatment.

Percent change (2000 to 2006) Pilot: 2.2% Non-Pilot: 1.7%

Social Workers report components from the entire pilot strategies have contributed to:

- reducing recurrence of maltreatment - assessing safety and risk through the use of the Standardized Safety Assessment tools,
- connecting families to supportive services in their own neighborhoods and communities through Differential Response and permanency programs,
- and including the expertise of community partners and family members in decision-making processes.

Safety Indicator #2 Entries into Foster Care- Percent of Substantiations:

If a child's safety issues cannot be mitigated through services, removing the child from the home ensures safety. The increase in entry rates, while not in direct alignment with the goal to reduce entry, is an indication that safety is being given a priority in the pilot counties. It is also important to note, that the total number of children in the child welfare system has declined significantly, which shows the number of children leaving the system has increased.

Percent change (2000 to 2006) Pilot: 6.7% Non-Pilot: 0.9%

By utilizing the Standardized Safety Assessment tools and other pilot approaches, counties are taking the necessary steps to ensure the safety of children.

Safety Indicator #3 - Re-entry less than 12 months following Reunification:

Utilizing the Standardized Safety Assessment tools prior to reunification helps reduce the likelihood of subsequent abuse and re-entry.

Percent change (2000 to 2006) Pilot: 3.6% Non-Pilot: 0.9%

Together, reunification and re-entry rates indicate that the pilot counties have maintained child safety while reunifying children with their families at a much greater rate than the non-pilot counties.

Challenges with the Standardized Safety Assessment tools:

The pilot strategies require more time be spent working with families, particularly those with greater needs. It takes time to assess a family thoroughly. To achieve success, the pilot strategies require that CWS staff and community partners spend the necessary time and resources working with the youth and families they serve.

Some Social Workers find the Standardized Safety Assessment tools cumbersome and difficult to incorporate. Workers felt the Standardized Safety Assessment tools needed to be better integrated into existing work processes to reduce redundancy and its effect on their workload. Compounding this frustration is the underlying belief held by some Social Workers that they already know how to assess, based on their training and experience. Additionally, staff in intake and investigations had a higher level of appreciation for the Standardized Safety Assessment tools than did those working the back-end of the case where the initial safety and risk determinations have been completed (some felt that re-assessing late in the life of a case can be of limited value).

Lessons learned with the Standardized Safety Assessment tools:

- **New skills can be lost if not used shortly after training, or without refresher trainings.** Those counties that were able to quickly apply new learning reported this as a component of smooth implementation, while those that were not reported more difficulty putting the tools in use. Additionally, many who received refresher trainings found them supportive. Other pointed out the need for on-going support as staff learned to implement changes.
- **Mandating procedures is more effective if supervisors and upper management actively support them.**

San Luis Obispo County:

- SLO County currently is working with our regional training academy to provide refresher and advance workshops on the Structured Decision Making tools.
- We have also implemented a Monthly Measures tool to support the Social Workers and the Social Worker Supervisors discussing the usage and completion of the SDM tools.

If you have any questions, please contact Belinda Benassi @ bbenassi@co.slo.ca.us or (805) 781-1841.

Resources used: Eleven-County Pilot Project Evaluation Report

DIFFERENTIAL RESPONSE

California's Differential Response approach is founded upon the following principles:

- Identifying risk and stepping in early leads to better outcomes than waiting until abuse/neglect care are already present or have progressed.
- Children are safer and families are stronger when communities work together.
- Families are more empowered when they voluntarily engage in services and supports.

Traditionally, child welfare has intervened when suspected abuse or neglect rises to the level requiring a CWS investigation, which can result in the child being removed from the home. However, the majority of referrals do not warrant the traditional intervention.

Three Paths in Differential Response:

Differential Response expands the options available for CWS staff to respond to a referral. The Social Worker can assign the referral to one of the three paths. The assignment of the paths is only for the initial response to the referral, and does not correlate to the provision of services. For San Luis Obispo County, the three paths are as follows:

- **Path 1: Community Response.**
When CWS receives referrals that do not warrant an investigation, the Social Worker refers the family to outside agencies that offer appropriate services to support the family. San Luis Obispo County contracts with Economic Opportunity Commission to respond to Path 1 referrals.
We are currently tracking the rate of re-referrals once a family has completed Path 1 services. Eighteen families completed Path 1 services from December 1, 2008 - February 29, 2008. Of those families, only one was re-referred within 6 months with an allegation that was substantiated.
- **Path 2: CWS and Community Joint Response.**
A Path 2 response is assigned when the Social Worker determines that the family meets the statutory definitions of abuse/neglect, but information indicates that services would likely stabilize the family. This path focuses on engagement in services through a team approach between CWS and a community partner.
- **Path 3: Path 3 is the same as a traditional CWS response.**
When the risk level is high, the community is not involved in the initial response, and CWS intervenes as necessary. In the pilot counties, as in some other counties, Social Workers are increasingly striving to link the family to support services. This may help prevent the removal of a child, as well as expedite the process of reunification if it determined that a child needs to be removed from the home.

Accomplishments with Differential Response:

Permanency Indicator #1 – Reunification within 12 Months (Exit Cohort)

The services families receive through Differential Response strengthen families and support them in reunifying. Through Differential Response, some pilot counties have increased the capacity of community organizations to serve CWS families. Social Workers and families report that these services help families “turn their lives around” more quickly and with a greater likelihood of lasting success.

Since 2000, the rate of reunification has increased by 33% for the 11 pilot counties, but less than 3% for the non-pilot counties. In 2006, the pilot counties, excluding Los Angeles, reunified 72% of the children in care within 12 months of placement.

Differential Response/Well Being:

Through Differential Response and TDMs, more services providers have the chance to interact with families. Also, agencies coordinate with each other and CWS to provide more appropriate and integrated care than ever before.

Differential Response/System Improvements:

- Includes the expertise of community partners in making assessments
- Is less threatening to families and facilitates service engagement
- Families are receiving more prevention and early-intervention services, and receiving them earlier.
- Service provision is more comprehensive and client-centered.
- Parent Partners serve as a bridge between parents and the child welfare system.
- CWS has shifted to a more collaborative, rather than enforcement, approach to working with families and community organizations.
- Relationships with other organizations have expanded and improved.
- CWS's reputation in the community has improved and residents appear to be more willing to contact and work with CWS.
- Communities are taking greater responsibility for child well-being.

Challenges with the Differential Response:

- Requires more time be spent working with families and attending meetings.
- Funding structures such as Title IV-E are tied to the removal and maintenance of children in out-of-home care. DR and other programs that incorporate prevention rely heavily on State General Funds and county funds for prevention services.
- Lack of adequate resources in the community, such as Mental Health, bilingual services, housing, and transportation.
- Some counties are struggling to build relationships with other agencies and community-based organizations.

Lessons learned with Differential Response:

- It may be helpful to assign workers to geographic areas.
- It is beneficial to involve community partners in the earliest planning efforts.
- Expect "two steps forward, one step back" while forging collaborations, and commit to staying the course.

San Luis Obispo County:

- We have a Community Response Workgroup that meets monthly, to stay connected with Community Partners.
- We also have a monthly meeting with the Emergency Response and Intake (Hotline) Social Workers to discuss ongoing concerns and needs.
- We are currently re-evaluating some of the implementations that were made and have made adjustments on the implementations that were not working accordingly to help us improve our level of service.
- We are working on providing advance training for our Intake and Emergency Response Social Workers.
- Monthly Measures Tool

If you have any questions, please contact Belinda Benassi @ bbenassi@co.slo.ca.us or (805) 781-1841.

Resources used: Eleven-County Pilot Project Evaluation Report
 DSS IRT Community Response Path 1 Services

PERMANENCY AND YOUTH TRANSITION

Permanency as an Outcome

- Maintain children in the home, when appropriate.
- Return to birth parent(s).
- Preserve family relationships & connections (including siblings & extended family).
- Develop an alternate permanency plan (usually guardianship or adoption).
- Establish permanent / “Lifelong” connections with one or more committed adults

Permanency as a Strategy

Strategic framework to evolve the approach:

- **Team Decision Making (TDM) Meetings:** Group information sharing & building consensus regarding placement. San Luis Obispo chose to use TDMs for every placement move (Imminent Risk of Removal, Initial Removal, FM Placement Move, FR Placement Move, Exits from Placement) and encourages foster parents/placements to request a TDM before a 7-Day Notice (often times extra support preserves the placement).
- **Family Engagement in Case Planning:** Family Strengths and Needs Assessments (FSNA) are used before case plans are done to establish and identify resources and goals. Co-creation of case plans provides for greater youth/family input and buy-in and enables the SW to facilitate vs. dictate.
- **Youth Involvement in Case Planning:** Youth are seen as essential in the process particularly as they approach transition to adulthood. The process is empowering for youth and seems to give traction to the goals and planning with regard to other adults getting on board to support the youth in the youth’s plan vs. the social worker with a generic plan.

What evolved for San Luis Obispo County out of the strategies?

- **Emancipation Conferences:** San Luis Obispo also chooses to adapt the TDM format for permanency planning (Permanency Team Meetings (PTMs) and Life Team Meetings (LTMs)). When more is known about a family better decisions are made to customize approaches to family needs.
- **Family Finding:** 2 Permanency case managers contracted with through Cuesta Community College. They “mine” case files and databases for possible relatives and provide contact and introduction and travel liaison. Everybody has 300 relatives?!
- **Ongoing Comprehensive Trainings:** Recently SLO convened the 3-5-7 Model training (3 Tasks, 5 Questions, 7 Skill Elements) for social workers and community partners (source: Darla L. Henry, PhD., MSW Family Design Resources, Inc. www.centerforloss.com).
- **Adoption Services:** SLO has contacted all of the local foster family agencies to contract with them to do home studies on relatives and provide completed home studies on their clients to match families with children. This frees county adoption workers to provide service to children and reach higher benchmarks.
- **Kinship Center:** Commitment, support and referrals to a newly opened Kinship Center (1st between Salinas and Orange County). Kinship will provide therapeutic services, referrals and support to open and closed cases.
- **California Permanency for Youth Project (CPYP):** Enhanced use of this resource for technical assistance to SLO.
- **Permanency and Youth Transition Events / Linkages:** Annual graduation event at Madonna Inn with gifts, celebration, and acknowledgements. Link to supportive services at Cuesta Community College for ILP contracting and classes/resources/testing, etc.
- **Transitional Housing Program:** Contracted with through large local FFA (Family Care Network), provides manager, mentorship, bill paying experience, structure.

What were the “permanency and youth transition” challenges San Luis Obispo County encountered?

- Conceptualizing permanency as both an outcome (destination) and a process (road) and knowing the difference among staff and community.
- Recognizing that this was the one of the 3 strategies that had the most room for creativity and exploration (not a program or a tool but a process).
- In good years, contracting out may make sense – in lean years be prepared to cut back outside contracts and take back the work.
- How do you measure what you do and what needs correcting, i.e. does the data make sense?

What were the “permanency and youth transition” lessons San Luis Obispo County learned?

- Work with the courts to educate and “order” certain aspects of case plans.
- Work with the youth with where they are “at” and be prepared to invest a great deal of time listening vs. lecturing.
- Youth identify and relate better to young adults that look and act a bit more like them than your typical social worker – therefore consider AmeriCorps, linking with community colleges, community leaders who appeal to youth, etc. as main players on your team.
- Measure your success and make corrections sooner rather than later. Design reports that are democratic, integrated, and flow bottom-up so that you can put your attention on the areas that need addressed: “Is it an agency challenge, a unit challenge, a social worker challenge?”

If you have any questions, please contact Kim Wooten @ kwooten@co.slo.ca.us or (805) 781-1839.

Resources used: Eleven-County Pilot Project Evaluation Report

San Luis Obispo DSS Child Location Database

Contact: Christopher Monza, LMFT, Program Manger
email: CMonza@ co.slo.ca.us & phone: 805.781.1902

2007 SLO DSS Created the Child Location Database.

- Simplified: Single point of contact for foster care child location 24+hrs.
- EZ access: Linked from DSS Net “My Applications”.
- EZ Features: intuitive design, drop-down menus, prompts, “skip logic”, and automated email technology.

Social Worker (SW)

Input data via blank computerized form within 24 hrs. of event (Initial Removal, Placement Move, Exit from Placement / Reunification, leaving on & returning from visits, trial visit with parent, AWOL, hospitalized, etc.)

- Computerized form is saved as a “record” to a database list.

Social Worker Supervisors (SWS)

Review list daily for new records.

- If SW has unapproved record on list, “click into it” to review:
 - If TDM required, that it’s HELD, SCHEDULED or has EXCEPTION.
 - If child placed out of neighborhood, sibs separated, etc. – prompt action plan to work toward least-restrictive, most family-like setting.
 - SWS approves by clicking approval box / record saves & shows on list as “approved”.

Administrative Assistant (AA)

Review forms daily to change placement information in CMS & associated eligibility funding.

Benefits:

- Quicker CMS entries to new placement = expedited FC payment to FP.
- Big decrease in FC payment error (over payment / duplicate payment).

School Liaison

Receive, review & act on daily report titled “School District List”. Helpful for districts to ensure foster child is bussed to school if placed outside of their district. Supports AB490; “collaboration related to strengthening educational stability” by maintaining continuity of school or timely transition to another; district funds maximized, children receive fewer learning/testing interruptions & retain adult & peer relationships and support.

Team Decision Making (TDM) Tracking / Reporting

In 2008, Child Location Database further enhanced to enable SWS to see if & when TDMs were: HELD, SCHEDULED, or had a valid / approved EXCEPTION.

- 1) **Timelier & up to date reports:** Before: monthly report was less accurate & data was 3-4 months old. After: up to the minute report, any time you want it.
- 2) **Quality improvement:** timelier review of TDM status, compliance to TDM protocol, & full use of various TDMs throughout the life of a case.
- 3) **Standardization** & validation of TDM exceptions—Gd. review for QA/Stats.
- 4) **TDM accountability** is direct, immediate & universal: All SWSs empowered to handle & interpret the data they & their SWs produce.
- 5) **Custom reports on demand:** SWS can customize report whenever desired: track TDM events for day/week/month/year by SW/Unit/Agency with sort-able “on-line reports” or fixed “hard-copy” printed reports.
- 6) **Fewer surprises:** preview TDM status before/during/after SW supervision or vacation request, etc.
- 7) **Record-keeping:** Audit FC child’s record to see when a TDM was last held.
- 8) **“Democratic tool” vs. “top down report”:** SWS produces (approvals) & consumes (reports) = mastery & control of how data is gathered & reported.
- 9) **Reconciliatory** vs. “Gotcha”: Catch a TDM on “Not Held” & alert SW to research if it was HELD but not recorded (omission of data), needs to be SCHEDULED (overlooked process), or could have a valid EXCEPTION.
- 10) **“Real Time” Application:** The migration of a TDM event across 3 reports in “real-time” (Not Held, Scheduled, Held) is vital to track TDMs with accuracy & efficiency & build confidence in the tool for users.

Technical Information

The Child Location Form is an internal intranet application. Users must be logged into the Social Services computer network to access application. Worker information is maintained in a separate internal application, Tracker2000, which is developed and run with the same software as the Child Location Form.

Application Software

- Microsoft Visual Studio 2003, Visual Basic language (software development)
- Data Dynamics Active Reports.Net (report generator)
- Adobe Acrobat Reader (view reports)
- IIS Internet Application Server on Windows 2003 server (application server)
- Microsoft SQL Server (database server)
- Microsoft Active Directory Services (security)
- Internet Explorer 6.0 or later (user access)

Child Location Form

Screenshot of Database

DSSNet Home

Child Location Form

Back | Save | New | Copy | Print | Exit

Complete upon any move (initial or changed) and any time a temporary overnight (extending over 24 hours) visit outside of the foster home begins and ends.
Enter a separate form for each child. Use "Copy" to create additional entries for siblings.

Placing SW: on 9/29/2008 7:53:52 AM

SW Unit:

SW Location:

Supervisor:

Placement/ Other Change in Location: Initial Move AWOL
 Visit (Temp) Hospitalized Trial Visit with Parent

Child's Name (Last): (First)

Birth Date:

Name of Person Caring for the Child/Youth:

Address Placed or Visiting:

Phone #:

Relationship to child/youth:

Effective Date:

For Visits Only - Date Started: (over 24 hours)

For Visits Only - Date Ended:

AWOL

AWOL Date:

AWOL Date Located:

AWOL Date Picked Up:

AWOL Return Location:

Placement or Visit Type: FFA (non-emerg) Group Home Hospital
 Licensed Parent(s) Relative/NREFM
 Non-Relative/Legal Guardian Extracurricular Activity FFA (emerg)
 C.A.L.M. Home

FFA Provider:

Placement rate: Rate must correspond to FC eligibility regulations. To confirm, contact FC Case Manager/ERS.

Sibling group placed together (some or all): Yes No No Sibling

School District

School Age: Yes No Not Applicable Not Specified

Before Move:

Special Education: Yes No Unknown

After Move:

For Initial Placements

Initial Removal Date:

Removal from:
(Relationship):

For Change in Placement

Prior Placement Type:

- Adoption
- Hospital
- Non-Relative/Legal Guardian
- FFA (non-emerg)
- Licensed
- FFA (emerg)
- Group Home
- Relative/NREFM

Reason for Change:

For Relative/NREFM

Approval Completion Date:

TDM Status

Assigned SW:

- TDM was Held
- TDM is Scheduled
- TDM was not Held
- Requesting TDM Exception
- Visit (no need for TDM)
- Payment Change Only ex. kingap, AAP (no need for TDM)
- Select Status

TDM Held Date

TDM Scheduled Date

TDM Exception Reasons:

I am the CWS Supervisor and I concur with the exception request.

I am the TDM Facilitator Supervisor and I approve the exception request.

TDM Supe Facilitator Comments:

AYC Status

- AYC was Held
- AYC is Scheduled
- AYC was not Held
- Select Status

AYC Held Date

AYC Scheduled Date

AYC Not Held Reasons:

Unable to Contact Parent:

Letter Sent

Other Important Information

CWS Supervisor has Read and Approves this Record

Functionality Last Updated on 9/12/2008 1:07:22 PM
Send comments on this site to the site administrator:
ss_dssnetadmin@co.slo.ca.us

Confidentiality Notice: Employee or Participant information viewed through DSSNet is considered personal and confidential. Inappropriate use of this information is strictly prohibited by law and subject to sanctions. For more information, click here -> Security Policy

Reports Generated From Child Location List

The screenshot shows a web application interface for 'DSSNet Home'. At the top left, there is a logo and the text 'DSSNet Home'. Below this, a blue button labeled 'Location List' is visible. The main content area is titled 'Reports' and contains several filter fields: 'Supervisor:' with a dropdown menu set to '- All Supervisors -', 'Location:' with a dropdown menu set to '- All Locations -', 'Unit:' with a dropdown menu set to '- All Units -', and 'Date Range:' with two input boxes containing '1/1/2008' and '9/29/2008' separated by the word 'thru'. Below these filters, a horizontal line separates a list of report options from the filters. Each report name is followed by one or more buttons: 'Location List' (View), 'Location List - Details' (View), 'School List' (View), 'School District Daily Report' (View, Excel), 'TDM Exception' (View), 'TDM Not Held' (View), 'TDM Done or Scheduled' (View), and 'AWOL List' (View).

Sample reports provided on the following pages...

FC Child Location TDM Exception

9/29/2008

for Date Range from 1/1/2008 thru 9/29/2008

Effective Date	Child's Name	Placing SW	Assigned SW	Placement	Supp App	Fac App	TDM Exception Reason	TDM Supp Fajliterator Comments
1/1/2008				Dismissed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Adoption finalization or Emancipation/Age of Majority.	
1/2/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
1/2/2008				Dismissed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/2/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Previous TDM Plan A was not successful. Plan B is being Implemented.	
1/3/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Respite Care	
1/7/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/7/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
1/8/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/9/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Foster parent changed residence (Child (ren) in same placement	
1/10/2008				Hospitalized	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Child/youth 5150 (child hospitalized)	
1/15/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Adoption finalization or Emancipation/Age of Majority.	
1/15/2008				Initial	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/16/2008				Dismissed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Previous staffing Placement Committee	
1/16/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/17/2008				Initial	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
1/22/2008				Move	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Other (explain)	
1/23/2008				AWOL	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		

Page 1 of 11

FC Child Location TDM Not Held

9/29/2008

for Date Range from 1/1/2008 thru 9/29/2008

Effective Date	Child's Name	Placing SW	Assigned SW	Placement	Supp App	Fac App	TDM Scheduled Date
1/3/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	
1/3/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	
2/14/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	
2/22/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	
4/23/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	4/29/2008
4/24/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	5/1/2008
4/30/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	5/7/2008
5/9/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	
5/19/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	5/28/2008
5/21/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	5/28/2008
5/23/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	6/26/2008
7/24/2008				Dismissed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7/29/2008				Dismissed	<input type="checkbox"/>	<input type="checkbox"/>	
7/31/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	8/7/2008
8/5/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	9/11/2008
8/11/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	8/15/2008
9/5/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	9/10/2008
9/5/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	9/10/2008

Page 1 of 2

FC Child Location TDM Done or Scheduled

9/29/2008

for Date Range from 1/1/2008 thru 9/29/2008

Effective Date	Child's Name	Placing SW	Assigned SW	Placement	Supp Add	Fac Add	TDM Date	TDM Scheduled Date
1/3/2008				Dismissed	<input type="checkbox"/>	<input type="checkbox"/>		
1/4/2008				Dismissed	<input type="checkbox"/>	<input type="checkbox"/>	11/29/2007	
1/6/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/10/2008	
1/6/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/10/2008	
1/7/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	11/14/2007	
1/9/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/7/2008	
1/9/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/7/2008	
1/9/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	1/4/2008	
1/12/2008				Initial	<input type="checkbox"/>	<input type="checkbox"/>	1/18/2008	
1/14/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/11/2008	
1/14/2008				Dismissed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	1/3/2008	
1/15/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	12/19/2007	
1/15/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	12/19/2007	
1/16/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/3/2008	
1/16/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/7/2008	
1/18/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/28/2008	
1/22/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/28/2008	1/28/2008
1/22/2008				Move	<input type="checkbox"/>	<input type="checkbox"/>	1/18/2008	

San Luis Obispo County Department of Social Services

9/29/2008

School District List

for Date Range from 1/1/2008 thru 9/29/2008

Atascadero Unified

Student	Placement	Date	Type	Provider	Relationship	Removed from	Social Worker	Supervisor	After School
---------	-----------	------	------	----------	--------------	--------------	---------------	------------	--------------

San Luis Obispo DSS MonthlyMeasures Reporting Procedure

Contact: Christopher Monza, LMFT, Program Manager

Email: CMonza@co.slo.ca.us & phone 805.781.1902

In 2008 SLO DSS created a new supervision tool: "**MonthlyMeasures**". The source of data is SafeMeasures. Essentially MonthlyMeasures are program specific templates we've developed. This embraces our idea of "data in context" where we agree as an agency to look at the same sets of data at the same time (each month) in the context of how we did as a whole agency, as a collective unit, and as an individual caseload. Here are the steps we take:

1. Data Extract

SafeMeasures has 2 extracts per week. We wait for the extract on or after the 15th of the following month. Ideally social workers are doing their input for the month on a daily "flow" basis, but as a standard within 1-3 days after the "event". It's safe to presume that within the first 2 weeks of the next month all input is done.

2. Initial Data Input (15th of the 1st month)

A Program Review Specialist inputs the agency wide data "How Agency Did" in the templates by program, and releases them to our Information Technology staff for up-loading on the DSS Intranet. An exception to this is the licensing template where the data comes from logs in the Licensing unit.

3. Uploading Data (16th of the 1st month)

Our Information Technology Staff archives the monthly templates on a DSS Intranet Website and sends out an email to our 10 Social Worker Supervisors with a link to the templates saying the current templates are ready for their retrieval and input.

4. Supervisor Input (16th - 23rd of the 1st month)

Our 10 Social Worker Supervisors have 1 week to retrieve & input the template associated with their unit program, and input the CMS data for their unit (filter by unit and input under "How Unit Did"), and input for each social worker (filter by caseload and input under "How You Did").

5. Social Worker Conferences (23rd - 30th of the 1st month)

Supervisors meet with their 5-7 Social Workers with 2 copies of this completed tool (one for them and one for the social worker showing their individual results). A strengths based conference occurs about what went well, and how they contribute, identification of areas for improvement. The arrow on the templates indicates the desired direction of the measure. Over time (each month being the interval) a supervisor should see progressively positive outcomes, or alert a program manager in areas their staff may need assistance to reach the desired benchmark / goal.

6. Supervisor Conferences (1st - 7th of 2nd month)

Supervisor meets with their Regional Manager with 2 copies with the same strengths based conference.

7. Manager Conferences (7th-14th of 2nd month)

Managers meet with the Assistant Director with 2 copies with the same strengths based conference.

Ideally at every conference SafeMeasures is "live" on the computer so that the template serves as a "pointer" tool for further research...since one can drill down to specific cases or view graphs of the prior 13 intervals, etc. Any trends for success or improvement are noted and appropriate exploration or support in a given area is considered. This assistance is delivered to the specific target audience (agency, unit or individual staff).

4-month pre/post test shows positive results on 30 of 37 outcomes with improvement likely

San Luis Obispo's County's MonthlyMeasures Templates

See & open attached files to view:

Pre/Post MonthlyMeasures Results

File: MonthlyMeasures_Pre&Post.xls
(best printed on color printer / portrait orientation)

MonthlyMeasures Sample Completed Template for ER Program

File: MoMeSamp_ER.xls
(best printed on a color printer with landscape orientation).

To view MonthlyMeasures templates for other programs
(Licensing, Intake, FM/FR/PP, Adoptions)
please contact Christopher Monza at 805.781.1902