

# Innovation Site for Family Centered Practice

Circuit 8 – The Alachua County Plan:  
**Strengthening Families Keeps  
Children Safe and In Their Homes**



## Using progress and momentum from Foster Care Redesign Work

- Partnership between Casey Family Programs, DCF staff, Partnership for Strong Families, and our many valued community partners.
- **Section A:** Barriers, strengths, needed supports to implement recognized components of family centered child welfare practice.
- **Section B:** Needed supports for the implementation of the plan as an Innovation Site.

<b>A: Family Centered Practices</b>	<b>Barriers</b>	<b>Strengths</b>	<b>Needed Services/ Supports</b>	<b>System Changes</b>
<b>Engagement:</b> <i>From focus on investigation to also building a relationship with families</i>	<ul style="list-style-type: none"> <li>• Time constraints for staff</li> </ul>	<ul style="list-style-type: none"> <li>• Early Engagement with VPS and high-risk</li> </ul>	<ul style="list-style-type: none"> <li>• Training for managers and supervisors</li> <li>• Coach staff</li> </ul>	<ul style="list-style-type: none"> <li>• Differential Response</li> </ul>
<b>Assessment:</b> <i>From focus on the “psychopathology of perpetrator” to continually assess family strengths thru out case</i>	<ul style="list-style-type: none"> <li>• Limited capacity for wider use of Family Team Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Using CSA and SDM Risk Assessment tool thru out case</li> <li>• Upfront assessment by DV, MH/SA providers</li> <li>• Disproportionality Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching and help using SDM</li> <li>• TA – Casey Grand Rounds</li> <li>• TA – successful interventions to reduce disproportionality</li> </ul>	<ul style="list-style-type: none"> <li>• New staffing allocation process to support this new kind of work</li> </ul>

Family Centered Practices	Barriers	Strengths	Needed Services/ Supports	System Changes
<p><b>Safety Planning:</b>  <i>From plans developed without input from family to plan based on information and support of family &amp; team members</i></p>	<ul style="list-style-type: none"> <li>• Inconsistent involvement of families in case plans</li> </ul>	<ul style="list-style-type: none"> <li>• DV/MH/SA input at start</li> <li>• New upfront team decision making</li> <li>• Community Child on Child Sexual Abuse Task Force</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching to improve development of safety plans</li> </ul>	<ul style="list-style-type: none"> <li>• Fully integrate task force work in system redesign</li> </ul>

Family Centered Practices	Barriers	Strengths	Needed Services/ Supports	System Changes
<p><b>Out of Home Placement:</b>  <i>From little contact between caregivers to a model of partnerships built between families and foster or adoptive families</i></p>	<ul style="list-style-type: none"> <li>• Placement disruptions with relatives</li> <li>• Limited involvement of fathers &amp; their families</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing use of relative placements</li> <li>• Diligent Search specialist at CBC</li> <li>• Brookdale Foundation grant to support relative care-givers</li> </ul>	<ul style="list-style-type: none"> <li>• Improve diligent search capacity during initial investigation</li> <li>• Ongoing TA for full implementation of Concurrent Planning</li> </ul>	

Family Centered Practices	Barriers	Strengths	Needed Services/ Supports	System Changes
<b>Permanency Planning:</b> <i>From staff driven sequential to concurrent permanency plans with family involvement</i>	<ul style="list-style-type: none"> <li>•Recent breakdowns are impacting timeliness</li> <li>•Attorney focused mediation</li> </ul>	<ul style="list-style-type: none"> <li>•Use of mediation</li> <li>•Concurrent Planning Pilot</li> </ul>	<ul style="list-style-type: none"> <li>•Transition to family driven mediation</li> <li>•TA for developing post adoption support services</li> </ul>	
<b>Implement Service Plans</b> <i>From emphasis on compliance to promoting success with access to individualized services</i>	<ul style="list-style-type: none"> <li>•Family team conferences added to workload</li> <li>•Emphasis on compliance of caregivers and not behavior changes</li> </ul>	<ul style="list-style-type: none"> <li>•Utilization management</li> <li>•Only priority services will be offered initially</li> <li>•Library Partnership building community resources</li> </ul>	<ul style="list-style-type: none"> <li>•Assess impact of services on reducing risk</li> <li>•Protective factor training related to worker tasks</li> </ul>	<ul style="list-style-type: none"> <li>•QM staff should be part of pilot</li> <li>•Assistance to identify grant opportunities</li> </ul>

<b>B: Support For Plan</b>	<b>Barriers</b>	<b>Strengths</b>	<b>Actions</b>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>•Line staff understanding and support for additional changes</li> </ul>	<ul style="list-style-type: none"> <li>•Senior leaders developed public support</li> <li>•Established, cross program committees for foster care redesign</li> </ul>	<ul style="list-style-type: none"> <li>•Need to identify project leader from DCF and Partnership</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>•Limited staff resources to keep community informed</li> </ul>	<ul style="list-style-type: none"> <li>•Communication plan with Foster Care Redesign</li> <li>•Community Steering Committee for Foster Care Redesign &amp; Neighborhood Resource Center</li> <li>•Newsletter</li> </ul>	<ul style="list-style-type: none"> <li>•Re-convene original community group (100+ participants) to update on success and new plans</li> </ul>

•[www.redesignfostercare.org](http://www.redesignfostercare.org)

<b>B: Support For Plan</b>	<b>Barriers</b>	<b>Strengths</b>	<b>Actions</b>
<b>Client Satisfaction</b>	<ul style="list-style-type: none"> <li>• Limited client feedback on the process of “being helped”</li> </ul>	<ul style="list-style-type: none"> <li>• Yearly client satisfaction measures &amp; monthly review in Circuit programs</li> </ul>	<ul style="list-style-type: none"> <li>• Needed TA: seeking timely client feedback while case open</li> </ul>
<b>Outcome Measures</b>	<ul style="list-style-type: none"> <li>• Further analysis on re-abuse cases or “re-entries” to system is needed</li> </ul>	<ul style="list-style-type: none"> <li>• Staff and supervisors use data</li> <li>• New tracking systems for Early Engagement and VPS cases</li> </ul>	<ul style="list-style-type: none"> <li>• Needed TA: measures of family centered practice</li> <li>• Link CFSR measures to FCP plan</li> <li>• Clarification of definitions used statewide for re-abuse.</li> </ul>