

## STRATEGIC PLAN PROGRESS REPORT

March 2014 – May 2014

### Strategic Planning Groups Overview

- Strategic Planning Groups have been finalized and co-champions for each group are in place
- **Strategic Planning Groups:**
  - **F2F Oversight** – Cindy Weiskittel, Gary O'Rourke, Lisa Stevens-Cutner, Deborah Rahim, Jennifer Croessmann
  - **Accountability**
    - Departmental/ Unit Strategic Plans – Dept./Unit Leaders
    - SACWIS Data Milestones – Latasha Brown/ Vikki Csornok (Data Matters)
  - **Culture and Climate**
    - Stable and Competent Workforce/ Leadership Development – Holly Cliffl/ Elsa Popchak
    - Recognition – Selina Dublin/ Mike Jost
    - Communication/ Visibly Welcoming – Jennifer Rogers/ Daphne Kelker
    - Secondary Trauma (Access/Coping) – Kristen Blaze/ Stacy Gura
  - **In Home Voluntary Families**
    - Data Driven Outcomes – LaToya Howard (Agency Stat)
    - Alternative Response – Lyn Fox/ Erica Sabados (DR Committee)
  - **Children Needing Permanency**
    - Relative Placements – Kathleen Sullivan/ Tonya Minich
    - Quality/ Quantity of Family Interactions (Visits) – Lisa Stevens-Cutner/ Vikki Csornok
    - Sibling Placement – Jen Croessmann (Sibling Committee)
    - Foster Care Normalization – Chris Cabot (Everyday Kids Committee)
    - Youth Exiting to Adulthood – Lisa Peterka/ Richard Grace
  - **Multi-System Children**
    - Multi-System Children – Lara Parks
- Strategic Planning co-champions have begun scheduling meetings and gathering group participants for newly created groups; existing groups have incorporated SP goals into their plans and deliverables

### Strategic Plan Integration Committee Meeting

- Follow-up meetings held March 7 & 24, April 21 and May 5, 2014
- **Liaison Assignments:**
  - Family to Family – Jen Croessmann
  - Accountability – Christian Hofstetter
  - Culture and Climate – Angeline Hopkins
  - In Home Voluntary Families – Chris Malcolm
  - Multi-System Children – Trista Piccola
  - Children Needing Permanency – Jen Croessmann/Trista Piccola

### Family to Family Renewal

- TDM Event held on March 6, 2014
- RDS Event held on February 26, 2014
- F2F Library (intranet) being updated on an ongoing basis
- Community Partnership Event scheduled for June 11, 2014

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### Organizational Improvement (Culture/ Climate)

- **Stable and Competent Workforce/ Leadership**
  - Continuous SSWIII posting on County Employment page
  - Researching the feasibility of sending SWIII posting to college and university career pages
  - Overlapping Summer 2014 NWIT classes
  - Intentional Recruitment of UPP students
    - 8 UPP students were contacted directly from the PCSAO website
  - “Open House” for potential applicants planned for Fall 2014
  - Interview questions for SSWIII position in the process of being updated
  - Continued support of students pursuing graduate degree in social work
  - Application for External Trainings/ Conferences Completed and posted on intranet under Forms tab
  - Leadership Development opportunities for those interested in supervision compiled and posted on landing page of intranet and under Training Resources
  - Leadership Series Seminar
    - Sessions held April 11, 2014 and May 30, 2013
    - Leadership Series Seminar cohort members list forwarded to Strategic Planning co-champions for inclusion in SP groups
  - St. Luke’s RFP
    - RFP advertised from April 9, 2014 to May 1, 2014
    - Pre-bid conference held April 17, 2014
    - Two proposals received
    - Evaluation Meeting held May 21, 2014
  - New Supervisor Orientation/ On-boarding proposal being developed
  - Clerical Assessment in progress
    - Next meeting scheduled for June 6, 2014
- **Secondary Trauma**
  - Administered the Professional Quality of Life (Pro-QOL) Survey electronically and is currently making rounds to Department Meetings in order to capture a broader response. The group should have all data collected by the second week in June.
  - Submitted a funding proposal for implementation of a pilot- STS monthly support groups for MIU/SIU
  - Submitted a funding proposal for development and training of a peer support team internal to DCFS. The team would be able to respond to staff to provide Critical Incident Stress Debriefing to assist staff in coping with stress.
  - Identified a small group of folks who are working to revise the fatality review protocol
- **Recognition**
  - Workgroup established
    - Welcome meeting held May 16, 2014
    - Sub-groups created and co-chairs selected
      - Current Strategies
      - New Strategies
      - Re-branding
    - “Steering Committee” meeting held May 23, 2014

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### Organizational Improvement (Culture/ Climate)

- **Visibly Welcoming / Communication**
  - Workgroup established
  - HR Comings and Goings document being sent to staff bi-weekly via email
  - Increased utilization of intranet for posting of information; Lobby monitors fixed

### Organizational Improvement (Accountability)

- Elimination of 10 “paper logs” in Direct Services (April 2014)
- Data Entry Priorities for the rest of 2014 have been established and data “Tip Sheets” have been produced and will be reviewed (Data Matters)
- Data Challenge added to News You Can Use (May 2014)
- Strategic Planning 101 Training for Senior Managers and other leaders has been scheduled for July 22, 2014
  - Flyer sent to Sr. Managers and Leadership Cohort; uploaded to intranet May 2014

### Target Populations (Voluntary In-Home Families)

- **Voluntary In-Home Families**
  - Policy being developed to outline expectations for service to IHSS families
  - Joint Transfer process being analyzed by AgencyStat
  - DR has been implemented
    - Using a modified single worker model to help us assess success in engaging with families
    - Even when there is a need for short-term ongoing services the family stays with the same worker
    - Case plans are being spotlighted for quality and timeliness
      - CountyStat SMART Objective; Agency Stat reviewing data

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

- **Multi-System Kids Unit**
  - No update provided

### Target Populations (Children Needing Permanency)

- **Quality/ Quantity of Family Interactions (Visits)**
  - Workgroup established
  - Meeting held May 6, 2014
- **Everyday Kids Workgroup (Foster Care Normalization)**
  - No updated provided
- **Sibling Placement**
  - Recommendation made that the WOR will be required to complete the sibling tracking and separation form in order to log in and request a placement/ placement change.
  - The group and DCFS staff is working on criteria for the placement department to keep looking for a placement for siblings if a resource family is not initially identified.
  - PE will re-run data on the rate of children placed with one or all of their siblings in care.

### NEXT STEPS

Awaiting hiring of the Outreach Coordinator and more definitive planning regarding the role the Training Unit will play in improving workforce recruitment, retention, and development.