

San Luis Obispo County CPYP Task Force  
Contact: Nita Kenyon (805) 781-1832

The newly created CPYP Task Force created the CPYP Plan for 2007/2008. Over this next year we anticipate that the membership of this group will grow and change as we mature and work together to ensure better outcomes for our youth.

**San Luis Obispo County CPYP Task Force Members:**

Nita Kenyon	Division Manager, Department of Social Services
Julia Miller	Program Manager, Department of Social Services
Joyce Fields	Program Manager, Department of Social Services
Patrick Considine	CWS Supervisor, Department of Social Services
Sheri Ovington	Program Review Specialist, Department of Social Services
Donna Feagin	Program Review Specialist, Department of Social Services
Miranda Leonard	ILP Manager, Transitions Mental Health
Josh Hobson	ILP Assistant Manager, Transitions Mental Health
Summer Frappier	Permanency Case Manager, Transitions Mental Health
Katie McCain	Permanency Case Manager, Transitions Mental Health
Youth Participant	To be determined

## **Review of First Year Plan**

*Goal #1: By December 2006, San Luis Obispo County will ensure that all foster youth have been engaged in the creation of stable and nurturing permanency connections with at least one committed adult and their sibling(s).*

We completed all of the activities under Objective 1A, “By the end of December 2006, all CWS staff will be educated on permanency and have the tools/skills necessary to engage in permanency discussions with all youth on their caseloads”, and 1C, “By the end of October 2005, establish Permanency education in the CWS social worker induction training”. Some highlights include: completion of a Permanency Desk Guide, conducted a staff survey with follow-up including a Permanency celebration to reinforce policies and celebrate successes, developed digital stories and conducted viewings for staff and community partners including our court stakeholders, involvement of local youth in trainings, staff and community training by Y.O.U.T.H., 2 days of staff and community training by Pat O’Brien, CPYP technical assistance with Kevin Campbell, completion of induction training module on permanency which includes a local CYC youth panel.

Objective 1B, “By the end of December 2005, all social workers will have access to written procedures and tools to enable the tracking of permanency outcomes on their assigned caseloads”, is an area where we have struggled more. We have begun a supervisory review process, called Higher Standards that will help us to better track permanency outcomes at the worker level. This Objective will be carried over into our second year plan.

Our greatest challenge in this goal was our technical assistance with Kevin Campbell. The Social Workers felt excited in the initial training but in the follow-up sessions, where they had hoped for deeper skill building, they felt demoralized with a task list of “shoulds” instead. Our greatest successes were and continue to be when youth are involved in the actual trainings; the passion of what brought staff to this work comes out and they are re-energized and recommitted. The most recent Induction class for Social Workers ended 3/23/07 and once again one of the highlights was the CYC youth panel that spoke to them about permanency.

*Goal #2: By December 2006, San Luis Obispo County will ensure that all foster youth between the ages of 11-19, who are in placement as of August 1, 2005 in all regional office jurisdictions and who experience extended stays in foster care with a status of long term foster care, maintain, re-establish or establish strong and enduring permanency connections to one or more nurturing adults.*

We have completed the activities in Objectives 2A, “By the end of October 2005, identify all foster youth who have a long term foster care plan and who are between the ages of 11-19 and the social worker who will be working on the permanency outcomes”, 2B, “By the end of June 2006, create and implement plan for public access to Foster Youth Digital Stories/photos”, 2C, “By the end of November 2006, conduct Bi-Monthly Permanency Case Staffings (or other similar review) for all youth between the ages of 16-18 who will be

aging out of the system before December 2006”, and 2E, “By the end of December 2005, acquire a Search Tool to aid workers in permanency research and provide staff with the training and guidelines to utilize the tool most effectively”. After purchasing one search tool that was less than desirable, we purchased a second tool that has been very helpful. The Permanency Case Managers are actively using the tool as well as our Legal Processing. We are also using the search engine early in the life of a case to make those permanency connections. We have a process in place to monitor the progress of the permanent connection work, with roles and responsibilities defined. One of the things that was done to help integrate permanency into every day practice was to revise our staffing form (attached to this report). Communication and staffing issues have presented challenges to the process this last year. We will be assessing this process more this next year to come up with improvements.

Under Objective 2D, “By the end of December 2005, Structure Permanency connection discussions and create a method to track completion”, we completed a PDSA regarding permanency in TDM’s and have begun the work to infuse into all family meetings the urgency of permanency. The completion of this work will be addressed in our current plan.

In looking back at this goal, one of the surprises we found is that the youth in the CPYP target group did not do as well other youth on the Permanency Case Manager’s caseloads. As we move forward into our second year, we want to get better at learning as we go along and so will be checking our outcomes more frequently.

*Goal #3: By December 2006, San Luis Obispo County will ensure that youth, whenever family restoration is not possible or appropriate, will have established enduring emotional ties and permanency connections with unrelated adult caregivers who are willing and able to offer a stable and supportive continuing relationship whether within or outside of the legal channels of adoption or guardianship.*

Objective 3A, “By the end of December 2005, have written definitions regarding types of permanency and a guide to achieve permanency”, and 3C, “By the end of March 2006, create a sustainable methods to maintaining Staff awareness”, activities are done and are somewhat a repeat of what is talked about in goal #1. Objective 3B, “By the end of October 2005, create methods and procedures for tracking data”, has continued to be a challenge, which we will continue to work on this next year.

*Goal #4: By December 2006, San Luis Obispo County will expand the number of current fost-adopt homes, by no less than 10% that work with families in mentoring for reunification and permanency.*

Activities for Objectives 4A, “By the end of August 2005, explore hiring a recruiter”, 4B, “By the end of October 2005, create community awareness posters and distribute in the community”, and 4C, “By the end of November 2005, review and update PRIDE training”, were

completed. The most significant successes in this area are that CYC youth now participate in our PRIDE training and we held our first Heart Gallery in three regional locations in our county. Our CYC youth have a Speaker's Bureau and are now ready to do presentations in the community.

## **Summary of 2007 / 2008 Plan**

As San Luis Obispo County moves into this second year with CPYP, we are deepening our commitment to permanency while at the same time broadening it. While we are working with CPYP with youth that have been in Foster Care the longest, we are also ensuring that permanency is infused into the community at the prevention level. We have a core group that has developed this plan that will work within the department and on a community-wide basis to carry out the work, sometimes adding members to our core group and other times ensuring that we have a feedback loop. Key areas that we will focus on will include: 1) Continued work with Social Worker (SW) staff to ensure that they engage in the creation of stable and nurturing permanent connections for youth and their sibling(s) with at least one adult; 2) Youth on the Permanency Case Managers (PCM) caseloads will have strong and enduring permanency connections; 3) Establish a CPYP Task Force that will proactively focus on this work as a priority.

In taking the work deeper with Social Workers we will focus on completing the tools to help ensure workers cover permanency issues in the various family meetings and that youth voices are heard. CMS is scheduled to be revised so that we can start tracking actual youth participation in those meetings. Once that is done, we will begin measuring that. An additional accountability piece will be put in place with the implementation of the "Working Towards Higher Standards" monthly review form, which supervisors will do with each of their Workers. We also hope to work with CPYP to have two to three additional sessions with Mary Stone Smith to rebuild what was lost when we lost momentum with Kevin. After those sessions, we then hope to work with CPYP to schedule the introduction of the 3-5-7 Model with Darla Henry with three follow-up sessions. We hope these sessions can be focused more on practical skill building rather than theory. We would like to include our staff as well as Probation, FFA, CASA, Mental Health, YTP, School and SAFE partners, and our Court Stakeholder staff. (It should also be noted that we have struggled this past year with Social Worker recruitment and retention but are hopeful that we are at a better place going into this next year. All new Social Workers are trained by CYC youth on permanency.)

The PCM caseloads, which include the CPYP targeted youth, will receive extra scrutiny this year as we implement a pilot of the PCM carrying the case longer to ensure the fragile connection is made and maintained. As we work through this pilot we will take best practices into the work of all of the CPYP targeted youth, the entire PCM caseload as well as into all SW case practice. We currently have seven of the original twelve CPYP targeted youth. We are in the process of adding five youth (including four in the pilot). The PCM's have developed a Logic Model to help guide their beginning work in this area.

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Finally, we have begun a CPYP Task Force that will be meeting at least twice a month to refocus on Permanency and proactively address barriers to the achievement of permanency for all CWS children and youth. We are meeting in the late afternoon to facilitate youth participation on the Task Force. We will be establishing baseline data as well as identifying those areas where we are lacking in the ability to measure and will, hopefully, come up with measurement solutions. We will collaborate with our Recruitment, Training and Retention Workgroup to enhance the number and quality of homes available to youth if we are unable to find family or extended family and friends. We will work with the Model Standards workgroup that is looking at better outcomes for Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Youth in Out of Home Care, to ensure both groups permanency goals are met. These two groups, as well as our Social Workers, supervisors, managers and the staff in ILP, THPP, THP+ and the CPYP Task Force Members, are champions for Permanency. The youth themselves are champions, particularly those that are part of the CYC Speaker's Bureau. There are current champions we do not know about and many more potential champions. One of the first tasks of the Task Force will be to develop a plan to identify/recruit more this next year. The Task Force will also work with Prevention partners, such as the Asset Development Network, San Luis Obispo Child Abuse Prevention Council and the Prevention Alliance, to take this message out to the community to build more Champions at the community level.

We hope that CPYP can be part of our local Task Force, be one of our local champions and bring best practices, tools and resources to our attention.

<b>Goal #1: San Luis Obispo County Social Workers (SW) consistently engage in the creation of stable and nurturing permanent connections for youth and their sibling(s) with at least one adult.</b>			
<b>Objective</b>	<b>Activity</b>	<b>Who</b>	<b>Due Date</b>
1A Establish clear guidelines and tools for the array of family meetings to ensure that permanency and youth voice is a focus in those meetings.	1A-1: Complete the meeting matrix of what type of meeting happens at what point in the flow of a case through the system	Patrick will contact Mari Solis for chart she developed; CPYP Task Force will adapt as needed	June 30, 2007
	1A-2: Create or identify a template for the SW to use during these meetings to ensure permanency issues are covered and youth voice is a focus.	Patrick will work with Katie and Summer and Staff Development	June 30, 2007
	1A-3: Create and offer appropriate trainings for the new tools, ensuring that every SW is trained.	Nita will work with Staff Development	June 30, 2007
	1A-4: Complete <b>Creating Family Connections</b> sessions for SW staff and community partners to build on sessions with Kevin Campbell.	<b>Trainer: Mary Stone-Smith</b> Julia will contact Nancy for scheduling	TBD Next meeting: April 5
	1A-5: Complete <b>Preparing Youth for Permanency; the 3-5-7 Model</b> to deepen SW skills	<b>Trainer: Darla Henry</b> Julia will contact Nancy for scheduling	TBD Next meeting: April 5
1B Methods will be put into place to ensure Social Worker accountability for permanency	1B-1: "Working Towards Higher Standards" monthly review form will be implemented for permanency cases.	Joyce	4/30/08

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outcomes.			
	1B-2: When CMS 6.1 is released, begin tracking actual participation by youth in permanency meetings	Joyce	2/28/08
	1B-3: Develop special CMS project codes to record those cases with pending and established permanency connections	Joyce	6/30/07
	1B-4: Establish a training and feedback loop for SWs through the CWS Supervisor level	CPYP Task Force	4/30/07 and on-going
<b>Measures</b>	<b>A-a: Completion of tasks</b>		
	<b>A-b: Number and per cent of youth placed with siblings</b>		
	<b>A-c: Number and percent of youth participating in permanency meetings (CMS 6.1)</b>		
	<b>A-d: Number and percent of youth exiting foster care with pending and/or established permanency connections</b>		
	<b>A-e: Pre- and post-tests for SW to measure changes in knowledge, attitude &amp;</b>		

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Objective	Activity	Who	Due Date
	behavior		

**Goal #2: San Luis Obispo County Permanency Case Managers (PCM) will ensure that all youth in their caseloads (including the CPYP identified youth) develop strong and enduring permanency connections to one or more nurturing adults.**

Objective	Activity	Who	Due Date
2A While continuing the current process, implement the 4-case pilot for intensive services (within the CPYP population)	2A-1: After initial facilitation of establishing strong permanency connections for the 4 identified youth, continue as primary PCM, following Mary Stone Smith model: <ul style="list-style-type: none"> <li>• Setting the stage</li> <li>• Discovery</li> <li>• Review of discovery information</li> <li>• Team evaluation and engagement</li> <li>• Preparation for initial meetings including youth</li> <li>• Transition decision making to family</li> <li>• Staying together</li> <li>• Documentation</li> </ul>	PCMs	Already begun, will be on-going
	2A-2: Identify barriers, recommend solutions and document	PCMs	On-going
	2A-3: Develop and implement PCM	Transitions Mental Health and	8/31/07

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Objective	Activity	Who	Due Date
	database, identify measures and utilize to evaluate CPYP success	CPYP Task Force	
2B Gradually incorporate all PP youth into CPYP model	2B-1: Make recommendations to embed successful strategies as standard case practice	CPYP Task Force	6/09
	2B-2: Refer foster youth to the Heart Gallery, Digital Stories and other activities as appropriate.	PCMs	On-going
<b>Measures</b>	<b>B-a: Number and per cent of youth exiting foster care with one or more established permanency connections</b>		
	<b>B-b: Number of relative/NREFM adoptions/guardianships</b>		
	<b>B-c: Number of unrelated adoptions/guardianships</b>		
	<b>B-d: Compare above measures between the general FC population, the CPYP group (12 youth) and the intensive pilot group (4 youth) to identify the most successful strategies.</b>		

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<b>Goal #3 San Luis Obispo County will establish a CPYP Task Force that will proactively address identified barriers to establishing permanent connections for all CWS youth</b>			
<b>Objective</b>	<b>Activity</b>	<b>Who</b>	<b>Due Date</b>
3A Continue working with the CPYP statewide contacts to plan, implement, manage, facilitate and evaluate the local CPYP for 12 youth served by the PCMs.	3A-1: Follow guidance of the statewide project coordinators, noting how local needs and resources may impact the model. Identify best processes to expand.	CPYP Task Force	On-going
	3A-2: Develop Task Force teams and strategies to maximize effectiveness	CPYP Task Force	6/30/07
	3A-3: Meet regularly and frequently	CPYP Task Force	On-going
	3A-4: Develop meeting templates and pre-/ post- test to measure success of Goal 1 SW practice, Provide training.	CPYP Task Force	Template & tests - 5/31/07 Training 6/30/07
	3A-5: Establish a training and feedback loop for SWs through the CWS Supervisor level	CPYP Task Force	4/30/07
	3A-6: Identify measurement deficiencies	CPYP Task Force	4/30/07 and on-going
	3A-7: Include youth in appropriate Task Force activities	CPYP Task Force	On-going

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	3A-8: Monitor pilot cases through scheduled periodic monitoring of identified goals	CPYP Task Force	Establish schedule 4/30/07, then on-going
	3A-9: Collaborate with Recruitment, Training & Retention Committee to create community awareness and urgency	CPYP Task Force	On-going
	3A-10: Collaborate with other groups such as Model Standards and Asset Development Network	CPYP Task Force	On-going
	3A-11: Identify other groups to work with, including ERS staff	CPYP Task Force	On-going
3B Expand the use of alternatives to physical travel for making connections	3B-1: Explore resources for video conferencing, email and other venues.	CPYP Task Force	6/30/07
3C Conduct a Business Process Reengineering of the entire PCM job	3C-1: Use lessons learned from 4-case pilot to guide work for future and build a work plan for this task.	CPYP Task Force	6/30/07
<b>Measures</b>	<b>3-a: Completion of tasks</b>		
	<b>3-b: Established process evaluation measures</b>		
	<b>3-c: Periodic review and revision</b>		

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