

STRATEGIC PLAN PROGRESS REPORT

June 2014 – September 2014

Strategic Plan Integration Committee Meeting

- Follow-up meetings held June 26 & July 31
 - Database modifications were discussed and will be implemented
- Regular meetings scheduled for October 2, and December 4

Family to Family Renewal

- Updated draft charter
- Reestablishment of Self-Evaluation at DCFS
 - Proposal submitted
 - Annie E. Casey's On The Frontline Initiative will in part help us to explore ChildStat, a system designed to give feedback in order to review, set, & track outcome measures for DCFS staff at all levels.
 - Self-Evaluation Event in 1st Quarter 2015– kick-off
- Implementation of an outcome-based F2F Dashboard
 - Looking at other designs (e.g. state of Ohio)
 - Working on a matrix that includes all 9 outcomes and what we are collecting now to pull out our strengths & needs for the dashboard
- Still building content to ensure F2F library stays current
- Educate Staff w/ regular NYCU "So why do we do this..." tagline:
 - New idea, will develop monthly rotation on at next meeting
- Lisa Stevens-Cutner & Tiffany Scruggs (University Settlement are working on a F2F bathroom reader)

Organizational Improvement (Culture/ Climate)

- **Stable and Competent Workforce/ Leadership**
 - St. Luke's RFP
 - MCS Consulting Service chosen for contract
 - Contract creation in progress
 - Clerical Assessment
 - Final report submitted to Administration for review
 - County HR has analyzed the report and provided a proposal for a competency-based assessment and individualized training plans
 - NWIT Exit Survey developed and tested
 - Outreach Coordinator Kristin Gardner has arrived!! Welcome, Kristin! In her short time here, Kristin has:
 - Organized a team to participate in the Midtown Cleveland Healthline Classic 5/10k
 - Implemented a weekly 30 minute walking program
 - Hung posters encouraging stair use and increasing knowledge about benefits of using the stairs
 - Begun organizing annual Halloween safe trick-or-treat event for employee and community children
 - Held a Vitality Lunch-n-Learn
 - Begun organizing a group order for Fitbits
 - Helped host and promote County wellness fair

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Organizational Improvement (Culture/ Climate) continued

- **Recognition**
 - Current Recognition subgroup has gathered info from Senior Managers across the agency and is compiling a list of current recognition efforts
 - Future Recognition subgroup has developed a survey that will be given to all staff (at department meetings, possibly SurveyMonkey) in order to determine how staff would like to be recognized
 - Rebranding subgroup is in the process of developing a proposal
 - Motivational posters/ t-shirts/ kick-off
 - Agency logo – represent what we do
- **Communication & Hospitality**
 - Proposal developed and submitted for review
 - Family to Family Timeline wall
 - Visible community collab liaison
- **Secondary Trauma**
 - Developed a flyer/media blast document to inform staff about the opportunity to volunteer for the Peer Support Team.
 - In the process of creating a recruitment plan to attract appropriate volunteers to the Peer Support Team
 - Working on a marketing plan to share information about the Peer Support Team as well as developing an informational session that interested staff can attend to learn more and ask questions
 - Presentation of Peer Support Team at Supervisor's meeting 9/10/14
 - Application finalized and distributed to staff
 - Still awaiting the approval of the budget proposals for the STS Peer Support Team and the STS group facilitator for SIU/MIU monthly support.

Organizational Improvement (Accountability)

- **Data Matters**
 - Created data priority pyramid and tip sheets for 2014
 - Presented pyramid and tip sheets to Direct Service Senior Managers August 1, 2014
 - Presented pyramid and tip sheets to Supervisors August 6, 2014
 - Agency rolled out mid- August 2014
 - Committee is now a subcommittee of AgencyStat
 - Identifying 2015 priorities
 - Developing plan for monitoring progress on data entry priorities

Target Populations (Voluntary In-Home Families)

- **Voluntary In-Home Families**
 - Differential Response Committee
 - Reviewing data for AR/TR pathways
 - Discussion of expansion
 - Planning supervisory coaching in October

Target Populations (Children in Multiple, Child Serving Systems)

- **Miscellaneous**
 - RFP reviews were completed for the day reporting program. In the process of identifying the provider.

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Target Populations (Children in Multiple, Child Serving Systems) continued

- **Multi-System Kids Unit**
 - Conducting presentations for probation managers and DCFS departments regarding intent to grant (ITG) information/data
 - 2013 ITG data being analyzed for trends/patterns; already noted that most ITGs come from 4 jurists
- **DD/Service Coordination**
 - Recommendations have been made regarding the integration of the most recent DD information into the policy.
 - A half sheet-screening tool has been given to the facilitators, which will be used in SAR meetings to assist in the identification of youth who should be referred to CCBDD.
 - CCBDD eligibility staff and Liaison presented at the all supervisors meeting on Sept 10th. Informational meetings were held on Sept 16 and 30th. This was done in an effort to be more accessible to staff.

Target Populations (Children Needing Permanency)

- **Quality/ Quantity of Family Interactions (Visits)**
 - Two committee meetings held
 - Draft charter
 - Reviewing visit policy
 - Focusing on incarcerated parents
- **Everyday Kids Workgroup (Foster Care Normalization)**
 - Focus on educating staff, caregivers and parents about the need for children to be involved in appropriate developmental activities
 - Two foster parents have joined the group to offer their perspective
- **Sibling Committee**
 - Formalizing practice changes – still need specifics about how placement will keep looking if siblings are separated solely due to a lack of resources to find one caregiver for all.
 - Jen C. to begin recommended policy changes
 - Generating ideas to recognize caregivers, workers, and resource mgrs./ networks who take in sibling groups
 - Generating ideas for a Fall Sibling Kick-off to announce changes and have youth, caregivers, and staff give testimonials
- **Youth Exiting to Adulthood**
 - 1st Meeting 7/25/14
 - Discussed Charge
 - Advisory board development and operations
 - Priorities for youth including: housing, employment, food, school, baby supplies, learning skills, legal issues
 - Looking for members in the following categories: Youth, collaborative, IL Coordinator, caregivers, ILR staff, attorney, and ongoing DCFS staff

NEXT STEPS

- **Integration Committee**
 - Developing template for 2015 Departmental Strategic Plans
 - Developing Guidance Documents to help ensure uniformity and consistency in plans
 - Planning workshops in November to assist departments in finalizing plans
 - Identifying measurements/reports already available for monitoring progress