
*Wisconsin Annual Progress and Services Report
Federal Fiscal Year 2019*

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Glossary of Acronyms

Act 109 = 2001 Wisconsin Act 109 enacted in July 2002 that provided additional state statutory direction for implementation of AFSA and federal Title IV-E requirements.

AFCARS = Adoption and Foster Care Analysis and Reporting System. The Federal foster care data system, where states submit information, is a source of permanency and placement data.

ASFA = Adoption and Safe Families Act, particularly the ASFA requirement to pursue termination of parental rights after a child has been in OHC for 15 months.

BOS = Balance of State refers to information and/or data that describes the counties outside Milwaukee.

BITS = Bureau of Information Technology Services in the Division of Management Services (DMS).

BCWAPI = Bureau of Child Welfare Analytics and Program Integrity is responsible for the oversight and management of the data analytics and program integrity of DSP programs and policies related to child welfare to ensure compliance with federal Title IV-E requirements.

BPOHC = Bureau of Permanence and OHC that coordinates the state adoption program, provides technical assistance on foster care, OHC, and independent living services, and licenses child welfare facilities.

BPM = Bureau of Performance Management in the Division of Management Services responsible for Continuous Quality Improvement, Performance Review and Evaluation, and Research/Program Evaluation.

BRO = The Bureau of Regional Operations in the Division of Management Services works with local agencies administering DCF programs, including child welfare, child care subsidy, child support, and W-2 financial assistance.

BSWB = Bureau of Safety and Well Being in DSP, the state unit responsible for child welfare program policy and practice standards.

BYS = The Office of Youth Services was created in 2013 to help youth in the child welfare system and other vulnerable youth excel in school, obtain job skills and opportunities, and learn healthy lifestyle behaviors. In 2015, this Office was elevated to a Bureau to reflect the addition of community-based juvenile justice services; BYS is responsible for the Chaffee Programs, Brighter Futures Initiative, Title V Abstinence Education Grant, Runaway Programs and other youth development initiatives.

CFA = Children and Family Aids, a state level block grant funding source distributed to counties.

CFSR = Federal Child and Family Services Review.

CFS 40 = DSP form used to collect information on child abuse and neglect investigations previously used by Wisconsin to collect data for NCANDS purposes.

Ch. DCF 43 = DSP administrative rule on child welfare staff training.

Ch. DCF 44 = DSP administrative rule on reasonable efforts and permanency planning.

Ch. DCF 56 = DSP administrative rule on foster home licensing.

Chapter 48 = Wisconsin Children's Code.

Chapter 938 = Wisconsin Juvenile Justice Code.

Child Welfare State Professional Development Council = a decision making Executive Committee that consists of representatives from DSP, Counties, DMCPs, and Tribes that coordinate child welfare professional development activities through the Wisconsin Child Welfare Professional Development System .

Child Welfare Professional Development System = University-based, regional child welfare training providers operating under the State's Professional Development Council.

COKC = Court-ordered Kinship Care placements for which providers receive a monthly payment.

CPS = Child protective services.

CY = Calendar Year (January – December).

DCF = Department of Children and Families. The Department was created in July 2008 and includes child welfare services, including prevention, Temporary Assistance for Needy Families (W-2), child care regulation and licensing, and child support.

DCFS = Former Division of Children and Family Services in the Department of Health and Family Services. In July 2008, the Division moved in its entirety to the new Department of Children and Families and its name was changed to the Division of Safety and Permanence. In addition, child welfare programming originally coordinated by DCFS was spread out amongst several Divisions/Offices in the new Department.

DHCAA = Division of Health Care Access and Accountability in the Department of Health Services, the state Medicaid agency in Wisconsin.

DHFS = Former Department of Health and Family Services. Prior to July 2008, child welfare services were part of the Department of Health and Family Services.

DHS = Department of Health Services. Department that coordinates health services for the state of Wisconsin, including Medicaid, mental health and substance abuse services, and the Food Share program.

DMS = Division of Management Services. Division that is responsible for budget, finance, human resources, information technology, performance management, and regional operations.

DMCPS – Division of Milwaukee Child Protective Services

DSP = Division of Safety and Permanence in the Department of Children and Families, the state child welfare agency in Wisconsin.

dWISACWIS = DCF's system that works with Business Intelligence (BI) staff to maintain current BI reporting tools and to implement enhancements to its BI data warehouse.

FAST = Families and Schools Together. An approach to serving children and families in a comprehensive way that actively engages parents.

FFY = Federal Fiscal Year (October – September).

FCARC Foster Care and Adoption Resource Center = statewide resource center that provides information and materials on foster care and adoption.

GPR = General Purpose Revenues from state tax revenue.

ICWA = Indian Child Welfare Act.

Kinship Care = Payment program to support children living with relatives.

NCANDS = National Child Abuse and Neglect Data System. The Federal child abuse and neglect data system is a source of safety data submitted by states.

Ongoing Services Standards = The 5 Child Protective Services Standards and Practice Guidelines issued by DSP that establish program standards for ongoing child welfare services.

OHC = OHC including children placed under court order in foster care, group homes, residential care centers and kinship care. This is equivalent to the federal definition of foster care.

PACE = Partners in Alternate Care, now Foundations Training, which is a competency-based pre-service training curriculum for foster and adoptive parents.

PARC = Post-adoption resource center.

PIP = Wisconsin Program Improvement Plan for Round 2 of the federal CFSR.

PIP Implementation Team = Statewide multidisciplinary group for implementation of the PIP.

Rate Regulation = Payment system that ensures that providers are licensed to provide a certain level of care, based on the types of services they offer, and receive a pre-defined amount for providing those services to a child who needs them.

SNAP = Special Needs Adoption Program operated by DSP. This program will be officially renamed the public adoption program on September 1, 2018 in Federal Fiscal Year 2019.

TPR = Termination of parental rights.

eWiSACWIS = Wisconsin Statewide Automated Child Welfare Information System (SACWIS system).

eWiSACWIS Project Team = Staff supporting operations of eWiSACWIS system.

WICWA = Wisconsin Indian Child Welfare Act.

1. General Provisions

Administering Agency for Title IV-B, Title IV-E, CAPTA, Chafee and ETV

Wisconsin Department of Children and Families
201 East Washington Avenue, Second Floor
Madison, WI 53708

The Wisconsin Department of Children and Families (DCF) is the state agency dedicated to promoting the social and economic well-being of Wisconsin's children and families. The Department is committed to protecting children, strengthening families, and building communities. The Department has responsibility for the human service program areas of child and family services, child welfare, community-based youth justice, child care subsidy, child care licensing, Temporary Assistance for Needy Families, Refugee Services and child support. The Department organizational chart is available at: <https://dcf.wisconsin.gov/about-us>

Organizational Structure

Division of Safety and Permanence

Children, youth, and family services are located in the Division of Safety and Permanence (DSP), the unit within the Department responsible for Title IV-B Subpart 1, Stephanie Tubbs Jones (Child Welfare Services), IV-B Subpart 2 (Promoting Safe and Stable Families) and Monthly Caseworker visit grant programs, Title IV-E (Foster Care and Adoption Assistance), Child Abuse Prevention and Treatment Act (CAPTA), Chafee Foster Care Independence Program (CFCIP) and Chafee Education and Training Vouchers (ETV).

The DSP is responsible for supervising Wisconsin's child welfare system. Services are delivered through county- and tribal-administered child welfare programs, except in Milwaukee County and for the public adoption program which are operated by the state.

Bureau of Safety and Well Being

The Bureau of Safety and Well Being (BSWB) within DSP provides policy guidance and statewide leadership on child protective services, including matters related to CAPTA. The BSWB manages statewide prevention programs for the Department, including Promoting Safe and Stable Families (IV-B Subpart 2), domestic violence programs and the Wisconsin Trauma Project. BSWB staff collaborate with the Department of Health Services (the State Public Health Agency) to manage the Maternal Infant Early Childhood Home Visiting Programs. The BSWB administers Wisconsin's current IV-E Demonstration Project, the Post-Reunification Supports program, and is responsible for Continuous Quality Improvement (CQI) for the statewide child welfare system.

Bureau of Permanence and Out-of-Home-Care

The Bureau of Permanence and Out of Home Care (BPOHC) within DSP is responsible for oversight and licensing of child placing agencies, group homes, shelter care facilities, residential care centers for children and youth. It also provides policy guidance and statewide leadership on foster care and kinship care programs. BPOHC administers the public adoption program, the adoption search program, and the Interstate Compact on the Placement of Children (ICPC). BPOHC also administers the Permanency Roundtable program and the initiatives related to health outcomes for children involved in the child welfare system.

Bureau of Child Welfare Analytics and Program Integrity

In 2018, DCF created a Bureau for Child Welfare Analytics and Program Integrity. This new bureau is responsible for the oversight and management of the data analytics and program integrity of DSP programs, as well as policy and DSP compliance with federal Title IV-E requirements.

Bureau of Youth Services

The goal of the Bureau of Youth Services (BYS) is to bring a stronger and more coordinated program and policy focus to youth in the child welfare system and other vulnerable youth. Based on legislative direction in the 2015-2017 biennial budget bill, the administration and oversight responsibility for the community based juvenile (Youth Justice or YJ) system was transferred from the Department of Corrections to the DCF on January 1, 2016. In addition to oversight of community-based juvenile justice programs, the Bureau oversees the federal Chafee Independent Living Program, the Educational and Training Vouchers Program (ETV), the Wisconsin Brighter Futures Initiative, the Title V Abstinence Education Grant, the National Youth in Transition Database (NYTD) program, Runaway Programs, and other youth development efforts. BYS is responsible for initiatives related to educational outcomes for children involved in the child welfare system.

Division Administrator's Office

In addition to providing overall leadership for the Division, the Administrator's office is responsible for working with tribes in Wisconsin to address tribal child welfare issues, including implementation of the Wisconsin Indian Child Welfare Act (WICWA); development and implementation of the anti-human trafficking efforts; and leading major federally-required projects, including preparation for the Children and Family Services Review (CFSR).

Division of Management Services

Administration of eWisACWIS, the state child welfare data system, is located in the Bureau of Information Technology in the Division of Management Services (DMS). The Bureaus of Budget and Policy, Finance, Human Resources, Regional Operations and Performance Management are also located in DMS. The Bureau of Regional Operations located in DMS is involved in child welfare program quality assurance on behalf of DCF.

Division of Milwaukee Child Protective Services

The Division of Milwaukee Child Protective Services (DMCPS) administers child welfare services in Milwaukee County, the state's largest county.

Bureau of Regional Operations

Programs Included in the Child and Family Services Five Year Report

This report provides an update on the State goals and objectives established in the 2015-2019 Child and Family Services Plan (CFSP) submitted in 2014. The report includes activities supported through Titles IV-B Subparts 1 and 2, Adoption, Chafee and Education and Training Vouchers, Indian Child Welfare, Kinship Care and Title IV-E Foster Care programs. CAPTA updates, information concerning Juvenile Justice Transfers, and information required by the Child and Family Services Innovation Act are also covered. All requirements of 45 CFR 1357 are included within this plan. The plan also includes objectives for the Adoption Program and priorities for coordinating with the 11 federally recognized tribes in Wisconsin on Indian Child Welfare services. The report further describes the collaborative planning, compliance with the Indian Child Welfare Act (ICWA) and consultation between the state and tribes relating to the Chafee Foster Care Independence Program. Information and data on state achievement of national performance standards and case-related outcomes is also included in the report.

Data Sources

In accordance with 45 CFR 1355.53, Wisconsin utilized its Statewide Automated Child Welfare Information System (eWisACWIS) in developing this Annual Progress and Services Report (APSR). In addition, the following data sources were used by the Division to evaluate Wisconsin's APSR:

- Continuous Quality Improvement (CQI) Data
- Children's Court Initiative (CCI) Review Data
- Information and reports from counties, tribes, and others
- Data from the DCF KidStat Performance Measurement Process

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Description of Wisconsin's Child Welfare Service System

The child welfare system in Wisconsin is a county-operated, state-supervised system with the exception of Milwaukee County and the statewide public adoption program, which are administered by the Department. The state oversees child welfare practice and provides policy direction and funding to county human or social service departments. Counties also contribute local funding to support the child welfare system. As sovereign nations, tribes provide child welfare services directly based on their tribal codes and policies and may also have written agreements with county agencies.

Wisconsin's child welfare system is guided by the Wisconsin Child Welfare Model for Practice, which was developed by the Department in collaboration with counties and other child welfare partners. As stated in the Model for Practice:

- The purpose of the Child Welfare System is to keep children safe and to support families to provide safe, permanent, and nurturing homes for their children. The system does this by safely keeping children and youth in their own home, family, tribe, and community whenever possible.
- When it is not possible to keep children safely in their home, the system engages with the courts and others to provide a safe, stable, and temporary home that nurtures and supports the child's development. The system aims to transition children in OHC safely and quickly back with their family, whenever possible, or to another permanent home.
- The system strives to engage with children, youth, and families to expand healthy connections to supports in their community and tribes and bolster resiliency in families to help them thrive.

Interactions and services in the child welfare system are based on the principles of: trust, engagement, accountability, trauma-informed, culturally responsive, workforce support, and family-centered practices.

County agencies and other service providers, such as community-based organizations, provide a wide variety of services to children and families. These services include programs designed to strengthen families, reduce the risk of child abuse and neglect, support, and preserve families affected by abuse and neglect.

Child Protective Services (CPS) includes the investigation of child abuse and neglect, in-home services and the removal of children from the home when necessary to ensure child safety. Chapter 48 of the Wisconsin Statutes, also known as the Children's Code, governs abuse and neglect reporting and protective services, and codifies federal requirements for CAPTA, and ICWA. In addition to state statutes, CPS requirements and guidelines are described in the *CPS Access and Initial Assessment Standards*, *CPS Safety Intervention Standards* and the *CPS Ongoing Services Standards and Practice Guidelines*. Additional statewide policies are established through policy memos issued by the DSP.

The assessment and treatment of child abuse and neglect and the removal of children from their homes are performed by child welfare agency staff based on statutory requirements and state standards. Children enter foster (out-of-home) care through two primary avenues: child protective services and youth justice. Out of home care (OHC) placements include temporary shelter care, family foster care, group homes, and residential care centers for children and youth. All OHC providers must be licensed and pass criminal background checks.

While children are in OHC, child welfare and youth justice agencies are responsible for permanency planning. Permanency goals include reunification where possible and appropriate, adoption or guardianship. Children in OHC who are eligible for adoption through the termination of parental rights (TPR) are referred to the state public adoption program where they are matched with adoptive parents. Adoption assistance payments are made to persons who adopt children from the public child welfare system.

Wisconsin's Independent Living Program is designed to help children transition from OHC to self-sufficiency. Wisconsin follows the requirements of the federal Chafee Foster Care Independence Act of 1999. Regional Transition Agencies, along with tribes, receive Chafee funds, including Education and Training Vouchers to operate local service programs. Independent Living services focus on helping youth learn daily living skills and achieve a basic level of safety and well-being that includes employment, housing, education, and remaining connected to caring adults and their communities for ongoing support. Program eligibility guidelines target youth aged 15-21 who have been in OHC placement (e.g., foster home, group home, residential care center or court-ordered Kinship Care) for at least six months after age 14 or who have been adopted through the public adoption program after age 16. Eligibility for Independent Living services ends when the youth turns 21 years of age.

As directed in Wisconsin Act 55 on January 1, 2016, administrative and oversight responsibility for community-based youth justice was transferred from the Department of Corrections to DCF. Efforts related to the juvenile justice community based programming (now called Youth Justice to reflect stakeholder feedback) include: youth justice standards of practice, training, data collection and analysis, and consultation and technical assistance to counties.

The Kinship Care program is a child welfare program funded by the Temporary Assistance for Needy Families (TANF) Block Grant. The DMCPS, counties, and tribes operate Kinship Care programs. The Kinship Care program is often used as a child welfare service to allow children to remain living within their extended family structure. Kinship Care may be used to fund voluntary living arrangements with relatives or child welfare placements with relatives when the court has found a child to be in need of protection or services. Foster Care licensure must be pursued for all court ordered Kinship Care cases.

Collaboration

Wisconsin has established a strong structure and culture of cross-system, public-private collaboration. DCF assures collaboration through:

- Solicitation of input on federal plans and reviews;
- Established processes to assure stakeholder feedback and coordination on all child welfare policies and practices;
- Standing cross-system workgroups for ongoing collaboration;
- Time-limited, issue-focused cross-systems workgroups to address particular issues;
- Ongoing coordination and collaboration focused on key services for child welfare, education, employment, health care and others;
- Standing bi-monthly meetings with tribal child welfare directors; and
- Participation by DCF on a wide range of cross-sector workgroups chaired by other partners.

State Practices

Collaboration Specific to Federal Plans and Reviews

As articulated in the Model for Practice, DCF encourages stakeholder feedback in the development of all federal planning documents such as the CFSP and APSR as well as federal review and planning processes such as the CFSR and the PIP. In addition to posting the CFSP and APSR on-line for public comment and general information, DCF briefs standing advisory bodies and stakeholder groups on these plans. Wisconsin posts all current federal plans at the following website link - <https://dcf.wisconsin.gov/reports>.

As part of the current federal review planning process, key stakeholders have been actively engaged over the last two years to provide feedback for completing the CFSR statewide assessment and in developing the Program Improvement Plan (PIP). Efforts to date include developing a webinar series - <https://dcf.wisconsin.gov/cwportal/webinars> - that described all components of the CFSR including the statewide assessment, the case review process, and the state's performance on national performance standards. The webinar series covered the different plans the State completes, including the APSR, the CFSP and the PIP process. The webinar series was widely disseminated. As shown in the following table, DCF provided outreach presentations to a broad range of stakeholder groups between June 2016 and May 2017 that included representation from judicial partners, Tribes, foster parents, foster youth, and other key stakeholders. These presentations are summarized below.

Stakeholder Group	Date
Secretary's Advisory Council on Child Welfare	March 25, 2016
Citizen Review Panel Lead Staff	July 1, 2016
Foster Parent Advisory Council	September 23, 2016
Group Home Forum	November 8, 2016
Wisconsin Indian Child Welfare Directors	November 16, 2016
Out-of-Home Care Advisory Committee	December 7, 2017
Wisconsin County Human Services Agency Statewide Conference	December 1, 2016 and November 30, 2017
Wisconsin Commission on Children and the Courts	November 30, 2017 and June 25, 2017
Judicial Committee on Child Welfare	January 25, 2017 and December 13, 2017
Youth Advisory Council	February 11, 2017
Milwaukee Child Welfare Partnership Council	March 24, 2017

The goal was to identify strengths, challenges, and suggestions for improvements or continued investments in the child welfare system.

Program Improvement Plan Advisory Group

In December 2017, DCF launched a cross-sector PIP Advisory Group to assist DCF in developing a PIP that is comprehensive, effective, trauma-informed and focused on strengthening the child welfare system and improving outcomes for the families and children involved in the system. This advisory committee brings together a broad range of stakeholders that work on the child welfare system including, judges, attorneys, tribal members, foster parents, foster youth, counties and other partners.

Collaboration to Support State Policies and Programs

Wisconsin uses collaboration to ensure a shared vision and ongoing coordination and collaboration across systems. Collaborative workgroups chaired by DCF include Casework and Out-of-Home Care (OHC)/Adoption Committees, Rate Regulation Advisory Committee, Title IV-E Waiver Advisory Group, CQI Advisory Committee, and others. Communication is fostered between the Department and county child welfare agencies through Department regional meetings for local child welfare agency foster care coordinators, child welfare program supervisors and fiscal managers to update them on policy and procedures and provide a forum for discussion of current child welfare issues for both state and local child welfare agencies. When DCF issues a policy that affects counties or Tribes, DCF provides the draft policy for comment to counties through the Wisconsin County Human Services Association (WCHSA) and the Indian Child Welfare directors prior to finalizing policy. Comments are solicited and included in updated policy guidance. This process is specified in the state/county contracts.

The Department regularly works with groups representing key constituencies to develop program and policy initiatives to strengthen the child welfare system. These groups include, but are not limited to, WCHSA, the Wisconsin Foster/Adoptive Parent Association, the Wisconsin Association of Family and Children's Agencies, the Great Lakes Inter Tribal Council, the Children's Court Improvement Project, the Child Abuse and Neglect Prevention Board, the Early Childhood Advisory Council (ECAC) and other state agencies. DCF also supports a

Youth Advisory Council (YAC) for current and former foster youth. The statewide YAC meets quarterly. In addition, local YAC groups have been established in four counties across the state. Local YACs meet monthly to influence policy change and to educate communities and the DCF about youth experiences in foster care. Local YACs are involved in supporting the transition of Independent Living services from a county-based to a regional service delivery model. The Youth Advisory Council's current priority is eliminating the stigma attached to being a foster child.

Standing Advisory Bodies for DCF

Secretary's Advisory Council on Child Welfare

The Secretary of the DCF has established an Advisory Council on Child Welfare that convenes key leaders involved with the child welfare system. The Council provides advice and counsel to the Department on matters related to protecting vulnerable children and strengthening the child protective services system. The Council meets quarterly and is composed of county and tribal representatives, private sector service providers, advocates, representatives from the mental health and correctional systems, former foster youth, and foster parents. The purpose of the Secretary's Council on Child Welfare is to advise the Department's Secretary regarding policy, budget, and program issues that impact the safety, permanence, and well-being of Wisconsin's children and families.

Milwaukee Child Welfare Partnership Council

The DCF directly administers the child welfare system in Milwaukee County, the state's largest county. The Milwaukee Child Welfare Partnership Council is a broad-based advisory body, established by statute in 1998, which advises the Department on its administration of the system in Milwaukee County. The Partnership Council meets four times per year and is composed of state legislators, county elected officials, members of the judicial and legal systems, health care, and child welfare service providers, the birth to five system, advocates, community members, representatives from the K-12 educational system, and representatives from the mental health and alcohol and other drug abuse (AODA) systems. Wisconsin statute 48.562 specifies the charge of the Partnership Council, which is to recommend policies and plans for the improvement of Milwaukee County child welfare system including outcome measures and recommending measures for evaluating its effectiveness and funding priorities.

Secretary's Advisory Council on Youth Justice

In April 2016, the DCF established the Secretary's Advisory Council on Youth Justice. The Council is composed of key youth justice leaders from: state agencies, county-based youth justice system stakeholders, prevention service providers, and affected youth and families. The council meets quarterly to advise the DCF on matters related to supporting a stronger community-based youth justice system. Council members are appointed by and serve at the pleasure of the Secretary of the DCF.

In 2017, DCF made significant progress on the YJ strategic plan. Workgroups were convened in the areas of data, training, and assessment to further DCF strategic priorities. Nearly half of all 72 counties were involved in some way in helping DCF design our new data system, develop the criteria for a statewide risk/needs assessment, and/or redevelop our basic intake worker training. The new training will feature content on adolescent development and trauma, in addition to statutory responsibilities.

Child Abuse and Neglect Prevention Board (CANPB)

The DCF Secretary is a Director on the Child Abuse and Neglect Prevention Board which is the agency charged in Wisconsin statute to coordinate with the DCF on efforts to prevent child abuse and neglect. The DCF and CANPB are collaborating on the implementation and evaluation of two programs to prevent maltreatment in high-risk families: Project GAIN and the Community Response.

Project GAIN was a research project designed to answer, “How much maltreatment prevention can be achieved by intervening with at-risk families around economic stressors?” The focal population for the GAIN intervention is families who have been reported to and investigated by child protective services (CPS) in Milwaukee, but for whom no ongoing services are provided (i.e., cases closed following an investigation). Key features of GAIN include (1) a comprehensive eligibility assessment for an array of public and private economic supports, and assistance accessing these resources, (2) financial counseling - collaborative work with a GAIN financial support specialist to identify financial goals and steps to achieve them, and improve financial decision-making, and (3) access to one-time emergency cash supplements to alleviate immediate financial stressors.

Community Response Program

Administered and funded by the Child Abuse and Neglect Prevention Board, the Community Response Program (CRP) was created in 2006 to fill a gap in the child maltreatment prevention continuum. CRP provides voluntary supports to families reported to county child protective services (CPS) for alleged child abuse or neglect who are not receiving services because the referral is either screened out or the referral is screened in for further assessment, but the case is closed after the initial assessment.

The overall goal is to strengthen families, prevent child abuse and neglect, and reduce re-referrals to CPS. CRP is a short-term (20 week maximum) voluntary prevention program that includes:

- Case Management
- Home Visits
- Collaborative Goal Setting
- Comprehensive Assessment
- Flexible Funds to support individualized services

There are currently 8 CRP programs in Wisconsin that are coordinated locally with child welfare agencies. The CRP staff work with the families to identify immediate needs and assist families in connecting to formal and informal resources to meet these needs (e.g., parenting supports, mental health treatment, child health and development). CRP works not only to mitigate risk factors, but also to identify and build protective capacities of parents and caregivers. A primary focus of CRP is to assist families with economic stressors. Decades of research show evidence of a strong correlation between poverty and child maltreatment

On average CRP staff work with families for 16-20 weeks. The comprehensive assessment allows the family to discuss and identify their critical stressors and their goals. Families typically select between 2 to 5 goals.

In addition, the DCF works closely with CANPB on parenting education and support. CANPB supports Family Resource Centers and parenting programs that offer a range of services including the following.

- Group services: delivering parent education courses, workshops, support groups, drop-in programs, respite care, and play groups.
- Individual services: providing families with personal consultations and support through services such as warm-lines, home visits, supervised visitation, or safe exchange programs.
- Outreach and family visiting services: reaching out to parents and families in their homes or in other community-based locations convenient for families. This might be through collaborations with birthing hospitals to connect with new families, through community response to ensure families have support in times of need, or through universal services such as car seat checks.
- Community resource and referral and follow-up services: offering a reliable link to public and private agencies and providing strong family advocacy within local communities. Families can receive referrals to other community programs, public benefits, as well as assistance with transportation.

The following link is to a map of Family Resource Centers locations throughout the state:

<https://preventionboard.wi.gov/Pages/ForFamilies/FamilyResourceCenters.aspx>

Issue Specific DCF- Led Collaborations

In addition to DCF broad-based collaborations involving all child welfare issues, DCF leads cross-system collaborations on specific program areas as detailed below. DCF recognizes and leads efforts to provide more in-depth, cross-sector discussions about particular areas of the child welfare system.

Integration of Youth Justice System

As discussed above, in January 2016, oversight of community-based juvenile justice services was transferred from the Department of Corrections to the DCF. An intensive stakeholder engagement process was launched early in 2016 to gain insight into how the current system operates across the state, identify the most pressing concerns, and learn from key stakeholders about their vision for the system. Input was gathered through stakeholder meetings, community sessions and calls, site visits to juvenile detention centers across the state and an online survey of 300 individuals from more than 60 counties. The analysis of this feedback was compiled into key areas of services for youth including: prevention and diversion from entering the system, assessment and casework, and post-disposition. This process resulted in the development of Youth Justice Vision and Strategic plan.

Anti-Human Trafficking Task Force

Sex trafficking of children and youth is a growing concern nationally and in Wisconsin. A broad-based, cross-system Anti-Human Trafficking Task Force co-chaired by DCF Secretary Eloise Anderson and Wisconsin Attorney General Brad Schimel was formed in 2015 and met on a quarterly basis through December 2017. The Task Force involved cross-sector leadership from state departments, law enforcement, lawyers, judges, the faith community, local coalitions focused on addressing trafficking, service providers, advocates, and survivors of trafficking. The DCF hired an anti-human trafficking coordinator to oversee and coordinate the work of the Task Force and additional initiatives to address this issue.

Efforts on which the Task Force provided advice and counsel included the development of training competencies, a human trafficking curriculum, a screening tool, and prevention strategies. The DCF also

launched an Anti-Human Trafficking Regional Hub model. The regional hubs will work with county and tribal child protective services workers to coordinate services for youth, train community stakeholders on how to serve this population, and promote prevention and awareness messaging to the public. The seven regional hubs are being phased in. As of July 2018, two regions have Anti-Human Trafficking hubs. A smaller group led by the DCF will continue to advise the department on critical anti-human trafficking efforts in the state.

Children with Disabilities in the Child Welfare System

As directed by state legislation in April 2016, the DCF established a Workgroup on Children with Disabilities served by the Child Welfare System. This cross-sector workgroup identified risk factors of children with disabilities in the child welfare system, analyzed the scope and experience of children with disabilities in the child welfare system, articulated the strengths and challenges of the current child welfare system in serving children with disabilities, explored practices in other states and made recommendations to DCF about steps to improve services for children with disabilities. Recommendations included: increase evidence-informed education programs to parents and professionals who work with these children and families about the heightened risk for maltreatment; strengthen the identification of disabilities through improved data sharing across the child welfare, K-12, and Medicaid systems; strengthen training for child welfare workers on best practices; and update child welfare standards to incorporate best practices and strengthen coordination between the child welfare and children's long term care systems. The workgroup met monthly from June through December, 2016. The workgroup report can be found at: <https://dcf.wisconsin.gov/files/cwportal/reports/pdf/act365.pdf>.

DCF Opioid Steering Committee

As directed by Executive Order from the Governor in October 2016, the DCF established a broad-based Opioid Steering Committee composed of representatives from DCF, the state public health agency, the state substance abuse agency, the courts, counties, Tribes, law enforcement, the medical profession, service providers, and a person with lived experience. The DCF Opioid Steering Committee was charged with developing an understanding of, and strategies to address, opioid and other drug abuse issues that affect child safety. The Steering Committee met on a monthly basis from January to December, 2017. The Opioid Steering Committee used the framework recommended by the National Center on Substance Abuse and Child Welfare, which examines the following five points of intervention: Pre-pregnancy, Prenatal, Birth, Neonatal, and Childhood and Adolescence. Most of the recommendations are being implemented through passage of recent state legislation, Governor's Executive Orders, and DCF policies.

Cross-Systems Collaborations Targeted to Well-Being Outcomes

Health

As described in Item 29, the DCF and the Wisconsin Department of Health Services (DHS) collaborate closely to improve the quality, access, and timeliness of health care services to children and youth in OHC through the implementation of a Medicaid medical home service delivery model called Care4Kids. The Care4Kids program provides comprehensive, coordinated care for children and youth in foster care tailored to each child's individualized needs. Other collaborative health projects include: automation of Foster Care State Medicaid certification for children in out-of-home care, and the Children's Behavioral Health Project, which encourages appropriate utilization of psychotropic medications for Medicaid children and youth, and the use of Coordinated Service Teams to coordinate care for children and youth in multiple systems of care.

Trauma

The WI Trauma Project, in partnership with the Wisconsin First Lady's Fostering Futures Initiative is described in more detail in Item 29, Service Array. The project creates a more trauma-informed and responsive child welfare system of care by introducing evidence-based trauma screening, intervention and treatment into the service array. Training is provided to agency social workers and birth, foster and adoptive parents, kinship caregivers on childhood trauma and how to effectively respond to trauma in the home environment. Further training and technical support is available to help county child welfare agencies and state agencies engage in organizational culture change to become trauma-informed agencies.

Education

The DCF has a strong collaboration underway with the Department of Public Instruction (DPI), the state education agency, to improve the educational outcomes of children and youth in the child welfare system. In 2017, the relationship between DCF and the DPI was strengthened, as both departments began implementing the requirements of the Every Student Succeeds Act (ESSA).

In the last year, the DCF and the DPI launched an educational portal that provides child welfare workers with data in the educational system for children on their caseloads. This portal is used to facilitate improved understanding of the needs and experiences of children. In partnership with the University of Wisconsin-Madison, DCF and DPI continue to engage in research about the educational outcomes of children in OHC to inform policy development.

DCF has also extensively coordinated with the DPI to implement key elements of the Every Student Succeeds Act. This coordination included issuing joint guidance to promote best practices around school stability including core factors that should be considered, such as student and parent preferences, student safety and educational needs in addition to supplemental considerations such as how many schools the student has attended, meaningful relationships with staff and peers at a school, travel time to a school and what schools a child's sibling attends.

Additional materials developed by the DCF are focused on transitions between schools for child welfare children and families and how to best promote and support educational success. These include:

- A Desk Guide – “Promoting School Success for Children in Foster Care”
- <https://dcf.wisconsin.gov/files/cwportal/fc/fcschoolsuccess-dskguide.pdf>
- The “Education Passport” for the purpose of improved and easily accessible information that can guide schools and child welfare agencies when a child needs to change schools -
<https://dcf.wisconsin.gov/files/mcps/policy-resources/2015-passport-form-example.pdf>.

In addition, online information is available for schools and communities about who to contact in particular counties that is identified as the education liaison for the child welfare agency through the Education Points of Contact Map - <https://dcf.wisconsin.gov/map/essa>

Youth Employment and Post-Secondary Education

Over the last year, the DCF forged a closer collaboration with the Department of Workforce Development (DWD) to identify and better connect youth aging out of care and at-risk youth to programs that help build important educational and employability skills through expanded opportunities made available by the Wisconsin Innovation and Opportunity Act (WIOA) Youth Project.

The DCF is engaged in collaboration with other state agencies and external stakeholders to promote the employment of youth with disabilities who are on the Supplemental Security Income (SSI) program. Led by the DWD, the collaboration successfully applied for and is now implementing the PROMISE federal demonstration grant from the Department of Education, which is designed to increase the education, career, and income outcomes of children and youth with disabilities receiving SSI and their families.

The DCF worked with the DWD to align services with Workforce Development Boards and the Youth Service regions. In addition, the DCF secured a partnership with a local business, Culver's Restaurant, to promote the hiring of foster youth and support partnerships between Culvers and county child welfare agencies. To help promote positive work experiences for youth with trauma histories, DCF also created a brochure for employers entitled, "Being a Trauma-informed Champion in the Workforce."

<https://dcf.wisconsin.gov/files/publications/pdf/5189.pdf>

Since 2001 the DCF has had a cross-system collaborative workgroup to promote the enrollment of former foster youth in post-secondary education. The Foster Youth to College (FYC) advisory group is composed of professionals from child welfare, private colleges, technical colleges, the state university system, and the DPI.

Early Childhood

The DCF Secretary and the Superintendent of the DPI co-chair the Early Childhood Advisory Council (ECAC). The ECAC is a high level stakeholder group comprised of public and private leaders that provides advice on the strategic direction for the state's efforts to promote early childhood development. The ECAC has developed a cross-system agenda with the overall goal of having all young children be safe, healthy, and successful. The Division Administrators for the Division of Early Care and Education and Safety and Permanence serve on the Early Childhood Advisory Council.

Collaboration to Strengthen Parent and Youth Voice

The DCF is participating in the Wisconsin Children's Mental Health Collective Impact Initiative led by the Office of Children's Mental Health to integrate parent and youth voices in policy and program decisions. The collective impact framework brings staff from a wide variety of organizations together, including staff from several state departments and agencies, to examine data to identify root causes, develop a common agenda and identify shared measures across systems to gauge progress. The ten parents and five youth involved bring decades of lived experience to the effort. Parents co-chair each of the committees. With the parent and youth guidance and support, the DCF and other state agencies will be able to better recognize gaps in services, failing programs and unhelpful or cumbersome policies and practices.

Youth Advisory Council

The WI Youth Advisory Council (YAC) continues to bring the voices of youth currently and formally served in the child welfare system to the table to advise DCF and strengthen youth advocacy skills. In 2017, the YAC – which is also a Citizen Review Panel in WI – organized and held its second annual Hands Around the Capitol event to bring awareness of foster care to the forefront during National Foster Care Awareness Month. The event was a huge success and was covered by local media outlets.

Youth Leadership Teams

In the fall of 2016, the DCF launched four “Youth Leadership Teams,” covering all parts of the state, to involve young people who have had involvement with the justice system (past or present) to share their perspectives and give input. Thirteen founding partners that are counties or youth-serving organizations support these for teams. Initial areas of priority based on statutory mandates and stakeholder feedback are the selection and implementation of a statewide risk/needs assessment, basic intake worker training modernization, initial phase data collection, and work on tailored and effective court orders.

Each meeting has three core activities: (1) give input to DCF, (2) develop and strengthen leadership skills, and (3) work on a project of the team’s choosing to help improve the youth justice system. At all meetings, young people have been actively engaged. Adult supporters, ranging from social workers, mentors, therapists, biological parents, and foster parents, have also found value in the meetings. Evaluations from the young people indicated that they felt their time was well spent. One young person said the best part of the meeting was “feeling our voices matter.” Young people may apply to join a team at any time by filling out the online application. More details on the teams and this process can be found in the following report describing efforts: <https://dcf.wisconsin.gov/files/cwportal/yj/pdf/ylt-youthvision.pdf>

Collaboration to Support the Child Welfare Workforce

The DCF Bureau of Regional Operations (BRO) supports regular regional meetings that are used to share information with county child welfare supervisors. The supervisors use the meetings to talk about child welfare workforce recruitment and retention issues. Supervisors can provide peer support to each other at those meetings. In addition, information is shared about child welfare worker training at the regional meetings. The regional meetings are limited to child welfare supervisors.

The DCF participates in a Wisconsin County Human Services Association (WCHSA) led workforce recruitment and retention workgroup that has met over the last couple of years to make recommendations for statewide strategies to improve child welfare worker recruitment and retention. The committee and the DCF conducted a worker intent-to-leave survey, developed child welfare worker recruitment videos, and are working on a centralized recruitment strategy to improve the availability and retention of child welfare workers state-wide.

- The first video is about 3 minutes and is like a movie trailer. It is a quick and high impact overview of the work of child welfare. This video is intended to be used at the beginning of the recruitment process before an applicant applies: https://youtu.be/eT_nqR5GFGU

The 2nd video is about 30 minutes and gives a comprehensive overview of the different aspects of child welfare work. It is a job realistic video as it portrays both the positive and challenging parts of this work. This video is

being used by counties as part of the recruitment process. The video is available at the following site:
https://youtu.be/A2eG_INLnXU.

Other Cross-System Collaborative Efforts

The DCF Secretary or Secretary's designee serves on additional statewide Councils and Workgroups that promote cross-system collaboration and coordination including: the State Council on Alcohol and Other Drug Abuse; the Wisconsin Council on Mental Health, the Council on Offender Reentry, and the Criminal Justice Coordinating Council.

DCF staff have served on the Department of Justice Multidisciplinary State Task Force on Children in Need, as required under sections 107(b)(2) and 107(c)(1) since 1991. This is a key component of Wisconsin's plan to comply with the Children's Justice Act.

Citizen Review Panels

Consistent with CAPTA requirements for citizen review panels (CRP), Wisconsin has eight panels:

- Marathon County Citizen Review Panel
- Outagamie County Citizen Review Panel
- Milwaukee Partnership Council
- Wisconsin Youth Advisory Council
- St. Croix County Citizen Review Panel
- Polk County Citizen Review Panel
- Langlade County Citizen Review Panel
- Jefferson County Citizen Review Panel

All panels fulfilled their responsibilities under CAPTA regarding meetings, mission, and submission of annual reports. Each panel received CAPTA funds in the amount of \$10,000 to support their activities, which includes sending panel members to the annual National Citizen Review Panel Conference.

The panels benefit from participation in the national conference and are engaged in locally driven activities. Increasingly, all panels have been active in promoting child abuse prevention. The Youth Advisory Council has actively led the "Hands Around the Capitol" event over the last two years in May which is focused on generating awareness of the importance of becoming a foster parent and supporting older foster youth and the foster care system in general.

For more information about each panel's 2017 activities, please see the citizen review panels' annual reports and DCF responses online at <https://dcf.wisconsin.gov/prevention/crp>.

Court System Collaboration

The DCF and the Wisconsin Director of State Courts Office (DSCO) have a long-standing, strong collaboration to support the jointly-held goal of improving the safety, permanency, and well-being of children, youth, and families in our state. The DCF Secretary serves as a member of the Wisconsin Commission on Children, Families and the Courts, which is a broad-based stakeholder advisory body that provides input on court improvement projects and child welfare related policies and activities.

The Child Safety Decision-Making Subcommittee of the Wisconsin Commission was established to improve the well-being of children in Wisconsin by implementing consistent safety practices across the state and ensuring that all stakeholders have necessary and sufficient information to determine when a child should be removed and when the child should return home. This multidisciplinary committee is comprised of state, county, and tribal representatives working in the child welfare and court systems. The Subcommittee also serves in a leadership and advisory role and makes recommendations related to development of policy, resource materials, statutory changes, and training curricula. The Subcommittee created the Child Safety Decision-Making Model to educate child welfare, court, and legal professionals on child safety, create common language across these disciplines regarding child safety, and implement consistent child safety practices across the state of Wisconsin. The Model is currently being piloted in three counties: Waukesha, Jackson, and La Crosse.

The DCF has been able to utilize the Wisconsin Commission on Children, Families, and the Courts, the Wisconsin Judicial Committee on Child Welfare, and other committees staffed by Division of State Courts Office (DSCO) to provide agency updates to and solicit input from judicial officers, attorneys, and other stakeholders regarding legislation and policies. Recent discussion topics have included the Anti-Human Trafficking Task Force, youth justice issues, Three Branch Institute on Improving Safety and Preventing Child Fatalities, Every Student Succeeds Act, and the Child and Family Services Review (CFSR).

In addition, staff from the Children's Court Improvement Program (CCIP) and/or circuit court judicial officers participate in a number of committees staffed and led by the DCF, such as the Child Welfare Continuous Quality Improvement Advisory Committee, Wisconsin's DCF Opioid Steering Committee, Title IV-E Waiver Advisory Group, OHC and Adoption Committee, Secretary's Juvenile Justice Advisory Council, Anti-Human Trafficking Task Force and Implementation Advisory Workgroup, and the Program Improvement Plan Advisory Group.

The Department values and is committed to strong collaboration with the judicial branch and the CCIP. The Department will continue to include CCIP representatives as part of CFSR/PIP and Title IV-E activities and the development of the CFSP and APSR. The DCF also shares AFCARS and eWISACWIS administrative data with CCIP on an ongoing basis.

The CCIP and the DCF have worked in partnership to advance the implementation of trauma-informed care practices in the court and child welfare systems throughout the state. Examples of these efforts include: (1) co-sponsoring the 2015 Conference on Child Welfare and the Courts: Moving Toward a Trauma-Informed Wisconsin. The conference built awareness of the impact of trauma and provided resources to respond in an effective manner to children and families. It was attended by multidisciplinary teams of professionals, representing 58 counties, 9 tribes, and multiple state agencies that met during the conference to create an action plan to implement in their community or organization; and (2) providing regional Trauma-Informed Care

Peer Learning Collaborative training events in 2016, where judicial, legal, and child welfare professionals learned about practical steps to address trauma, shared solutions-based ideas and innovative projects, and continued to develop an action plan to integrate trauma-informed practices in their county or tribe.

The CCIP and judges from Milwaukee County partnered and received support from the National Council of Juvenile and Family Court Judges for Milwaukee County to become a Project ONE demonstration site. Project ONE stands for One Family/One Judge, No Wrong Door, and Equal and Coordinated Access to Justice. Project ONE seeks to develop a holistic approach to addressing the needs of children and families in the court system no matter which jurisdictional “door” of the courthouse – family law, child welfare, domestic violence, juvenile justice, etc. – they enter. Milwaukee County was selected to be one of six jurisdictions from across the country to assess current practice and pilot new approaches that maximize judicial coordination across case types to promote positive outcomes and prevent unnecessary court involvement. The court system continues to work closely with the Division of Milwaukee Child Protective Services (DMCPS) as part of the multidisciplinary advisory committee that is currently focusing on the issue of dual-status youth.

In February 2014, Wisconsin was selected as one of eight Casey Family Programs Judicial Engagement states. After considering state data, the goals of the initiative, and size and demographic composition of counties, three counties were selected as pilot sites for the Judicial Engagement Initiative (Monroe, Dane, and Kenosha). The goals of this initiative are to engage judicial systems to support children remaining safely in their homes, timely exits to permanency, full consideration of well-being, and ICWA compliance. The court system has benefited by receiving technical assistance in the following areas: judicial and legal representation best practices, court/agency data integration and analysis, docket management, and Court Improvement Program continuous quality improvement (CQI) standards. A team of consultants from the National Center for State Courts, National Council of Juvenile and Family Court Judges, and the American Bar Association (ABA) Center on Children and the Law provide program support.

Collaboration with Children’s Justice Act Partners

DCF collaborates with the Department of Justice Children’s Justice Act (CJA) Program in several ways to meet shared goals of the child welfare system and CJA program including addressing areas of trafficking and exploitation in the child welfare system.

In addition, the DCF has staff on the Children’s Justice Act Council, Division leadership serves on the Department of Justice Child Maltreatment Task Force, and DCF’s Anti-Human Trafficking Coordinator is sharing information and collaborating with DOJ on a wide range of efforts related to Wisconsin’s anti-human trafficking goals and objectives.

Collaboration Across Government Branches

Wisconsin was selected to participate in the Three Branch Institute on Improving Child Safety and Preventing Child Fatalities in 2016-2017. Wisconsin’s team for the Three Branch Institute was composed of members of the Executive Branch (DCF and CANPB), legislators from both parties, and members of the judicial branch (CCIP Director and a judge). The team developed an action plan that included: the development of a predictive risk model and strategies to provide timely and effective intervention to high risk families that touch, but do not enter the child welfare system; the implementation of the Collaborative Safety Services model that reviews

child maltreatment deaths and near deaths in a more systemic, trauma-informed manner; the implementation of a bi-partisan legislative caucus; support for the judicial safety decision-making pilots; and, the establishment of a Statewide and DCF Opioid Task Force. Participation in the Three Branch Institute enabled Wisconsin to accelerate the momentum of existing safety efforts and engage in thoughtful planning of new initiatives to strengthen child safety.

Wisconsin participated in two prior National Governor's Association (NGA) Three Branch Institutes. In recognition of the negative impact of adverse childhood experiences, Wisconsin applied for and was accepted to participate in the 2013 National Governors Association Three Branch Institute on Child Social and Emotional Well-being. The core team attending the Institute included the Wisconsin First Lady, the DCF Secretary, the Deputy Secretary of DHS, the CEO of a community-based family-serving organization, state legislators, and members of the judiciary. Wisconsin used the Three Branch Institute to support and advance the work of Fostering Futures, which is an initiative to strengthen the use of trauma-informed principles in child and family serving systems. Fostering Futures continues to be the umbrella for Wisconsin's efforts to expand an effective and comprehensive approach to addressing the trauma needs of the child and adult populations in Wisconsin.

In recognition of the unique challenges faced by vulnerable youth, Wisconsin applied for and was accepted to participate in the 2011 National Governors Association Three-Branch Institute on Improving Outcomes for Adolescents in the Child Welfare system. The eight-person core team attending the Institute included the Secretary and members of DCF, senior management from DOC, state legislators, and members of the judiciary. A number of key action items were an outgrowth of this Three Branch Institute including the creation of a video featuring foster youth used as a training tool with judges to promote youth engagement in court processes and the establishment of a Bureau of Youth Services within the DCF to provide heightened focus and coordination on supports and services for foster youth and other vulnerable youth.

2. Assessment of Performance – Data

The first part of this section includes relevant data that demonstrates performance on each of the 18 case review performance items. A more comprehensive and detailed analysis of Wisconsin data was provided in Wisconsin's CFSR Statewide Assessment submitted on February 16, 2018.

For the three areas of safety, permanence, and well-being, information includes:

- I. Case Record Review Data (from Wisconsin's Review Week and Representative Sample of cases analyzed in 2015-2016)
- II. National Performance Standards Data, if applicable;
- III. Administrative data

I. Case Record Review Data

Wisconsin reviewed a statewide representative sample of ongoing services cases in 2015 and 2016. The reviews were conducted using the federal Onsite Review Instrument (OSRI) and all reviews were completed online through the federal CFSR Online Monitoring System (OMS), where review data is stored. Case practice on the cases selected for the random sample was examined for a set timeframe, or period under review (PUR). In 2015, a total of 271 ongoing services cases were reviewed. The PUR for the 2015 Ongoing Services case record review assessed case practice between July 1, 2014 (PUR start date) until the date that the case review was started, or December 31, 2015 (PUR end date), whichever came first. The maximum PUR was 18 months. In 2016, there were small modifications to the review process to reflect more accurately the Children's Bureau guidelines. This included adopting a six-month rolling sampling timeframe which created a one-year PUR. In 2016, 266 (164 foster care, 102 in-home) ongoing services case reviews were completed.

Both in-home and out-of-home care (OHC) cases were reviewed in 2015 and 2016. For the purposes of this review, an in-home case was defined as having no children from the family placed in OHC during the period under review. An OHC case was defined as having a child placed in OHC (in settings including a foster home, relative placement, group home, etc.) for at least 24 hours during the PUR. OHC cases reviewed focused on a single target child selected at random, while in-home cases typically encompassed the entire family/all children residing in the home. All other case elimination criteria provided by the Children's Bureau was applied to the review samples.

II. National Performance Standards Data

Data is included showing Wisconsin's performance on the seven national performance standards in the areas of safety and permanence, in the relevant performance item.

III. Administrative Data

Relevant administrative data are provided with respect to safety, permanence, and well-being indicators. The DCF has 12 child welfare dashboards to help county directors, supervisors, and workers quickly and accurately understand their caseload status and performance compared to federal and state standards. These 12 dashboards include information on Safety, Permanence, Well-Being, and Worker-Performance. While the

Safety, Permanence, and Well-Being dashboards provide information by county, the Worker-Performance dashboard provides worker, supervisor, and county-specific information to enable individuals and teams to manage their workload and understand their areas of strengths and limitations. Wisconsin’s KidStat is DCF’s Performance Management Program and monitors measures on an ongoing basis that align with the Wisconsin Child Welfare Model for Practice and the CFSR. All of these sources of data are analyzed to create information and knowledge used to make improvements to Wisconsin’s child welfare system.

DCF receives feedback on the state’s performance with respect to performance items through several mechanisms, such as posting this plan for comment and highlighting the plan at stakeholder meetings, in addition to posting and receiving feedback on federal and state reports that provide both qualitative and quantitative information through stakeholder meetings and communication. Further, dashboards tracking performance over time are updated regularly and available on the DCF public website - <http://dcf.wisconsin.gov/cwreview/dashboards/default.htm>. Relevant state and federal data that reflects updated performance are shared in this section as available.

In the sections below covering items 1-18, summary data is presented at the beginning of each item that includes the case record review data on Wisconsin’s 2015-16 CQI case record review, the average score of the first 24 states that completed the CFSR Round 3 as summarized by the Administration for Children and Families, and the federal standard.

[Safety Outcome 1: Children are, first and foremost, protected from abuse and neglect.](#)

Item 1: Timeliness of initiating investigations of reports of child maltreatment

I. Case Record Review Data

			2015-2016 WI CQI Results	Average National Percent Strength	Federal Standard
Safety Outcome 1	Item1:	Timeliness of Initiating Investigations of Reports of Child Maltreatment	76%	71%	95%

II. National Performance Standards Data: Not Applicable (N/A)

III. Administrative Data

Figure 1: Percent of Timely Initial Face to Face Contact with the Family, CY 2010 through CY 2017

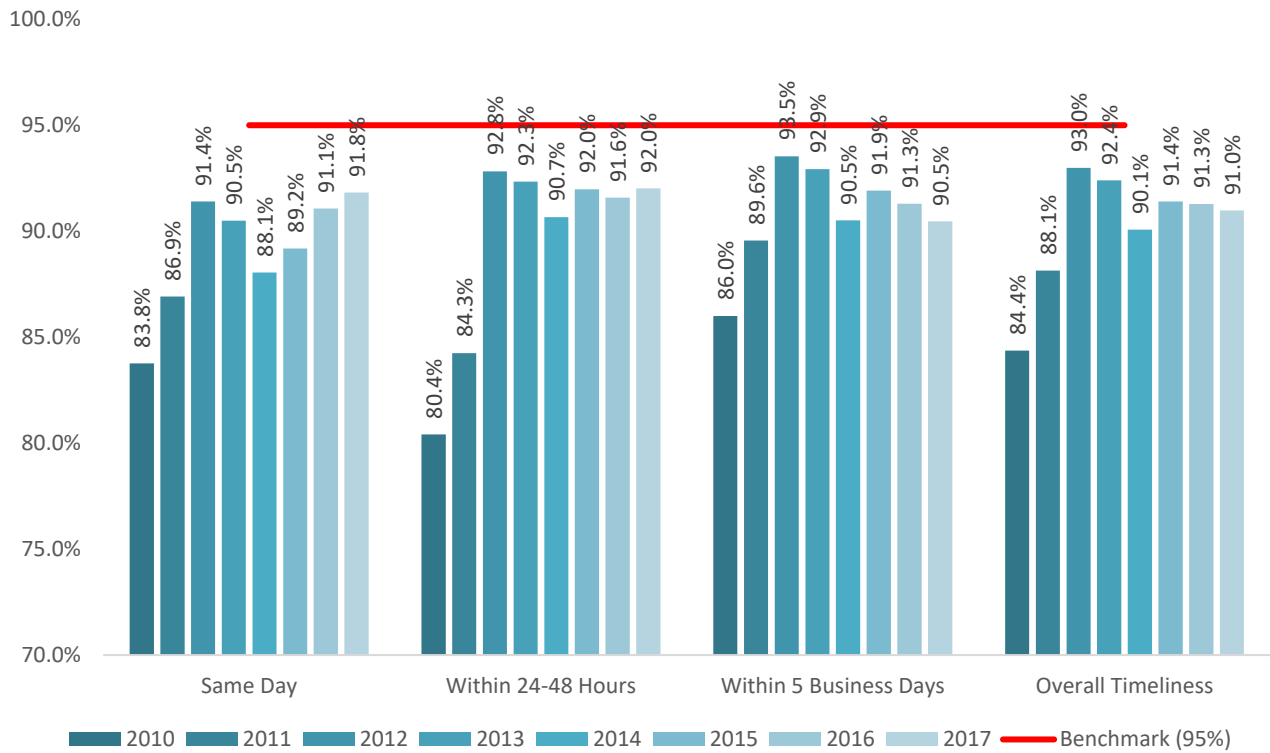


Table 1: Comparison of the Total Completed Initial Assessments (I.A.s) by the Number of Initial Face-to-Face Contacts Attempted in a Timely Manner, CY2013 through CY 2017

Required Response Time	2013		2014		2015		2016		2017	
	Timely I.A. Attempts	Total I.A.s	Timely I.A. Attempts	Total I.A.s	Timely I.A. Attempts	Total I.A.s	Timely I.A. Attempts	Total I.A.s	Timely I.A. Attempts	Total I.A.s
Same Day	3,668	4,053	4,063	4,614	4,479	5,022	4,614	5,066	5,037	5,485
Within 24-48 Hours	3,423	3,707	3,711	4,093	3,864	4,201	3,675	4,013	3,529	3,835
Within 5 Business Days	14,996	16,137	15,873	17,537	16,299	17,731	15,866	17,377	15,259	16,867
N/A	22	32	6	16	8	15	2	6	6	8
Total	22,109	23,929	23,653	26,260	24,650	26,969	24,157	26,462	23,831	26,195

¹ – Timely Initial Assessment Attempts include initial face to face contacts that were completed, and those that were attempted to be completed on-time.

² – Total Initial Assessments include only those completed within the reporting period.

The figure above shows that Wisconsin has not met the benchmark for timely face-to-face contact with families. Performance increased significantly between 2010 and 2013. From 2013 through 2017, we have seen a plateau in performance. The most urgent cases have the strongest performance in successful contacts.

Table 2: Initial Assessment Completion Timelines, CY 2010 through CY 2017

Year	I.A.s Completed On-Time	Total Completed Initial Assessments	Percent of Initial Assessments Completed On-Time
CY 2011	13,216	26,397	50.1%
CY 2012	17,493	26,236	66.7%
CY 2013	16,693	23,929	69.8%
CY 2014	16,151	26,260	61.5%
CY 2015	17,929	26,969	66.5%
CY 2016	18,046	26,462	68.2%
CY 2017	17,937	26,195	68.5%

As seen in Table 2, Wisconsin’s Initial Assessment Completion Timeliness has improved significantly from CY 2011, and has improved every year since CY 2014. However, between CY 2011 and CY 2017, Wisconsin has not met the standard of completing all Initial Assessments within 60 days.

Safety Outcome 2: Children are safely maintained in their homes whenever possible and appropriate.

Item 2: Services to family to protect children in the home and prevent removal or re-entry into foster care

Item 3: Risk and Safety Assessment and Management

I. Case Review Data

			2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
Safety Outcome 2	Item 2	Services to Family to Protect Child(ren) in the Home and Prevent Removal or Re-Entry Into Foster Care	88%	70%	90%
	Item 3:	Risk and Safety Assessment and Management	64%	61%	90%

II. National Performance Standard Data

The figure below shows Wisconsin’s re-entry rate. Wisconsin’s re-entry rate is 10.9%, which is above the federal benchmark of 8.3%. The need for improvement in this area was the motivation for developing and implementing the Post-Reunification Support (PS) Program through the Title IV-E demonstration project to improve the re-entry rate.

Figure 2: Re-entry into Out-of-Home Care

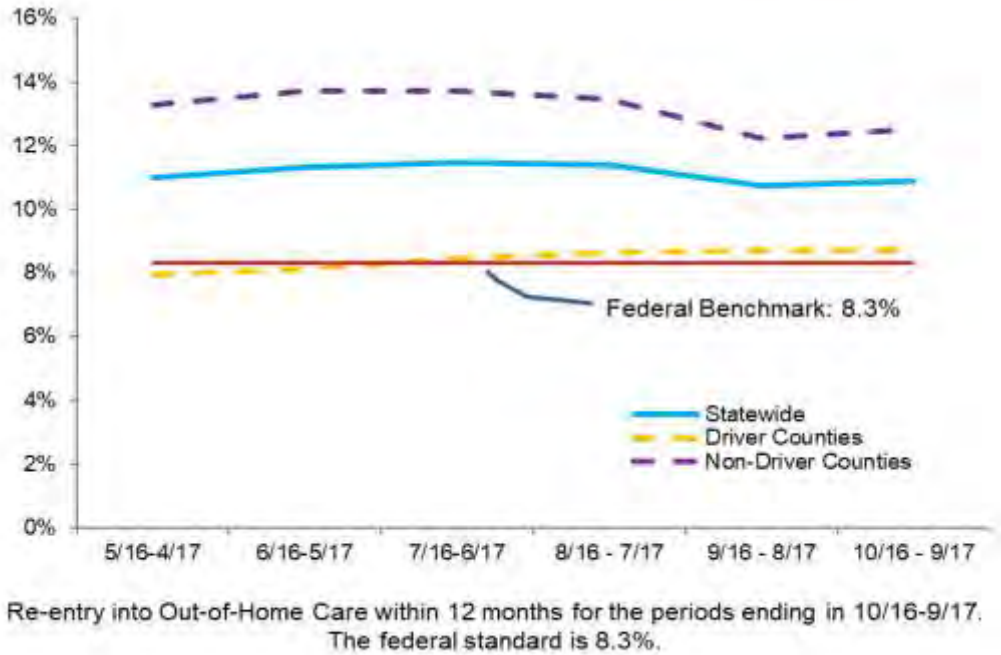
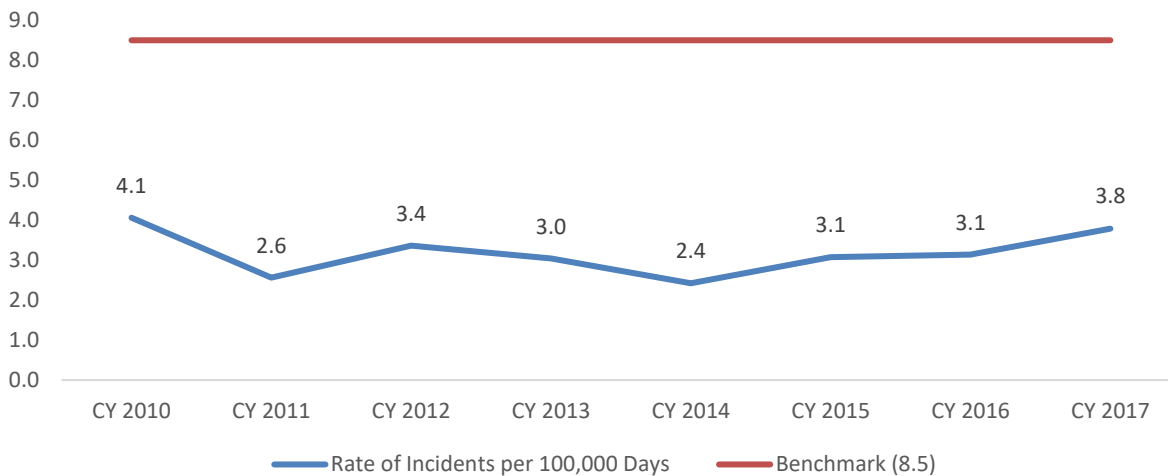


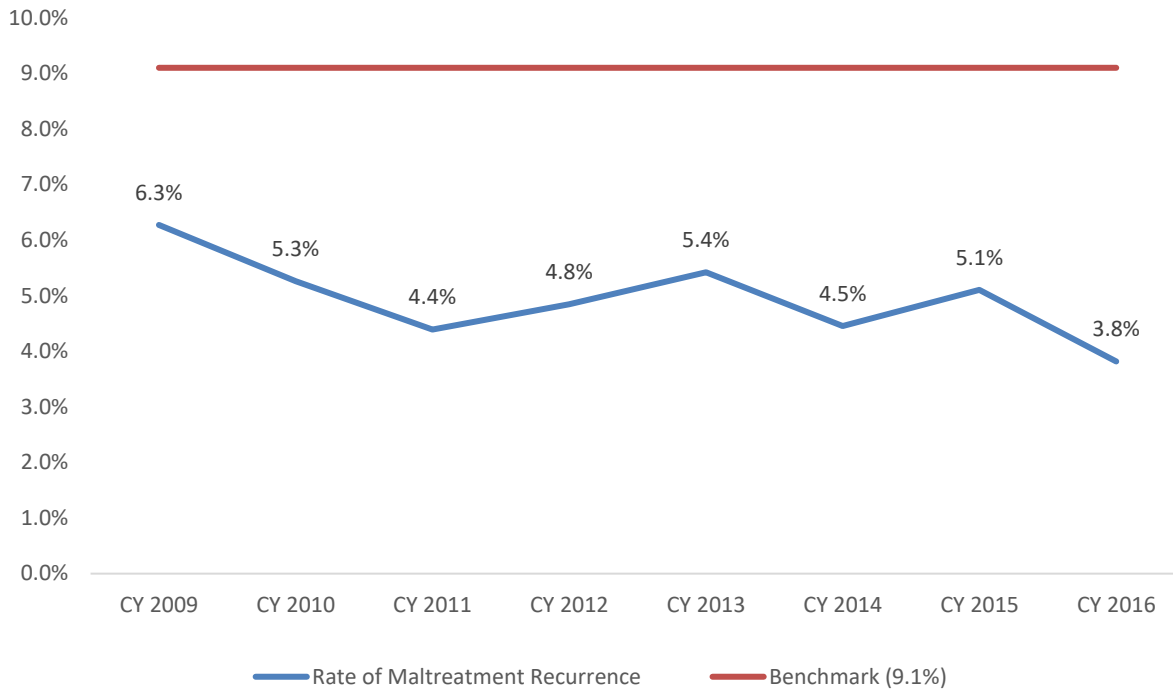
Figure 3: Rate of Maltreatment Substantiations in Out-of-Home Care, by 100,000 Days, CY 2010 through CY 2017



The figure above shows the rate of maltreatment that has occurred in out-of-home care (OHC), as calculated by dividing the total number of maltreatment substantiations experienced while in OHC by the total number of days all children spent in OHC. This percentage is then multiplied by 100,000 to obtain a more understandable figure. The federal standard is to have less than 8.5 maltreatment substantiations in OHC per 100,000 days, which Wisconsin meets in all years displayed.

National Performance Standard

Figure 4: Rate of Maltreatment Recurrence, CY 2009 through CY 2016



The figure above shows the rate of maltreatment recurrence for children in Wisconsin. This rate considers all children with a substantiated maltreatment allegation during the year reported above and then looks forward one year from the CPS report date to determine if there was a subsequent substantiated recurrence of maltreatment. Therefore, the rate of 3.8 percent in CY 2016 represents the 3.8 percent of children with a substantiated allegation in CY 2016 that had a subsequent substantiated maltreatment incident in CY 2016 or CY 2017. The federal standard is to have 9.1 percent or fewer children experiencing additional maltreatment substantiations within the following 12 months of their initial maltreatment. Wisconsin meets this standard for all years displayed above.

I. Administrative Data

Timeliness of Initial Assessment

Of a total of 4,710 open Initial Assessments as of December 31, 2017, a total of 1,074 or 22.8% were open for 61 days or more, which is greater than the 60-day required completion time for IAs.

Safety Decisions

The safety assessment result figures below show the safety decisions for completed safety assessments in primary caregiver CPS Initial Assessments. If a child is determined to be unsafe, the CPS agency is required to implement a safety plan to assure the child is safe and protected.

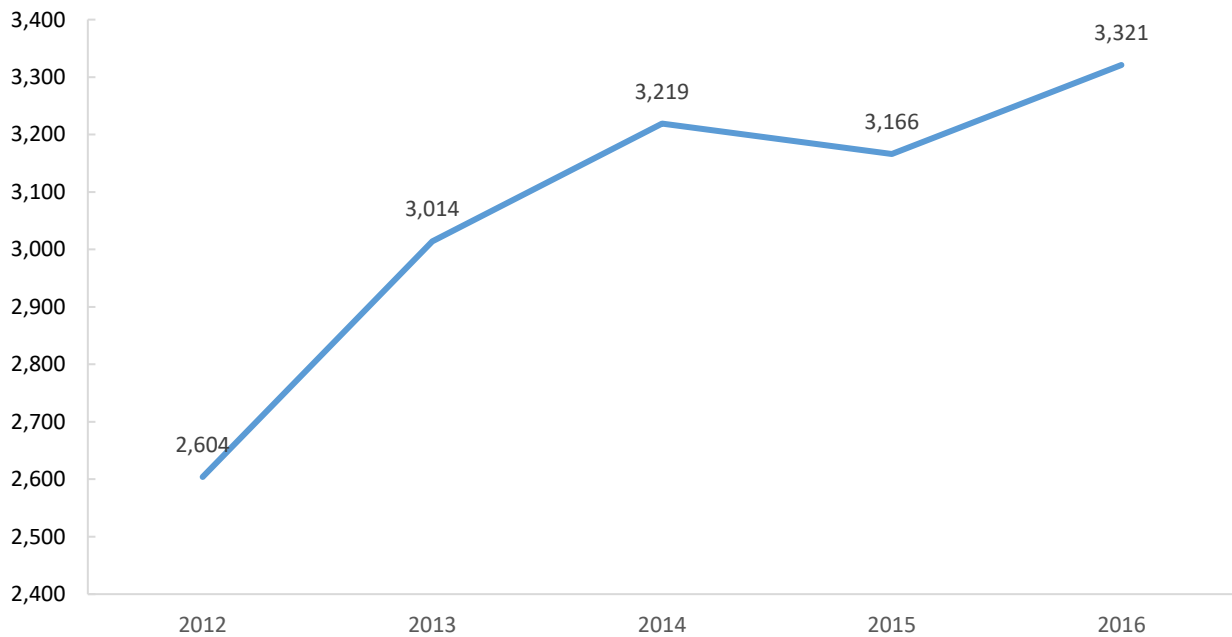
Table 3: Safety Assessment Results in Primary Caregiver CPS Initial Assessments

Timeframe	Safe	Unsafe	Not Documented
Calendar Year 2016	87%	11%	2.1%
January 1, 2017 – September 30, 2017	85.7%	12.2%	2.2%

If the conditions in the home pose immediate danger to a child and in-home services are insufficient to assure the safety of the child, the child may be removed from the family home and placed temporarily in out-of-home care. An out-of-home care placement may be with an unlicensed non-relative, a relative(s), a foster parent(s), a group home or shelter care, or a residential child-caring facility.

In CY 2016, 3,321 unique children were placed in out-of-home care during the first 60 days after the screened-in CPS report. This 60-day timeframe is considered because caseworkers are held to the standard of completing the CPS Initial Assessment within this timeframe. The figure below shows the last five years of child removals to out-of-home care that resulted from CPS investigations.

Figure 5: Unique Child Removals to Out-of-Home Care within 60 Days of the CPS Report: 2012-2016



Initial Assessment Dispositions

The Initial Assessment disposition is the action the CPS agency took upon completion of the CPS Initial Assessment. The figure below shows the count of Initial Assessment dispositions in the 24,098 primary-caregiver CPS Initial Assessments in CY 2016. Following are the categories:

- Case Closed – defined as a case that is closed and it is determined that no further CPS intervention is needed.
- Case Closed – Child Safe and Referred to Community Services – defined as cases are closed and the family is referred to appropriate community resources.
- Case Opened – Ongoing CPS Services: ‘Petition’ or ‘Voluntary’ – defined as the case is opened and the family is provided services through the CPS agency.
- Case Already Open – Ongoing Services – defined as when the family already had a CPS case open and services will continue for this family after this CPS Initial Assessment.
- Wisconsin’s Community Response Program is another category that is used when a child is determined as safe and referred to this program.
- Case Opened – Non-CPS Services are cases that are opened may be referred to services that are not under the purview of the CPS agency.
- DMCPs Safety Services – defined as cases that are opened and referred to DMCPs Safety Services.

The tables below show the frequency and percentage of Initial Assessment dispositions according to the safety decision for primary caregiver CPS Initial Assessments. Data is presented for CY 2016 and for the first three quarters of 2017. In the majority of cases where the safety decision is safe, the case was closed. Conversely, in the majority of cases where the safety decision was unsafe, the case was either opened for some type of services or was already opened for ongoing CPS services. A safety assessment and analysis is not required in secondary CPS Initial Assessments and non-caregiver investigations because the child’s safety within the family is not the focus of the case.

Table 4: Safety Decision by Initial Assessment Disposition for Primary Caregiver CPS Initial Assessments: Calendar Year 2016

Initial Assessment Disposition	Safe		Unsafe		No Safety Decision		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Case Closed	16,070	66.7%	105	0.4%	260	0.5%	16,435	68.2%
Case Closed – Child Safe and Referred to Community Services	3,182	13.2%	57	0.2%	122	0.2%	3,361	13.9%
Case Opened – Ongoing CPS Services: Petition	457	1.9%	1,983	8.2%	61	0.1%	2,501	10.4%
Case Closed – Child Safe and Referred to Community Response Program	425	1.8%	2	0.0%	27	0.1%	454	1.9%
Case Already Opened – Ongoing CPS Services	330	1.4%	258	1.1%	14	0.0%	602	2.5%
Case Opened – Ongoing CPS Services: Voluntary	289	1.2%	168	0.7%	10	0.0%	467	1.9%
Case Opened – Non-CPS Services	195	0.8%	8	0.0%	8	0.0%	211	0.9%
Case Opened – DMCPs Safety Services	9	0.0%	60	0.2%	0	0.0%	69	0.3%
Total	20,957	87.0%	2,641	11.0%	502	2.1%	24,100	100.0%

Table 5: Safety Decision by Initial Assessment Disposition for Primary Caregiver CPS Initial Assessments: January 1, 2017 – September 30, 2017

Initial Assessment Disposition	Safe		Unsafe		No Safety Decision		Total	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Case Closed	11,956	67.5%	94	0.5%	165	0.4%	12,215	69.0%
Case Closed – Child Safe and Referred to Community Services	2,140	12.1%	33	0.2%	123	0.3%	2,296	13.0%
Case Opened – Ongoing CPS Services: Petition	318	1.8%	1,599	9.0%	39	0.1%	1,956	11.0%
Case Closed – Child Safe and Referred to Community Response Program	227	1.3%	0	0.0%	15	0.0%	242	1.4%
Case Already Opened – Ongoing CPS Services	221	1.2%	176	1.0%	20	0.1%	417	2.4%
Case Opened – Ongoing CPS Services: Voluntary	216	1.2%	143	0.8%	5	0.0%	364	2.1%
Case Opened – Non-CPS Services	133	0.8%	9	0.1%	5	0.0%	147	0.8%
Case Opened – DMCPs Safety Services	5	0.0%	61	0.3%	0	0.0%	66	0.4%
Total	15,216	86.0%	2,115	11.9%	372	2.1%	17,703	100.0%

Confirming Safe Environment

Prior to placing a child in out-of-home care, a worker is required by policy to assess and confirm the placement is safe for the child. This obligation exists for all placement settings whether the care is provided by family members, friends, neighbors, or licensed providers such as foster families. Assessing and confirming a safe environment in placement settings occurs every time a new placement is considered.

Between July 1, 2017 and September 30, 2017, a total of 7,982 children were in out-of-home care, of which there were 8,113 placements. The Confirming Safe Environment process was completed timely in 24.5 percent of cases, completed untimely in 49.1 percent, and pending and overdue in 8.8 percent of cases. The Reconfirming Safe Environment process was timely in 62.1 percent of cases.

Permanency Outcome 1: Children have permanency and stability in their living situations.

Item 4: Stability of Foster Care

Item 5: Permanency Goal for Child

Item 6: Achieving reunification, guardianship, adoption, or other planned permanent living arrangement

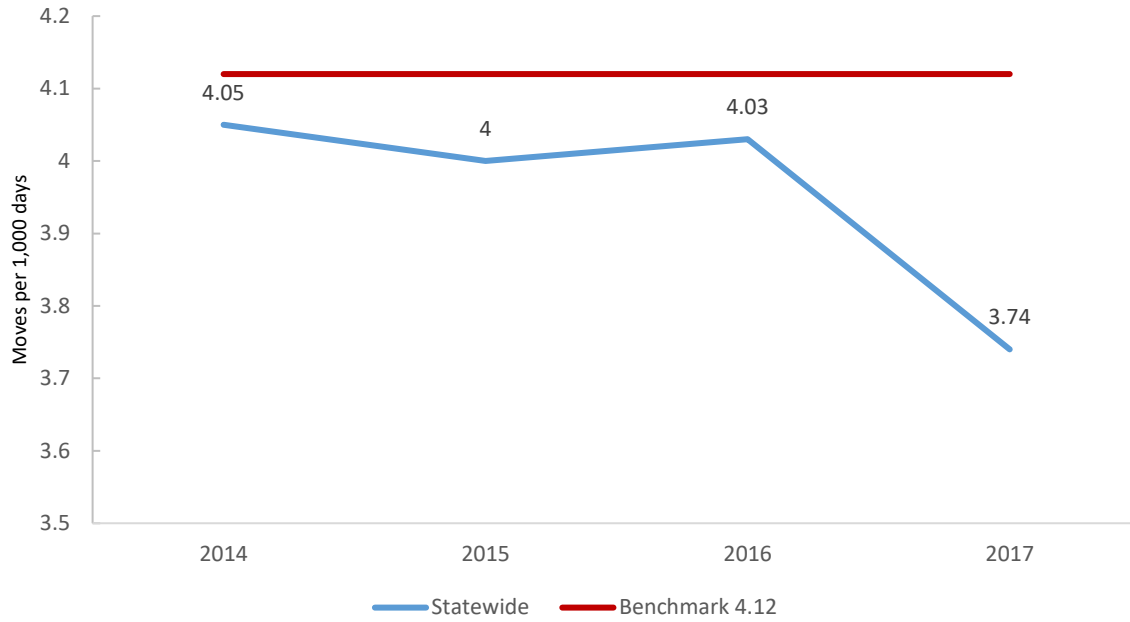
I. Case Review Data

		2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
Permanency Outcome 1	Item 4: Stability of Foster Care Placement	82%	74%	90%
	Item 5: Permanency Goal for Child	54%	58%	90%
	Item 6: Achieving Reunification, Guardianship, Adoption, or Other Planned Permanent Living Arrangement	66%	45%	90%

II. National Performance Standards Data

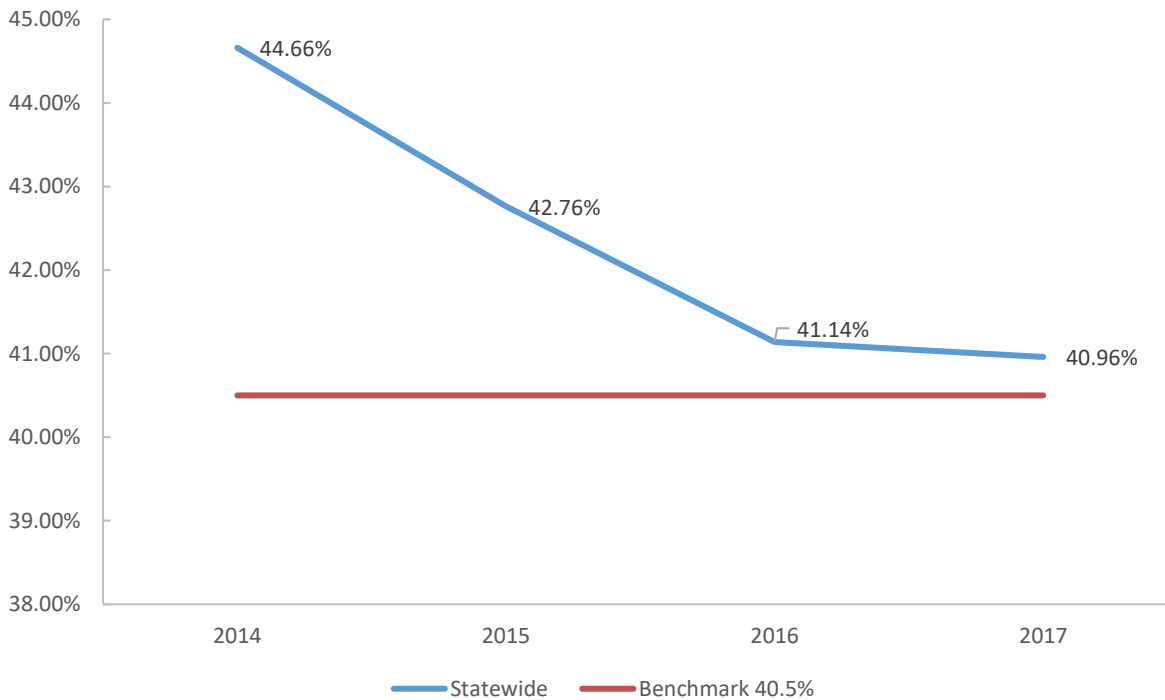
The CFSR3 Placement Stability Measure shows the rate of child moves in Wisconsin’s Out-of-Home Care (OHC) system. The measure reports the *total rate* of all moves statewide over the total number of child placement days statewide, showing the average rate of child moves across all placements. This measure excludes children in OHC for one week or less and children in voluntary kinship placements. Each year’s measure only includes children who entered OHC during the year in question.

Figure 6: CFSR3 Placement Stability in Out-of-Home Care: Calendar Years 2014-2017



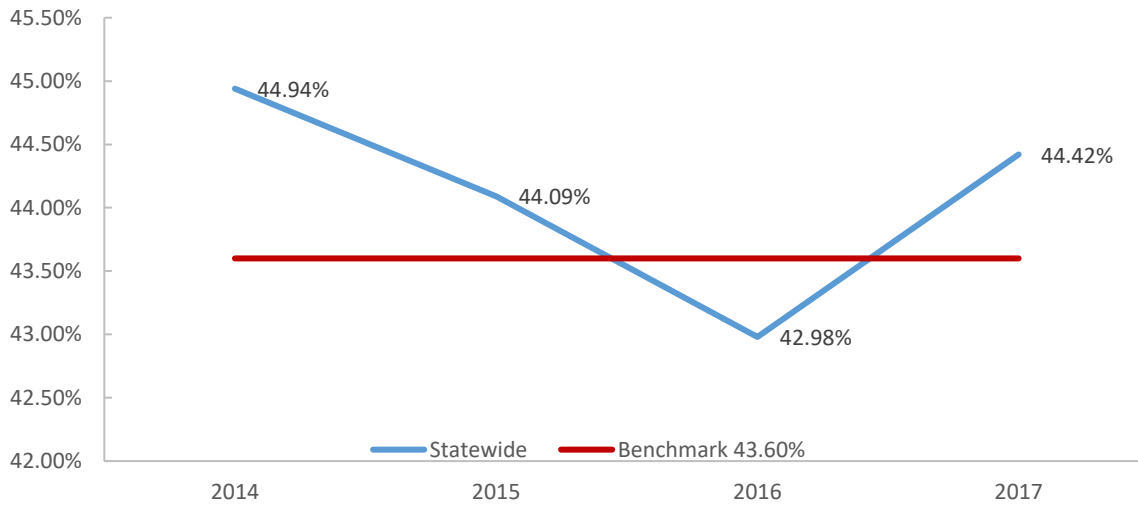
The federal benchmark for placement stability is 4.12 per 1,000 days in out-of-home care. As shown in the figure above, Wisconsin stayed below the federal benchmark for Calendar Years 2014-2017.

Figure 7: Legal Permanence <12 months: CFSR3 Placement Stability Report: Calendar Years 2014-2017



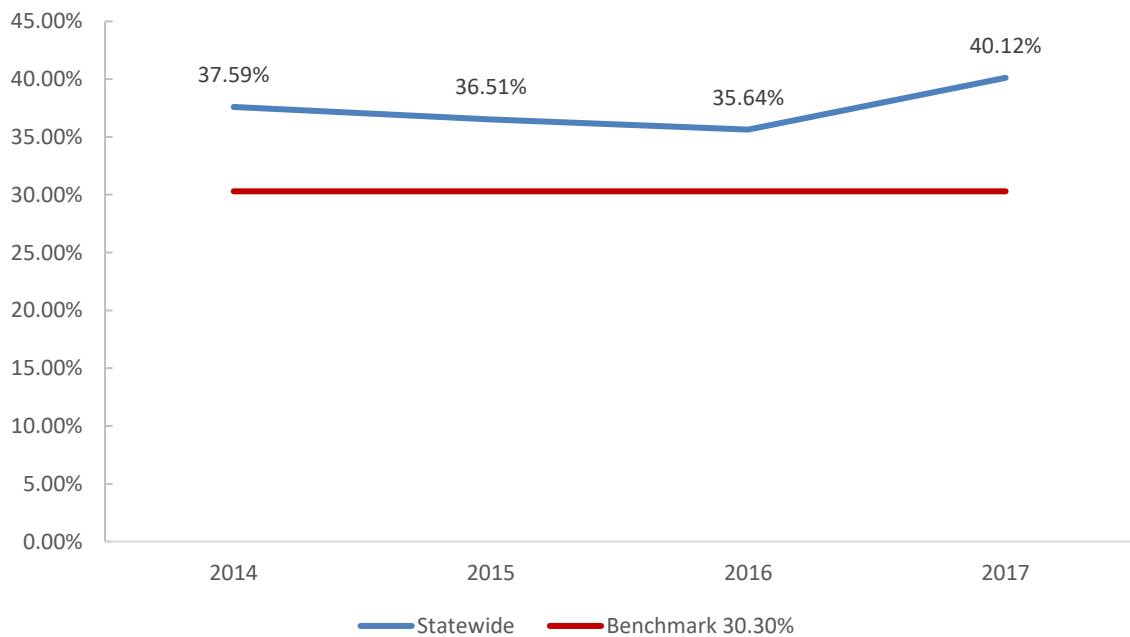
Wisconsin has met the federal benchmark of 43.60% for legal permanence for children who discharge to Reunification, Guardianship, or Adoption in Calendar Years 2014-2017.

Figure 8: Legal Permanence 12-23 months: CFSR3 Placement Stability Report: Calendar Years 2014-2017



Wisconsin has met the federal benchmark of 43.60% for legal permanence for children in OHC 12-23 months in three of the past four years. Although the state dropped below the benchmark in 2016, it significantly improved performance the following year.

Figure 9: Legal Permanence in 24+ months: CFSR3 Placement Stability Report: Calendar Years 2014-2017



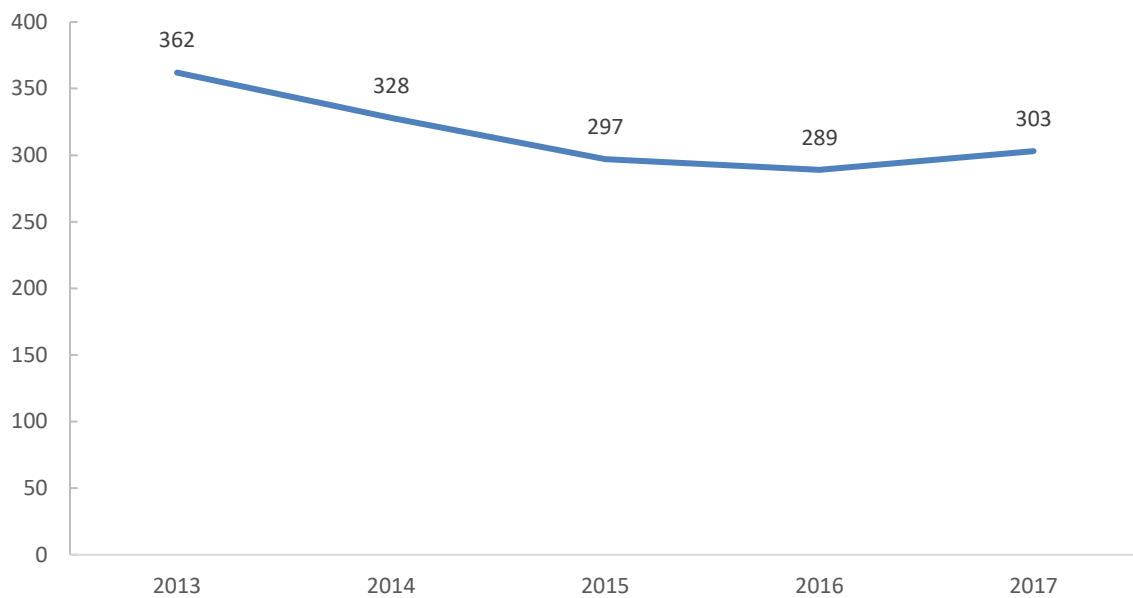
Statewide, Wisconsin performed above 35.5%, significantly exceeding the federal benchmark of 30.3% for legal permanence for children in OHC greater than 24 months. In calendar year 2017, Wisconsin achieved 40.12%.

Table 6: CFSR3 Re-entry to foster care in 12 months

CFSR 3	2012	2013	2014	2015
8.30%	11.26%	11.08%	10.47%	10.89%

Wisconsin continues to work to improve re-entries into foster care, but has not met the federal benchmark of 8.30%. Due to Wisconsin's high re-entry rates, Wisconsin continues to implement the Title IV-E Waiver Post-Reunification Support program which provides enhanced case management, family-centered services, and bolsters natural community-based supports for families in the initial twelve months after a family reunifies. Due in part to state efforts, the state has seen re-entry rates decline in recent years.

Figure 10: Youth aging out of OHC



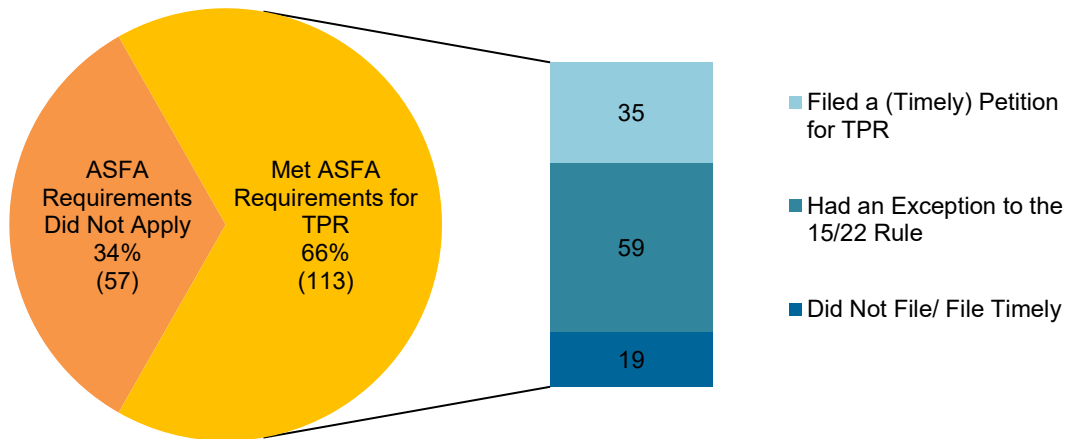
Statewide the number of youth who aged out of care has been on the decline since 2013 with a moderate uptick in calendar year 2017.

Case Review Data

Adoption and Safe Families Act

Of the 170 applicable children in OHC in the Wisconsin 2015-16 case review sample, 66% (113) met Adoption and Safe Families Act (ASFA) criteria for termination of parental rights (TPR), either because they had been in care for 15 of the most recent 22 months (110 cases) or they met other criteria (3 cases). In 31% (35) of the cases meeting ASFA criteria for TPR, the agency filed or joined a TPR petition in a timely manner. In 52% (59) of those cases, exceptions to ASFA applied, as shown in the following figure and table.

Figure 11: Adoption and Safe Families Act Requirements, 2015



The following table shows the specific ASFA exceptions to the 15/22 rule for cases reviewed.

Table 7: Exceptions to Requirements of the Adoption and Safe Families Act, 2015

Exceptions	Applicable OHC Cases (n=59)
At the option of the state, the child is being cared for by a relative at the 15/22-month time frame.	58% (34)
The agency documented in the case plan a compelling reason for determining that termination of parental rights would not be in the best interests of the child.	39% (23)
The state has not provided to the family the services that the state deemed necessary for the safe return of the child to the child’s home.	3% (2)

Performance Trend:

Wisconsin is meeting the federal standard for placement stability. Wisconsin is below the benchmark of 4.12 moves per 1,000 days in foster care.

Re-entry within 12 months is approximately 10% under the new CSFR re-entry measure. To reduce the high re-entry rate, Wisconsin initiated in 2014 the Post-Reunification Supports Title IV-E demonstration project which establishes in interested non-Milwaukee counties services and supports for high risk children and their families in the initial 12 months after reunification. As of May 2017, 379 children have completed the full 12 months of program participation and approximately 233 children are currently enrolled in 30 non-Milwaukee Wisconsin counties. All reunified children in Milwaukee receive post-reunification services.

Wisconsin has improved performance trends for adoption over the last four fiscal years. In addition, the number of youth aging out of care continues to decline significantly and in CY2015 and CY2016 fell below 300 children.

[Permanency Outcome 2: The continuity of family relationships and connections is preserved for children.](#)

- Item 7: Placement with siblings**
- Item 8: Visiting with parents and siblings in foster care**
- Item 9: Preserving connections**
- Item 10: Relative Placements**
- Item 11: Relationship of child in care with parents**

I. Case Review Data

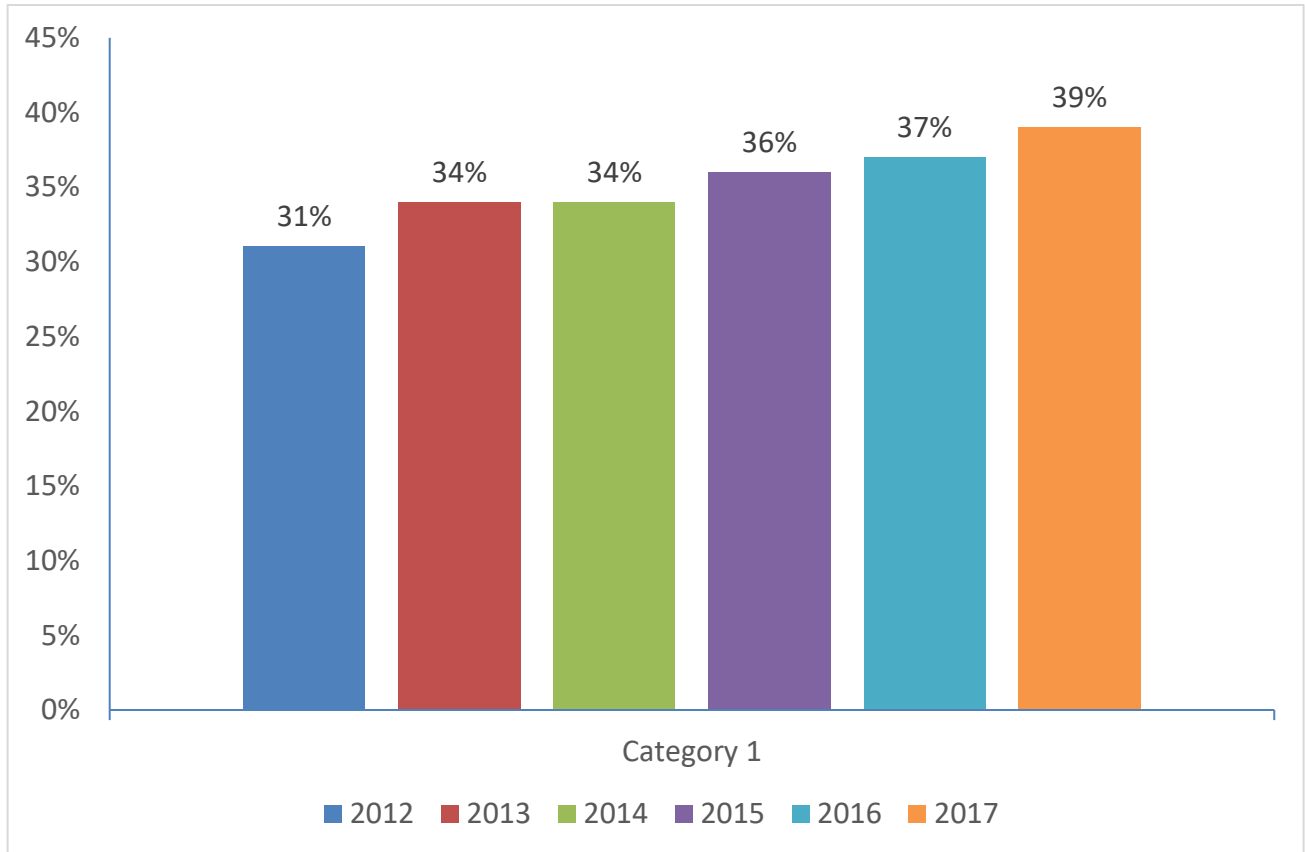
		2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
	Item7: Placement With Siblings	86%	79%	90%
	Item8: Visiting With Parents and Siblings in Foster Care	57%	62%	90%
Permanency Outcome 2	Item9: Preserving Connections	75%	66%	90%
	Item10: Relative Placement	62%	70%	90%
	Item11: Relationship of Child in Care With Parents	67%	58%	90%

II. National Performance Data – NA

III. State Administrative Data:

Wisconsin has made strong efforts to keep children in the care of relatives whenever possible. In 2017, 39% of children in out-of-home care were placed with relatives, increasing slightly from 2016's rate of 37%.

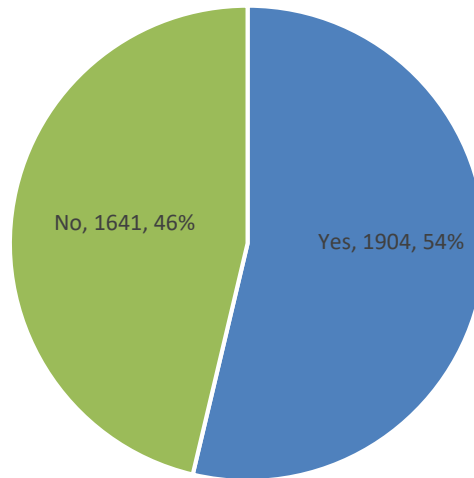
Figure 12: Percent of Children in OHC in Relative Placements on November 1, Statewide



Number and percent of youth placed with their sibling

The figure below shows the number of children in OHC in CY 2016 that were placed with a sibling. Children without a sibling in OHC are not included in the figure.

Figure 13: Number of Permanency Plans indicating Child Placed with Sibling, Calendar year 2016



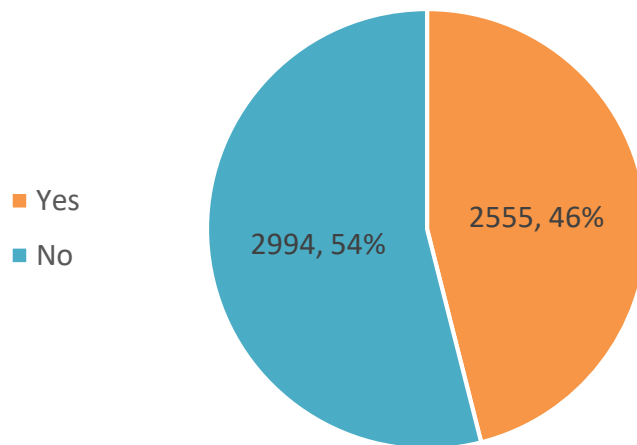
Number of children listed with Native Heritage Statewide 2016

In 2016, the total number of children in OHC listed as having Native heritage was 659. This count includes youth that have tribal membership, are eligible for tribal membership and those that are pending tribal membership.

Number of youth with Permanency Plan to remain in school of origin

In 2016, 2,555 children, equal to 46% of children, were reported as remaining in their original school when placed in OHC.

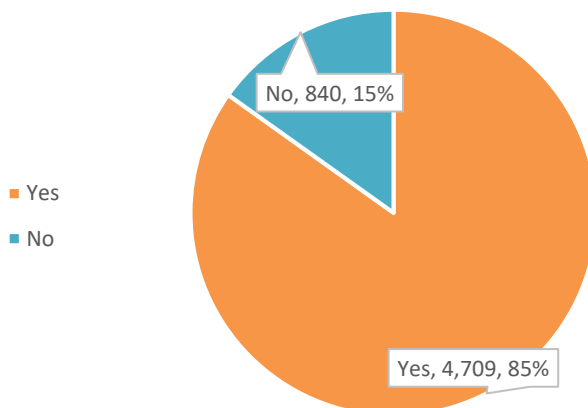
Figure 14: Children Remaining in School of Origin, Calendar year 2016



Number of children remaining within 60 miles of removal address

In 2016, 4,709 children, equal to 85% of children, were reported as remaining within 60 miles of the removal address when placed in out of home care.

Figure 15: Children placed within 60 miles of removal address, calendar year 2016



OHC Placement Data

At the end of CY 2016 there was a total of 7,471 open OHC provider placements. Of these placements, 2,794 (37.4%) children were placed with a relative. 955 (34.2%) of these placements were in foster homes with a licensed relative, and 661 (23.7%) were placements with an unlicensed relative. Of the total number of children in OHC in 2016, 16% were discharged to permanency with a relative through permanent placement, guardianship, or adoption.

Subsidized Guardianship

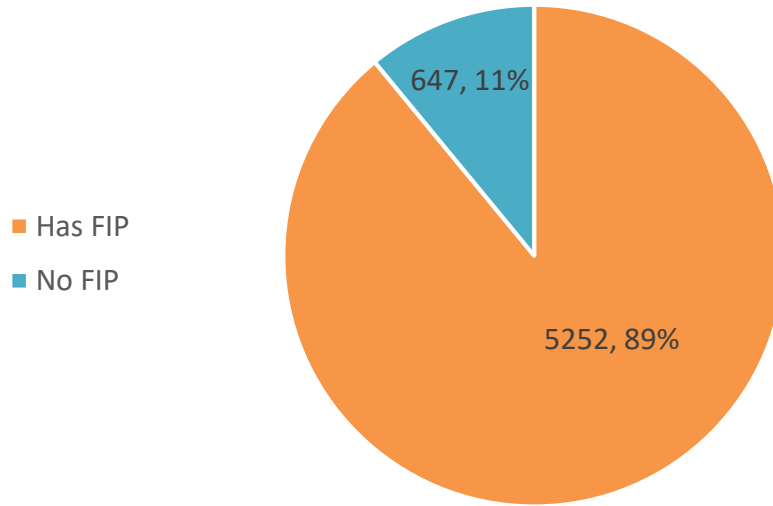
Subsidized Guardianship is an additional way for children in foster care to achieve permanence. When adoption and reunification are not in the child's best interests, it may be possible for a relative or a person who is "like-kin" to become the legal guardian and receive a subsidy. Guardians are legally able to consent to the child's school activities, health care, and everyday events, while the child is able to maintain family relationships.

There are currently 1135 Subsidized Guardianships in Wisconsin, of which 259 children achieved permanence through Subsidized Guardianship in 2017.

Documented Family Interaction Plan (FIP) for Youth in Out of Home Care

The figure below shows the number of children in OHC with a documented FIP. The figure shows that a majority of children in OHC have a documented FIP.

*Figure 16: Percent of Permanency Plans with Family Interaction Plan (FIP),
Calendar year 2016*



Well-Being Outcome 1: Families have enhanced capacity to provide for their children’s needs.

Item 12: Needs and services of child, parents, and foster parents

Item 13: Child and family involvement in case planning

Item 14: Caseworker visits with child

Item 15: Caseworker visits with parents

I. Case Review Data

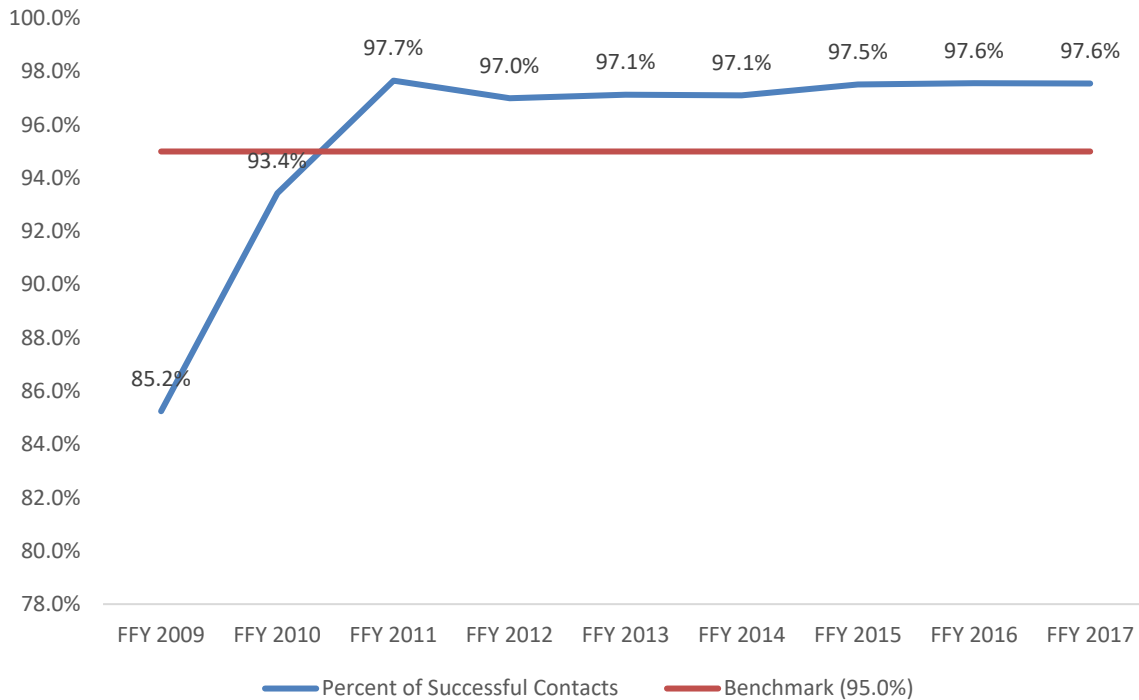
		2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
Well-Being Outcome 1	Item12: Needs and Services of Child, Parents, and Foster Parents	52%	42%	90%
	Item13: Child and Family Involvement in Case Planning	67%	52%	90%
	Item14: Caseworker Visits With Child	69%	68%	90%
	Item15: Caseworker Visits With Parents	48%	43%	90%

II. Monthly Caseworker Visits

Category	National Standard
Caseworker Visits	95%

III. State Administrative Data

Figure 17: Percent of Children Contacted in Out-of-Home Care
FFY 2009 through FFY2017



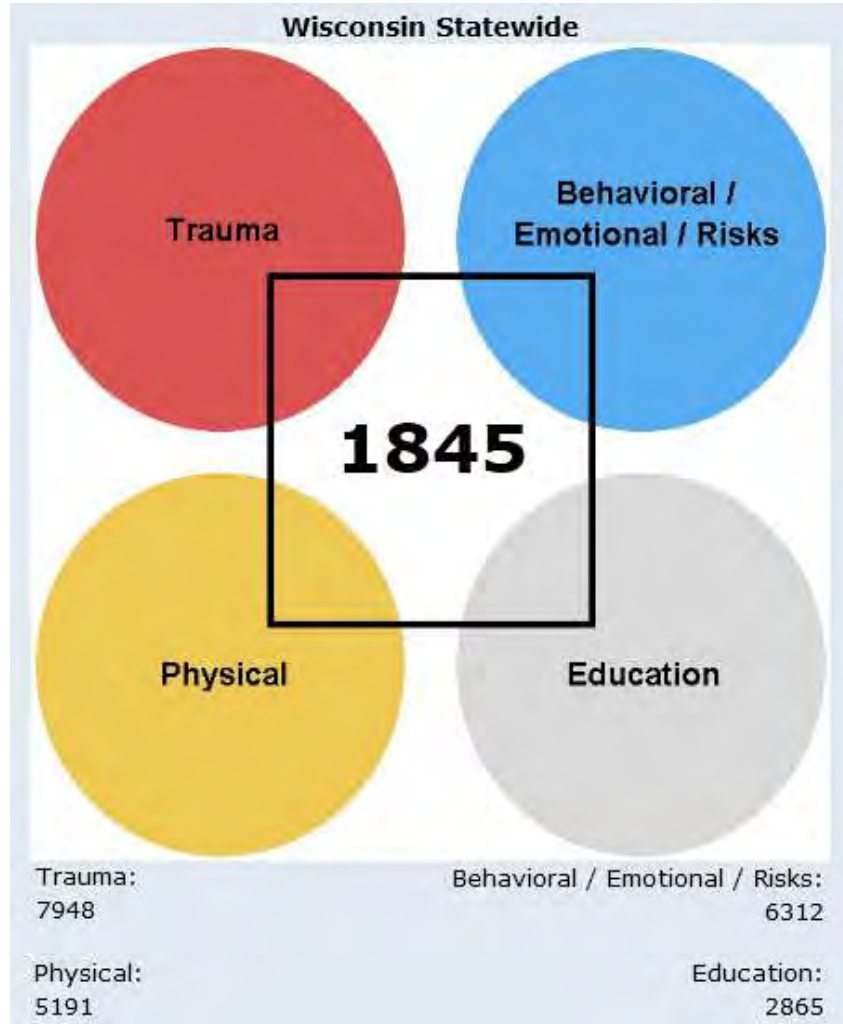
Federal standards require children in out-of-home care to be contacted by a caseworker every month. The federal performance benchmark as of FFY 2015 is 95.0 percent compliance with this standard. As seen in Figure 10, Wisconsin has surpassed this standard from FFY 2011 onward.

CANS Evaluation

Wisconsin requires that the child welfare worker complete a Child and Adolescent Needs and Strength (CANS) assessment on all children in OHC within 30 days of entry into OHC. The CANS evaluation provides a comprehensive assessment of the needs of each child placed in OHC, identifying four well-being indicators: trauma, behavioral/emotional/risks, physical health, and education. From January 1, 2016 to December 31, 2016, 9,249 CANS evaluations were completed for 11,979 children in OHC.

The figure on the following page shows a screenshot of the Child and Youth Co-Occurrence of Needs Indicators Dashboard presenting the evaluations for children in OHC as of November 28, 2017. A total of 1,845 children had CANS scores above an actionable level for all four domains. The bottom section presents the total number of children with CANS scores above an actionable level for each individual well-being domain.

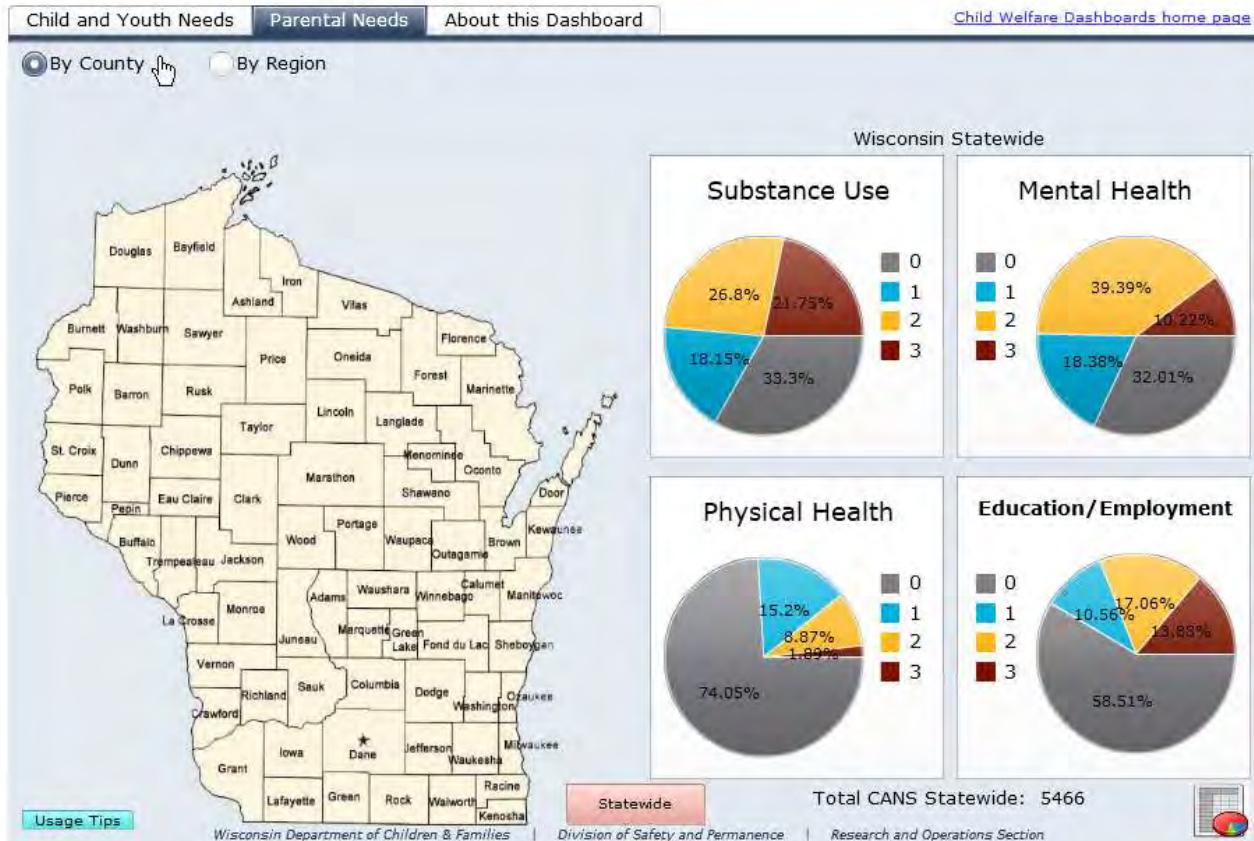
Figure 18: Child and Youth Co-Occurrence of Needs Indicators Dashboard



The CANS tool is also used to assess the needs of the child’s parents. The following dashboard is used by counties and DCF to assess parental needs using the CANS statewide tool. The following chart provides a January 24, 2018 point in time analysis of 5,466 of their parents who were assessed using the CANS.

Figure 19: OHP Child and Parental Needs Dashboard, January 24, 2018

Out-of-Home Placement (OHP) Child and Parental Needs Dashboard



The CANS tool also aids in identifying services needed by foster parents to care for the child.

Confirming a Safe Environment

A Confirming Safe Environment (CSE) is an assessment used to confirm a safe environment prior to placing a child in OHC. If there is a pre-existing approved CSE, a Reconfirming Safe Environment (RCSE) is completed. CSEs are due 10 calendar days past the placement begin date, and RCSEs are due 180 calendar days after the previous RCSE or CSE approval date.

Of 3,728 CSEs due from January 1, 2016 to December 31, 2016, 2,754 (73.9 percent) were completed timely with 974 (26.1 percent) incomplete or overdue. All 2260 (100 percent) of RCSE’s due during that same period were completed.

Risk Management Services by Child/Provider Match Category

When a risk is identified during a CSE/RCSE, a risk management plan must be created to mitigate the risk and ensure the environment is safe for the child. Considerations for a risk management plan include, but are not limited to, the following:

- Additional or special training for placement providers
- Additional contact by agency or other providers
- Re-arranging the living environment

The table below shows the number of risk management services provided to each child/provider match category determined by a child’s approved CSE/RCSE. The table also shows what percentage of the service was received by each match category.

The definition of Child/Provider match category is whether the child’s level of need (LON) matches the provider’s level of care (LOC). This data includes the most recent completed CSE/RCSE for each child’s placement with identified risk assessment and management from January 1, 2016 to December 31, 2016.

Table 8: Risk Management Services Provided

Risk Management Services	Child/Provider Match Category							
	LOC Exceeds LON (n=536)		LOC matches LON (n=825)		LON exceeds LOC (n=769)		N/A (n=1054)	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Special Training	183	34.14	232	28.12	149	19.37	231	21.91
Additional Contact	107	19.96	192	23.27	268	34.85	251	23.81
Rearrange Living	85	15.85	113	13.69	98	12.74	116	11
Closer Supervision	328	61.19	501	60.72	518	67.36	545	51.7
Additional Contact	62	11.56	103	12.48	83	10.79	88	8.34
Special Equipment	60	11.19	95	11.51	94	12.22	77	7.3

Permanency Plan Services

When a case is opened for ongoing services, case goals focus on enhancing parent/caregiver protective capacities to eliminate impending danger so the family can adequately manage child protection without intervention. The Permanency Plan serves as a tool for communicating with parents/caregivers, children, their family members, court parties, and other individuals involved in providing supports and services to the family.

From January 1, 2016 to December 31, 2016, 10,662 services were provided for 5,550 total Child Permanency Plans. The table below shows a comprehensive list of all services offered.

Table 9: Services Provided to Child Welfare Families

Service Category	Count
Case Management Services	3969
Individual Therapy	2379
Medical/Dental Services	1010
Educational Assessment/Services	794
Developmental Assessment/Services	701
Psychiatric Assessment/Services	265
Family Therapy	223
Juvenile Justice Services/Activities	192
Basic Home Management	167
Independent Living	136
Parenting Services	126
Social Supports	117
Psychological Assessment	110
AODA Assessment/Services	96
Group Therapy	76
Mentoring	76
Recreational Activities	49
Occupational/Physical Therapy (OT/PT)	46
Daycare	43
Crisis Services	31
Legal Services	13
Spiritual/Cultural Supports	12
Work Related Services	7
Respite	6
Transportation	5
Economic Support	3
Housing Assistance	3
AODA Treatment	2
Domestic Violence Services	2
Psychiatric Services	2
Psychological	1

Well-Being Outcome 2: Children receive appropriate services to meet their educational needs.

Item 16: Educational needs of the child

I. Case Review Data

		2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
Well-Being Outcome 2	Item 16: Educational Needs of the Child	88%	82%	95%

II. National Standard Data – NA

III. State Administrative Data:

Performance Trend:

DCF has an extensive collaboration underway with the Department of Public Instruction (DPI), state education agency, and the court system to improve the educational outcomes of children and youth in the child welfare system.

As part of this collaboration, the two Departments and judicial system updated a number of policies to promote educational stability, facilitate access to extra-curricular school activities, and promote credit transfers across schools for children and youth in out-of-home care. In the last year, DCF and DPI effectively launched an educational portal that provides access to child welfare workers to data in the educational system for children on their caseloads. The portal is used to facilitate improved understanding of the needs and experiences of children in out-of-home care so that these needs can be better met. The automated security component of the system was created in the last year. In partnership with the University of Wisconsin-Madison, DCF and DPI continue to engage in research about the educational outcomes of children in out-of-home care to inform policy development. Completed analyses are published on the following links:

<http://www.lafollette.wisc.edu/images/publications/workshops/2016-students-out-of-home.pdf>. A policy brief can be found on the key findings of this study is also available at:

<https://www.irp.wisc.edu/publications/policybriefs/pdfs/PB5-Foster-Care-School-Achievement.pdf> the analyses will inform program and policy development and guide further research efforts.

Out of Home Care Early Care Children’s Analysis

The figures below demonstrate trends over time for children enrolled in YoungStar, Wisconsin’s Quality Rating Improvement System and in Early Head Start and Head Start. Foster children are categorically eligible for Early Head Start and Head Start. These programs provide high quality early childhood education.

The additional following charts show the rating level children enrolled in YoungStar, Wisconsin’s Quality Rating Improvement System.

Figure 20:

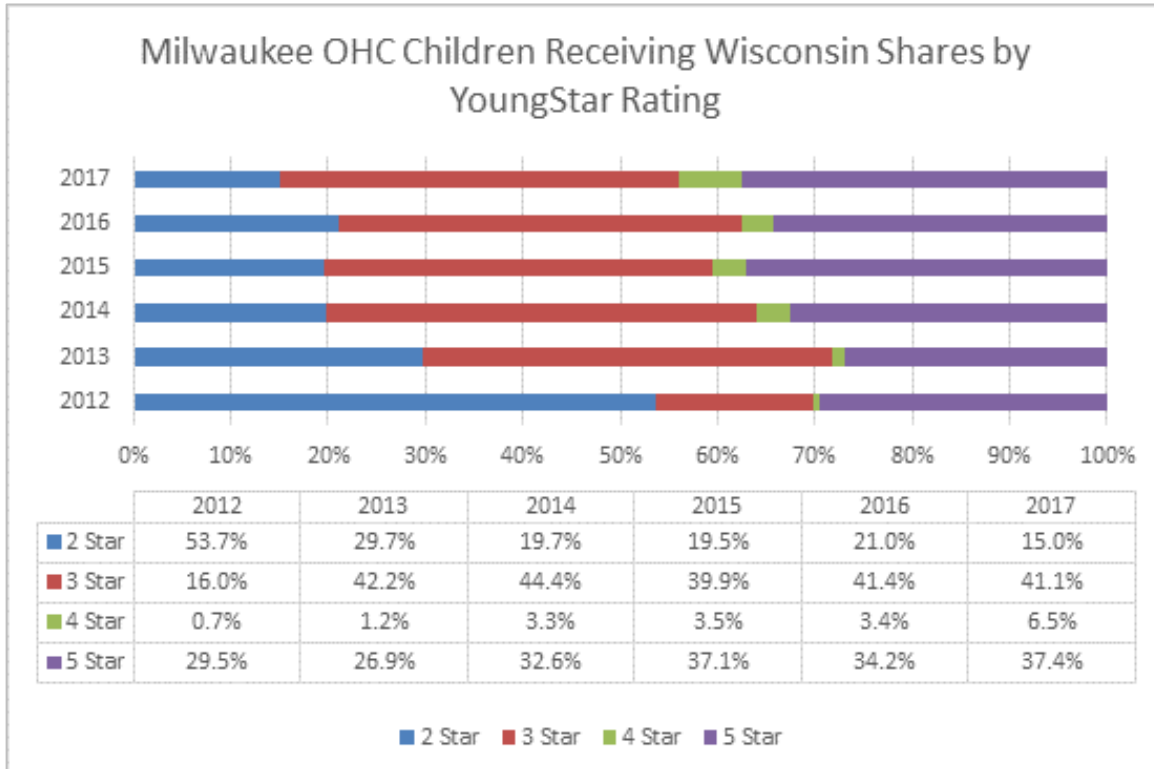
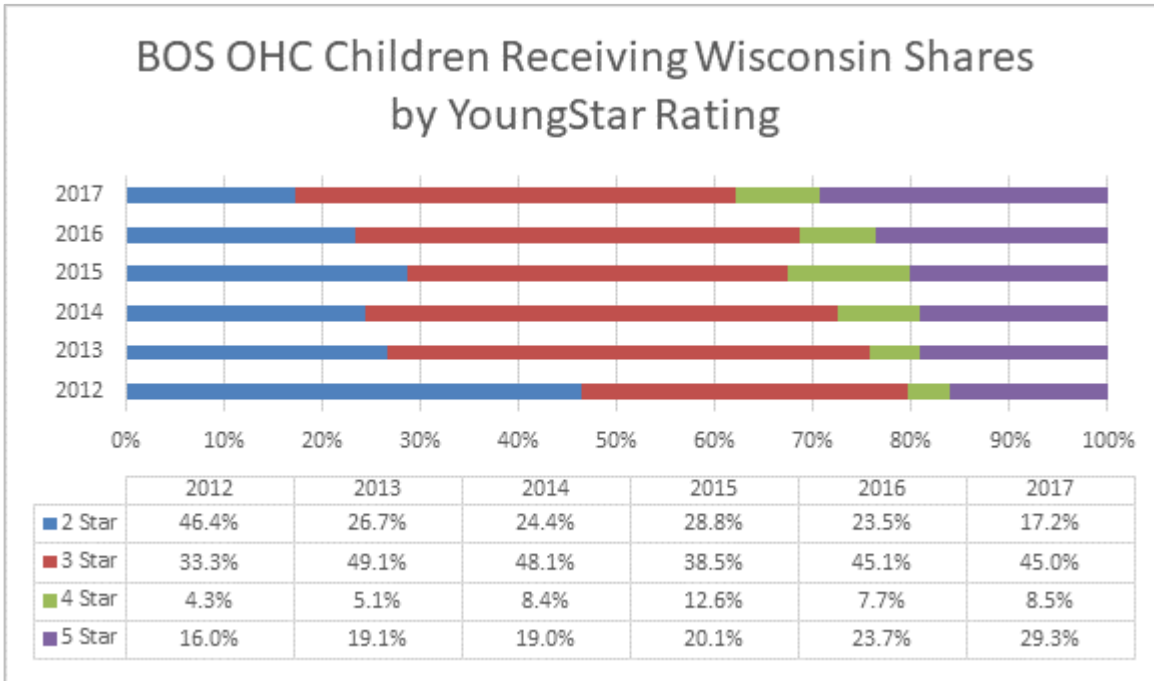
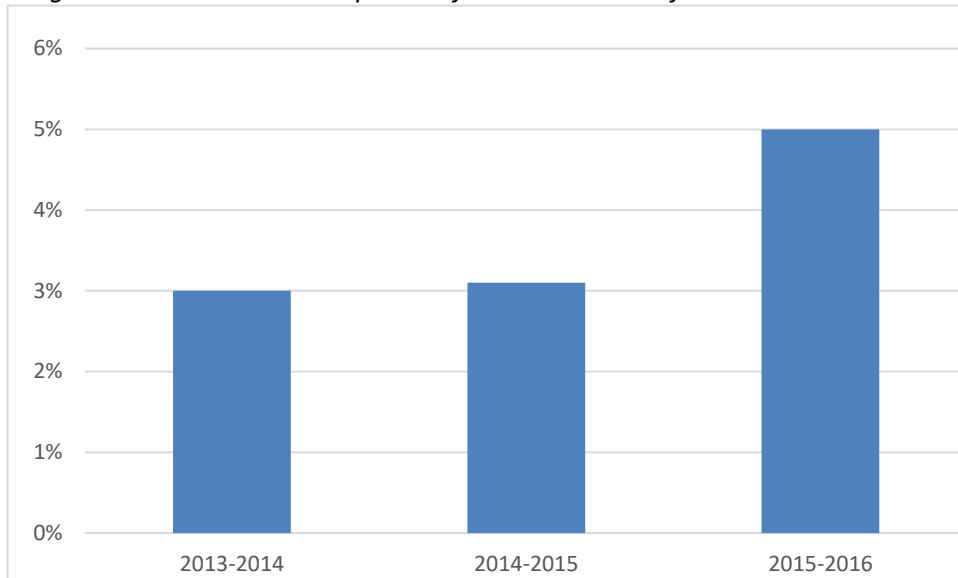


Figure 21:



In addition, Wisconsin continues to enroll more children in Head Start Programs at the state level as illustrated in the chart below.

Figure 22: Statewide Participation of Children in Out-of-Home Care in Head Start



Well-Being Outcome 3: Children receive adequate services to meet their physical and mental health needs.

Item 17: Physical Health of the Child

Item 18: Mental/behavioral health of the child

I. Case Review Data:

			2015-6 WI CQI Results	Average National Percent Strength	Federal Standard
Well-Being Outcome 3	Item 17:	Physical Health of the Child	61%	72%	90%
	Item 18:	Mental/Behavioral Health of the Child	77%	62%	90%

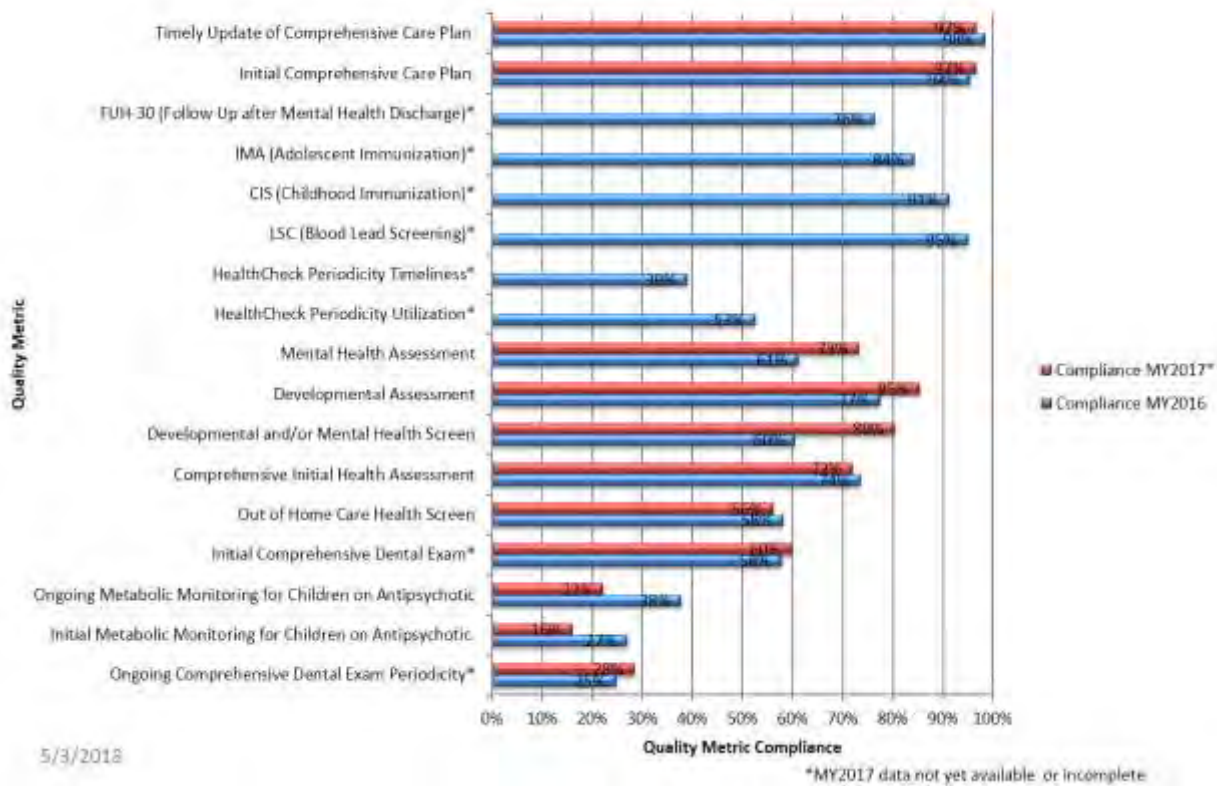
II. National Performance Data – NA

III. State Administrative Data

In 2014, the state initiated the Care4Kids Medicaid program in the six southeast counties of the state. The Care4Kids program provides comprehensive and coordinated care for children in out-of-home care that is trauma-informed and addresses the child’s individualized needs. As of May 2018, over 3,150 children in the six participating counties are enrolled in the Care4Kids program. Information on the following page provides data on a number of services and metrics that are used to measure compliance with health outcomes.

Figure 23:

Care4Kids Quality Metric Compliance MY2016 and MY2017 Comparison



Performance Trend:

Well-being outcome 3 had an overall outcome rating of 59% for substantially achieved. Specifically, the physical health of the child had a 61% rating for strength and mental/behavioral health of the child had a 77% rating for strength.

Health outcomes for OHC children in a number of key areas, such as health care screens, health assessments, and comprehensive care plans, have improved for the children enrolled in Care4Kids during the years the program has been operative.

Update on Performance - Systemic Factors

Please note that Wisconsin used the February 16, 2018 Statewide Assessment as the basis for this APSR systemic factor update. More details and information about specific state policies are included in the February 2018 Statewide Assessment.

Management Information System (Item 19)

The Wisconsin SACWIS system, known as eWiSACWIS, provides child welfare case management functionality for statewide OHC and adoption services. All 72 Wisconsin counties, selected state agencies, and other external partners use the application statewide. The system supports programs promoting conditions that keep children safe, strengthen families, and provide a permanent and nurturing family home for children.

Wisconsin's eWiSACWIS is a web-based system that is available to users 24 hours per day, 7 days a week. There are approximately 4,200 users of the system. The system is accessible remotely. The application is used to support the full range of the State's child welfare program, including child protective services, ongoing case management, foster care, independent living, and adoption, and readily identifies the status, demographic characteristics, location and goals for the placement of every child in placement, including current and historical data related to child placement in foster care. The eWiSACWIS system is the source of information for federal reporting, as well as for state child welfare data reporting purposes and it supports state and local financial processes.

Users of the eWiSACWIS system must undergo security clearance that includes a signed confidentiality agreement. Once it is established that their specific child welfare functions require access, local county child welfare staff are eligible to access and enter data into the system. There are 11 federally recognized Tribes in Wisconsin. All Tribes have the option of using the system but not all of them currently choose that option. In most cases, Tribes have read-only access and are able to enter case notes. If a tribal child is under a county court order, the county is providing services and entering all eWiSACWIS information.

In the case of private child-placing agencies that issue foster care licenses, a state-approved contractor enters information into the system. Information is related to the licensing process and can include background checks, home studies or other important information.

All users of eWiSACWIS are required to follow Wisconsin CPS practice standards for timeliness and casework process requirements. The system has built-in reminders and other edit/check functionality based on the creation of certain required documents that remind workers and supervisors of work that needs to be documented and approved. An example of a timeliness reminder is the six month reminder for periodic reviews. DCF has developed several such reminders and tools to improve child welfare system functioning.

The eWiSACWIS application includes a reporting platform called eWReports, in which development staff create a wide variety of reports regarding child welfare activity. An issue tracker function allows for local users to continually identify issues requiring attention that are then addressed by the design or report development teams. Over 200 corporate level reports support the monitoring of state and local program, fiscal, and management activities. These reports include summary and detailed information related to critical child welfare

service activity and practice requirements, such as CPS referrals, CPS initial assessment decisions, and OHC placement, including client characteristics and location of services/placement, etc. Other reports in development track certain child well-being data, such as medical and dental information, education data, and mental health screenings. Additional reports are used to support local and state level fiscal management and payment activities and to manage provider-related responsibilities such as licensing and foster home rate setting. The DCF reports home page can be found at the following link -

<https://dcf.wisconsin.gov/knowledgeweb/reports>. A link to all available reports follows:

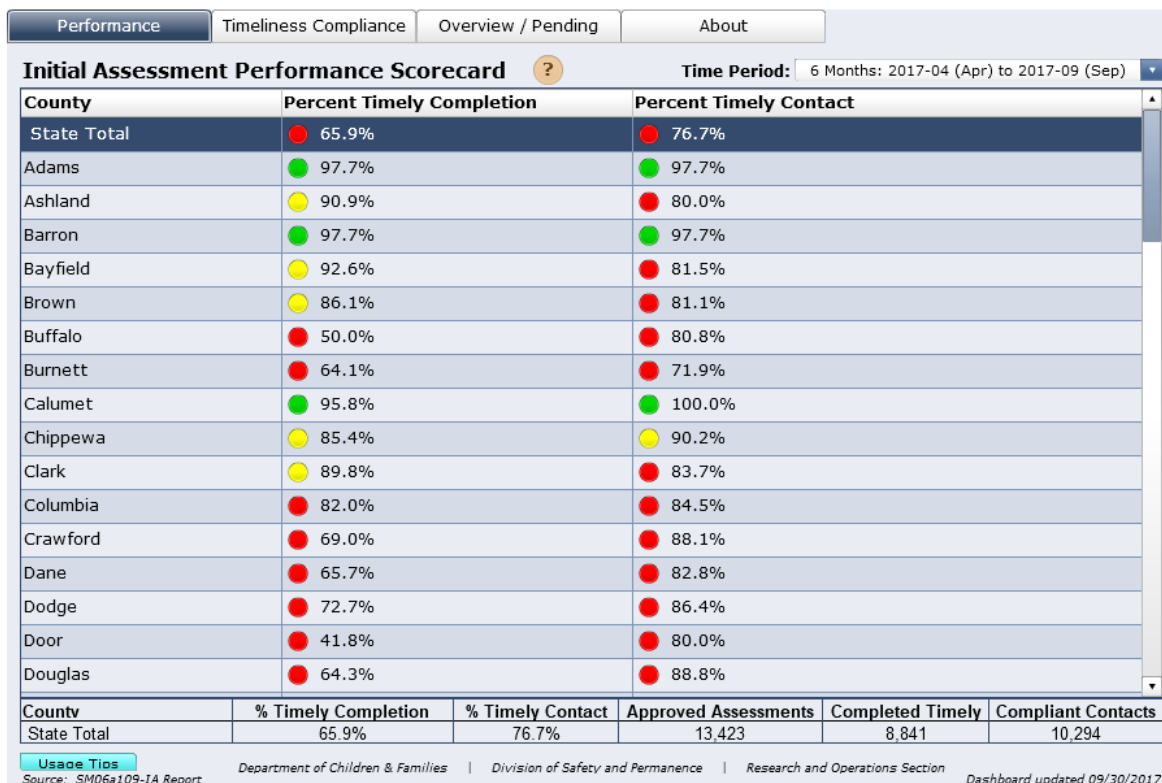
<https://dcf.wisconsin.gov/files/cwportal/ewisacwis/allreports.pdf>

Over the past several years, the DCF established and continues to enhance a child welfare data warehouse, referred to as dWiSACWIS, which includes data related to CPS Access and Initial Assessment casework, caseload demographic and case history information, OHC placements, pre-finalized adoptions, OHC providers, Child and Family Services Review (CFSR) Round 3 outcome measures, child and adolescent needs and strengths (CANS) information, and Title IV-E eligibility and claiming data and reports. Technical enhancements to the data warehouse have included the automation of data repository naming conventions, development of an audit tracking report to support statewide implementation, and evaluation of data management and design documentation tools. The data warehouse also includes a report design platform, which has allowed the DCF to enhance its reporting capabilities. The data warehouse reports include embedded charts and figures, and also allow the DCF to run some reports for specific geographic regions on demand.

The DCF continues to expand the data available within dWiSACWIS from both eWiSACWIS and from other administrative data and information gathering systems, such as child educational and medical information from other state agencies, and from the Child Welfare CQI case record reviews. To further supplement and advance use of the above technical and reporting functionality, the DCF has implemented interactive dashboards which are available to the public via the DCF website. These same dashboards are available to eWiSACWIS users with additional data to promote the use of the dashboards at the local child welfare agency levels to further analyze, monitor, and support data-driven decision-making.

Figure 24:

Child Protective Services (CPS) Initial Assessment (IA) Reports Dashboard



System Information

Currently, eWISACWIS is a functional, web-based application consisting of an online component, batch processing, and reporting capabilities. It uses Java as the online component programming language and JSPs/HTML/JavaScript for online presentation made up of approximately 400 pages and 400 MSWord document templates. There are roughly 60 COBOL programs comprising the batch/off-hours processing. It uses an Oracle database server, with approximately 920 database tables, 840 database triggers, and 70 database views. Roughly 175 predefined and on-demand reports are produced using COBOL or Crystal Reports. The statewide standard for web applications and application authentication is iChain/LDAP technology.

Current Development Cycle – Process

Our current development cycle, using a waterfall model, consists of three releases each year, occurring in February, June, and October. The development cycle is a collaborative process involving technical staff and child welfare leadership and program staff to ensure that all upgrades to the system are effectively and efficiently supporting policy and practice needs.

Systemic Factor Data

Wisconsin's eWiSACWIS database is able to identify the status, demographics, locations, and goals for the placement of all children in OHC.

DCF has a history of AFCARS data reports that are compliant with federal standards. The following excerpt from a 2016 review by the federal ACF of Wisconsin's eWiSACWIS system shows a strong foundation for current practice.

The team met with staff from six counties via conference call and conducted in-person interviews with staff from two counties.

Observations

During our review, we made the following observations:

- In general, eWiSACWIS is well integrated into the state's child welfare practice model. Staff reported daily use of eWiSACWIS and the system's reports to manage child welfare related tasks. In particular, we confirmed the consistent exchange of financial data in the eight counties reviewed—all counties automatically uploaded eWiSACWIS financial data to the county financial systems, which returned check numbers and issuance dates.
- eWiSACWIS supports the counties' preference for multiple reviews of financial data prior to issuing payments. eWiSACWIS generates three consecutive batch runs the last three business days of each month as well as a preliminary and final check runs on the first two business days of the following month.
- County staff use a variety of manual processes to validate financial data, invoices and preliminary check registers before payments are generated. Financial staff report discovered errors to the responsible staff for correction. Staff use the three batch runs and preliminary

Stakeholder Engagement

In addition to the internal collaborative design process described above, the DCF is committed to broader collaboration with counties, Tribes and other external stakeholders to ensure the DCF information system is effectively supporting child welfare practice and policy implementation.

The eWiSACWIS Superuser groups are comprised of county-level staff that are charged with serving as experts in the eWiSACWIS system locally to support local data entry and use of data for decision making. Superuser groups meet on a regional basis. Regional information sharing serves as a way of addressing emerging challenges and assuring that all training and technology needs are being met. In addition, the State eWiSACWIS team plans an annual conference to provide detailed information and support about new upgrades to the system.

The DCF Bureau of Regional Operations provides a regional forum where child welfare policies and supports are discussed at least quarterly with child welfare directors. This also provides a venue and opportunity to discuss eWiSACWIS capacity and emerging training or other needs.

Other statewide Stakeholder Groups that DCF engages in discussions about the eWiSACWIS system are Children, Youth, and Families Policy Advisory Committee of the Wisconsin Counties Human Services Association, the Inter-Tribal Child Welfare Directors group and the CQI Advisory Committee. Discussions are focused on ensuring that appropriate supports and training are being provided and that system needs are being met.

In the last year, a very detailed stakeholder feedback process was launched as part of Wisconsin's effort to determine how to respond to the Comprehensive Child Welfare Information System (CCWIS) rule issued by the Children's Bureau.

Specifically, interviews were conducted with more than 200 system users, grouped by section function, in an open conversation format. The project discussions focused on four main questions. Participants included DCF central and regional staff and county staff. While potential improvements were identified, users noted a relatively high level of satisfaction with the current system, with suggestions for how to improve functionality in the future, such as modular opportunities, building a youth justice system to support programming, and other recommendations.

Case Record Review Systemic Factor (Items 20-24)

Item 20 – Written Case Plan

Wisconsin has a robust and comprehensive process in place for developing a case plan for families in the child welfare system receiving services in their home or in OHC. The case plan is called a permanency plan in Wisconsin. Specific details of this process can be found in Wisconsin's ongoing standards:

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf>

CPS intervention standards are also used to assess safety and in-home case planning -

<https://dcf.wisconsin.gov/cwportal/policy>

Detailed guidance has been developed for assuring that written case plans for tribal children meet Wisconsin Indian Child Welfare Act (WICWA) guidelines through the WICWA Desk Aid-

<https://dcf.wisconsin.gov/files/publications/pdf/2536.pdf>

The Foster Parent Handbook provides critical information on how foster parents are engaged in developing the case plan: <https://dcf.wisconsin.gov/fostercare/handbook> .

Developing the Case Plan for In-Home Services

When a case is opened for Ongoing Services in the family's home, goals focus on enhancing parent/caregiver protective capacities to eliminate impending danger so the parents/caregivers can adequately manage child protection without intervention. The case plan organizes case activity and is a tool for communicating with parents/caregivers, children, family members, court parties, and other individuals involved in providing supports and services to the family.

The caseworker is responsible for overseeing the implementation of the plan and engaging with parents/caregivers to facilitate change. Managing the plan and change strategies involves ensuring the plan targets goals associated with enhancing diminished caregiver protective capacities and achieving stability. The purpose of the plan is to identify steps toward establishing a safe environment for the child.

The priority in the planning process is to determine the order in which diminished parent/caregiver protective capacities are addressed in the plan. This process with the family includes:

- Identifying household behaviors that need to change and the behaviors that need to be demonstrated and sustained.
- Developing behaviorally stated, measurable goals related to enhancing parents/caregivers protective capacity that are phrased in the family's own terminology.
- Confirming any specific needs and strengths for children and parents or caregivers and how those needs will be addressed.
- Identifying supports and change strategies to assist the family in achieving stability and safe case closure.
- Identifying services and activities that are acceptable, accessible, and appropriately matched with what must change.
- Ensuring goals establish a sufficient behavioral benchmark for evaluating change.
- Planning to identify, locate, and involve non-custodial or absent parents and relatives as resources for children. (For additional information, refer to "Locating Non-Custodial Parent / Relatives," page 180 of the ongoing standards.)
- When the child is an Indian child, making active efforts to prevent the breakup of the Indian family through the use of remedial services and rehabilitation programs as provided in WICWA.

Introducing the Change Process:

Throughout Ongoing CPS services, the caseworker must engage the family in a change process, which ultimately results in safe case closure. Families should be actively involved in case planning and implementation. Caseworkers must fully disclose the family's rights and responsibilities in case planning, implementation, and evaluation.

Timeframe for Initial Contacts:

The caseworker must have face-to-face contact within seven business days of the case transition staffing with the parents or caregivers and children unless the in-home safety plan dictates more immediate contact with the family. Within this timeframe the caseworker must communicate with in-home safety plan participants and providers to:

- Provide the caseworker's name and contact information.
- Elicit understanding regarding the reason for the safety plan.
- Clarify each individual's role in the safety plan with respect to ensuring child safety.
- Confirm continued commitment and ability to remain actively involved in meeting the expectations of the safety plan.

The initial contact with the family is to introduce the caseworker and explain both the changing role of the agency and the assessment and planning process. Whenever possible, the first face-to-face contact with the family should occur in the family's home and include the entire household. In families where domestic violence

has been identified or is suspected, the agency should assess whether scheduling family meetings will jeopardize the safety of a family member or any other participant, including agency staff.

During the initial contacts, the caseworker must engage the family and child, in a culturally sensitive and developmentally appropriate manner, around key decisions involving safety, stability, and well-being for the child. Engagement includes providing the child and family the opportunity to actively participate, and influence the change process. Caseworkers must discuss the following:

- The differences between the Initial Assessment and Ongoing Services processes including the roles and responsibilities of the Ongoing Services caseworker.
- The reason for agency involvement.
- The assessed level of intervention required to maintain child safety and the possible outcomes should the parents or caregivers not cooperate with the safety plan.
- The Ongoing Services process and collaboration needed from parents or caregivers.
- The status of the court process, as applicable.
- The purpose for involvement of non-custodial parents, relatives, and informal supports as potential resources for the child and family. For additional information, refer to Chapter VII in the Child Welfare Ongoing Services Standards manual; the “Locating and Involving Non-Custodial Parents, Alleged Fathers and Other Relatives” policy.
- The child’s possible membership or eligibility in a tribe.

Child and Family Team Meetings

Child and family team meetings engage families in case planning in comprehensive and meaningful ways to assure youth and family voice in this process. Child and family team meetings use a strengths and needs based, solution focused approach that incorporates the values and principles of family centeredness, respectful interaction, cultural responsiveness, and partnership.

The size, composition, function, and goals of the family team must be driven by the underlying needs and safety concerns of the family. The team must be identified by the family and consist of extended family members, the caseworker, informal/formal supports and service providers.

Determining What Must Change

An essential safety intervention responsibility at this stage is to evaluate caregiver protective capacity since impending danger is controlled by the safety plan. Information from the initial assessment provides the foundation for determining caregiver protective capacities. Throughout the assessment process, the caseworker clarifies and gathers additional information, and collaborates with parents, relatives, and informal and formal supports to gain consensus regarding the changes necessary to achieve a safe, stable, and permanent home, thereby allowing for safe case closure.

Caseworkers follow the requirements specified in WICWA which are summarized in the DCF Wisconsin Indian Child Welfare Act Desk Aid - <https://dcf.wisconsin.gov/files/publications/pdf/2536.pdf> -located in Appendix I, page 272.

Case Assessment and Plan Documentation

The caseworker must complete and document the case plan no later than 60 days from the case transition staffing when there is an In-home safety plan. All case assessment and plan requirements must be documented in the family case record in the eWiSACWIS case plan (DCF-F-CFS2132-E). The case plan must include:

- General person management and case maintenance information to ensure the case record is up-to-date (family demographics, agency, and legal).
- Child functioning, adult functioning, parent functioning and parenting practices, and family functioning information.
- Criteria based goals (focused on diminished caregiver protective capacities that are behaviorally stated, understandable to the family, specific and measurable).
- Services for the child and family. Safety assessments, plans, and conclusions.

Case Closure

Case closure for in-home child welfare cases is appropriate when child welfare services are no longer needed, the family declines further intervention, or the family is not engaged in services, provided there is no court order.

Documentation of Face-to-Face Contacts

The caseworker or designee must document both completed and attempted face-to-face contacts with parents/caregivers and children in eWiSACWIS as a case note. The case note must include, at a minimum, the following information describing the face-to-face contact:

- The date, time, and duration of the visit.
- The participants involved.
- The location of the visit.
- The type of contact.
- The purpose and summary of the results of the contact including:
 - A review and evaluation of the child's safety to ensure conditions have not changed in the household that would make the child unsafe.
 - Progress in the case plan (i.e., are parents engaged and involved in the process).
 - Understanding of the case plan (do parents understand what is expected of them in terms of meeting the case plan and what their responsibility is in relation to following through with their part of the case plan).

Overall Documentation in Case Plan

Requirements of the In-Home Child Welfare case must be documented in the Case Plan (DCF-F-2828 E) in the family eWiSACWIS case record and approved by a supervisor or her/his designee.

Permanency Planning for Children in Out-of-Home Care (OHC)

The permanency planning process for children in OHC has similar components to the in-home case planning in terms of introducing the change process and the timeframe for initial contacts. For children in OHC case planning focuses on a permanency plan to assure efforts are focused on an appropriate permanency goal for the child. In addition, cases for children in OHC must use a Child and Adolescent Needs and Strengths (CANS) assessment to determine service needs and goals for the child and family to facilitate reunification.

To ensure that safety is controlled for through an out-of-home placement, a thorough understanding of child safety decisions and actions is essential for caseworkers. Safety assessment, analysis, planning, and the management of child safety occurs in every aspect of CPS involvement with a family.

Ongoing Services has the following fundamental intervention responsibilities:

- Evaluating the existing safety plan developed during initial assessment/investigation.
- Managing child safety through continuous assessment, oversight, and adjustment of safety plans that ensure child safety and are the least intrusive to the family.
- Engaging families in the permanency planning process that identifies underlying needs which directs services to address threats to child safety.
- Measuring progress related to enhancing parent/caregiver protective capacities and eliminating safety related issues.
- Achieving timely permanence.

Timeframe for Initial Contacts

The caseworker must have face-to-face contact within seven business days of the case transition staffing with the parents/caregivers and children unless a safety plan dictates more immediate contact. Within this timeframe the caseworker must communicate with safety plan participants and providers to:

- Provide the caseworker's name and contact information.
- Elicit understanding regarding the reason for the safety plan.
- Clarify each individual's role in the safety plan with respect to ensuring child safety.
- Confirm the initial family interaction plan is working.
- Confirm continued commitment and ability to remain actively involved in meeting the expectations of the safety plan.

The initial contact with the family is to introduce the caseworker, explain both the changing role of the agency and the assessment and planning process. Whenever possible, the first face-to-face contact with the family

should occur in the family's home and include the entire household. In families where domestic violence has been identified or is suspected, the agency should assess whether scheduling family meetings will jeopardize the safety of a family member or any other participant including agency staff.

Requirements for the Family Interaction Plan

The agency is responsible for ensuring initial face-to-face family interaction occurs within five working days of the child(ren)'s placement in OHC.

The agency shall, no later than 60 calendar days after placement, establish and document a family interaction plan that outlines the anticipated interaction for the child with parents, siblings, and other identified participants.

Frequency

- Facilitating face-to-face family interaction is the responsibility of the agency and must occur weekly, at a minimum.
- When siblings are not placed together, sibling face-to-face interaction must occur monthly, at a minimum. Additionally, children shall have other family interaction (e.g., telephone calls, letters, etc.) with their parents weekly.

Additional Requirements

- Family interaction can only be prohibited by the agency if a court finds continued contact is not in child's best interests.
- Family interaction can be decreased or suspended if there is evidence that the contact is contrary to the safety of the child(ren) and this information is documented in the case record.
- Family interaction cannot be used as a punishment, reward, or threat for a child.
- The agency cannot restrict or suspend family interaction as a means to control or punish a parent for failure to work with agency or community providers or to comply with conditions of the case or Permanency Plan.
- The OHC provider cannot prohibit family interaction.

Documentation

The family interaction plan and content must be documented in the eWiSACWIS Family Interaction section. For additional information, refer to page 172 of the DCF Ongoing Standards -

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf> - the "Family Interaction for Child Protective Services Cases When a Child is in OHC."

The Assessment Process

Based on information discovered throughout the assessment process, the caseworker and parents or caregivers continue with discussions about a change strategy to result in a safe household.

This process includes:

- Gathering and assessing information in the following areas:
 - Whether a child has Indian heritage in accordance with the WICWA and if steps have been taken to notify and involve the tribe.
 - Child functioning and well-being, including school/child care setting: learning and development, medical/dental/mental health needs, physical/emotional/behavioral functioning, familial relationships, social skills, impact of trauma on the child, risk behavior, strengths, considerations for prudent parenting decisions, and the effects of the culture of the child and family on service provision.
 - Adult functioning (physical/emotional/behavioral functioning, etc.).
 - Parenting practices (discipline/approach to parenting/expectations, etc.).
 - Family functioning (current service provision, individuals the child and family identifies as supports and resources, social activities).
- Sharing information with children and families to:
 - Identify family strengths, supports, and existing parent/caregiver protective capacities that contribute to child protection.
 - Understand what parents/caregivers identify as strengths about themselves as individuals and in their caregiving role.
 - Examine the relationship between diminished parent/caregiver protective capacities and impending danger.
 - Determine the family's perception and level of agreement with the caseworker regarding diminished protective capacities and impending danger.
 - Assess if parents/caregivers are ready, willing, and able to consider necessary change related to diminished protective capacities.
 - Identify the needs and strengths of children and parents/caregivers and identify ways in which parents/caregivers can be involved in meeting the needs of their children or how the needs will otherwise be met.
 - Determine whether any professional evaluations (i.e. mental health; medical; educational) are needed for the child or parents/caregivers to inform case plan services.
 - Determine with the family the most logical place to begin focusing on change, setting goals and identifying potential service options.
 - Confirm impending danger is controlled and managed with a sufficient, feasible, and sustainable safety plan.
 - Ensure the child has opportunities to engage in age and developmentally appropriate activities following the Reasonable and Prudent Parent Standard.

- If applicable, determine with the family the need for any remedial services and rehabilitation programs required under s. 48.028(4) (d)2, Stats. in an effort to prevent the breakup of the Indian family.
- Gathering and assessing information about the functioning of the Out-of-Home Caregiver in relation to the specific child placed in their care through the CANS tool under the “Current Caregiver” in the following areas:
 - Supervision
 - Problem solving
 - Involvement with the child’s care
 - Parenting knowledge
 - Empathy with the child
 - Organization
 - Social resources
 - Physical health, mental health, substance use, or other possible disability
 - Family stress
 - Cultural congruence
- Use information from the CANS tool about the child, the child’s family, and the child’s OHC provider to:
 - Evaluate the match between the knowledge, skills, and abilities of a foster parent or OHC provider and the needs and strengths of the child.
 - Assist in the development of services and supports needed for a specific child and the OHC provider to promote the stability of the placement.
- Independent Living (IL) Plans and Independent Living to Discharge (ILTD) planning.

Developing the Permanency Plan

When a case is opened for ongoing services, case goals focus on enhancing parent/caregiver protective capacities to eliminate impending danger so the family can adequately manage child protection without intervention. The Permanency Plan serves as a tool for communicating with parents/caregivers, children, their family members, court parties, and other individuals involved in providing supports and services to the family.

The caseworker is responsible for overseeing the implementation of the Permanency Plan and working with parents/caregivers to facilitate change. Managing the Permanency Plan and change strategies involves ensuring the plan targets goals associated with enhancing diminished caregiver protective capacities and achieving permanence. The Permanency Plan identifies steps toward establishing a safe and permanent home.

Planning and Developing Goals with the Child and Family

The team must determine the order in which diminished parent/caregiver protective capacities are addressed in the plan. If the child is 14 years of age or over and has been in OHC for six months, the Permanency Plan must be developed in consultation with the youth and two other individuals selected by the youth who are not the youth's caseworker or foster parent. The agency may reject a person selected by the youth if the agency has good cause to believe that the person would not act in the best interests of the youth. This process with the family includes:

- Identifying behaviors needing change and the behaviors to be demonstrated and sustained to achieve safety without agency involvement.
- Developing behaviorally stated, measurable goals related to enhancing parents/caregivers protective capacity that are phrased in the family's own terminology.
- Confirming specific needs and strengths for children and parents or caregivers and how those needs will be addressed.
- Identifying supports and change strategies to assist the family in achieving stability and safe case closure.
- Ensuring the child has opportunities to engage in age and developmentally appropriate activities following the Reasonable and Prudent Parent Standard.
- Identifying services and activities that are acceptable, accessible, and appropriately matched with what must change.
- Ensuring goals establish a sufficient behavioral benchmark for evaluating change including determining permanence goals, need for concurrent goals, and establishing a plan to achieve permanence for the child.
- Caseworkers with the assistance of permanency consultants must rate the legal permanency status within 60 days if: a concurrent plan is required and the Permanency Plan is anything other than reunification or guardianship. See below for excerpt or see Appendix IV, page 287 for Legal Permanency Status indicators: <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf>.

Figure 25:

Current Child Legal Permanency Status <i>Rate the child's current permanency status as described below based on existing evidence:</i>		
Child has legal permanency (reunification with safe case closure expected, adoption or legal guardianship).	Permanency achieved	<input type="checkbox"/>
Child is in a family setting that the child, the caregivers and the casework team believe is lifelong, and the caregivers and child are committed to formalizing the relationship through adoption or transfer of guardianship; - OR - Child is in stable living situation with own parents (not a trial reunification) and identified safety threats have been eliminated.	Very good permanency status	<input type="checkbox"/>
Child is in a family setting that the child, caregivers and case workers believe is lifelong; a plan is in place to maintain safety and stability; the child, if old enough, and the caregiver(s) are committed to the plan; and adoption/guardianship/ issues, if any, are near resolution. - OR - Child is in stable living situation with own parents (not a trial reunification) and identified safety threats are being controlled through an in-home safety plan.	Good permanency status	<input type="checkbox"/>
Child is in a family setting that the child, caregivers and case workers believe could endure lifelong; a plan is in place to ensure safety and stability is achieved, and the child, if old enough, and the caregiver(s) are committed to the plan; and adoption/guardianship/reunification issues, if any, are being addressed; - OR - Child is in temporary placement but transition is planned and child is ready to move to identified safe, appropriate, caregivers who are willing to provide legal permanency; a child and family plan for safety and permanency is being implemented; and the child, if old enough, and caregiver(s) are committed to the plan.	Fair permanency status	<input type="checkbox"/>
Child is in a family setting that the child, caregivers and casework team feel could endure lifelong; they are developing a plan to achieve safety and stability, and it is uncertain if the relationship will be formalized legally; - OR - Child is in a temporary placement, and likelihood of reunification or a legally permanent home is uncertain; adoption/guardianship issues are being assessed; and concurrent Permanency Plan(s), if any, are uncertain or problematic.	Uncertain permanency status	<input type="checkbox"/>
Child is living in a home that is not likely to endure or is moving from home-to-home due to safety and stability problems, failure to resolve adoption/guardianship issues, or because the home is unacceptable to the child; - OR - Child remains in temporary home without a realistic or achievable legal permanency goal; and concurrent Permanency Plan(s), if any, have stalled or failed.	Poor permanency status	<input type="checkbox"/>

- Caseworkers must also identify, locate, and involve absent parents and relatives as resources for permanency options for children. For additional information, refer to Ongoing Standards: <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf> “Locating Non-Custodial Parent / Relatives” on page 180.
- Caseworkers must also use, if applicable, planning to ensure continued Active Efforts as defined in WICWA for eligible Indian children. See also WICWA desk guide - <https://dcf.wisconsin.gov/files/publications/pdf/2536.pdf>

As with families receiving services in their home, families with children in OHC are supported by individual and family team meetings. Additionally caseworkers work with families to identify sibling and parent visits, caseworker contacts, access to recreational and other support needs as needed to achieve permanency goals.

Requirements for evaluating the permanency plan are specified in Wisconsin’s ongoing standards.

Data on Wisconsin’s Performance

Key findings from Wisconsin’s 2015-16 case review process are:

- Goals were appropriate to the child 94% of the time.
- Permanency goals were specified in the case record 98% of the time.
- However, permanency goals were established in a timely manner only 60% of the time.
- Wisconsin is engaging mothers most effectively in the case planning process: 83% of the time in all cases, 88% of the time in in-home cases, and 80% of the time in OHC cases.

- Children are engaged in the planning process 73% of the time for all cases: 86% of the time for OHC cases and 66% for in-home cases.
- Fathers are engaged at an overall rate of 71%, with the rate for in-home cases being higher at 75% and lower for OHC cases at 68%.

For CPS cases and cases where one or more children are placed in OHC, the case planning practices are prescribed by the state's Ongoing Services Standards. A child's case plan or permanency plan identifies specific goals and objectives, describes the services or resources needed to achieve those goals and objectives, and defines family and provider responsibilities in the case planning process.

When children are placed in OHC, the case plan and case plan progress evaluations support the identification or modification of the permanency goal and permanency planning efforts. For Youth Justice cases, Chapter 938 governs permanency plan goal development, permanency plan review requirements, and court determinations regarding child, family, and agency efforts to achieve the permanency goal. State policy and statutes also specify requirements under the federal ASFA law to pursue termination of parental rights (TPR) for children who have been in OHC for 15 of the most recent 22 months.

The state's eWiSACWIS system supports permanency planning and the federal Adoption and Safe Families Act (ASFA) practice requirements and documentation needs. The application has been modified to synthesize and streamline some documentation functionality related to assessment and planning. In addition, reports based on permanency planning and ASFA are available to state and local child welfare agencies to monitor monthly performance related to these requirements. Based on eWiSACWIS data, as of December 2016, of the 6783 children in OHC for more than 60 days, 94% of the children had a permanency plan and goal documented, and 6% did not have a permanency goal documented as required.

In addition to DCF data, DCF works closely with the Children's Court Improvement Program (CCIP) in the Director of State Courts Office to share data to improve services for families served in both systems. Following is data that demonstrates functioning on periodic review, permanency hearings, the WICWA CQI project, and termination of parental rights.

Periodic Review (Item 21)

DCF has certain reminder functions within the eWiSACWIS system to help ensure that the required periodic reviews are completed timely. Workers can enter ticklers into the system and set up reminders of upcoming due dates for permanency reviews. The information system can show workers tasks as lists or in calendar view. The system also color codes information by type of task, as well as reflecting whether or not the task was completed on time. Supervisors have an option to view their caseworkers' workloads as a tool for ensuring compliance.

The DCF provides workers with the DCF Ongoing Services Standards, which provide extensive information regarding how an agency can conform to this requirement. Specifically, the Standards require caseworkers to participate in training on the permanency statutes under Section 48.38, Wis. Stats.

In Wisconsin, several jurisdictions use an administrative panel for the six-month review. Although several jurisdictions have the court commissioner or a judge conduct the six-month review, the approach to periodic reviews is not distinguished as a periodic (six-month) review or an annual permanency hearing. If it is conducted by a judicial officer on the record, the court record event is a Permanency Hearing regardless of the time interval.

The federally-funded Children's Court Improvement Program (CCIP) and the DCF have worked together to develop and promote the awareness of the following resources and policies to ensure that all case review standards are met.

- A circuit court form, Notice of Permanency Hearing (JD-1700) has been created to provide this requisite notice and advisement: www.wicourts.gov/formdisplay/JD-1700.pdf?formNumber=JD-1700&formType=Form&formatId=2&language=en.
- The DCF has a guide and form available for the child's physical custodian to provide written comments at Permanency Reviews, Permanency Hearings, and other court hearings: <http://dcf.wisconsin.gov/files/forms/doc/2474.docx>.
- The CCIP E-Learning Project, a web-based, self-directed training program that addresses Wisconsin statutes, case law, and best practices was released in early FFY 2014. The CCIP E-Learning Project is intended to be a tool that judges, court commissioners, attorneys, caseworkers/social workers, and other individuals can access at any time to obtain information on conducting key court hearings in child welfare cases, including statutory requirements, applicable case law, and recommended best practices. The overall goal of the project is to improve the quality of hearings in CHIPS, termination of parental rights, and adoption proceedings.
- CCIP has developed and trained juvenile clerks on new court record event codes in CCAP to better monitor the timeliness of the 6-month permanency reviews that are conducted by administrative panels in some counties. Juvenile clerks are now supposed to enter a court record event in the child's case via CCAP indicating each time a 6-month administrative panel review occurs. www.wicciptraining.com/Content/permanency_latest/player.html.
- The DCF worked collaboratively with CCIP to codify and implement the provisions of the federal Preventing Sex Trafficking and Strengthening Families Act related to permanency planning/hearings. CCIP commented on proposed legislative language, modified applicable circuit court forms, updated the Permanency Hearing learning activity for CCIP E-Learning Project, and educated judicial officers regarding the new requirements.
Another mechanism to support best practice is the Juvenile Clerks Workgroup managed by CCIP, which is made up of experienced juvenile clerks throughout the state, CCIP staff, a CCAP representative, and an Office of Court Operations representative. The workgroup creates and modifies the Juvenile Model Recordkeeping Procedures, CCAP codes, and circuit court forms as a result of statutory changes, issues brought to CCIP's attention, and requests received from various stakeholders. The Juvenile Clerks Workgroup provides advice on ways to improve the thoroughness of the court's findings at hearings and on written orders, accuracy of data entry in CCAP, and notice to all parties.

Systemic Factor Data

In federal fiscal year 2017 (1 October 2016 - 30 September 2017), there were 6,335 permanency plan reviews or hearings documented as having occurred in eWiSACWIS. Data shows that 68.49% of these occurred within 180 days of the child's removal or previous review. The median time elapsed between child removal or the previous review was 175 days, while the average was 190.59 days. However, when excluding hearings whose elapsed time was above the 99th percentile (64 hearings), the average number of days between reviews was 180.60 days, and the median remains the same.

Permanency Hearings (Item 22)

In addition to the practices mentioned in Item #21, the DCF Ongoing Services Standards provide detailed information as to how an agency should conform to the requirement for a 12-month court review. As part of evaluating the Permanency Plan, the caseworker must formally evaluate and document the Permanency Plan no later than six months from the day of removal when the child is placed in OHC and subsequent reviews of the Permanency Plan must be completed within six months of the last permanency review or hearing. Requirements must be documented on the Permanency Plan in the family eWiSACWIS case record and approved by a supervisor or her/his designee

As part of its CFSR Round 2 PIP, DCF made changes to the Ongoing Services Standards related to case planning. The DCF memo informing agencies of the changes can be found at this link.

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2013-02.pdf>

In addition, DCF and/or CCIP have taken the following actions to promote practice with respect to permanency hearings:

- The Title IV-E Continuous Quality Improvement (CQI) Project was implemented to take a proactive and targeted approach to judicial Title IV-E requirements and to improve adherence to those requirements. CCIP and DCF staff provide technical assistance to counties demonstrating implementation issues. In addition, the project aims to increase the collaboration and cooperation among the circuit courts, DCF, county child welfare agencies, and other stakeholders.
- In FY 2017, the DCF and CCIP collaborated on the following Title IV-E issues: drafting language for new post-TPR circuit court forms, defining terms related to the child's removal, and addressing concerns related to calculating the timeframe for conducting permanency reviews and hearings.
- The CCIP manages the Juvenile Clerks Workgroup described in Item 21. Through this collaboration, the implementation of this standard is met through the Juvenile Clerks Workgroup's provision of technical support and advice on ways to improve the thoroughness of the court's findings at hearings and on written orders, accuracy of data entry in CCAP, and notice to all parties.
- Wisconsin was selected as one of eight states to participate in the Judicial Engagement Initiative through Casey Family Programs. The purpose of the initiative is to engage judicial systems to support children remaining safely in their homes, timely exits to permanency, full consideration of well-being, and compliance with the Indian Child Welfare Act (ICWA). Casey Family Programs, with assistance from CCIP, is providing court-focused resources that support best practice implementation with the ultimate goal of safe reduction of the number of children in OHC.

The initiative is currently being piloted in three counties: Dane, Monroe, and Kenosha. Meetings were held in the pilot sites to establish concrete ways that each county can safely reduce the number of children in OHC and improve permanency outcomes through the following actions:

- Identifying areas of strength and barriers in achieving these outcomes.
 - Examining applicable child welfare data for the county (compared to the state and comparable counties).
 - Developing solutions, goals, and action plans.
 - Establishing a multidisciplinary committee to implement the established action plans.
 - Evaluating the data as it relates to the implementation efforts (including eWiSACWIS, court observation, agency and court file review, CCAP, and Institute for Research on Poverty (IRP) data).
- A number of implementation meetings and training events were held in the three pilot counties in FY 2017. CCIP continues to work closely with Casey Family Programs to implement and monitor the Judicial Engagement Initiative. The CCIP Director collaborated with Casey Family Programs and CIP Directors from other Judicial Engagement states to create a Judicial Engagement Toolkit that can be used as a framework for expanding the project to other jurisdictions within a state, as well as other states.
 - Subsequently, the Wisconsin Judicial Committee on Child Welfare (WJCCW) – a collaborative oversight body of the CCIP that includes judicial officials, state and local child welfare officials, Casey Family Programs, and CCIP— established a plan for rolling out the Judicial Engagement Initiative, including site selection criteria, uniformity of approach, role of mentor judges, team member composition, site preparation steps, and assistance required from CCIP. A total of 3-6 additional counties will begin implementing the Judicial Engagement Initiative in FY 2018, with preliminary meetings occurring later in FY 2017.

Systemic Factor Data

CCIP has worked to obtain data related to the timeliness of Permanency Reviews and Hearings in Wisconsin. Practice varies around the state as to whether the court or an administrative panel conduct the 6-month permanency review, while the court always hears the 12-month review. It is important to note that when the court reviews the permanency plan, the court record event reflects that a Permanency Hearing occurred without distinguishing whether it was a 6-month review or a 12-month hearing.

In FFYs 2012-2016, CCIP contracted with the University of Wisconsin Institute for Research on Poverty (IRP) to assist with third-party matching of juvenile court records from the Consolidated Court Automation Programs (CCAP), the judicial branch's automated system, and data from eWiSACWIS to enable CCIP to report on five timeliness measures required under the federal Court Improvement Program grant, including the time to the first permanency hearing and the time to subsequent permanency hearings. IRP achieved a 93%-94% match rate between the cases in CCAP and eWiSACWIS.

Most recently, IRP generated reports on the five timeliness measures for children who achieved a permanent placement (i.e., reunification, adoption, or guardianship) in calendar year 2015. The table below illustrates that

a Permanency Hearing occurred no later than 12 months from the date of the child's removal and within 12 months from the date of the previous Permanency Hearing in the vast majority of cases (94% and 98.2% respectively).

Table 10: CCIP Performance Measures by Thresholds for Cohort Children

	N in care at threshold mark	N experiencing outcome	Percent Experiencing Outcome
<i>Time to first permanency hearing</i>			
<i>Children having first permanency hearing within 12 months of removal</i>	1,728	1,624	94%
<i>Children having second permanency hearing within 12 months of previous permanency hearing</i>	1,361	1,336	98.2%

Termination of Parental Rights (Item 23)

§ 48.417(1), Wis. Stats. states a TPR petition must be filed if one of the following circumstances exists:

- (a) That the child has been placed out of home under a court order for 15 out of the most recent 22 months,
- (b) That the child was found to have been abandoned when under the age of one, or
- (c) The parent has committed a serious felony against the child or the child’s parent.

These provisions are similar to the circumstances under federal law that allow the filing of a TPR petition without a reasonable efforts finding.

Many provisions of the DCF Ongoing Services Standards incorporate both federal law and best practice to ensure that requirements are met. For example, the Ongoing Services Standards refer to the timeliness requirements of federal law, providing that “[t]he federal Adoption and Safe Families Act (ASFA) [42 USC 675 (5) (E) and 45 CFR 1356.21(i)] specifies that a TPR petition must be filed for a child who has been in OHC for 15 of the last 22 months. The timeframes do not consider whether an adoptive resource has been located for the child or not.”

The DCF standards also include several provisions for consultation with a permanency consultant to determine the legal status of the case. These consultations support that cases to be addressed in a timely manner.

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf>

When an agency does not file a TPR petition within the ASFA timelines, one or more compelling reasons must be documented as an exception. For additional information, refer to the following link to the DCF memo: DCF Memo Series 2007-18, *ASFA Exception to Filing a TPR Petition*,

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2007-18.pdf>

State Practices

Tools that have been developed to assist states conform to federal guidelines for this area include the following items:

- Form JD-1791 - <https://www.wicourts.gov/formdisplay/JD-1791.pdf?formNumber=JD-1791&formType=Form&formatId=2&language=en> provides information on meeting the timelines required for a TPR process. The CCIP E-Learning Project has developed training and support for meeting this requirement including a specific activity focusing on Termination of Parental Rights cases: <http://wicciptraining.com/Modules/All>
- The Judicial Engagement Initiative through Casey Family Programs more fully described in Item 22 is offering training and reviewing data from the three pilot counties that will assist the DCF and CCIP in more effectively working with judicial partners to improve TPR timeliness and supports. Caseworker training is provided to all workers pursuant to state law, licensure requirements, and the administrative code. The DCF, through the Wisconsin Professional Development System, has many trainings available in person and online. The following link provides access to the court training available: <https://wcpds.wisc.edu/court.htm>

In April 2017, the CCIP and the DCF began a joint project on TPR Timeliness. Practices related to TPR proceedings and their impact on achieving timely permanency were identified as a concern through multiple sources, including: findings from the prior Child and Family Services Reviews, timeliness measure reports generated by CCIP through the University of Wisconsin- Madison, Institute for Research on Poverty (IRP), complaints received by DCF and CCIP from stakeholders, and reports produced by the DCF using the Statewide Automated Child Welfare Information System (eWiSACWIS) data.

Based on a specialized case review and data exploration, the CCIP and the DCF will work together to develop and provide best practice protocols, tools, training, and peer support so that attorneys, caseworkers and judicial officers improve their knowledge and skills and improve practice and oversight and assure that concurrent planning is meaningful, effective, and actively engaged in earlier so that permanency can be achieved more quickly if reunification is not in the child's best interests.

The CCIP and the DCF are still in the early stages of development, but have taken a number of steps to implement the project since its commencement in April 2017, which include:

- Creating a list of possible data elements to collect through Wisconsin's court and child welfare statewide automated case management systems (i.e., CCAP and eWiSACWIS) and/or a specialized case review.
- Gathering information regarding related projects and research in other states.
- Introducing the project to and requested input from several multidisciplinary committees, including the Wisconsin Commission on Children, Families and the Courts, the Wisconsin Judicial Committee on Child Welfare, and the Child Welfare CQI Advisory Committee.
- Meeting with the IRP (the organization that generated reports on the five timeliness measures required under the previous CIP program instruction) to discuss entering into a contract to assist in the data matching and analysis required to develop a theory of change.

In an effort to develop a theory of change, as well as identify strategies that are evidence-based and not based solely on anecdotal information, we will conduct a specialized case file review (examining counties/cases with both short and long TPR timeliness outcomes) and data exploration using the statewide child welfare and the court automated case management systems. The results will be used to identify factors that correlate with timeliness of TPR and subsequent adoption. A number of possible data collection elements have been identified and are being considered by CCIP and DCF.

In addition, we will examine the timeliness of additional decision points in the cases to determine whether there are specific areas that need to be targeted.

The CCIP entered into a contract to assist with the data exploration and analysis described above. The CCIP and the DCF will form a specialized team in conjunction with the Child Welfare CQI Advisory Committee that will assist in identifying the sites for the specialized case review, finalizing the data collection elements and tools, developing solutions, and monitoring the progress of the project (including the implementation and assessment stages).

Systemic Factor Data:

The following data is from the CCIP Assessment for FY 2017, and provides evidence of the performance on standards related to timeliness for TPR matters in Wisconsin. Data in the charts below are for children achieving permanency in calendar year, 2015.

Table 11: Children Court Performance Measures by Court Case Type (mean number of days)

	<i>Time to TPR Petition Filing</i>	<i>Time to TPR Order</i>
<i>Child Welfare</i>	626	816
<i>Juvenile Justice</i>	-	-
<i>Both</i>	1,223	-
<i>Other</i>	621	801

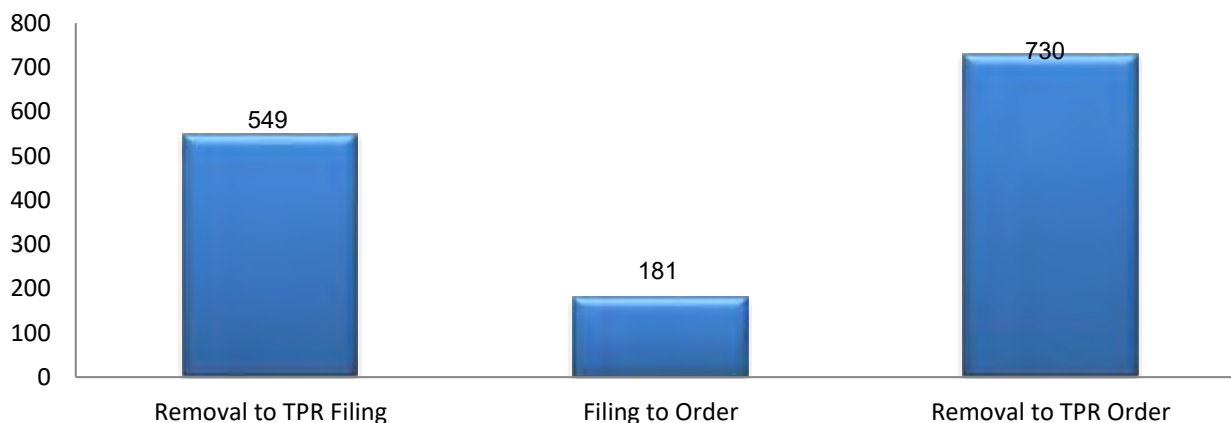
Table 12: Children Court Performance Measures by Permanency Type (mean number of days)

	<i>Time to TPR Petition Filing</i>	<i>Time to TPR Order</i>
<i>Reunification</i>	815	1,286
<i>Guardianship</i>	670	-
<i>Adoption</i>	620	819

Table 13: Children Court Performance Measures by Thresholds

	<i>All Children¹</i>	<i>Child Welfare Only</i>
1. Time to TPR petition		
Children with TPR petition filed within 15 months of removal	32.8%	33.9%
Children with TPR petition filed within 24 months of removal	57.3%	58.2%
2. Time to TPR order		
Children with TPR order within 15 months of removal	10.7%	11.5%
Children with TPR order within 24 months of removal	30.1%	30.9%

Figure 26: TPR Timeliness using Median Number of Days (Wisconsin Data from Institute for Research on Poverty*)

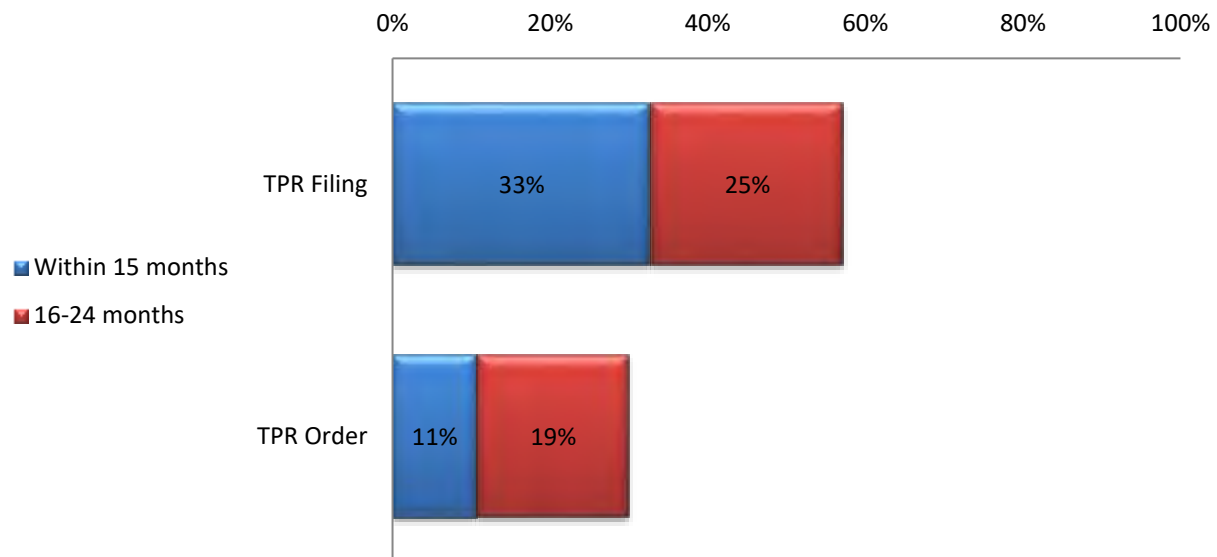


*The data sample includes children achieving permanency in 2015 who had a TPR petition.

Note: The federal standard of 15 months for TPR filing is equivalent to 450 days.

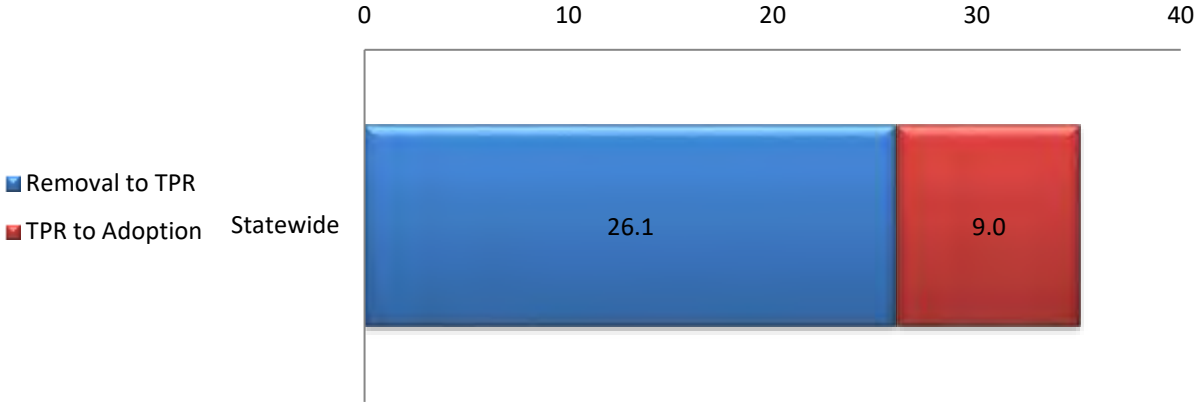
¹ Includes Juvenile Justice, Child welfare, and dual status children.

Figure 27: Time from Removal to TPR Benchmarks (Wisconsin Data from Institute for Research on Poverty*)



*The data sample includes children achieving permanency in 2015 who had a TPR petition and order.

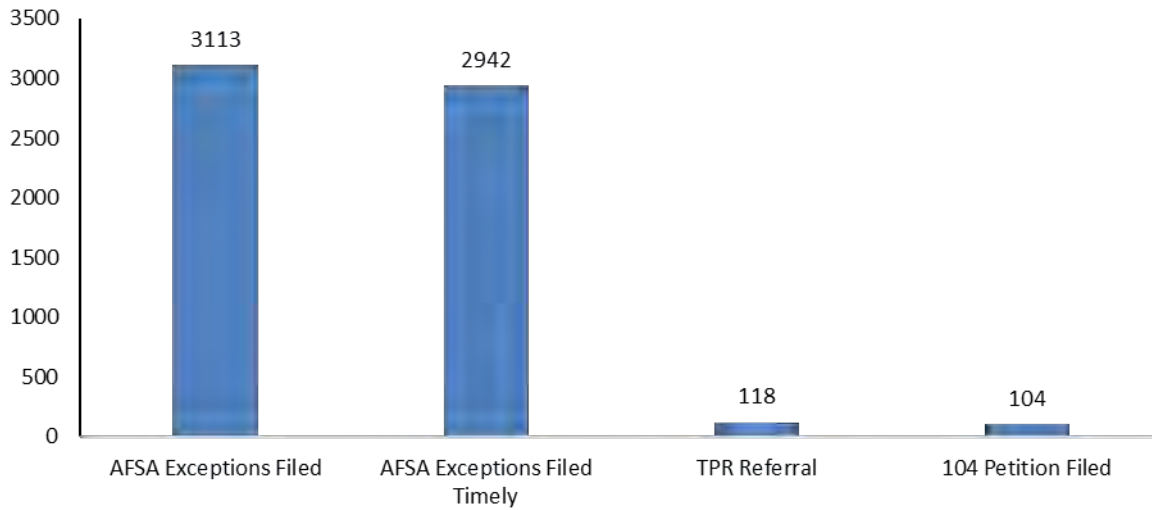
Figure 28: Average Months from Removal to Adoption Statewide (DCF Dashboard: 5/1/16-4/30/17)



Adoption and Safe Families Act Wisconsin Data

These data below shows that ASFA exceptions were filed appropriately 95% of the time (2942 of 3113 cases) and TPR referrals were filed 88% of the time (104 of 118 cases).

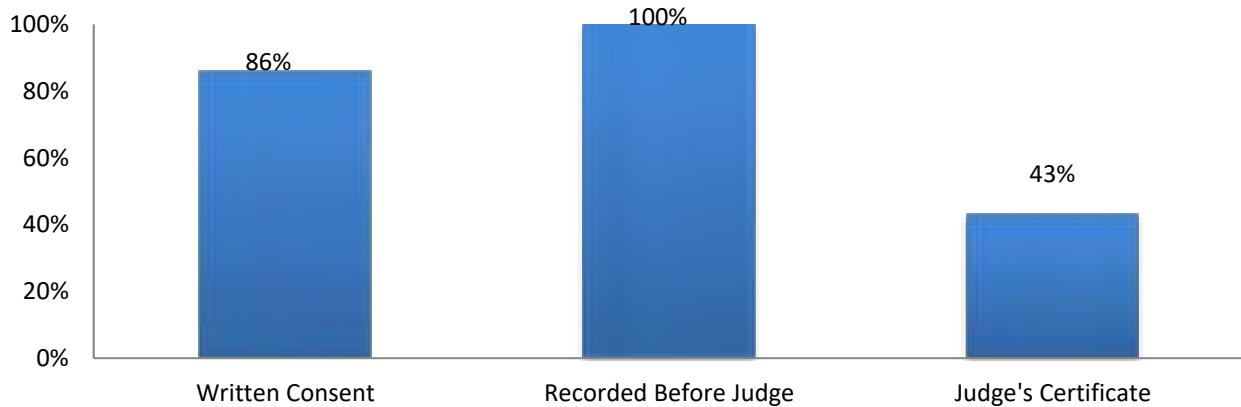
Figure 29: ASFA Exception Summary as of 12/31/2016



Wisconsin Indian Child Welfare Act (WICWA) Data

An additional source of data is the Wisconsin Indian Child Welfare Act (WICWA) Continuous Quality Improvement Project through CCIP. The WICWA Continuous Quality Improvement project measures compliance with key WICWA requirements in both voluntary and involuntary TPR cases in an effort to prevent unnecessary permanency and case delays, motions to invalidate the proceeding, and appeals. The following data was collected during the WICWA CQI reviews conducted by CCIP in CYs 2015-2016:

Figure 30: Voluntary Consent in TPR Cases (7 consents)



Notice of Hearings and Reviews to Caregivers (Item 24)

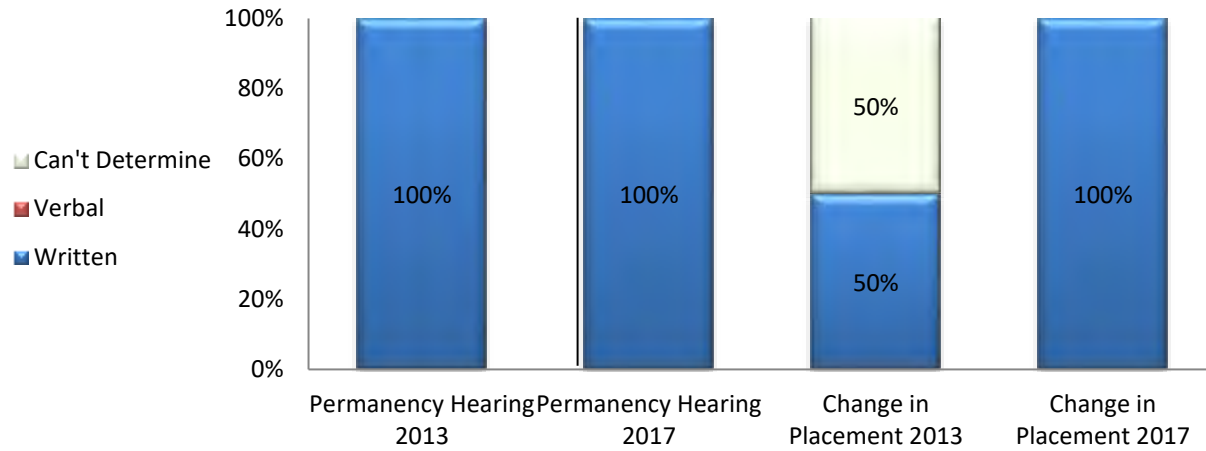
Model recordkeeping procedures for juvenile court clerks provide instructions about how to give foster parents, pre-adoptive parents, and relative caregivers of children in foster care notice of hearings. For the circuit court form, *Notice of Hearing (JD-1724)* the procedures state the following: “If the child is placed with a relative or guardian, or in a foster home, notice of hearings needs to be provided to them. Include any relative caregiver, guardian or foster parent on all notices.”

- A circuit court form, Notice of Permanency Hearing (JD-1700) has been created to provide this requisite notice and advisement: www.wicourts.gov/formdisplay/JD-1700.pdf?formNumber=JD-1700&formType=Form&formatId=2&language=en.
- Another circuit court form (JD-1724) Notice of Hearing, is used for several other types of hearings under sections 48.21, 48.27, 48.273 and others. All circuit court forms have a summary with instructions to guide users, including this form, which includes a provision for notice to foster parents, pre-adoptive parents, and relative caregivers of children in foster care. Please view this link to all of the circuit court forms.
[https://www.wicourts.gov/forms1/circuit/ccform.jsp?FormName=&FormNumber=&beg_date=&end_date=&StatuteCite=&Category=22&SubCat=Juvenile%20\(Chapter%2048\)](https://www.wicourts.gov/forms1/circuit/ccform.jsp?FormName=&FormNumber=&beg_date=&end_date=&StatuteCite=&Category=22&SubCat=Juvenile%20(Chapter%2048))
- As mentioned in Item 21, the DCF has developed a form for caregiver input that also supports this purpose.
- As described more fully in the Training section, the Wisconsin Child Welfare Professional Development System (PDS) provides a number of online training modules for foster parents, pre-adoptive parents, and relative caregivers of children in foster care as described in <https://wcpds.wisc.edu/foster-care.htm>. These trainings educate foster parents, pre-adoptive parents, and relative caregivers of children in foster care on the court process, trauma, working with biological parents and other topics. A specific training related to children’s court and permanency planning is also available through the PDS foster parent training delivered by University of Wisconsin - Milwaukee at <http://uwm.edu/mcwp/foundation-courses/>. These trainings help foster parents, pre-adoptive parents, and relative caregivers of children in foster care to understand their statutory right to notice and the opportunity to be heard at various proceedings.
- DCF and CCIP developed a video that was designed to increase understanding of the process and more meaningful engagement of youth in the court process.

Systemic Factor Data

Notice of hearings to caregivers is documented for individual cases in the Circuit Court Access Program (CCAP) but is not available in the aggregate. Based on file reviews conducted as part of the WICWA CQI project through court file reviews, data is available on notice to tribal parents and Tribes. Notice of subsequent hearings in a case must be provided to the parents and tribe in writing through mail, personal delivery, or fax. As illustrated below providing notice of hearing in writing is an area that continues to be a strength for permanency hearings and an area where improvements to practice have been made for change in placement hearings.

Figure 31: Notice of Post-Disposition Hearings for WICWA



Quality Assurance System (Item 25)

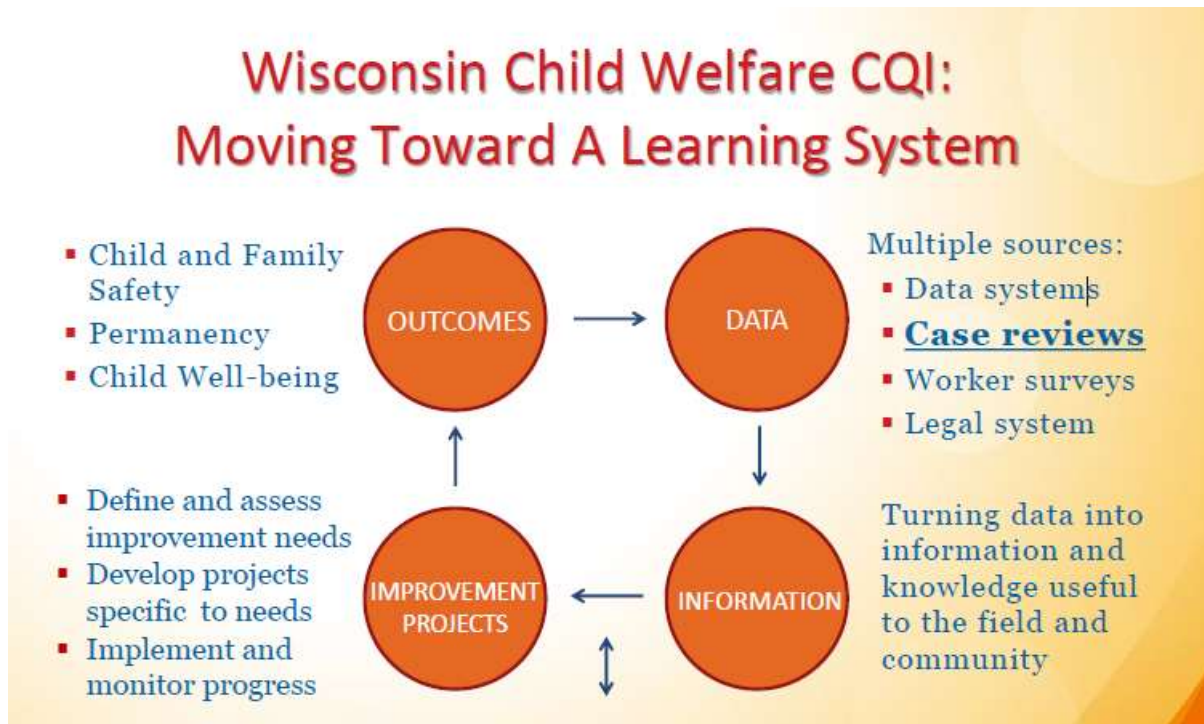
Overview

In response to the federal Child and Family Services Review Round 1 in August 2003, DCF has invested in the continuing strengthening of its Child Welfare Continuous Quality Improvement (CQI) system. Wisconsin's CQI system addresses the areas outlined in the Children's Bureau memo ACYF-CB-IM-12-07.

In 2014, Wisconsin began a significant revision to its Child Welfare CQI system. DCF, in partnership with local child welfare agencies, the courts, and other partners has established the following mission for the state's child welfare CQI program:

Wisconsin is committed to a Continuous Quality Improvement (CQI) system that supports the assessment and improvement of child welfare practice, processes, and outcomes at the state and local level. Wisconsin DCF fulfills this mission by providing resources, tools, and processes to build and sustain CQI at the state and local level.

Figure 32: Wisconsin Child Welfare CQI



The focus of the new CQI system is to create a deeper understanding of all child welfare practice areas. The CQI process begins with many sources of data such as [KidStat](#) measures, [performance dashboards](#), a new approach to critical incidents of child abuse and/or neglect called Systems Change, [workforce surveys](#), technical assistance from our Child Welfare Coordinators in the Bureau of Regional Operations, and data from [case record reviews](#). All of these sources of data are analyzed to create information and knowledge used to make improvements to Wisconsin’s child welfare system (see image above). To communicate about our updated CQI System to our stakeholders, the DCF created a short video (see screenshot below) which can be accessed here: [Learn more about Wisconsin’s Child Welfare CQI](#). This video is available to the public and to child welfare staff.

Figure 33: Wisconsin Child Welfare CQI



Wisconsin’s Child Welfare CQI System is governed by six key principles:

1. The DCF paradigm shift from quality assurance to quality improvement: CQI is focused on process, practice, and outcome improvement through collaboration. The Child Welfare CQI process will help the state, tribes, and local agencies fully engage in collaborative improvement efforts with a variety of key stakeholders and partners.
2. The Child Welfare CQI system is more than a case record review process; multiple sources of data, information, and knowledge are aligned and analyzed collectively. These include case record reviews, other specialized case reviews, KidStat performance data, and eWiSACWIS dashboards.
3. Data from a variety of sources is transformed into information and knowledge and is used to make informed decisions about improving policy and practice. This system relies on facilitated sharing with tribes and local child welfare agencies and ongoing analysis to improve outcomes, practice, and process at the local and state level.
4. Collaborative identification and implementation of improvement projects, grounded in meaningful collection and analysis of information. These projects will pilot smart innovations to our child welfare practice and policies.
5. Child Welfare CQI tools and processes are available for local use (“inside out” application). The DCF will support counties to build and sustain internal local CQI capacity. The DCF will actively support and invest in county action planning and organizational improvement efforts.
6. Child Welfare CQI system relies on a strong partnership and joint commitment between the state and local child welfare agencies, tribes, courts, and other key stakeholders. Together we will effect positive change in outcomes for families through the continual evaluation and improvement of child welfare process and practice.

Case Record Reviews:

The DCF has developed new child welfare CQI case record review instruments and processes for each stage of interaction with Wisconsin’s Child Protective Services system: Access, Initial Assessment, and Ongoing Services. The revised CQI case record review process provides a robust understanding of the CPS aspect of child welfare practice in the state by examining a representative sample of cases. There are 72 counties in Wisconsin. As reflected in the tables below, in the most recent published case record review reports, 50 counties had cases reviewed in Access, 55 counties in Initial Assessment, and 69 counties had cases reviewed in Ongoing Services.

Table 14:

Counties with a Case Reviewed in the 2015 Access Case Record Review				
County	No. CPS Reports		County	No. CPS Reports
Adams	1		Marquette	1
Bayfield	1		Menominee	2
Brown	12		Milwaukee	57
Burnett	3		Monroe	3
Chippewa	7		Oconto	1
Clark	2		Oneida	1
Columbia	6		Outagamie	9
Dane	27		Pierce	2
Dodge	2		Polk	3
Door	1		Portage	4
Douglas	3		Racine	14
Dunn	1		Richland	1
Eau Claire	7		Rock	10
Fond Du Lac	3		Rusk	1
Grant	3		Saint Croix	3
Green	1		Sauk	1
Green Lake	4		Shawano	4
Jackson	4		Sheboygan	3
Kenosha	7		Trempealeau	2
La Crosse	8		Vernon	1
Lafayette	2		Walworth	4
Langlade	3		Waukesha	4
Manitowoc	1		Waushara	1
Marathon	2		Winnebago	16
Marinette	4		Wood	8
			TOTAL	271

Table 15:

Counties with a Case Reviewed in 2015 Initial Assessment Case Record Review			
County	No. IAs Reviewed	County	No. IAs Reviewed
Adams	3	Monroe	5
Barron	2	Oconto	2
Brown	17	Oneida	2
Buffalo	1	Outagamie	6
Burnett	3	Ozaukee	3
Chippewa	1	Pierce	1
Clark	2	Polk	3
Columbia	5	Portage	3
Dane	16	Price	1
Dodge	1	Racine	8
Door	1	Richland	1
Douglas	2	Rock	18
Eau Claire	3	Sauk	1
Fond Du Lac	5	Sawyer	4
Grant	2	Sheboygan	2
Green	2	St. Croix	2
Green Lake	1	Trempealeau	2
Iowa	1	Vernon	3
Jackson	1	Vilas	1
Jefferson	1	Walworth	3
Juneau	2	Washburn	1
Kenosha	7	Washington	4
La Crosse	1	Waukesha	5
Lincoln	2	Waupaca	4
Manitowoc	3	Waushara	3
Marathon	5	Winnebago	10
Marquette	1	Wood	7
Milwaukee	75		
		TOTAL	271

Table 16:

Counties with a Case Reviewed in the 2015-2016 Ongoing Case Record Review			
County	No. of Cases Reviewed	County	No. of Cases Reviewed
Adams	3	Marathon	8
Ashland	4	Marinette	2
Barron	5	Marquette	3
Bayfield	3	Milwaukee	154
Brown	20	Monroe	3
Buffalo	2	Oconto	2
Burnett	4	Oneida	4
Calumet	1	Outagamie	13
Chippewa	9	Ozaukee	8
Clark	2	Pierce	1
Columbia	4	Polk	3
Crawford	1	Portage	7
Dane	18	Price	3
Dodge	6	Racine	14
Door	1	Richland	2
Douglas	4	Rock	12
Dunn	3	Saint Croix	2
Eau Claire	19	Sauk	4
Florence	1	Shawano	3
Fond du Lac	12	Sheboygan	9
Forest	1	St. Croix	2
Grant	8	Taylor	1
Green	2	Trempealeau	2
Green Lake	5	Vernon	5
Iowa	3	Vilas	1
Jefferson	2	Walworth	9
Juneau	2	Washburn	3
Kenosha	15	Washington	6
La Crosse	17	Waukesha	11
Langlade	4	Waupaca	3
Lincoln	1	Waushara	2
Manitowoc	11	Winnebago	15
		Wood	6
		TOTAL	516

As part of the new child welfare CQI system, case record reviews play a different role from the old system. The results are considered one of many data sources, rather than a conclusion or judgement upon which to act. Initial reports related to the results of Wisconsin's case record reviews can be viewed at the following DCF website: <https://dcf.wisconsin.gov/cqireports>.

The CQI Case Record Review tools are based on Wisconsin’s Child Welfare [Access and Initial Assessment Standards](#), [Ongoing Standards](#), and [Safety Intervention Standards](#) which specify the requirements necessary to perform Child Protective Services in the state of Wisconsin. The CQI Case Record Review tools can be found in the appendix D of each respective report (linked above).

To maintain fidelity and reliability of case record reviews; DCF has implemented a stringent Quality Management plan that includes strict reviewer prerequisites, training, double-blind and secondary reviews, and regular reviewer check-in meetings. The Quality Management plans can be found in the appendices of each respective report.

In particular, the CQI [2015 Initial Assessment Case Record Review Report Executive Summary](#) as well as the [2015 Access Case Record Review Report Executive Summary](#) provide a helpful overview of two of the CQI reports.

Initial reports related to the results of Wisconsin’s case record reviews can be viewed at the following DCF website: <https://dcf.wisconsin.gov/cqireports>. More information can be found at the following link - <https://dcf.wisconsin.gov/cqi>.

In addition to the CQI system for assuring quality in the child welfare system, DCF has several additional tools in place to measure, assure, and identify ways to improve the child welfare system.

KidStat:

KidStat is DCF's Performance Management Program and another piece of information that informs Wisconsin’s Child Welfare CQI system. When KidStat was first introduced in 2009, each Division identified areas to measure which capture DCF's commitments to the population it serves. KidStat measures the impact DCF is having on the critical issues facing Wisconsin's children and families. It tracks results for the programs DCF administers and identifies specific areas and opportunities for improvement. DSP’s KidStat metrics align with both Wisconsin’s Child Welfare Practice Model—the purpose of which is “to keep children safe and to support families to provide, safe, permanent and nurturing homes for their children”, and the three pillars of child welfare: Safety, Permanence, and Wellbeing. Go [here](#) to view previous KidStat Reports.

KidStat data is presented on a quarterly basis and the table below shows who is involved:

Table 17: PARTICIPANTS

KidStat Leadership Team:	Secretary, Deputy Secretary, Assistant Deputy Secretary, Chief Legal Counsel, Division of Management Services: Division Administrator and Bureau Directors of Budget, Finance, Human Resources, Information Technology, and Performance Management
Division Staff:	Division Administrator (DA), Bureau Directors, Section Chiefs, and other applicable Division staff
KidStat Staff:	Bureau Director of Performance Measurement, Research Section Chief, and KidStat Analysts

Figure 34: KidStat



Wisconsin Department of Children and Families Values

Wisconsin Department of Children and Families will:

- Make decisions and act based on the best interests of children and their families because Wisconsin's future is dependent upon their success today.
- Partner with the people of Wisconsin to keep children safe, promote economic stability and ensure the success of children and families, because it is our shared responsibility.
- Share information, seek input and explain our actions, because we value transparency and accountability.
- Treat everyone with dignity and respect, because we believe in everyone's inherent value.
- Manage our resources efficiently, because we value good stewardship.
- Support, develop and hold accountable our employees and contractors, because their performance is vital to our success.
- Keep learning about and applying what works, because we want to continually improve what we do.

Protecting Children. Strengthening Families. Building Communities.

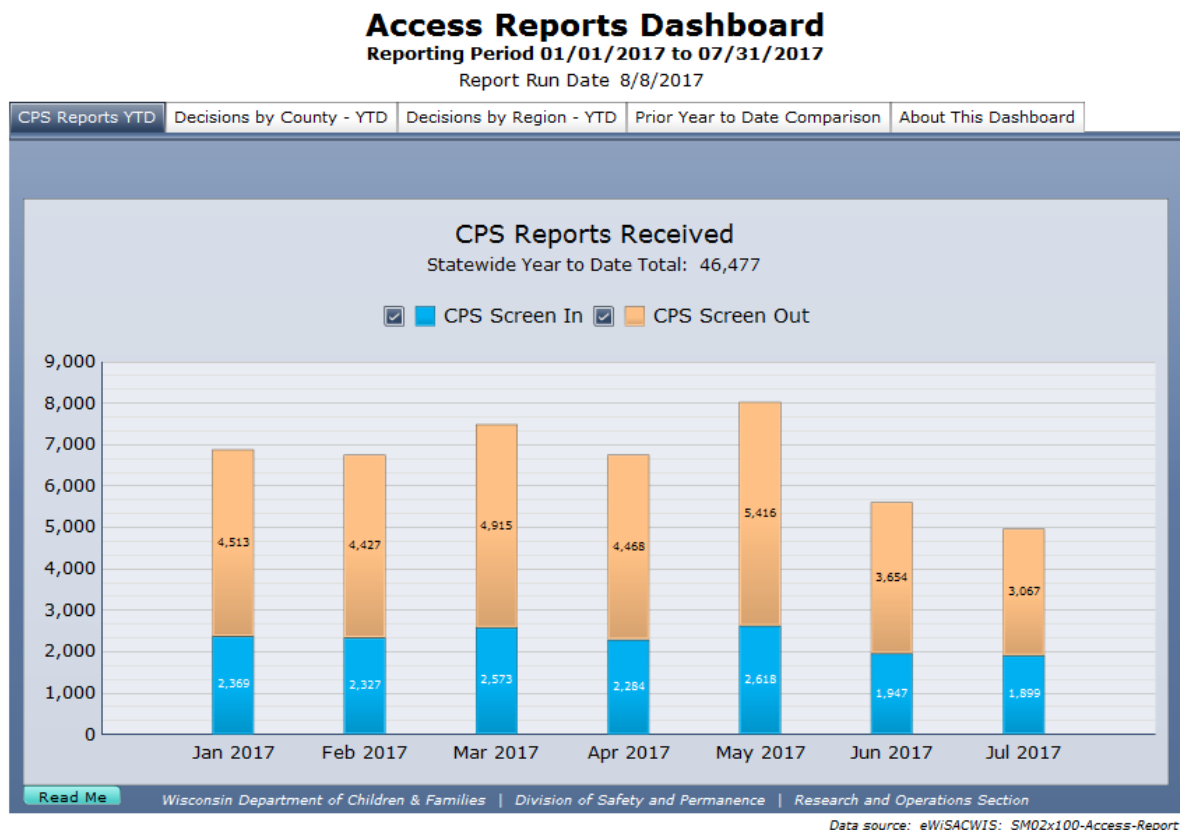


Performance Dashboards:

Our Child Welfare Dashboards are another component of our child welfare CQI system. They are visual reports showing statewide and local agency child welfare performance summary data. These dashboards cover child protective services, child out-of-home placement, discharges from placements and child well-being. Included with each dashboard is supporting data documentation in pdf format. These dashboards are updated monthly. An example of a dashboard is shown below. For links to all of the dashboards please visit:

<https://dcf.wisconsin.gov/reports?accactive=1>.

Figure 35: Access Reports Dashboard



The Access Dashboard presents cumulative year to date data related to access report screenings in Wisconsin. Training Systemic Factor

Training System Overview (Items 26-28)

DCF has a robust child welfare training system that provides high quality, uniform training statewide. DCF contracts with the Wisconsin Child Welfare Professional Development System (WCWPDS), which is housed in the University of Wisconsin-Madison School of Social Work, to provide job-specific professional development opportunities for over 4130 state, county, tribal, and private agency child welfare workers and over 7314 foster parents throughout the state of Wisconsin. The contract is primarily funded by the DCF with some funding provided by county child and tribal welfare agencies. WCWPDS subcontracts with the University of Wisconsin-Milwaukee to develop, deliver, and support all required foundational and special topics training for child welfare workers and supervisors in Milwaukee, and for foster parents statewide. The WCWPDS delivers training in locations throughout the state to ensure training is accessible to workers and foster parents.

The WCWPDS provides a continuum of services intended to facilitate and sustain positive change and support improved outcomes within Wisconsin’s child welfare system. Those services include: education, training, transfer of learning, technical assistance, coaching, project management, organizational effectiveness and development, research and evaluation, and research to practice.

Operational Initiatives

DCF contracts with the Wisconsin Child Welfare Professional Development System to assure that the state is responsive and provides access to training needs throughout the state.

Recent enhancements to the training system include:

- Dedicated staff to leadership and supervisor training
- Dedicated staff to new worker outreach (<http://wcpds.wisc.edu/newworkerorientation.htm>)
 - Improved identification of and contact with new workers to support training, training requirements, and training expectations
 - More effective collaboration between workers and supervisors surrounding professional development planning
- Dedicated full-time staff to foundation training
 - Full integration of trainers in review and development of curriculum
 - Improved professional development of trainers
 - Improved consistency of training
- Improved statewide calendaring
- Development of more flexible learning alternatives

Enhanced coordination of Organizational Effectiveness (OE) activities with CQI processes

The University of Wisconsin-Madison Survey Center (UWSC) was hired by the Division of Safety and Permanence within DCF to conduct a series of brief surveys of the child welfare workforce. The purpose of these Flash Surveys is to identify strengths and challenges faced by the child welfare workforce in Wisconsin. Input from these surveys has helped DCF and counties partner in their efforts to continually improve upon policy, process, and practice standards, as well as training and technical assistance. The initial Flash Survey was focused on training needs: <https://dcf.wisconsin.gov/files/cqi-cfsr/pdf/surveys/cpstraining-rpt.pdf>

Systemic Factor Data

This report uses data from the training system's Learning Management System, PDS Online, with crossover data collected through the State of Wisconsin's eWiSACWIS database. PDS Online is based in Cornerstone's proprietary Learning Management System, which tracks certifications and compliance for state of Wisconsin child welfare workers. The report includes data collected from July 1, 2016 to June 30, 2017 (SFY2017).

Figure 36:

FY2017 by the numbers	
18,144	Total trainees
975	Total professional development opportunities provided
502	Case-worker professional-development opportunities provided
9,197	Case-worker trainees
473	Foster-parent professional-development opportunities provided
8,947	Foster-parent trainees

Initial Training State Practices (Item 26)

Pre-Service Training

Administrative rules require new child protective services caseworkers and supervisors to complete the caseworker pre-service training as part of their initial development. The web-based pre-service training offered by the Wisconsin Child Welfare Professional Development System, combined with the agency-specific orientation plan that may include job shadowing, agency orientation and other related activities, introduces new caseworkers to the basic skills and knowledge they need to carry out their child protective services responsibilities. Because the pre-service training is web-based, all new caseworkers are able to begin the training immediately upon hire.

To assure that the modules are consistent with state policies, initiatives, and standards, the modules are reviewed and updated as new state policies, initiatives, and standards are released. Additionally, each module is reviewed on a three-year cycle to include updated research and best practice guidance.

Prior to being assigned as a primary worker in the statewide automated child welfare system, eWiSACWIS, caseworkers must complete, or be exempted from, the pre-service training that consists of 10 modules:

- Introduction to Child Welfare
- Engaging Families
- Safety
- Development and Dynamics of Human Behavior
- Access
- Court Process
- Initial Assessment
- Ongoing Services
- Permanence
- Confirming Safe Environments

These modules can be viewed at: <https://wcpds.wisc.edu/>

Pre-Service Compliance and Data

In order to support supervisors and agencies in onboarding their new access, initial assessment and ongoing child protective services staff to meet their training requirements, the Wisconsin Child Welfare Professional Development System reaches out to new caseworkers to share the Welcome Packet and Professional Development Plan and introduce the new caseworker to the Wisconsin Child Welfare Professional Development System. The Welcome Packet identifies the pre-service, foundation, and ongoing training requirements and provides information on training policies, procedures, registration, and the Learning Management System (PDS Online).

Completion of the web-based pre-service training for all caseworkers with primary job functions of access, initial assessment and ongoing child protective services is currently not consistently documented in PDS Online. However, PDS is working on some improvements to the on-line system that will result in better data about compliance.

Foundation Training

Administrative rules require new child protective services caseworkers who have access, investigation/initial assessment, and ongoing child protective services responsibilities to complete, unless exempted with county approval, 15 days (90 hours) of caseworker foundation training within their initial two years of employment. Dependent upon job function, new caseworkers are required to complete from 9-11 days of training on topics related to engaging families, safety assessment, ICWA/WICWA, and placement. The additional 4-6 days of training are chosen from a menu of foundational training courses that are designed to meet job-specific competencies.

The Foundation training provides the bedrock of knowledge, awareness, skill development, and values for child welfare staff. The Foundation training is evidence informed and heavily focuses on skill development and application, with multiple opportunities for practice integrated into each skill-focused Foundation training session. Foundation training is provided in eight locations around the state throughout the year, with multiple offerings throughout the year in Milwaukee, making the training accessible to caseworkers in all counties across the state.

The required foundation courses include:

- Engaging to Build Trusting Relationships (2 days)
- Supporting Change Through Engagement (2 days)
- Case Practice with American Indian Tribes (2 days)
- Placement (2 days)
- Safety in Child Protective Services – Present Danger (1 day)
- Safety in Child Protective Services – Impending Danger (2 days) (not required for Access workers)

The menu option foundation courses include:

- Trauma Informed Practice (2 days)
- In the Best Interest of the Child: Making the Most of Family Interaction (2 days)
- Access (1 day)
- Initial Assessment (3 days)
- Ongoing Case Planning (2 days)

Data related to course descriptions and session totals was taken from PDS Online and the data in regards to the evaluation component was collected from evaluations by participants in the specific trainings.

The following chart summarizes the number of enrollees and average evaluation of each foundation course.

Table 18: Foundation Training Enrollment

Foundation Training	Total Participants	Average Score 1 (low) 5 (high)
Engaging to Build Trusting Relationships	167	4.355
Supporting Change through Engagement	93	3.933
Case Practice with American Indian Tribes	246	4.419
Placement	143	4.484
Safety in Child Protective Services - Present Danger	193	4.582
Safety in Child Protective Services – Impending Danger	349	4.646
Trauma Informed Practice	67	4.747
Access	184	4.428
Initial Assessment	150	4.448
Ongoing Case Planning	176	4.443
In the Best Interest of the Child: Making the Most of Family Interaction*	N/A*	N/A*
Basic Intake Worker Training	232	4.604

* This training was not offered during the 7/1/16 - 6/30/17 period as it did not become a foundation course offering until July 1, 2017. No data is available.

Foundation Training Compliance and Data

In order to assure that the courses are consistent with state policies, initiatives, and standards, the foundation courses are reviewed and updated as new state policies, initiatives, and standards are released. Additionally, each course is reviewed on a three-year cycle to include updated research and best practice guidance as well as enhanced skill application.

The Training Rule is written to require those with the primary (rather than any) job functions of access, investigation/initial assessment, and ongoing child protective services to complete foundation training. Some workers have multiple child protective services responsibilities; others have both child protective services and other child welfare or human services related responsibilities (such as youth justice, children's long-term support, foster care, after hours). Caseworkers with primary foster care, after hours, youth justice, and children's long-term support responsibilities are not required to complete foundation training based upon the requirements within the Training Rule, even if they have some access, investigation/initial assessment, and ongoing child protective services responsibilities.

DCF is working with WCPDS on efforts to better track completion of foundation training for all caseworkers with primary job functions of access, initial assessment, and ongoing child protective

Part of this effort includes follow up on DCF 43 training rule by the Wisconsin Child Welfare Professional Development System. In January 2018, PDS began sending quarterly reports outlining worker compliance to each county human services supervisor in Wisconsin. These reports outline the compliance level for each direct report of that supervisor and what courses still need to be taken to put that worker in compliance with the requirement. It is anticipated that this will have a significant impact on compliance as we move forward.

Basic Intake Training

DCF and the WCWPDS have taken on a significantly larger role in the Youth Justice arena as a result of the transfer of the responsibility for oversight of the community-based Youth Justice system from the Department of Corrections (DOC) to the DCF in January 2016. Subsequently, Basic Intake Training has become the responsibility of the WCWPDS. The training system works closely with DCF as well as the Wisconsin Juvenile Court Intake Association to continue the development and delivery of this professional development service.

Wisconsin Stat. §§ 48.06 <http://docs.legis.wisconsin.gov/statutes/statutes/48/11/06> and 938.06 <https://docs.legis.wisconsin.gov/statutes/statutes/938/11/06> require that any county staff that provide intake services under either of these chapters shall successfully complete 30 hours of training. This completion must be evidenced by achieving a score of 70% or higher on an exam taken at the end of the 30 hours. As intake services include the custody intake function typically performed by county on-call workers the majority of child welfare social workers in the state are required to complete this training.

At this time, the format for providing the required 30 hours of training is through a 12 hour online Basic Intake Worker Legal Affairs module and an 18 hour face-to-face training with an exam at the end. The

exams are proctored by employees of the WCWPDS and the trainings are facilitated by ad hoc instructors from the legal field and the child welfare field. Successful completion of the requirements since the January 2016 transition has been tracked through the PDS online system and workers are provided a certificate indicating successful completion of the statutory requirements.

Between 7/01/2016 and 6/30/2017, 232 individuals completed the Basic Intake Worker Training.

Milwaukee Child Welfare Training Partnership Additional Initial Training Requirements

Unlike the other Wisconsin counties, the state-run Milwaukee system contracts for child welfare ongoing case management services. Specifically, the DCF Division of Milwaukee Child Protective Services (DMCPS) performs the Access and Initial Assessment functions while ongoing services, foster family licensing and adoption work is contracted to two private agencies (Children's Hospital of Wisconsin Community Services and SaintA).

As a subcontractor to WCWPDS, the UW-Milwaukee Child Welfare Partnership (MCWP) is responsible for providing training and professional development to DMCPS and contract agency staff and supervisors in ways that both uphold statewide policy and requirements and respond to local needs and priorities.

MCWP provides three broad categories of services to DMCPS/contract agency staff: New Staff Training, Continuing Education, and Supervisory Training. Requirements in each area are established through two main mechanisms: (1) Compliance with training requirements established in Administrative Rule (DCF 43); and (2) Responsiveness to local needs and priorities as defined in regular, ongoing collaboration with agency and DCF leadership (executive, managerial and supervisory). Following are descriptions of the structure of each category of service.

New Staff Training. New staff training for case-carrying DMCPS and contract agency staff has been delivered in an academy-style model since 2010. The model has been revised over the years in response to needs and experience but retains its essential goal: preparing new staff to demonstrate basic proficiency in providing for child safety in accordance with the Wisconsin Safety and Ongoing Services Standards. The academy process integrates formal training, structured field application, performance feedback and performance assessment, mixing MCWP-facilitated courses and processes as well as field application work led by agency-based training supervisors.

New staff complete the following **required** Foundation courses as part of their initial training:

- Engaging to Build Trusting Relationships
- Supporting Change through Engagement
- Access (Access and Initial Assessment staff only)
- Initial Assessment (Access and Initial Assessment staff only)

Courses unique to Milwaukee but completed as part of initial training include:

- Information Collection
- Protective Capacity Family Assessment (PCFA)
- Professionalism in Child Welfare
- Introduction to Culturally Competent Practice
- Fundamentals of Family-Centered Case Management

New staff complete the following required or elective Foundation courses immediately following the initial academy training (within the two years after hire):

- Placement
- Trauma Informed Practice
- Ongoing Case Planning
- Team Based Practice
- Case Practice with American Indian Tribes
- In the Best Interest of the Child: Making the Most of Family Interaction

Additional foundation class offerings are currently provided by the Milwaukee Child Welfare Training Partnership, including Professionalism, Team Based Practice, Making the Most of Family Interaction, Fundamentals of Family Centered Case Management, Information Collection and Safety Intervention, Introduction to Culturally Competent Practice and Protective Capacity Family Assessment. Some of these course descriptions can be found at:

<http://uwm.edu/mcwp/continuing-education-courses-for-case-management-staff/>

Table 19: Number of enrollees and average evaluations

Milwaukee Child Welfare Training Partnership Additional Initial Training Requirements	Total Participants	Average Score 1 (low) 5 (high)
Professionalism in Child Welfare	141	4.822
Team Based Practice	79	4.687
Information Collection and Safety Intervention	130	4.752
Introduction to Culturally Competent Practice in Child Welfare	124	4.848
Protective Capacity Family Assessment (PCFA): Part I Introduction, Part II Writing Objectives, Goals and Conditions Workshop	179	4.601
Protective Capacity Family Assessment (PCFA): Part II Introduction, Part II Writing Objectives, Goals and Conditions Workshop	65	4.684
Fundamentals of Family Centered Case Management	125	4.809

Ongoing Training State Practice (Item 27)

Special Skills and Topics training builds upon the knowledge, awareness, skill development and values from Foundation training by providing in-depth knowledge, awareness, values and skill development training around a specific child welfare topic. Based upon feedback provided from course evaluations, the responses from the Training Needs Flash Survey administered throughout the state, DCF defined priorities, and feedback provided at regional supervisor meetings, a robust menu of special skills and topics trainings are offered across the state to caseworkers. Trainers with specific expertise in the specialized topic areas are hired to facilitate many of the ongoing training courses.

In addition to the ongoing training opportunities provided for access, initial assessment, and ongoing child protective services staff, courses specifically designed for foster care coordinators are offered regularly. These include DCF 56 Training: New Licensors (DCF 56 outlines the licensing requirements for foster homes), SAFE Structured Analysis Family Evaluation Training, and Foster Parent Foundation Training of Content.

The state licensing rules require licensed social workers to complete four hours of Ethics and Boundaries training during each two-year licensing period. Based upon county identified priority, the Wisconsin Child Welfare Professional Development System develops and delivers a new Ethics and Boundaries training topic to caseworkers and supervisors every two years. Over 60 sessions of Ethics and Boundaries training are provided around the state to caseworkers and supervisors each licensing period.

In order to meet the in-time learning needs of caseworkers and decrease the amount of time outside of the office, the following web-based learning courses have been developed: Understanding Child Sex Trafficking in Wisconsin, Transition to Adulthood, Safety Overview for Non-CPS Staff, Confirming Safe Environments, Alternative Response Orientation, and CANS Tool Training and Certification. New web-based courses are being developed each year. Caseworkers are able to complete these web-based courses within PDS Online so that the completion of the training is noted on their training transcripts.

The following link has descriptions of Web-Based Courses such as Alternative Response, Understanding Child Sex Trafficking, and other courses: <https://wcpds.wisc.edu/web-based-courses/>

Table 20: 10 most attended Special Skills and Topics trainings offered by the Wisconsin Child Welfare Professional Development System

Training Title	Number of Attendees	Average Score 1 (low) 5 (high)
Assessing Impending Danger	385	4.615
CANS Case Planning	40	4.662
DCF 56: New Licensors	116	4.71
Ethics and Boundaries	180	4.392
Family Find and Engagement	687	4.113
Perinatal Substance Abuse	110	4.404
Permanency Roundtable	103	4.656
Post Reunification Motivational Interviewing	614	4.602
SAFE Structural Analysis	382	4.514
The Neurobiology of Case Planning	85	4.744

In addition to the training provided by the Wisconsin Child Welfare Professional Development System, caseworkers and supervisors can attend training offered by other organizations in order to complete their ongoing training requirements. Caseworkers and supervisors are then required to enter these sessions into PDS Online as an external training so that their PDS Online transcript captures all their completed training hours. In-service/ongoing training hour requirements cannot be exempted by a county agency.

Special Skills and Topics/In-Service Training Compliance and Data

Based upon the completion reports from PDS Online, all caseworkers with the primary job functions of access, investigation/initial assessment, and ongoing child protective services are not completing their 30-hours of required in-service/ongoing training. There are a variety of reasons for the less than 100% compliance in completing in-service/ongoing training:

- Workers are unable to take time away from the office to attend training.
- Duplicate PDS Online accounts for individual caseworkers exist; for example, if eWiSACWIS accounts are not properly closed and re-opened by the county agency when caseworkers change county of employment, two eWiSACWIS driven accounts can exist for the same caseworker; caseworkers may have their training completion documented across two PDS Online accounts making it look like the training requirements are incomplete; these accounts can be merged if the caseworker informs the Wisconsin Child Welfare Professional Development System.
- The non-Wisconsin Child Welfare Professional Development System sponsored in-service/ongoing training that caseworkers complete must be documented as external training by an individual caseworker into their PDS Online transcript in order for training hours to be recorded; agencies are required to enter the training into PDS Online within 30 days of training completion but it is not consistently entered into PDS Online.

In addition, caseworkers with other child welfare primary job functions, such as foster care and after-hours, are not required to complete ongoing training per the Training Rule (DCF 43) unless they are also licensed by the state as social workers, and not all counties require their child welfare staff to be licensed social workers.

As is occurring with initial training requirements, quarterly reports outlining worker compliance are being sent to each county human services supervisor in Wisconsin that outline the compliance level for each direct report of that supervisor and what courses still need to be taken to put that worker in compliance with the requirement. This notification should assist with meeting and documenting requirements. PDS is also working on additional means of improving documentation of compliance.

Tribal Training

Wisconsin has made a strong commitment to ensure that the needs of Indian Child Welfare (ICW) caseworkers in the eleven tribes are met. There are no state training requirements for ICW caseworkers unless the caseworker is a social worker certified by the state of Wisconsin. As sovereign nations, each tribe is responsible for establishing training requirements for its staff. However, there are often shared needs that can be addressed through WCWPDS. Training needs for these caseworkers are identified by the Intertribal Child Welfare Steering Committee, which meets with a representative of WCWPDS every other month. This committee includes the ICW Directors of all eleven tribes. A list of training topics is developed and the tribes vote on which topics will be delivered each year. There are typically three trainings offered to tribal staff each year. The training topics that were identified and planned for the winter of 2017 through the spring of 2018 include:

Table 21: Training topics Winter 2017 – Spring 2018

Training Title	Date
Child Forensic Interviews: Best Practice Guidelines	12/11/2017 – 12/13/2017
Native Wellness in the Workplace	01/23/2018 – 01/24/2018
Drug Trends in Indian Country	Spring 2018

Supervisor Training

Administrative rule requires new child protective services supervisors to complete, unless exempted, the caseworker pre-service and foundation training as part of their initial development. Supervisors are required to complete the caseworker pre-service training before providing direct supervision to a child protective services caseworker and supervisors must complete 15 days of the caseworker foundation training within 12 months of hire. In addition, child protective services supervisors are required to complete 30-hours of in-service (special skills and topics/ongoing) training related to their professional responsibilities during each two-year state licensing period.

In addition to the caseworker pre-service, foundation and ongoing training (that was described in previous sections), supervisor foundation and supervisor specific ongoing training topics are offered annually by WCWPDS. The supervisor foundation training focuses on both child welfare specific supervision issues and basic elements of effective supervision. While new supervisors are required to complete the caseworker foundation training, they are not required to complete supervisor foundation training.

The supervisor foundation training is newly developed and is being offered statewide on a regular basis as of July 2017. The supervisor foundation training series includes:

- Stepping Up to Supervision: Supervisor Orientation (1 day) – pre-requisite to attend any of the foundation courses; offered monthly;
- Supervisor Foundation - Administrative Supervision: Supervisor as Manager (2 days);
- Supervisor Foundation - Educational Supervision: Supervisor as Coach (2 days);
- Supervisor Foundation - Supportive Supervision: Supervisor as Team Leader (2 days); and
- Supervisor Foundation - Clinical Supervision: Supervisor as Critical Thinker (2 days).

Table 22: Number of participants and the average evaluation score for training.

Supervisor Foundation	Total Participants	Average Score 1 (low) 5 (high)
Supervisor Foundation Training: Modules 1-4	82	4.28
Supervising Using the Five Dysfunctions of a Team	40	3.917
Supervisor Retention: Modules 1-6	121	4.346
Secondary Traumatic Stress: Building Resilience in Staff	21	4.699

Special Initiatives

Organizational Effectiveness

Description:

Organizational Effectiveness (OE) is a systemic and systematic approach to organizational improvement. This training was part of Wisconsin's response to the 2010 CFSR in 2011. The DCF in conjunction with WCWPDS adopted the American Public Human Services Association's DAPIM™ model for continuous improvement. It is not an initiative or a single event or program; it is a way to provide system support to county human/social service agencies interested in solving a concrete problem or implementing a change related to child welfare.

The seven day, team-based experience is facilitated by skilled and seasoned professionals from WCWPDS and spans four months. Organizational Effectiveness services are offered on a range of issues which are typically faced by organizations involved in public child welfare such as:

- Policy Alignment
- Performance Management
- Leadership Development
- Translating Mission, Vision, Values into Practice
- Employee Engagement
- Organizational Structure/Work Process/Job Design
- Strategic Planning
- Implementation Support
- Capacity Building
- Program Improvement

The OE process looks at areas needing to be improved and makes a conscious effort to stratify task work (structures, polices, procedures, processes and methods) with relational items (culture, values, trust, politics, communication, teamwork and collaboration). Through the development of a Desired Future State (DFS) a team defines what it wants the identified area to look and feel like when the OE process is completed. The model is then implemented by listing strengths and gaps, prioritizing gaps, defining root causes, and then developing workable remedies. Remedies are also stratified by quick-wins and mid and long term fixes (see DAPIM model).

Objectives:

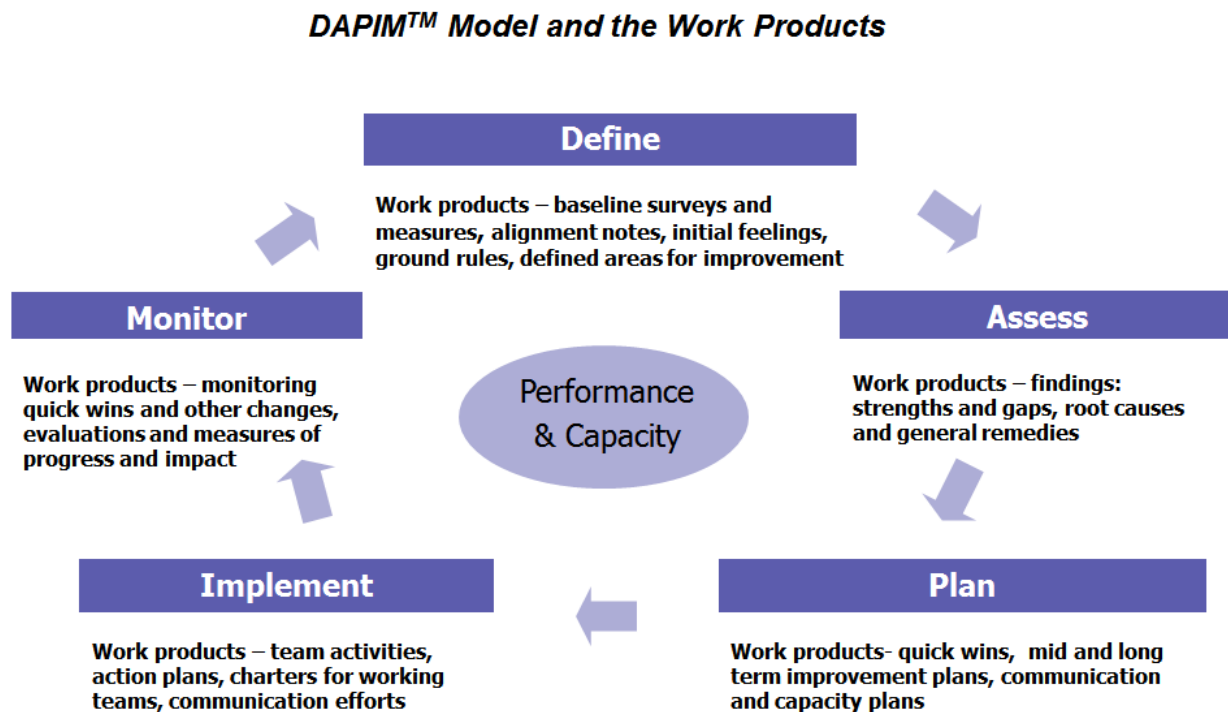
Organizational Effectiveness seeks to strengthen county organizations by improving performance, performance capacity and improving outcomes for the children, youth, and families that are served by the agency. It has the ability to build capacity by taking a systematic (step by step approach) with a goal of impacting the entire system systemically (staff, client, and community). This is accomplished through teams developing the ability to reflect, process and learn tools to put into application.

Data:

In 2011, OE was piloted in four counties (stratified by small, medium, and large size). Since that time, OE projects have been completed in 25 more counties. Some of the topics that have been chosen include: reduction in OHC costs, redesign of crisis on-call, employee retention and recruitment, integration of children's long term care waiver, redesign of child welfare service delivery system, implementing and integrating trauma informed care, integrating child welfare and behavioral health, developing more comprehensive youth services, integrating child welfare and juvenile justice services, building agency morale and developing trust-based relationships.

In 2016, storyboards were created for some counties that had completed OE and placed on the WCWPDS website. The purpose of this was to share the projects that counties have worked on including DFS, Priority Gaps, Root Causes, Remedies, and Recommendations made by the OE facilitation team. See link to OE Storyboards: <https://wcpds.wisc.edu/organizational-effectiveness.htm>

Figure 37: DAPIM Model



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Alternative Response (AR) Training

Background:

Alternative Response (AR) began as a pilot initiative in Wisconsin in 2010. The pilot established a two-pathway response system for screened-in Child Protective Services cases. Historically, in all CPS cases, workers make a maltreatment determination (whether child abuse and/or neglect occurred) and a maltreater determination (abuse or by whom). This pathway is called a Traditional Response (TR). With AR, there is a second pathway involving CPS cases that are less severe in allegations and concerns and less likely to need collaboration with law enforcement or courts. This type of response allows the focus to be on the family and removes the substantiation focus (both maltreatment and maltreater).

In either pathway, child safety remains paramount and is assessed in order to make decisions of whether or not a child needs protection.

To support this new approach in CPS, WCWPDS initially contracted with trainers from North Carolina who had experience in providing training to support implementation of this program in that state. This training's focus was on principles of engagement and teaches skills to enhance workers' ability to work with families in a non-adversarial and collaborative way. In 2016, WCWPDS updated its Engagement Foundation training, which already provided much of the same information as the North Carolina training, bringing a strong focus on the content and materials from the North Carolina AR training curriculum. As the AR program continued to expand, the need for in-time availability of this information was evident. WCWPDS worked with the DCF and developed an online orientation to AR. This online training provides specifics and clarity regarding the policy and processes of the two-pathway approach. It supports county agency staff and their partners in understanding how AR fits into CPS practice in Wisconsin and more specifically, answers the questions of what AR is, what it is not and, with the implementation of this approach, what is the same about practice and what is different.

Additional efforts focus on learning and support with the provision of webinars and a yearly conference.

Description:

Online Training

A 2-module online training provides CPS workers with a framework to understand where and how AR fits into practice and assists participants in considering how to incorporate an Alternative Response approach in their work with families. The focus is on the core concepts of program, pathway, and practice. While this orientation is intended to provide new information, it is only the beginning of a conversation as counties kick off implementing Alternative Response.

The main target audience for this training are Initial Assessment and Access workers who will be implementing Alternative Response in their county. The content is also applicable to other agency staff and community partners who work in collaboration in serving families who are on the AR pathway response.

For partners who collaborate with CPS, the training provides an overview of AR and helps support discussion about how practice and work may look when working with families on an Alternative Response pathway. In addition, counties with CPS Agencies implementing AR will host community meetings where partners come together to further look at how AR will impact their combined work. This training can help to prepare for those meetings.

Webinars

In the second half of 2016, we identified the need to develop and provide further learning opportunities to support agency level implementation. To address this need, supervisor webinars were offered every other month. These webinars provide technical assistance with the implementation of tools and engagement skills, as well as further exploration of topics and issues identified by counties in the AR program.

Annual Conference

Once a year, all counties who are currently part of the AR program, along with any new counties who will be onboarding with AR the following year, are invited to attend a one day conference.

Data:

Twenty-two counties are currently implementing AR. The DCF is in the process of conducting an evaluation of the program to make decisions about continued implementation and roll out. The evaluation will be completed by September 2018.

Because the online training is offered outside of the LMS system in order to make it readily accessible to Child Welfare (CW) community partners (schools, law enforcement, court staff, mental health providers, etc.), in addition to CW agency staff, the DCF is not able to identify how many people have completed the online training.

Critical Incident Review

Beginning in 2016, DCF has contracted with Collaborative Safety, LLC to provide training and support in implementing a new review protocol to evaluate and address systemic factors affecting child maltreatment fatalities and near fatalities based on a safety science approach. The *“Developing Champions for Change: A Scientific Approach to the Review of Critical Incidents”* Training Institute is a four-day training institute designed to provide a formal skill set to professionals in the area of organizational safety and quality assurance in child welfare.

The *Developing Champions for Change Training Institute* is comprised of four courses:

- *Introduction to Human Factors and Systems Safety (Day 1)*
This course provides a framework of system safety and is designed to engage participants with a comprehensive and holistic introduction to Human Factors and System Safety. Contrasting models and approaches are presented to give participants an increased command of relevant scientific literature.
- *Human Factors Debriefing (Day 2)*
This course examines the child welfare system and those who interact within it. Participants leave with the ability to independently use Human Factors principles in their workplace. They will understand the human contribution to success and failure as well as how to build systems that promote safe decisions and actions of the people who work within them.
- *Accident Analysis (Day 3)*
The course is designed to give participants the skillsets to independently analyze critical incidents common in the child welfare system. Participants leave with practical tools to use in their analysis, including skills specific to report writing. Participants will be able to take the results from the accident analysis and generate findings and conclusions that will strategically support systemic change.
- *Implementation and System Change (Day 4)*
This course focuses on leveraging the skillsets provided in the first three courses for system change. Participants will learn to analyze findings for underlying systemic themes. The course then provides insight on how to develop effective recommendations and provide meaningful feedback to the organization regarding system improvements and valuable learning opportunities.

Conferences

DCF works collaboratively with the WCWPDS and the University of Wisconsin-Madison Division of Continuing Studies to plan, deliver, and support several conferences.

- Public Child Welfare Conference
- Statewide Conference on Child Welfare and the Courts
- Youth Services Conference
- Adoption Conference

Public Child Welfare Conference

The Public Child Welfare Conference targets agency directors, managers, and supervisors and is held every other year. Themes vary for each conference in support of statewide initiatives, county needs, and state and national trends. The conference historically reaches 300 state child-welfare leaders.

Statewide Conference on Child Welfare and the Courts

The Statewide Conference on Child Welfare and the Courts targets circuit court and tribal court judges, tribal chairpersons, circuit court commissioners that hear juvenile cases, district attorneys, corporate counsels, tribal attorneys, private bar attorneys that represent parents and youth, and guardians ad litem. Participant composition is designed to bring together county, state, and tribal leaders from multidisciplinary backgrounds to assist in creating a dialogue and pragmatic approaches to their work serving youth. Presentations and workshops are subsequently aimed at solutions-based approaches for serving youth in the child welfare and juvenile justice systems. The conference provides substantive training in a multi-disciplinary setting on topics that impact child welfare, legal and judicial practice to improve safety, permanence, and well-being outcomes for Wisconsin's children and families. Conference capacity is generally 500 participants.

Youth Services Conference

The Youth Services Conference targets Independent Living Coordinators, social workers working with older youth and youth as they age out of care, Bureau of Youth Services grantees, Group Home providers, foster parents working with youth aged 12-21 and prospective foster parents. The conference addresses issues relevant to the wide range of youth served in OHC with topics focusing on supporting youth while they are in care, as well as in their transition to independence. Conference capacity has grown from 150 the first year to 300 participants. Applications for Continuing Education and Judicial Education credits are available. Continuing Education Hours are also counted for social workers. The UW-Madison Division of Continuing Studies is an approved continuing education provider through the Association of Social Work Boards.

Adoption Services Conference

Wisconsin's Adoption Conference targets social workers from public and private agencies, adoption workers, Public Adoption Program workers, and private child placement agencies. The focus of this conference is to improve services and supports for Wisconsin adoption workers. Capacity for this event is generally 250 participants.

Foster and Adoptive Training State Practice (Item 28)

Administrative Rule (DCF 56) requires all licensed foster families to complete training commensurate with their Level of Care certification (LOC). Training is provided in three components:

- Pre-Placement: prior to the placement of a child into the home, except in the case of a child-specific license when the family has up to six months to complete the training.
- Initial Licensing: completed within the first licensing period. A licensing period can be up to two years.
- Ongoing: each 12 month period of licensure subsequent to the initial licensing period.

All foster and adoptive parent training must meet one of the following purposes:

- Improve the quality of care provided to children who live in foster or adoptive homes.
- Prepare foster and adoptive families to care for and provide stability for foster children in their homes.
- Promote communication, respect, and understanding among all involved parties, with a focus on working for the best interests of the foster child.
- Provide opportunities to foster parents to mutually explore their values, strengths, limitations, and needs as they relate to compatibility with foster and adoptive children.
- Develop an understanding of the child welfare system and the importance of permanency for children.
- Encourage foster and adoptive parent networking and the use of resources.

The required trainings by Level of Care certification and topics covered are listed in the following table.

Table 23: Required training by Level of Care certification

		Level 1	Level 2	Level 3	Level 4
Pre-Placement Curriculum	Foster Care Overview	Pre-Placement: 6 hours	Pre-Placement: 6 hours	Pre-Placement: 36 hours	Pre-Placement: 36 hours
	Expectations of Foster Care				
	Caring for Children in Foster Care				
	Developing and Maintaining Family Connections				
	Foster Family Self-Care				
Foundation Curriculum	Permanency	Initial Licensing: Not Required	Initial Licensing: 30 hours (to be done in first licensing period)		
	Cultural Dynamics				
	Child Abuse and Neglect				
	Effects of Maltreatment on Development				
	Attachment				
	Separation and Placement				
	Importance of Family Connections				
	Guidance and Positive Discipline				
	Access to Resources				
Various curriculums	Crisis Management	Not Required	Topics Not Required	Initial Licensing: 24 hours	Initial Licensing: 24 hours
	Sexuality and Sexual Development				
	Sexual Abuse				
	Effects of Maltreatment and Trauma on Child Development				
	Building Life Skills				
	Building Birth Family Connections				
	Other Topics Required by Licensing Agency				
	Ongoing: Not Required	Ongoing: 10 hours each year of licensure beyond the initial licensing period	Ongoing: 18 hours each year of licensure beyond the initial licensing period	Ongoing: 24 hours each year of licensure beyond the initial licensing period	

The DCF contracts with WCWPDS for the curriculum development and maintenance for the Pre-Placement training and the Foundation curriculum and for the development of various ongoing trainings. Additionally, WCWPDS conducts Train the Trainer sessions of the Foundation curriculum for foster care coordinators from county and private Child Placing Agencies. Private Child Placing Agencies generally license foster homes with a Level of Care of 3 or 4 and conduct their own training of the foster homes they license with the required curriculum. Private Child Placing Agencies receive financial support to implement training as an included item in their administrative rates for foster care placements.

In addition to the trainings conducted through WCWPDS, the DCF has other resources supporting foster parent training. Per its contract with the DCF, the Foster Care and Adoption Resource Center is required to provide up to six webinar trainings a year for foster parents. These webinar trainings have an interactive capacity to give foster parents an opportunity to ask questions and provide input during the training. County agencies also provide foster parent training supported financially by Title IV-E pass through funding. 45 counties utilized pass-through funding in CY 2017 to support additional foster parent training. County agencies can access this funding for mileage reimbursement, child care, materials costs and other allowable costs related to the provision of foster parent training. This can be used for pre-placement, if provided face-to-face, and foundation training to support attendance at the training and ongoing trainings. The DCF also provides financial support to the Wisconsin Foster and Adoptive Parent Association for a spring and a fall conference for foster and adoptive parents.

The WCWPDS subcontracts with UW-Milwaukee Child Welfare Partnership (MCWP) to oversee and deliver training to county, tribal and DMCPD-licensed foster families licensed at Levels 1 and 2. Increasingly, private child placing agencies (CPAs) licensing families at Levels 3 and 4 have the option to send families to MCWP sponsored trainings as well.

Training compliance is reviewed by the foster care licensing agency during the licensing period and at renewal. If a foster parent is not in compliance with the licensing regulations he/she may request an exception. The DCF Exceptions Panel must approve any request for an exception or waiver to Pre-Placement or Initial Licensing training at all Levels of Care Certification. The licensing agency may grant an exception or a waiver for ongoing training at any level. The table below lists the exceptions that have been granted by the DCF Exceptions Panel and licensing agencies for foster parent training since the requirement began as a part of our previous Program Improvement Plan following the last CFSR. Exceptions are time limited and may include additional conditions.

Table 24:

WAIVER/EXCEPTION DESCRIPTION	2017	2016	2015	2014	2013	2012	2011
56.13(4)(a) 2. LEVEL 2 Initial Licensing	54	52	21	32	21	1	0
56.13(4)(a) 3. LEVEL 2 Ongoing	25	15	21	7	10	4	1
56.13(4)(b) LEVEL 2 Child-Specific Pre-Placement	2	3	0	0	0	0	0
56.13(5)(b) 1. LEVEL 3 Pre-Placement	0	1	1	0	6	0	0
56.13(5)(b) 2. LEVEL 3 Initial Licensing	0	0	2	0	0	0	0
56.13(5)(b) 3. LEVEL 3 Ongoing	3	6	17	8	7	0	6
56.13(6)(b) 3. LEVEL 4 Ongoing	1	1	1	1	5	0	0

Pre-Placement

The pre-placement requirement for Levels 1 and 2 and 6 hours of the pre-placement training requirement for Levels 3 and 4, can be satisfied by completing the on-line course at <https://wcpds.wisc.edu/Pre-Placement.htm>, through in-person sessions, or by a combination of on-line and in-person according to county preference. An in-person pre-placement series specifically adapted to relative caregivers is also offered in Milwaukee.

- In FY 2017 the total number of newly licensed active and inactive foster parents was 1034, of which 916 were newly licensed active foster parents.
- The total number of foster parents who completed the on-line Pre-Placement training in FY 2017 was 1160.

Data described in the charts below was taken from PDS Online. The chart below specifies the number of enrollees, the level foster home they represent and the percent completion of required foundation training modules.

Table 25:

	Did not complete any modules		Completed some modules		Completed all modules		Total
	Number	Percent	Number	Percent	Number	Percent	Number
Level 2	76	12%	140	23%	394	65%	610
Level 3	29	52%	15	26%	12	22%	56
Level 4	6	55%	0	0%	5	45%	11

MCWP, in close collaboration with DCF, also develops and delivers “Training of Content” (TOC) sessions to prepare trainers offering the Initial Licensing/Foundation modules through county, CPA’s, or tribes. TOC sessions are offered at least annually and more often after curriculum revisions.

Initial Licensing

Foster parents licensed at Level 2 and above must complete initial licensing training. Administrative Rule (DCF 56) specifies the topics that must be covered, all of which are covered by the “*Wisconsin Foundation Training for Foster Parents*” curriculum offered throughout the state by the UW-Milwaukee Child Welfare Partnership (MCWP). The Foundation curriculum has also been translated into Spanish and Spanish-speaking trainers provide the training when the need arises.

Foster Parent Training Requirements

Foster parents are required to complete ongoing training in each licensing period following the initial period. The training completed should be based on a plan created for each family that reflects its needs and the needs of children in its care. Ongoing training requirements vary by Level of Care certification and can be satisfied in a number of ways through the Wisconsin Child Welfare Professional Development System (WCWPDS and MCWP), community agencies, educational institutions, and web-based sources. Options for ongoing training include face-to-face consultation with professionals with expertise in specific identified areas, video, audio, and web-based presentations, support groups, adult education courses, books, periodicals, and web-based resources, television and radio presentations, mentor family consultations, and conferences, workshops, seminars, and webinars. Books, periodicals, web-based and broadcast materials can only be used for a maximum of 20% of the required hours.

Assessing Foster Parent Training Needs

A survey was developed in 2017 by the University of Wisconsin-Madison Survey Center with input from DCF and the training system for the purpose of identifying the training needs, strengths, and challenges faced by foster parents in Wisconsin. This information will be used for strategic planning. The survey was sent via email to 5031 licensed foster parents in Wisconsin on September 22, 2017. Responses were received from 1400 foster parents, which is a 28% response rate.

Descriptions of foster parent trainings can be found at the following link:

<http://uwm.edu/mcwp/programs/foster-and-adoptive-parents-training-program/>

Following are two charts with the name of the course, the number of enrollees and the average course rating.

Table 26:

Foster Parent Training	Total Participants	Average Score 1 (low) 5 (high)
Foster Parent Pre-Placement Modules 1-2	46	3.764
Foster Parent Preplacement Module 3: Caring for Children in Foster Care	46	3.858
Foster Parent Pre-Placement Module 4: Developing and Maintaining Family Connections	48	3.528
Foster Parent Foundation Module 1: Partners in Permanency	766	3.698
Foster Parent Foundation Module 2: Cultural Dynamics in Placement	767	3.53
Foster Parent Foundation Module 3: Maintaining Family Connectedness	887	3.684
Foster Parent Foundation Module 4a: Dynamics of Abuse and Neglect Part 1	876	3.776
Foster Parent Foundation Module 4b: Dynamics of Abuse and Neglect Part 2	867	3.712
Foster Parent Foundation Module 5: Impact of Maltreatment on Child Development	763	3.546
Foster Parent Foundation Module 6: Attachment	768	3.634
Foster Parent Foundation Module 7: Separation and Placement	721	3.75
Foster Parent Foundation Module 8: Guidance and Positive Discipline	787	3.714
Foster Parent Foundation Module 9: Effects of Fostering on the Family	829	3.696
Overview of the Children's Court System for Foster Parents	185	3.616

Table 27:

Trauma Informed Parenting (T.I.P)	Total Participants	Average Score 1 (low) 5 (high)
Trauma Informed Parenting Parts 1-4	86	3.616
Fostering Traumatized Kids	83	3.532

DCF is working with WCPDS to determine more effective ways of tracking completion of training and compliance with requirements.

Service Array Systemic Factor (Items 29-30)

Service Array Overview

Wisconsin is a state supervised, county administered service delivery system, with the exception of Milwaukee County, which is state-administered through the DCF Division of Milwaukee Child Protective Services. The state supervised, county administered structure of service delivery offers many benefits, including the ability for local jurisdictions to develop a service array that is tailored to meet the needs of children and families served including tailoring culturally specific services and supports for non-English speaking populations, tribal populations and different races and ethnicities represented in the state.

A key goal of the service array is to keep children and youth safely in their own home, family, tribe, and community whenever possible. Services and supports are designed to engage with children, youth, and families to expand healthy connections to supports in their community and tribes and bolster resiliency in families to help them thrive. Wisconsin strengthened and reissued the Child Welfare Model for Practice in 2016 in a collaborative partnership with Tribes, counties and other stakeholders as a framework for all services provided to child welfare families with the guiding principle that services be based on trust, engagement, accountability, trauma-informed, culturally responsive, workforce support, and family-centered practices. The Wisconsin Child Welfare Model for Practice is the compass which guides the work and decision-making of the child welfare system.

Wisconsin conforms with service array standards through required state policies and practices, DCF-delivered programs and supports, DCF collaborations to meet service array needs and referral to key statewide efforts sponsored by other statewide and local service providers.

Applicable Standards

The Ongoing Services Standards inform caseworkers, supervisors and contracted staff of requirements regarding assessment of need for services and when services should be implemented and guidance on when they may be implemented to address issues regarding a child's safety, permanence, and well-being.

Ongoing Services Standards- <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf> include requirements that relate to service array; specifically that the child welfare caseworker gather and document information pertaining to child and caregiver needs and strengths, develop a case plan to identify goals and corresponding services needs to support safe case closure, and routinely monitor goal achievement to ensure adequate service provision and desired change. This must be done within six months after development of the initial case plan and every six months thereafter.

The CPS Safety Intervention Standards - <https://dcf.wisconsin.gov/cwportal/policy> - detail policy and provide additional guidance to workers on how to assess the safety of children who are living in their familial homes or have been placed in OHC and how to provide services. They address situations where a child welfare caseworker must determine whether a child can safely remain in his or her familial home or must be removed from the home for safety reasons. They further provide guidance with respect to measures that

may allow a child to remain in his or her familial home, such as developing a protective plan or in-home safety plan that identifies services that will control for or manage threats to safety. Additional guidance includes how services may be used to manage impending danger threats as part of an in-home or out-of-home safety plan.

The Foster Parent Handbook - <https://dcf.wisconsin.gov/fostercare/handbook> also provides critical information on training services and supports for foster parents and the children in care.

Wisconsin is home to eleven federally-recognized Tribes. Wisconsin passed the Wisconsin Indian Child Welfare Act Law (WICWA) and has developed specific guidance for how child welfare agencies must comply with WICWA as well as guidance around “active efforts” to identify tribal heritage. These documents are critical resources for counties and Tribes in assuring culturally competent service delivery to Wisconsin’s tribal populations.

- WICWA Desk Aid - <https://dcf.wisconsin.gov/files/publications/pdf/2536.pdf>
- Active Effort guide - <https://dcf.wisconsin.gov/files/publications/pdf/464.pdf>

Fundamental Intervention Responsibilities of Ongoing Services

- Evaluating the existing safety plan developed during initial assessment/investigation.
- Ensuring child safety through continuous assessment, oversight, and adjustment of safety plans.
- Engaging families in the case planning process that identifies underlying needs and directs services to address threats to child safety.
- Measuring progress related to establishing parent/caregiver protective capacities and eliminating safety related issues.
- Achieving stability for all in-home child protective services cases.
- Promoting well-being of children in in-home and OHC cases.

Additional details on individualized planning can be found in Item 20, Written Case Plan and Item 30 – Individualizing Services.

Assessment of Service Needs

In Wisconsin, children in OHC must undergo an evaluation using the Child and Adolescent Needs and Strengths tool that requires developing goals for any need identified and follow up to verify that these needs have been met through the case planning and service process. The CANS is a valuable tool to customize services for all families in OHC.

A worker must complete the CANS within 30 days of an out-of-home placement and every six months thereafter that the child is in OHC or sooner if placement changes.

The Child and Adolescent Needs and Strengths (CANS) assessment process and tool is used to:

- Identify the needs and strengths of the child.
- Determine the ability of the provider to meet the child’s needs.
- Evaluate the stability of the placement.

Case review data shows that needs are assessed for children, birth parents, and foster parents in the majority of cases. As shown in the chart below, completion of the needs assessments are strongest for children and relatively weakest for fathers.

Table 28:

Comprehensive Needs Assessments Completed, 2015 Case Review Data	
Children	83%
Birth Mother	79%
Birth Father	61%
Foster Parent	89%

From January 1 – December 31, 2016, 10,662 services were provided to child welfare families as a part of 5,550 permanency plans as shown in the chart below.

Table 29: Child Welfare Services Provided

Services Provided to Child Welfare Families	Count
Case Management Services	3969
Individual Therapy	2379
Medical/Dental Services	1010
Educational Assessment/Services	794
Developmental Assessment/Services	701
Psychiatric Assessment/Services	265
Family Therapy	223
Juvenile Justice Services/Activities	192
Basic Home Management	167
Independent Living	136
Parenting Services	126
Social Supports	117
Psychological Assessment	110
AODA Assessment/Services	96
Group Therapy	76
Mentoring	76
Recreational Activities	49
Occupational/Physical Therapy (OT/PT)	46
Daycare	43
Crisis Services	31
Legal Services	13
Spiritual/Cultural Supports	12
Work Related Services	7
Respite	6
Transportation	5
Economic Support	3
Housing Assistance	3
AODA Treatment	2
Domestic Violence Services	2
Psychiatric Services	2
Psychological	1

Well-being indicators from Wisconsin case record review data include the following related to educational, physical, and mental health needs of children being assessed and met.

Table 30:

	Assessed	Provided
Educational Needs	88%	85%
Physical Needs	79%	74%
Dental Needs	65%	56%
Mental Health Needs	87%	83%

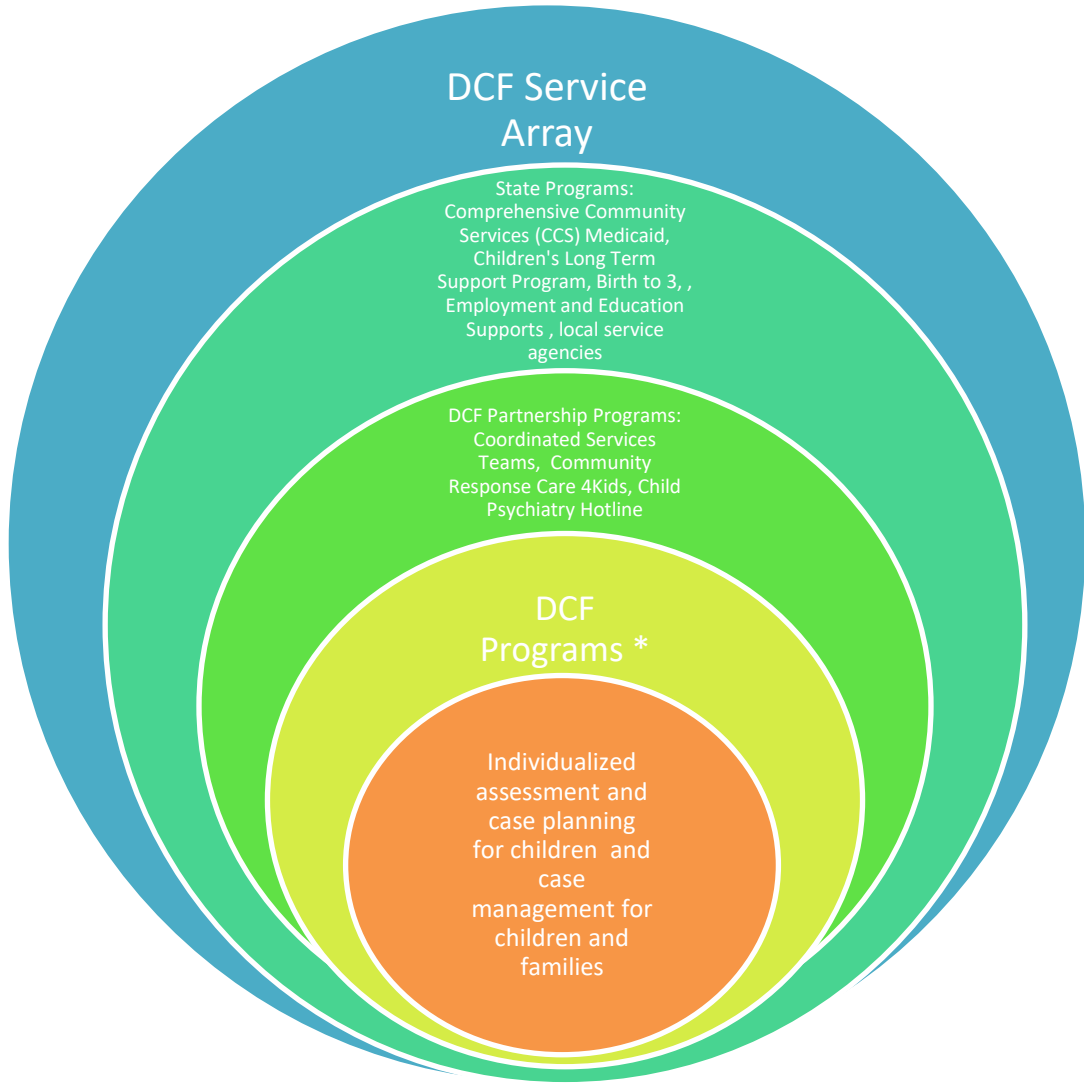
Individualized planning and services are used to determine service needs and supports. DCF meets the service array needs of child welfare families through:

- Individualized case planning and case management and direct service provision through DCF administered programs. Please note that individualized case planning is addressed in systemic factor 30 in the following section – individualizing services;
- DCF collaborations with other state agencies to meet needs; and,
- Referral and follow up with other state agency and local programs that meet identified family needs.

The following diagram depicts the different DCF efforts, DCF partnership efforts and other agency services which make up Wisconsin’s Child Welfare Services Array.

Figure 38:

Wisconsin's Array of Services for Child Welfare Families



*All Families

- In-Home Safety Services*
- Alternative Response*
- Wisconsin Trauma Project (WTP)*
- Domestic Violence Prevention Services*
- Anti-Human Trafficking Services*
- Foster and Adoptive Resource Center*
- Post Adoption Resource Centers*
- Permanency Roundtables*
- Post-Reunification Support (P.S. Program)*
- Foster parent training and support*
- Birth to Five Services*
- Connection to Quality Child Care*
- Home Visiting*
- Connections Count*
- FAST*
- Older Youth Services*
- Brighter Future*
- Independent Living*
- Youth Justice*



Screening into the Child Welfare System

Alternative Response and Traditional Response

Alternative Response (AR) and Traditional Response (TR) are two pathways for determining safety and risk in CPS cases in Wisconsin. Both pathways focus on assessing and providing services for families and children. The AR pathway in particular focuses on supporting in-home placement and services due to the type of cases that are eligible.

Pathway assignment is dependent on the circumstances of the CPS report. Assignment to TR is appropriate if the allegations are more severe in nature and require immediate response or an investigation to ensure safety. In these instances, the information in the CPS report suggests that the assessment will likely require collaboration with law enforcement and/or juvenile or criminal court action. Assignment to AR is typically appropriate when there are less severe case circumstances or allegations. These cases are less likely to warrant collaboration with law enforcement or require court intervention.

At the end of the assessment period in both pathways, a conclusion of safe or unsafe is made (i.e., a “safety finding”), as well as a determination about recommended next steps. In an AR case, the determination is about the need for continued services (i.e., “services needed” or “services not needed”). This could result in on-going services through the local CPS agency. If these services include court involvement, it is assumed that this is done through voluntary agreements, reached due to parent engagement and partnership.

Both AR and TR use the same assessment tool; therefore, safety findings in both types of cases can yield a “safe” or “unsafe” finding. At the end of this assessment period the determinations differ based on AR and TR pathway assignment. In a TR case, a maltreatment and maltreater determinations are made (i.e., “substantiated” or “unsubstantiated”). In an AR case, a determination regarding the need for continued services is made (i.e., “services needed” or “services not needed”).

Beginning in July 2010, AR has been gradually implemented. Currently 22 counties are operating an AR approach. Communication, training, and other core program components evolved over time to improve its effectiveness and efficiency.

The In-Home Safety Services Program (IHSS)

In-Home Safety Services (IHSS) for the non-Milwaukee counties, i.e., balance of the state (BOS), began as a competitive award in 2011. The Division of Milwaukee Child Protective Services (DMCPS) has operated an in-home safety services program since 1998 when the state began administration of the child welfare system. Since 2011 the IHSS program in BOS counties has undergone refinements as workers and the state continued to learn about safety and relevant evidence-based practices. The information below provides the program framework for Wisconsin’s balance of state IHSS Program in 2018.

Wisconsin’s IHSS Program reduces trauma to children by keeping children safe with their families, providing support and resources to build on family strengths, and preventing future maltreatment.

The primary goal of the IHSS Program is to keep families intact by:

- Increasing parental protective capacities
- Decreasing out-of-home placements
- Helping families develop formal and informal supports
- Reducing maltreatment to children

The IHSS Program is appropriate when CPS determines that a child is unsafe but danger threats can be controlled for in the home with a Protective Plan or a Safety Plan. The IHSS Program funding is provided for up to four months with a possible one month extension. The IHSS Program is guided and administered in accordance with:

- Wisconsin Children's Code (Chapter 48)
- Wisconsin's Child Protective Services Safety Intervention Standards
- Wisconsin's Child Protective Services Access and Initial Assessment Standards
- Ongoing Services Standards, Wisconsin Department of Children and Families

To qualify for the IHSS Program the following is required:

- The case is a Child Protective Services case.
- There is a Protective Plan or Safety Plan in place (Present or Impending Danger Threats are identified) and it is documented in eWisACWIS.
- The case is within the first 60 days of the screened-in report resulting in the current Initial Assessment.
- The child is eight-years-old or younger OR the child has a documented disability.
- The child had no OHC episode or an OHC episode that lasted no more than 72 hours. The child may have had a prior OHC placement that lasted over 72 hours as long as it ended prior to the current screened-in report.
- If one child in the family qualifies based on the criteria above, siblings residing in the home can also enroll in the IHSS Program.

IHSS program follows all requirements in Wisconsin's Child Protective Service's Access and Initial Assessment Standards, Ongoing Service Standards, and Safety Intervention Standards as well as the following program requirements.

- Safety service providers or county staff must be available 24 hours per day, 7 days a week, to meet the critical needs of the family.
- Safety service providers or county staff must meet face-to-face with the family within 24 hours of program assignment.

- Family Teaming is required at the start of the IHSS Program and is recommended during case planning and safety planning.
- A Safety Management Meeting between the CPS caseworker, CPS supervisor, and any safety service providers is required at the start of IHSS and when any new staff begins working with the family.
- A reassessment of safety and if needed a new Protective and Safety Plan must be completed immediately if there is a change in family or household condition.
- Data and information must be entered timely into eWiSACWIS to support eligibility requirements, demonstrate fidelity to practice requirements, and support IHSS Program payment to the lead CPS agency.
- Cost reporting must be submitted quarterly.

Services Provided

The following services can be funded by IHSS dollars when included on a Protective Plan or Safety Plan. Services can be provided by either formal or informal supports. Both formal and informal supports can be paid for using IHSS Program funding.

- **Food/Clothing Services:** Services to connect a family with food and/or clothing that are necessary to control for safety.
- **Housing Assistance:** Emergency assistance to help families access safe housing when it is necessary to control for safety. This includes providing rent or a stay in a hotel.
- **Transportation:** This may include bus passes, gas vouchers, taxis, professional drivers, and providing rides to family members to access services identified on a protective plan or safety plan.
- **Household Support:** Assistance from the agency in obtaining services or household items needed to maintain safety. This includes but is not limited to utility assistance and household items including car seats, safety gates, door alarms, and safety monitors, etc. as well as repairs to the home so that it is safe.
- **Social Supports:** Supportive resources by family, friends, neighbors, coworkers, or others used to control for safety threats. Social connection and emotional support is an appropriate safety response for a parent whose isolation and unmet emotional needs result in threats to child safety. This is only an appropriate safety response if the planned connection and support has an immediate impact on the parent's behavior toward the child.
- **Recreational Activities:** Any activities a child or parent participates in during times of separation to control for safety. This could include having a mentor take a child or parent out of the home for periods of time.
- **Daycare:** The paid care of a child by a person other than the child's legal guardians or custodians to create separation between the children and their caregivers and control for safety. This includes both payment to established centers and informal supports.

- **Respite:** Respite services include services such as temporary care for children to relieve a primary caregiver who may be experiencing severe distress or who may be in a state of crisis. This may be used in circumstances where the accumulation of caregiving responsibilities results in threats to safety.
- **Supervision/Observation:** Supervision and observation may involve informal or formal providers whose primary focus is to oversee interactions between parents/caregivers and children and intervene if safety threats arise. Informal providers, such as friends, neighbors, or relatives, may be especially effective for providing supervision during critical times of day when safety threats may become active and result in harm to the child. For example, this could include observing/supervising a parent at bed time if this has been identified as a critical time for the family. Formal providers may include, but are not limited to: in-home safety teams, agency paraprofessionals, other contracted workers, and CPS workers. Payment for supervision and observation can be made to both formal and informal supports.
- **Basic Home Management:** Controlling for safety by assisting with budgeting, household schedules, and daily tasks or any other activities needed to maintain a household.
- **Unique Child Condition Service:** Services used to address safety issues specific to one child in the family that may be related to a special need or circumstance.
- **Basic Parenting Assistance:** Basic parenting involves compensating for the parent's inability to perform basic parenting and other life skills that affect child safety. It could include functions such as feeding, bathing, and supervision. The provider is responsible for seeing that these functions are performed.
- **In-Home Health Care** covers the cost of providers that assist the family in the health care of family members to control for safety issues. This includes both providing health care, modeling for the family how to provide care for the child, and provision of medical equipment and supplies. If services are eligible for Medicaid funding, Medicaid is billed first.
- **Crisis management:** stabilization or inpatient diversion services specifically focused on safety intervention. This could be related to AODA, emergency medical care, emergency mental health care, or other family stressors. If services are eligible for Medicaid funding, Medicaid is billed first.

The following services can be funded by IHSS dollars when offered in relation to safety management or the provision of safety related services. The below categories will not be on a Protective or Safety Plan, but will be reflected in quarterly cost reporting.

- **Case management:** Working with families, youth, children, providers and others for provision of tasks and activities to support, develop, implement, monitor, and manage Protective and Safety Plans.
- **Change services:** Control is the primary function in all contacts with the family that are contained in the Protective or Safety Plan. Assuring child safety is always the priority for these services. Change services may be included only if they do not detract from this primary goal. If it is determined that

control and child safety can be fully maintained during a visit the following change services may also be provided. Change services are time limited and focused on transition to safety and independence or a case plan in Ongoing Services.

- **Parenting Education:** Parenting education is provided to teach parents appropriate parenting techniques and is used to enhance parental protective capacities. This service may only be provided if safety can be fully maintained and may never compromise child safety. If safety is a concern during parenting education the provider must be willing to provide the needed service to the child. For example, the provider must intervene and provide food to the child if the parent is unable or unwilling to do so.
- **Mental Health and AODA Services:** Counseling or other therapeutic services that focus on increasing protective parental capacities to eliminate the identified safety threats in the home. This service may only be provided if safety can be fully maintained and may never compromise child safety. IHSS should be used to fund these services if using IHSS funds would allow for the service to begin sooner or would not otherwise be funded through MA or insurance.

DCF has developed comprehensive IHSS program manuals both counties and Tribes use that can be found on the IHSS website - <https://dcf.wisconsin.gov/cwportal/safety/ihss>.

Numbers Served

DCF served 220 children with the non-Milwaukee program in 2016 with the previous IHSS Program model and 425 children in 2017. In 2017, 297 children were served in the Milwaukee Program. The state biennial budget for 17-19 increased funding for IHSS to expand the program to more counties and Tribes. Participation will increase from 23 counties and Tribes in CY 2017 to 43 counties and Tribes in CY 2018.

The Post-Reunification Support (P.S.) Program

The P.S. program seeks to accomplish the following goals:

- I. Promote family stability and adjustment following a child's reunification to the family home;
- II. Empower parents to strengthen caregiving, problem-solving, and coping skills;
- III. Reduce the likelihood of child maltreatment recurrence and re-entry of a child to out of home care after being reunified with his or her parents; and,
- IV. Improve the short and longer term well-being of the child and his or her family members.

Under the auspices of the five year Title IV-E waiver demonstration project, the P.S. Program seeks to accomplish these goals by supporting continued ongoing case management and provision of services and supports during a 12 month period following an enrolled child's reunification with his or her family. This intervention is similar in case practice and reimbursement to the post-permanency support services provided by the Division of Milwaukee Child Protective Services (DMCPS) to all children reunifying with their families since January 2012.

Children of all ages, who are being served due to child protective service or child welfare concerns, who are in placement voluntarily or under a Child in Need of Protection and Services (CHIPS) and are reunifying with their parent(s), are possible candidates for enrollment in the P.S. Program. These children are screened using the results of a formal predictive risk model, to enroll children who are projected to be at the greatest risk of re-entering OHC.

Siblings of a child enrolled in the P.S. Program, who also reunify with the parent(s) and who are being served due to child protective service or child welfare concerns or under a CHIPS order may also be enrolled in the P.S. Program.

The P.S. Program is implemented for all qualifying children and their families including Wisconsin Native American children served by the local child welfare agency, who meet the above criteria.

Under the program during the initial 12 month post-reunification period, children and their families who are enrolled into the P.S. Program continue their engagement with their ongoing services caseworker to ensure the following objectives are met:

- Families, whether served voluntarily or under court order during the 12 month post-reunification period, are creatively and meaningfully engaged in and fully understand the respective roles and responsibilities of the child welfare caseworker, service providers (formal and informal), and themselves. Caseworker contact requirements are delineated below and all attempts, both successful and unsuccessful, are documented in eWiSACWIS.
- Using a family teaming and solution-focused approach, families are empowered through the helping process to be leaders in carrying out responsibilities associated with identifying needs and concerns and contributing to the development, implementation, and modification of strategies to address those needs and concerns.
- Assessments and modifications to related planning documents based on these assessments are individualized for each family and documented in eWiSACWIS in the following areas:
 1. Child safety assessment and planning;
 2. Child and Adolescent Needs and Strengths (CANS) child and caregiver assessment components at program entry, six (6) months following program entry and within the month prior to case closure; and,
 3. Case Planning and family development planning.
- Families are encouraged over the course of the post-reunification period to re-kindle, nurture and secure access to community-based and natural supports that will contribute to and sustain child safety and child and family stability and well-being beyond the 12 month post-reunification period.

To achieve family goals and prevent re-entry, families have access to a wide range of services to meet each family's individual needs. The following tables show the frequency of particular services provided when it was needed through this program.

Table 31: PS Program- Frequency of service receipt (N = 296 families)

	% with service received at least once	How often was the service received when it was needed?			
		Never	Less than half of the time	Half the time or more	Always
Basic Home Management	81.4%	0.8%	0.0%	3.3%	95.9%
Economic Support	80.1%	0.4%	0.0%	2.9%	96.6%
Individual Therapy	75.0%	4.8%	4.3%	18.3%	72.6%
Parenting	72.5%	4.5%	2.2%	8.9%	84.4%
Transportation	68.6%	0.5%	0.0%	1.0%	98.5%
Social Support	63.4%	0.0%	0.5%	4.8%	94.7%
Educational Assessment	54.7%	1.2%	0.0%	3.7%	95.1%
Recreational Activities	53.0%	3.1%	2.5%	9.3%	85.2%
Housing Assistance	52.0%	1.3%	0.6%	7.7%	90.4%
Family Therapy	50.0%	10.4%	6.1%	19.5%	64.0%
Medical/Dental Services	45.9%	3.5%	0.7%	6.4%	89.4%
Mentoring	43.9%	3.0%	3.0%	5.3%	88.7%
Respite	40.3%	6.3%	4.8%	10.3%	78.6%
AODA Services	38.0%	6.7%	6.7%	15.1%	71.4%
Psychiatric Assessment	36.6%	8.5%	1.7%	8.5%	81.4%
Work-Related Services	35.1%	1.9%	0.0%	4.8%	93.3%
Day Care	33.8%	6.5%	1.9%	7.5%	84.1%
Crisis Services	32.5%	4.0%	1.0%	4.0%	91.0%
Legal Services	28.4%	0.0%	0.0%	2.4%	97.6%
Developmental Assessment	25.3%	5.1%	1.3%	5.1%	88.6%
Spiritual & Cultural Activities	25.0%	0.0%	0.0%	1.4%	98.6%
Juvenile Justice Interventions	23.0%	0.0%	0.0%	0.0%	100.0%
Group Therapy	22.1%	11.0%	1.4%	8.2%	79.5%
Independent Living	16.9%	7.4%	0.0%	5.6%	87.0%
Psychological Assessment	15.9%	27.7%	3.1%	2.3%	56.9%
AODA Assessment	12.2%	28.0%	8.0%	10.0%	54.0%
OT/PT	9.8%	3.3%	0.0%	10.0%	86.7%
Domestic Violence Services	8.4%	13.8%	3.4%	3.4%	79.3%

PS Program Families Served

For the period of the five-year demonstration project, the DCF issues annual applications for counties to participate in the program. DCF continues to implement core components of the federally approved program and the evaluation plan. As of December 2017, there were 253 children enrolled in the PS Program. Since the program began in 2014, there have been 1004 unique children enrolled.

Trauma Informed Services: Fostering Futures

Wisconsin's focus on trauma begins at the highest levels of government with a long-standing collaboration led by Wisconsin's first lady, Tonette Walker, and high level state officials from multiple disciplines. Fostering Futures is creating a framework and support for creating a more trauma-informed and responsive child welfare system of care by introducing evidence-based trauma screening, intervention and treatment into the service array, training agency social workers and parents—birth, foster, adoptive, kinship—on child trauma and how to effectively respond to trauma in the home environment, and training and technical support to help county child welfare agencies and state agencies engage in organizational culture change to become trauma-informed agencies.

The Wisconsin Trauma Project (WTP)

Background

The WTP was launched in 2012 by DCF in response to increased awareness of the prevalence and consequences of trauma as well as the limited availability of effective treatments for trauma-exposed children and families. This collaboration between the state and a growing number of county child welfare agencies is designed to: (a) increase access to evidence-based trauma screening, assessment, and treatment in child welfare and related service systems; (b) train resource and biological caregivers on childhood trauma; (c) promote a sustainable trauma-informed child welfare system of care; and (d) collect and analyze data to track outcomes and inform decision-making. The project incorporates three components:

Program Approach

Component 1: *Learning Collaboratives in Evidence-based, Trauma-focused Treatment.* Validated screening, assessment and clinical treatment are the cornerstones of component one. Through participation in a 12-month Learning Collaborative clinicians learn and apply the components of Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).

Component 2: *Caring for Children who have Experienced Trauma: A Workshop for Resource and Biological Parents.* This National Child Traumatic Stress Network (NCTSN) curriculum is being used and adapted to provide training for foster parents, kinship care providers and biological parents. Child welfare staff are also encouraged to attend components of the training and to participate in the two-day Child Welfare Trauma Training Toolkit. This ensures that staff and caregivers are using the same language, viewing child behaviors and problem solving through a trauma-informed lens, and that staff can support caregivers in using a trauma-informed parenting approach.

Component 3: *Trauma-informed Child Welfare System of Care*. The Child Welfare Organizational/Systems Change Training and Technical Support component is a collaboration with the state Fostering Futures Initiative that provides county and tribal child welfare agencies training and technical assistance implementing organizational culture change to become a trauma-informed organization.

The Institute for Child and Family Well-being (ICFW)

The WTP has provided support for and connects to The Institute for Child and Family Well-being (ICFW). ICFW will be the regional hub of the proposed Trauma and Recovery Project, serving as a state Center of Excellence in trauma-focused treatment. This newly formed partnership between Children’s Hospital and the University of Wisconsin – Milwaukee (UWM) is dedicated to improving the health and well-being of vulnerable children and families by developing, implementing, investigating, and disseminating effective practices and policies. The ICFW advances these goals by: (a) promoting systems change, (b) developing and translating empirically supported practices into real-world solutions, (c) conducting innovative, multi-disciplinary evaluation research, (d) collaborating with a network of consumers, organizations, and communities, and (e) providing training, consultation, and technical assistance to agencies that serve children and families.

Through a new federal SAMSHA grant, DCF is partnering with ICFW to reduce disparities in access, service use, and outcomes in under-served population, beginning by expanding the corps of well-trained treatment providers in southeast Wisconsin. Clinical training in TF-CBT, Parent-Child Interaction Therapy (PCIT), and Child Parent Psychotherapy (CPP), reinforced with system-wide professional training in trauma and mental health, will help to develop a skilled workforce that meets the sizeable mental health needs in Milwaukee and Racine Counties. In partnership with national trainers for each trauma-focused model, the DCF also will institute protocols to support trained clinicians in progressing toward model certification. In addition, the DCF will assist a select number of motivated clinicians in progressing from practitioner to trainer status, which will increase in-state PCIT and CPP training capacity.

The Trauma and Recovery Project will increase the availability and accessibility of TF-CBT, PCIT, and CPP. Each model is recognized as an empirically supported treatment by NCTSN and listed as an evidence-based intervention on SAMHSA’s registry of evidence-based programs and practices. The models were also selected because they have been successfully adapted to address cultural and linguistic diversity. Moreover, the models were chosen to increase access for children of all ages to evidence-based, trauma-focused treatment.

The project will also promote service access by way of activities to increase public and professional awareness of the importance of trauma-informed care and the availability of trauma-focused services. The project also will improve the identification and treatment of child trauma, mental health, and behavioral health symptoms through the use of evidence-based screening and assessment tools. In addition, a plan to improve screening and referral practices in child welfare will be implemented through collaboration between the ICFW and Care4Kids, a Medical Home program operated by Children’s Hospital of Wisconsin.

2015 Conference on Child Welfare and the Courts: Moving Toward a Trauma-Informed Wisconsin

CCIP and DCF sponsored a 2015 conference on trauma-informed practices that included more than 500 child welfare and legal professionals focused on learning more about the lasting impact of trauma and to catalyze efforts to make all systems more trauma-informed, particularly legal and court processes. Representatives from Wisconsin's Supreme Court, the Clerk of Courts, circuit court judges, state legislators, tribal attorneys, and child welfare professionals from 58 of Wisconsin's 72 counties and 9 of Wisconsin's 11 Tribes participated in this training. As a result, over the last two years has been a strong response in courts across Wisconsin counties and Tribes have pursued strong efforts to make Wisconsin's court system more trauma-informed and appropriately provide services and supports to families that become engaged in legal proceedings.

Wisconsin Anti-Human Trafficking Efforts and Service Provision

Background

Wisconsin is developing a comprehensive trauma-informed and culturally competent approach to preventing and serving the needs of youth involved in or at risk of human trafficking, including establishing new state laws, policies, and programs in response to the federal Strengthening Families and Preventing Sex Trafficking Act of 2014.

Key efforts include:

- Hiring an Anti-Human Trafficking Coordinator to oversee all DCF related anti-trafficking programming.
- Launching a cross-discipline Anti-Human Trafficking Task Force (Task Force), co-chaired by DCF Secretary Eloise Anderson & Attorney General (AG) Brad Schimel and composed of 37 members. Representatives were selected to reflect the different public and private entities that have been engaged in anti-human trafficking efforts. The Task Force met quarterly from December, 2015 - December, 2017.
- The Task Force approved Guiding Principles to guide all Task Force work and recommendations and oversaw workgroups that developed tools and recommendations related to screening and identification, training, placement and services, prevention and public awareness, data, and implementation of these deliverables.
 - Training for child welfare and youth justice workers became available in WCWPDS in early-May; additional training opportunities for non-child welfare systems will be available early 2018.
 - DCF released a statewide indicator response guide in mid-May - <https://dcf.wisconsin.gov/files/aht/pdf/indicatorguide.pdf> to assist child welfare programs and other community efforts if there is a concern that a child may have sexually assaulted or trafficked.

- Core and Advanced Core Competencies for working with this population were approved in March 2017; these will be implemented throughout the state in the coming months as they relate to training, licensing, and related grants.
- Coordinating the implementation of guidance for regional operations and community best practices to serve this population.

A Human Trafficking Awareness & Prevention Campaign and Other Efforts

Through a contract with an external firm, DCF is developing a statewide marketing and messaging plan to raise awareness that sex trafficking of youth is an issue occurring in all areas of Wisconsin. The public awareness campaign will launch in June, 2018. DCF is also developing a prevention video featuring individuals affected by human trafficking in Wisconsin including survivors.

Over several years, DCF is implementing an Anti-Human Trafficking (AHT) Regional Hub system to help coordinate individual and community-based services for youth who are at risk of or have experienced sex trafficking. As of July 2018, AHT hubs have been established in two of the seven regions.

DCF partnered with DOJ and UW Division of Continuing Studies to develop a series of short webinars to train stakeholders in the hotel and lodging industry that may come into contact with individuals who are being trafficked. Additional webinars will be created for industries such as trucking and travel centers.

These resources and supports have significantly enhanced Wisconsin's ability to provide services to this population.

Services to Victims and Those At-Risk of Domestic Abuse

Wisconsin provides over \$14 million in state and federal funds for domestic abuse services. Every county and tribe in Wisconsin receives funding to provide services to victims of domestic abuse.

Domestic Abuse Grant Programs

Following is a description of Wisconsin's domestic abuse grant programs.

- *Basic Services* – An array of core services in shelter and nonresidential programs, covering every county in the state. Shelter programs must provide seven mandated services per *Wis. stat. 49.165*: 24-hour crisis line; temporary housing and food; counseling and advocacy; information and referral; arrangements for the education of school age children; emergency transportation; and community education. Non-residential programs provide a 24-hour crisis line, counseling and advocacy, information and referral, and community education. Grants are distributed via a funding formula in which all programs receive a base amount and remaining funds are distributed according to population, square miles, and poverty rate in the service area.
- *Rural Outreach Services* – Nonresidential services in rural counties. Outreach offices provide the required four nonresidential services described above. Outreach offices are administratively tied to a nearby shelter program. Grants are distributed via a funding formula.

- *Refugee Family Strengthening Program (RFSP)* – Core services, including education, prevention, and intervention targeted to the Hmong and Russian-speaking populations. Grants also address the needs of the Khmer/Cambodian, Burmese, and Iraqi populations.
- *Children’s Programming* – Services to children and youth who have been affected by domestic violence or teen dating violence. Programming includes individualized intake and assessment, support and skill-building groups, counseling and advocacy, and prevention education.
- *Support Services* – Services to help victims of domestic violence and their children achieve safety, empowerment, and self-sufficiency. Support services expand or enhance core services or may address unmet needs. Programming may include self-sufficiency services/economic advocacy, legal advocacy, expanded services to children, or services to underserved or marginalized populations.
- *Services to Under-represented Populations* – Domestic abuse services targeted to traditionally under-represented populations (due to race/ethnicity, language, age, disability, etc.)
- *Tribal Programming:* Funds are provided to the statewide Native American shelter in Lac du Flambeau that serves all eleven tribes and to the shelter on the Menominee Reservation. Four tribes also receive grants to enhance their domestic abuse services and to provide holistic, culturally-focused healing and support services. In addition, funding for domestic abuse services is provided as part of the Family Services Program, under the DCF tribal contract.

All domestic abuse programs provide services based on the individual needs of the survivor. Survivor choice and empowerment are core value of WI domestic abuse programs.

In addition, Wisconsin supports culturally- and linguistically-specific programming as an integral part of its statewide response to domestic violence. Culturally-specific services supported through the DCF include funding of nine organizations state that focus on culturally specific domestic violence issues and services, such as tribal populations, refugee services, women-specific services, African American specific and others. End-Domestic Abuse Wisconsin provides a link to all domestic violence programming statewide at the following link- <http://www.endabusewi.org/gethelp/>

Survivors receiving services in Wisconsin domestic abuse programs have the opportunity to provide confidential feedback on the services they received. All domestic abuse programs survey clients on two federally-required outcomes.

- As a result of receiving services, 75% or more of survivors know more ways to plan for their safety.
- As a result of receiving services, 75% or more of survivors know more about community resources.

Wisconsin domestic abuse programs consistently report “yes” responses in the range of 88- 93% to both outcome questions. Research has demonstrated that increasing survivors’ knowledge of safety planning and community resources leads to their increased safety and well-being over time.

Table 32: Use of domestic abuse services across the state

	Shelter	Non-Residential Services	Hotline
Women	3,603	24,875	
Men	212	3,228	
Children	3,198	6,150	
Other	21	276	
Total	994	34, 529	142, 632

Services for Children with Disabilities

As directed by state legislation in April 2016, the Division established a Workgroup on Children with Disabilities served by the Child Welfare System to strengthen existing efforts focused on this population. This cross-sector Task Force identified risk factors of children with disabilities in the child welfare system, identified the scope and experience of children with disabilities in the child welfare system, articulated the current strengths and challenges of children with disabilities, explored practices in other states and made recommendations to DCF about steps to address concerns identified. Key findings based on linking data from the education and health systems to the child welfare system included:

- DCF data alone reported 12% of children in the child welfare system have disabilities; Department of Public Instruction (DPI) and/or Department of Health Services (DHS) data reported an additional 25% of children in the child welfare system have disabilities;
- Based on this finding, it appears that a significant proportion, slightly over one-third, of children in the Wisconsin child welfare system have some type of disability;
- Children with disabilities are over-represented in the child welfare system compared to their representation in the general population;
- Children with disabilities involved in the child welfare system are more likely than children without disabilities to be involved in the more intensive stages of the child welfare system, such as OHC placement; and
- Children with disabilities are more likely to have repeated contacts with the child welfare system than children without disabilities.

Recommendations included: increase evidence-informed education to parents and professionals who work with children with disabilities and their families about the heightened risk for maltreatment; strengthen the identification of disabilities through improved information gathering and assessment, strengthen training for child welfare workers on best practices, update child welfare standards to incorporate best practices, link data on children with disabilities from the educational system into the child welfare, eWISACWIS system, and provide access for services for families who touch, but do not enter, the child welfare system. The workgroup met monthly from June through December, 2016. The workgroup report can be found at: <https://dcf.wisconsin.gov/files/cwportal/reports/pdf/act365.pdf>. DCF is implementing all recommendations.

Foster and Adoptive Resource Centers

The Foster Care and Adoption Resource Centers (FCARC) produce a variety of recruitment resources for agencies to use at the local level. In addition, the Resource Centers have supported the recruitment and retention of foster and adoptive families through the annual foster care coordinators' conference. The DCF is committed to assisting local agencies with targeted and child-specific recruitment. Beginning in 2010 and continuing through the present, the FCARC created new resources for relative caregivers, especially those who become licensed foster families. FCARC created a resource guide to assist workers working with relative caregivers in 2013. In 2014, a training was conducted on the relative caregiver guide and in 2016 the guide was incorporated into the caseworker online placement training.

Staff at the Resource Center operate a 1-800 toll-free recruitment line and have enhanced their website to accept electronic inquiries regarding foster care and adoption. FCARC will continue to meet with local county and tribal agencies to gather information and ideas about how to expand services to meet the needs of local agencies throughout 2017 and beyond.

Post Adoption Resource Centers (PARCs)

These resource centers for adoptive families provide a range of services to meet family needs including:

- Education and support activities and services to adoptive families living in the identified service area;
- Improving community awareness of adoption; promoting a positive image of adoption; and an increased understanding of the unique issues facing adoptive families, especially among public and private human service providers, schools and medical care providers;
- Increasing the availability of services for adoptive families by providing referral services such as respite care, crisis intervention, day care, after-school care, legal help, family counseling, support groups related to adoption, Title XIX service providers and planning for the transition of an adopted child to adulthood; and
- Establishing collaborative efforts among public and private organizations and the general public to address the needs of adoptive families in the PARC area.

The names of all families who enter into an adoption assistance agreement are shared with the respective PARC, unless the family opts not to have their contact information shared.

Permanency Roundtables (PRT)

PRTs were implemented in specific counties in 2011 and expanded statewide as of 2013. Wisconsin's rate of permanency for children in OHC longer than 24 months has improved significantly since the PRTs have been implemented. Wisconsin's data shows that this permanency rate has steadily increased from 32% of cases in 2009 to 40.1% of cases in 2017. The approach includes training of county staff and a collaborative, youth and family driven effort to identify permanency resources. The PRT process provides a professional consultation designed to expedite permanency for children and youth in OHC, involves consultation and

case planning through innovative thinking, the application of best practice, and the “busting” of systemic barriers. The process also includes required follow-up to ensure steps are being taken to expedite the action plan.

More details about PRTs, the PARCs, and FCARCs are included in the Foster and Adoptive Parent Recruitment and Retention Systemic Factor.

DCF Opioid Efforts

In September 2016, Wisconsin Governor Walker issued Executive Order #214 creating a state-wide Governor’s Task Force on Opioid Abuse, composed of a broad range of executive, legislative, and judicial branch leaders and external stakeholders. The Governor’s Executive Order also directed a number of state agencies including DCF to develop a steering committee to address the opioid crisis in Wisconsin. DCF established a cross-system Steering Committee charged with developing an understanding of and strategies to address opioid and other drug abuse issues in families that affect child safety. The DCF Opioid Steering Committee was led by DCF and included representatives from the state public health agency, the state mental health authority and single state agency on substance abuse, the court system, law enforcement, counties, Tribes, physicians, service providers, and hospital representatives. The DCF Opioid Steering Committee met monthly from January to December, 2017 and developed a package of recommendations, most of which are currently being implemented.

Services For Children Birth to Five

Collaboration with Early Care and Education to Improve Quality of Early Learning Experiences

The state is committed to identifying and strengthening partnerships between early childhood and child welfare. There is ample and growing evidence that quality early learning improves the social, emotional, physical, and academic outcomes of children. This is particularly true for those affected by trauma and poverty. DCF continues to make a concerted effort to connect children in OHC with quality early learning experiences.

Wisconsin’s Child Care Quality Rating System, YoungStar, began in 2011 and has been successful in increasing the quality of early care and education opportunities for young children. YoungStar uses a 5-star rating system. Wisconsin instituted a policy with child welfare agencies that children in OHC should only be placed in higher quality setting programs, i.e., those that are rated 3-5 stars.

As part of the cross-system efforts between child welfare and early childhood systems, the following activities were completed.

- In March 2016, capacity was upgraded in the Geographic Placement Resource System (GPRS) to include a mapping overlay with the YoungStar program to enable child welfare workers to identify quality early care and education providers and determine more precise ways of matching children with higher quality settings.

- In May 2016, the DCF hosted a training for foster parents and caseworkers, which will provide information on the YoungStar program, Wisconsin's child care subsidy program, Wisconsin Shares and their intersection with foster care. A portion of the training will review and demonstrate the overlay between GPRS and the YoungStar program.
- A survey in 2016 of foster parents who utilize child care or care for children was administered. These results helped inform the training that is now offered.

Notable trends include the following.

- Steady improvement in the number of children in OHC in higher quality rated child care over the last four years.
- Continued improvement in the number of children in OHC enrolled in Head Start.
- An increase in the number of formal agreements between child welfare and Tribal child welfare agencies from 32 in 2016 to 36 in 2017.

DCF Child Welfare leadership is a member of the Governor's Early Childhood Advisory Council that brings together cross-sector leadership focused on building and supporting a comprehensive early childhood system responsive to needs of all young children. DCF continues to communicate and partner with the state Head Start Collaboration Project and the Wisconsin Head Start Association on improvements for the early childhood system.

Wisconsin Home Visiting Program

Background and Purpose

The State of Wisconsin allocates \$986,000 per year in General Purpose Revenue, \$4,712,000 in Temporary Assistance for Needy Families (TANF) and \$8,585,000 per year provided by the federal Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program for a total of \$14,283,000 per year supporting home visiting. This total includes an increase of \$3.9 million TANF annually in the 17-19 State Budget. This will help the program expand to more Wisconsin communities and serve more families in future years.

Program Approach

DCF contracts with city and county health and human services departments, tribal organizations, and non-profit agencies to provide home visiting services, which is called Family Foundations Home Visiting (FFHV) in Wisconsin. These contracts specify the number of families to be served and other service-related requirements. DCF supports and monitors the contracted agencies to ensure high quality services are available for families. Contracted agencies are expected to reach at least 85% of their contract goal for families served point-in-time by the end of the first contract year, and they are expected to maintain at least 85% of their families served point-in-time goal thereafter.

Contracted agencies select evidence-based home visiting models that they feel best meet their communities' needs. Each model has guidelines that programs follow to ensure the programs implement the models with fidelity. Contracted agencies in the State's home visiting program currently use one or more

of the following evidence-based home visiting models: Early Head Start (EHS), Healthy Families America (HFA), Parents as Teachers (PAT), and Nurse-Family Partnership (NFP). The State provides funding to support contracted agency staff training and technical assistance for programs using these models. All models include some type of individualized goal plan that the home visitor and the client develop together to guide the work with the client.

Over the past years, the State has been developing in-state training and technical assistance resources for contracted agencies using the HFA and PAT models. These in-state resources (such as in-state trainers) help to reduce training costs and travel burden on the contracted agencies and allow for more timely trainings. The State has also continued to improve its training offerings to home visiting program supervisors and staff members.

Home visiting programs serve many of Wisconsin's most vulnerable families. Contracted agency managers and staff members report it can be hard to support and work with families facing multiple challenges such as housing instability, substance abuse, mental health issues, and domestic violence. The professional development system, Wisconsin Alliance for Infant Mental Health, external evaluators with University of Wisconsin-Milwaukee, and partners at the University of Madison-Wisconsin School of Psychiatry work with DCF on a number of initiatives to support contracted agencies' work with families. Contracted agencies regularly participate in quality improvement projects to improve their processes and outcomes with families.

Connections Count

Background and Purpose

In January 2017, DCF launched a new statewide prevention-intervention initiative, Connections Count, which is an outgrowth of the state Fostering Futures trauma-informed initiative described earlier. The new Connections Count program targets vulnerable families with children ages birth to five years old who reside in high need communities or neighborhoods. The purpose of Connections Count is to: (1) improve the connectedness of vulnerable families to ongoing formal and natural supports, including linking them to neighborhood leadership opportunities; and (2) assist these families in accessing benefits and services that could meet their needs. The program goals are to support overall improved health, decreased levels of child abuse and neglect, increased access to services, sustainable community engagement, increased social capital, decreased isolation and toxic stress, and improved socioeconomic outcomes for families enrolled.

The program utilizes paraprofessionals with lived experience in the role of Community Connectors. These Community Connectors provide trauma-informed services that include outreach, intake, referrals, guidance, coaching, goal setting, economic support, follow up, and other assistance for families as needed. The program is currently operating in two communities as pilot areas, including Lakeshore CAP and Manitowoc and Children's Hospital and Health Systems. To date, 76 families have been served through the Manitowoc County program and 81 families have been served in Milwaukee.

FAST® (Families and Schools Together)

FAST® is a 2-year prevention/early intervention program based on social ecological theory, family systems theory, social mobility theory, child development theory, and family stress theory. **FAST®** is designed to build relationships within and between families, schools, and communities (particularly in low-income areas) to improve childhood outcomes.

The goals of **FAST®** are:

- Strengthen families and enhance positive parent-child relationships
 - Strengthen the parent-child relationship
 - Strengthen positive relationships between parents, among family members, and within the family unit
 - Support increased parental effectiveness and self-esteem
- Support children’s social emotional well-being and success at school
 - Support development of the FAST child’s strengths and resiliency, leading to success at school
 - Support parents to be actively engaged in their child’s education at home and at school
- Connect parents, the school, and community to support children and families
 - Connect parents to one another and to the school
 - Connect parents and families to community resources and services, as needed

The intervention consists of an active outreach phase to engage and recruit families; 8 weeks of multifamily group meetings, each about 2.5 hours long; and continued in 2 years of monthly, parent-led group meetings. The 8 weekly sessions follow a preset schedule and include activities such as family communication and bonding games, parent-directed family meals, parent social support groups, between-family bonding activities, one-on-one child-directed play therapy, and opening and closing routines modeling family rituals. Sessions are led by trained culturally representative teams that include at least one member of the school staff in addition to parents and professionals from local social service agencies. Evaluations of FAST have shown significant results in improving children’s school outcomes, preventing child abuse and neglect, and increasing social support for families.

FASTWORKS meetings are multi-family group meetings facilitated by the FAST parent graduates themselves, with support from the team, held on a monthly basis after the completion of the 8-week cycle. While the meetings do not follow the same format as a typical evening in the FAST program, some of the core program components (parent-child one-to-one time and parent support group) are incorporated into the FASTWORKS monthly events.

FAST has been offered in a number of Wisconsin communities in previous years. The DCF is currently contracting with FAST, Inc. to work with Milwaukee Public School District to identify five schools based on a number of factors including: capacity, interest/buy-in, and need. Need is broadly defined by low-performing

schools, schools failing to meet expectations (based on report cards), and/or the desire to engage marginalized families into the school community, among other factors. Families & Schools Together, Inc. will work from a place of best intentions, recognizing the high need for FAST within the Milwaukee schools, while also working to identify and build a school environment that can foster a successful program.

Services for Older Youth and Independent Living

The DCF created the Bureau of Youth Services (BYS) to coordinate, enhance, and strengthen services for older youth in 2015. BYS is home to a range of services focused on prevention, intervention, Independent Living and Youth Justice services which are described below.

Brighter Futures Initiative (BFI)

BFI is a prevention program targeted to youth that promotes:

- Healthy families and youth
- School success for youth
- Youth safety in their families and communities
- Successful navigation from adolescence to adulthood

BFI supports evidence-based, positive youth development and prevention strategies focusing on the legislative outcomes set forth in Section 48.545, Wisconsin Statutes:

- Prevent and reduce the incidence of youth violence and other delinquent behavior;
- Prevent and reduce the incidence of youth alcohol and other drug use and abuse;
- Prevent and reduce the incidence of child abuse and neglect;
- Prevent and reduce the incidence of non-marital pregnancy and increase the use of abstinence to prevent non-marital pregnancy; and
- Increase adolescent self-sufficiency by encouraging high school graduation, vocational preparedness, improved social and other interpersonal skills, and responsible decision-making.

Program Overview

BFI projects reflect the unique needs and resources of each community, while focusing on the legislative outcomes. Many projects consist of partnerships between agencies in order to maximize resources by using a cross-systems approach. These partnerships often involve:

- Social services
- Health departments
- School districts
- Youth justice
- Tribal agencies
- Police departments
- Community-based faith-based organizations
- Local businesses
- Youth-focused coalitions/alliances

Descriptions of each of Wisconsin's county-based BFI programs can be found at the following link- <https://dcf.wisconsin.gov/files/cwportal/brighterfutures/bfi-programs.pdf>

Administrative Rule DCF 80: "Services for Youth Who Are Adjudicated Delinquent" is the primary policy or rule in effect to assure that services are available for families involved in the youth justice system. The overall purpose of this rule is to assure that youth placed under supervision in the community following an adjudication of delinquency receive "timely habilitative and rehabilitative services to facilitate their social reintegration into the community." The rule assigns responsibility for the provision of services, establishes standards and procedures for the provision of services, provides for involvement of youth and their parents in services planning, and imposes requirements for the coordination of services. The general requirements for services are that they "shall build on the youth's strengths" and are directed to the overall goals of the rule. Those goals are: community based options for youth, maintain public safety and youth accountability through appropriate supervision and sanctions, provide treatment to help the youth and family make meaningful, positive changes in their lives, encourage crime-free lifestyle, and involve every youth in vocational training or employment.

Youth Services Framework

The Youth Services Framework provides the framework for how DCF envisions the delivery of youth services. The Framework establishes a unifying vision, core principles, foundational elements, and outcomes to guide the work of the DCF Bureau of Youth Services (BYS) and its partners. Under this framework, no matter which system "door" a youth enters, a coordinated and comprehensive response is available to provide the support needed to fulfill the youth-driven vision that all youth have the tools to thrive in adulthood. The core outcomes are laid out in the framework, with connections and well-being serving as the Framework's "foundational elements" and education, employment, and housing being the outcomes DCF wishes all young people to achieve with success.

Table 33: Youth Services Framework Principles

<p>CORE PRINCIPLE:</p> <p>The right service at the right time</p>	<p>The approach to serving youth includes careful assessment of individual youth strengths and needs in order to effectively target services, and is driven by the most pressing needs of the youth first. The following principles serve the core principle.</p>
<p>Youth-Driven</p>	<p>Youth define their own success and services are provided with recognition of their strengths and how to help them achieve their goals. Youth are the drivers of change and are empowered to make decisions with the understanding that they are the experts on their needs.</p>
<p>Relationship-Based</p>	<p>Engagement with youth is essential to achieving positive outcomes. Services are provided in the context of respectful, trusting, and empowering relationships, and in a way that reaches and engages all youth, including those who are hardest to serve. Engagement of family and/or other individuals who support youths’ positive development must also be part of the approach to serving youth.</p>
<p>Accountable</p>	<p>Services are provided with the understanding that part of growing up is making mistakes and learning to deal with them. Youth are given the opportunity to repair harm and rebuild relationships when their mistakes affect others. Those providing services hold themselves accountable for youth engagement and outcomes.</p>
<p>Accessible</p>	<p>Services are easily accessible with minimum requirements for entry, and are prioritized to youth with the greatest needs. Services are provided with a range of treatment and support that is individualized, flexible, and portable.</p>
<p>Evidence-Informed</p>	<p>Approaches and methods used to provide services are based in research that suggests they are effective in achieving the desired outcomes.</p>
<p>Trauma-Informed</p>	<p>Services are provided with respect for the complex trauma histories of youth and understanding of the ways trauma can manifest itself. Services support youth to heal, build resilience, and avoid re-traumatization.</p>
<p>Culturally Responsible</p>	<p>Youth are served with fairness and equity and within the context of their identity, family, community, tribe, history, culture, and traditions.</p>

Utilizing the framework will result in a system that is better able to assess the most effective evidence-based and promising practices (“right service at the right time”), which in turn creates a system more able to sustain interventions, services, and supports for youth.

Restructuring of Independent Living Services

Like other states, Wisconsin receives federal Chafee funds to serve youth who have or likely will age out of OHC. Historically, Wisconsin counties spent these funds on independent living (IL) services and skill development for youth who were still in care. Because of that prioritization, counties often exhausted Chafee funds on the OHC population and did not have the staff, supports, or funds designated to serve youth after they aged out. This contributed to the poor outcomes experienced by youth who age out and no longer have the support of the child welfare system.

To address this shortcoming, the DCF restructured how IL services are provided throughout the state. The responsibility of delivering IL supports and services to youth aged 14-18 and still in care (possibly older, if

they elect to remain in extended foster care) remains with the counties. The responsibility to provide IL services to youth who have already aged out (aged 18-21, typically), is included in a new regionalized service delivery model. The DCF divided the state into seven service regions, with a contracted agency in each to serve as the main point of contact and facilitator of IL services for the aged out population. Staff with these agencies collaborate with county staff as youth are aging out of the child welfare system, do case management with the youth to provide them with IL services once they have aged out, and collaborate with community partners to identify and connect youth to resources to meet their specific needs. Six of the seven regions are operational as of January 2018 and the final one will become active in January 2019. Through this regionalization process, the DCF is creating a safety net for youth after they age out.

The next stage of the regional independent living program will be creation of public-private partnerships on behalf of high-risk youth. The regional providers will be reaching out to private employers in their areas to promote jobs for high risk youth. In order to access employment, youth also need stable housing. In Wisconsin and nationally nearly 40% of youth will become homeless within two years of aging out of care. Regional IL service providers are charged with assisting youth in their service area to access and maintain housing.

Data and Information on Wisconsin's Youth Justice System

The National Youth in Transition Database (NYTD)

NYTD is a national survey created for the purpose of learning about the longer term outcomes of youth who have experienced foster care. Wisconsin has been collecting outcomes data since October 1, 2010 and is continuing to collect data. The survey asks questions about education, employment and finances, housing and experience with homelessness, positive adult connections, high risk behavior, and access to health services and insurance.

Outcomes information is obtained by directly surveying youth who are or were in OHC within 45 days following their 17th birthday. Each youth who completed at least one question on the NYTD Outcomes Survey at age 17 is a participant in the "NYTD Baseline Population." Baseline participants become follow-up participants and are required to complete the NYTD Outcomes Survey at age 19, and again at age 21. Those who participated in the data collection at age 17 (baseline population), but not 19 (follow-up population) for a reason other than being deceased remain part of the follow-up population at age 21.

The survey results offer ACF, DCF and other state and local agencies the opportunity to obtain important information on how Wisconsin youth fare once they leave OHC. Wisconsin compiled a report on its NYTD results.

Additional data for Independent Living is feedback from the mandated regional youth advisory councils (YAC) that meet monthly to provide former and current foster care youth the opportunity to socialize; network; provide input/feedback to the regional agency, DCF, and community members; develop leadership and advocacy skills; and work on initiatives important to them. These youth often serve on panels and/or participate in community events to share their experiences. Each region selects youth to participate in a

statewide youth advisory council, which meets quarterly and serves many of the same functions as the local YACs on a larger scale.

Another source of data is the regional IL agencies. The DCF has refined its expectations regarding regional agencies' data and outcomes collection and reporting requirements which are in effect in 2018. The DCF has also developed program evaluation procedures to evaluate regional agencies' service provision that will also go into effect in 2018.

DCF Collaborations to support Wisconsin Families

Community Response Program

Administered and funded by the Child Abuse and Neglect Prevention Board, the Community Response Program (CRP) was created in 2006 to fill a gap in the child maltreatment prevention continuum. CRP provides voluntary supports to families reported to county child protective services (CPS) for alleged child abuse or neglect who are not receiving services because the referral is either screened out or the referral is screened in for further assessment, but the case is closed after the initial assessment.

The overall goal is to strengthen families, prevent child abuse and neglect, and reduce re-referrals to CPS. CRP is a short-term (20 week maximum) voluntary prevention program that includes:

- Case Management
- Home Visits
- Collaborative Goal Setting
- Comprehensive Assessment
- Flexible Funds to support individualized services

There are currently 8 CRP programs in Wisconsin that are coordinated locally with child welfare agencies. The CRP staff work with the families to identify immediate needs and assist families in connecting to formal and informal resources to meet these needs (e.g., parenting supports, mental health treatment, child health and development). CRP works not only to mitigate risk factors, but also to identify and build protective capacities of parents and caregivers. A primary focus of CRP is to assist families with economic stressors. Decades of research show evidence of a strong correlation between poverty and child maltreatment. On average CRP staff work with families for 16-20 weeks. The comprehensive assessment allows the family to discuss and identify their critical stressors and their goals. Families typically select between 2 to 5 goals.

Coordinated Services Teams (CST)

The CST brings together key partners in a child and family's life in a family centered, collaborative approach. Teams of professionals and peer supports identified as key partners help the family shape plans and provide links to community supports that will assist families meet their goals. The approach is strengths-based, driven by family voice to determine family goals and which services/supports are needed to meet goals. Essential principles of the CST process include:

- Building trust with families and the importance of identifying and engaging natural supports;
- Development of an interagency team that is appropriate to each family;
- Care coordination responsibilities; and,
- Team facilitation skills including conflict management.

The collaborative team building process includes completing a strength-based assessment, interagency plan of care, planning for crisis, and transition out of the formal team process.

CST Initiatives are for children who are involved in multiple systems of care such as mental health, substance abuse, child welfare, juvenile justice, special education, or developmental disabilities. The Department of Health Services supports county and tribal CST Initiatives for children who:

- Have a severe emotional disorder;
- Are at-risk of placement outside the home;
- Are in an institution and are not receiving coordinated, community-based services; or
- Are in an institution, but would be able to return to community placement or their homes if services were provided.

A variety of tools have been developed to assist in the implementation of these collaboratives across the state. Training modules, support tools, and resources to support CST's can be found at:

<http://www.wicollaborative.org/care-coordinationteam-development.html>

This effort is currently available in 69 counties and all 11 Tribes in Wisconsin.

Care4Kids

The Department of Health Services (the state Medicaid agency) and DCF have partnered to implement Care4Kids, an innovative program designed to offer comprehensive and coordinated health services for children and youth in foster care. The program launched January 1, 2014, in the six Southeastern Wisconsin counties of Kenosha, Milwaukee, Ozaukee, Racine, Washington, and Waukesha.

The Care4Kids program creates a "medical home" team for children in foster care, assuring that children receive individualized treatment plans in order to address their specific health care needs, including trauma related care. As a result, children in OHC settings are expected to have improved physical and mental health, improved resiliency, and shorter stays in out-of-home care. These positive outcomes will also result in long-term savings in publicly funded programs.

A "medical home" is a concept, not a place. The concept was originally developed by the American Academy of Pediatrics. Today, a "medical home" means that each child has a team that coordinates care to meet a child's needs. These needs can be medical in nature, but also include community-based supports and

services. The "medical home" seeks to promote a partnership focused on meeting the child's needs. The partnership is between team members and the child, and child's family, to assure the best possible outcomes.

The Care4Kids program serves approximately 3,000 children which is about 40% of the children in foster care in Wisconsin.

Program Goals in Care4Kids

- Integrated and Comprehensive Health Service Delivery - The Care4Kids program delivers coordinated, comprehensive health care including physical, behavioral and oral health care that is tailored to each child's individualized needs.
- Timely Access - The Care4Kids program provides timely access to a full range of developmentally appropriate services. The needs of the individual child are assessed during an initial health screening, which occurs within two business days of the child entering out-of-home care. This is followed by a comprehensive health assessment within 30 days of enrollment. Children receive well-child check-ups at an increased frequency, as recommended by the American Academy of Pediatrics. All other medical, behavioral, mental health, and oral health needs of the child are met in an effective and timely manner.
- High Quality and Flexibility of Care - The Care4Kids program coordinates, organizes, and facilitates care in order to deliver services in an effective and efficient manner. The Care4Kids providers are expected to utilize trauma-informed and evidence-informed practices.
- Transitional Planning and Cross-System Coordination - Children in OHC also receive transitional planning and follow-up services necessary to assure continuity of health care after achieving permanency or aging out of foster care. The Care4Kids program coordinates with other systems providing health and developmental services to the child, including the local school system, the county-administered Birth to 3 program, Children's Long Term Support Services, and county-funded mental health services. To promote continuity of care, children can remain in Care4Kids program for 12 months after achieving permanency or aging out of OHC, contingent on remaining Medicaid-eligible.
- Well-Being Outcomes - The Care4Kids program will support children to have better health, improved behavior and mental health, an increase in positive permanency outcomes, and enhanced resiliency.

The Department of Health Services currently contracts with Children's Hospital Community Health Plan (CCHP) for the Care4Kids Program. The contract specifies services that must be provided to every child in out-of-home care in the six county region and highlights specific timelines that must be met for each service provided. CCHP is required to be certified as the Care4Kids provider every other year by DHS. The certification application process ensures that policies and procedures are in place at CCHP to ensure that all contractual requirements are being met.

The contractual requirements state that Care4Kids must complete and continually update a Comprehensive Health Care Plan for each member of Care4Kids. This requirement is currently monitored on a quarterly basis to determine if the plans are completed timely. Additionally, DHS contracts with an external agency, MetaStar, to complete quality assurance reviews.

Data on Care4Kids

Care4Kids is required to submit Quarterly and Annual reports that outline the level of compliance with contractual requirements. The most recent data about Care4Kids can be found in the Well-Being Section of this report for Items 17 and 18 in Section 1.

Counties that are not participating in the Care4Kids program work with their local Medicaid and private pay providers to meet the health, mental health and dental health needs of children and families in the child welfare system. Policy guidance can be found in the attached memo - <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2015-21i.pdf>. Policy requires that all children and youth in OHC are categorically eligible for Medicaid benefits in Wisconsin. The memo spells out policies for documentation of eligibility in the eWiSACWIS system and timelines that must be met such as the five day requirement to document child OHC placements in the state's information system.

Comprehensive Community Services (CCS)

Comprehensive Community Services (CCS) is a Medicaid –funded program for individuals of all ages who need ongoing services for a mental illness, substance use disorder, or a dual diagnosis beyond occasional outpatient care, but less than the intensive care provided in an inpatient setting. The individual works with a dedicated team of service providers to develop a treatment and recovery plan to meet the individual's unique needs and goals. The goal of this community-based approach is to promote better overall health and life satisfaction for the individual. Birth parents and youth involved in the child welfare system can utilize this service, if appropriate. As of September 30, 2017, there were 5,525 individuals enrolled in CCS. This program is available in 64 counties and 3 Tribes. Services available include case management, communication skills training, medication management, physical health monitoring, residential support services, and therapy.

Every Student Succeeds Act (ESSA)

The DCF has worked closely with the Department of Public Instruction (DPI) on a range of collaborative initiatives, most recently ensuring compliance with the Every Student Succeeds Act (ESSA). DCF and DPI Leadership issued joint guidance to promote best practices around school stability including core factors that should be considered, such as student and parent preferences, student safety and educational needs in addition to supplemental considerations such as how many schools the student has attended, meaningful relationships with staff and peers at a school, travel time to a school and what schools a child's sibling attends.

Additional materials developed by the DCF are focused on transitions between schools for child welfare children and families and how to best promote and support educational success. These include:

- A Desk Guide – “Promoting School Success for Children in Foster Care” - <https://dcf.wisconsin.gov/files/cwportal/fc/fcschoolsuccess-dskguide.pdf>
- The “Education Passport” for the purpose of improved and easily accessible information that can guide schools and child welfare agencies when a child needs to change schools - <https://dcf.wisconsin.gov/files/mcps/policy-resources/2015-passport-form-example.pdf>.

In addition, on-line information is available for schools and communities about who to contact in particular counties as the education liaison for the child welfare agency through the Education Points of Contact Map - <https://dcf.wisconsin.gov/map/essa>. DCF has also established important data exchanges with DPI through the education portal to establish a “real time” connection between the child welfare and educational systems so that information is available promptly to schools and child welfare agencies to improve services and outcomes for youth in the child welfare system.

Table 34: DCF Collaborations with Other Agencies to Meet Service Array

Needs Met	Program	Key Services	Program data (if available)
Children with disabilities	Children's Long Term Support Waiver (CLTS)	This program sponsored by the Department of Health Services (DHS) supports the needs of children with intellectual and developmental disabilities as well as children with physical disabilities and severe emotional disabilities.	In 2013-2014, 1% of substantiated children were in the CLTS program
Mental health needs	Child Psychiatry Hotline, supported by DHS	Consultation is provided to primary care physicians (PCP) in 15 Northern and 4 Eastern Counties with the aim of increasing capacity of PCP regarding diagnosis and management options for children/adolescents with mental health issues, establishing a referral support system for patients and providers and providing education and training on mental health issues for PCP	In 2016: -36 clinics participated -509 consults were completed with 88% of those consults focused on medication related questions
Services to meet early childhood developmental needs	Wisconsin Birth to 3 Program, coordinated by DHS	As required by federal law, all children under the age of three who are substantiated for maltreatment are referred to Wisconsin's Part C Individuals with Disabilities Act (IDEA) Program called Birth to 3. If eligible, services provided include special instruction, physical, occupational or speech therapy, family education and counseling and other services tailored to individual child needs	In 2013-2014, 17% of substantiated children aged 0-3 years were enrolled in the Birth to 3 Program.
Health exams, forensic interviews for children in child welfare	Child Advocacy Centers	11 centers across the state provide assistance to child welfare agencies through trauma-informed interview and support for families in the child welfare system.	Trauma-informed interviewing, supports and services for children in child welfare
Basic need services such as food, clothing, shelter, employment assistance	Wisconsin Community Action Agencies	Anti- poverty agencies across the state focused on meeting the basic needs of families such as energy assistance, housing and food assistance	Local agencies are connected to these local providers to meet additional family needs.

Individualizing Services (Item 30)

Individualized Planning for Children who Remain in-home - Protective Planning

Protective Planning is the process used to assess and individualize services for youth and families that are determined to be safe in their homes.

The DCF recently redesigned the protective planning instrument with input from the Wisconsin County Human Service Association (WCHSA), county workers, and experts from the UW-Madison School of Social Work. The instrument was designed using an inclusive approach that incorporated all Initial Assessment elements outlined in CPS Access and Initial Assessment Standards and CPS Safety Intervention Standards and their appendices. The tool operationalizes the Standards using this all-inclusive approach which allows DCF to consistently measure data points and related outcomes.

A February 2016 DCF policy requires that when a protective plan is put into place to control for present danger threats it must be developed in collaboration with the parents/caregivers and plan participants and tribal agents when there is known tribal affiliation. When modifications to the Protective Plan are needed, a new Protective Plan must be developed in collaboration with the parents/caregivers, plan participants and tribal agents. At the time of implementation of a Protective Plan, the caseworker must have the Protective Plan document (DCF-F-S2179) signed by all parties who are participating in the plan, including the parents, protective adults, supervisor, and worker.

Based on the plans put in place through this process, individualized services are provided as described in Item 29, service array.

Use of the Child and Adolescent Needs and Strengths Assessment

In Wisconsin, for all children in out-of-home care, the child welfare worker completes an evaluation using the Child and Adolescent Needs and Strengths tool that requires developing goals for any need identified and follow up to verify that these needs have been met through the case planning and service process. A worker must complete the CANS within 30 days of an OHC placement and every six months thereafter that the children is in OHC or sooner if placement changes. The CANS has been a valuable tool to customize services for all families in OHC.

The Child and Adolescent Needs and Strengths (CANS) assessment process and tool is used to:

- Identify the needs and strengths of the child.
- Determine the ability of the provider to meet the child's needs.
- Evaluate the stability of the placement.

Confirming Safe Environments in Group Homes or Residential Care Centers (RCC)

One of the primary purposes of a group or residential care placement is to address the unique needs of children who require more intensive services than a family setting can provide. These placement settings offer specialized services in a structured environment for children and youth with special developmental,

therapeutic, physical, or emotional needs. Services and supervision are provided by staff employed by the group or residential care setting. Therefore, evaluating safety of the environment in these settings is different from in placement homes where specific caregivers are licensed to provide care.

Confirming Safe Environments in Group Homes or Residential Care Centers

Prior to placement, the caseworker or designee must evaluate the safety of the group home or residential care center by:

- Ensuring the facility has the capacity to meet the child's needs based on the Child and Adolescent Needs and Strengths (CANS) score.
- Making a determination with the facility representative that the behaviors of other children, youth, or adults in the placement setting do not present a concern for the child's safety.
- Addressing any additional needs to ensure the child is safe in the placement setting. Examples include additional or special training for agency staff, rearranging the living environment, etc.

At a minimum, the caseworker or designee must evaluate and confirm the safety of the environment in the group home or residential facility setting every six months while a child remains in this placement setting.

The caseworker or designee must:

- Confirm the facility has the continued capacity to meet the child's needs based on the current CANS score.
- Evaluate changes in the child's CANS assessment to determine if this has any implications for the current facility to meet the child's needs or the stability of the placement.
- Confirm with the facility representative that the behaviors of other children, youth, or adults in the placement setting do not present a concern for the child's safety.
- Evaluate the child's adjustment to and views about the current placement.

When a safety concern is identified for the placed child that involves or may impact the safety of other children in the placement setting, the worker must address it by reporting the information to the appropriate authority (e.g., CPS, child welfare licensing, law enforcement, etc.).

Risk Management Planning

The caseworker or designee collaborates with other caseworkers or facility staff to understand the behaviors of other children in the placement setting. The following behaviors must be considered to determine if there is a risk to the child:

- Aggressive behaviors, especially children known to have a history of violence.
- Sexually abusive behaviors, including children within the placement setting who victimize other children physically or sexually.
- Other behavior issues, including mental health, AODA, or other concerning behaviors such as fire setting, etc.

When risk is identified, a risk management plan must be created to mitigate the risk and ensure the environment is safe for the child. Considerations for a risk management plan include, but are not limited to, the following:

- Additional or special training for placement providers.
- Additional contact by agency or other providers.
- Re-arranging the living environment (changing sleeping arrangements, moving children to other units in a RCC, etc.).

The “Confirming Safe Environments” template in eWiSACWIS must be used to guide and document risk management.

Contacts during Ongoing Services

Establishing a relationship with the family is fundamental to developing a better understanding of the family dynamics leading to agency intervention and engaging the family in the change process. Accomplishing this necessitates a high level of contact by the caseworker to collaborate with the family to eliminate impending danger and achieve permanence.

The frequency of face-to-face contact is based on the needs of the family as identified in the safety or Permanency Plan. While a child is in out-of-home care, face-to-face contact is important to continuously assess safety and achieve permanence. It may be necessary to conduct unannounced or unscheduled face-to-face contact or, when appropriate, visits with the child should be alternated between the placement location and another community setting (e.g. daycare, school, counseling appointment). In these instances, the face-to-face contact should occur in a manner consistent with the purpose of the home visit and be respectful of the child and parents or caregivers involved. Full disclosure regarding announced and unannounced contacts should be discussed at the onset of the case.

Caseworker face-to-face contacts focus on the assessment of safety, permanence, and well-being needs of the child and must be sufficient to address the requirements of safety plan and goals of the Permanency Plan. The agency ensures that child(ren) and individuals in a parenting role (excluding out-of-home care providers) have monthly face-to-face contact with an individual (caseworker, contract agency, or tribal social worker) unless the safety plan or licensing requirements require more frequent contact.

In FFY 2017, Wisconsin’s rate of monthly caseworker contacts was 97.4% which exceeds the federal requirement of 95%.

Contact with Parents/Caregivers

When out-of-home care is sought to control impending danger, the caseworker or designee must have:

- Monthly face-to-face contact, at a minimum, with parents.

Documentation

The caseworker must document both completed and attempted face-to-face contacts with parents/caregivers and children in eWISACWIS as a case note. The case note must include, at a minimum, the following information:

- Date, time, and duration of the visit;
- Participants involved;
- Location of the visit;
- Type of contact; and
- Purpose and summary of the results of the contact.

In addition, at least one case note per month must include the following information:

- The status of impending danger; the sufficiency, feasibility, and sustainability of the safety plan; and, any needed revisions including an evaluation of impending danger; a review of safety service actions and timeframes; a discussion of any issues to be resolved or clarified with safety service providers; the commitment of providers to remain involved in the plan; and whether family members understand and agree with their role in the safety plan.
- The progress towards meeting goals of the Permanency Plan including information about whether family members understand the reason for behavioral change and understand their role in the change process; the parent's engagement and involvement in the change process; and any increase/enhancement in protective capacities that would mitigate identified threats.

Effective use of caseworker contacts supports the work that is done on a monthly basis to move the family forward in achieving a safe, permanent, and stable home. Progress and change related to enhancing parent/caregiver protective capacities is the essential concern along with achieving timely permanence for the child. Documentation of contact must reflect the caseworker's actions in supporting the family, child, and providers to achieve timely permanence, safety, and stability for the child.

Contacts with the Child

Private, face-to-face contact with children in out-of-home care is essential because it provides opportunities for the child to openly discuss adjustment to the placement setting and express thoughts and feelings about their out-of-home care experience. It also provides the caseworker with opportunities to confirm the safety of the placement setting.

The caseworker must have monthly face-to-face contact with the child, at a minimum. The majority (greater than 50%) of the fact-to-face contacts must be in the child's out-of-home placement.

When the child resides in a placement more than 60 miles from his/her residence, face-to face contact may be quarterly by the assigned agency caseworker if the placement facility or another agency or contract worker (licensing worker, residential staff, treatment foster care worker, etc.) maintains at least monthly face-to-face contact with the child. When courtesy supervision has been requested of another county or

DMCPS and the other agency is providing courtesy supervision on a monthly basis, the requested county is not required to have face-to-face contact with the child. The worker providing courtesy supervision is a caseworker under these standards.

When a child is assessed at a Level 3 or higher on the CANS and placed with an out-of-home care provider with a certification of 3 or higher, the supervising agency (county or child placing agency) must have bi-weekly, face-to-face contact with the child.

The Department or county department must document information on a child's well-being in eWiSACWIS within 20 working days after face-to-face contact with the child regardless of whether the visits were conducted by the caseworker or a designee.

For additional information, refer to page 199 of Ongoing Standards

(<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/ongoing-services-standards.pdf>).

Additional information regarding caseworker contact with children in Level 3, 4, and 5 foster homes is found in Ch. DCF 56.19(1)(b) Admin. Rule <http://dcf.wisconsin.gov/files/publications/pdf/0131a.pdf>

Contacts with Out-of-Home Care Provider

At a minimum the caseworker must have monthly face-to-face contact with the out-of-home care provider.

Contact with the OHC provider focuses on the safety, permanence, and well-being of the child. This includes:

- Evaluating the compatibility of the child with the out-of-home provider and other household members.
- Evaluating the ability of the OHC provider to meet the needs of the child in a safe manner.
- Evaluating the experiences the child has had to regularly engage in age or developmentally appropriate activities following the Reasonable and Prudent Parent Standard.
- Discussing any additional support needed by the OHC provider to safely maintain any child living with the out-of-home provider.

Referral to Individualized Needs Based on Case Planning and Services

Based on needs identified through these planning processes for children who remain in their homes and children who are removed from their home, services described in the Item 29 section are provided to meet the needs of children and families.

Agency Responsiveness (Items 31-32)

Wisconsin collaborates with many sectors and this collaboration is a major strength of system functioning. See collaboration section that begins on page 14 for updates on this systemic factor (Item 31).

Coordination with other Federal Programs (Item 32)

In addition to child welfare, the DCF administers the following key federal programs that serve children and families: child care, TANF, known as Wisconsin Works (W-2), and child support. Co-location of these programs in the department promotes collaboration and alignment. In addition, DCF works closely with other state agencies to ensure access to key benefits such as Medicaid. To support collaborative efforts, DCF has spearheaded and launched data exchanges to improve information available about and services provided to families in the child welfare system and other state systems. The individualized planning for child welfare families and the use of the CANS for children in OHC (described in Item 29) are the primary ways that families are identified as being eligible for and connected to appropriate programs and services.

The Wisconsin Shares Child Care Subsidy Program provides subsidies to low-income working parents for child care services. The Wisconsin Shares program is connected to the YoungStar Quality Rating and Improvement system. Parents receive higher rates of reimbursement for higher quality programs as determined through a star level system using research-based criteria to determine the level of quality of a child care program. To further support the use of high quality programs, the DCF has established a policy that requires foster parents use child care rated as three star or higher scale - on a scale of 2-5 with 3-5 stars being established as high quality unless there are extenuating circumstances such as lack of availability or emergency child care needs that make this not possible.

In Systemic Factor Item 29, a description is provided of efforts to improve communication and understanding of the importance of quality child care for foster children, including collaboratively developed training between child care and child welfare and improved functionality of the state child welfare data system to map high quality child care programs so that foster parents and child welfare agencies are able to select high quality child care programs in their communities. As noted, the DCF has been able to increase the proportion of foster children that are able to participate in higher quality child care, recognizing the research that shows higher quality programs are especially critical for children that have experienced trauma.

Access to Work Support Benefits

The Wisconsin Works (W-2) Temporary Assistance to Needy Families (TANF) program provides support to low-income families. Information on programs that a family may be eligible for are provided to families that are receiving in-home services. In addition, when a child is temporarily absent from the home through an OHC placement, Wisconsin has established the policy that a family can receive a W-2 benefit for up to 6 months under the Temporary Absence Policy. For both in-home and OHC cases, the DCF works with agencies administering services to ensure information is provided to families that are eligible.

Access to Medicaid

As described in Item 29, the service array section (Item 29), DCF works closely with DHS to assure access to physical, behavior, and dental health care for children and families in the child welfare system through the Care4Kids and other Medicaid programs. Health care needs are identified through the CANS for OHC children and through initial planning with families where services are provided in the home. As part of these efforts, DCF and DHS recently collaborated to link the eWiSACWIS and Wisconsin Medicaid enrollment system to provide immediate enrollment in Medicaid when a child enters OHC. This policy is described in the following memo: <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2015-21i.pdf>.

Access to the Supplemental Nutrition Assistance Program (SNAP) and Women Infants and Children (WIC) Nutrition Program

As part of a family's individualized case plan, it is determined if the family is eligible for SNAP or the WIC program, both of which are administered at the state level by the Department of Health Services (DHS).

Access to Birth to 3

As required by federal law, all children substantiated for child maltreatment who are age birth to 3 are referred to Wisconsin's Program for the Individuals with Disabilities Education Act (IDEA), Part C which is called the Birth to 3 Program in Wisconsin. Local counties and Tribes work with their local county-based Birth to 3 system to assure that children who are eligible for Birth to 3 have access to services to meet their needs.

Improving Access to Education

The DCF has been working with the Department of Public Instruction (DPI) to implement key elements of the Every Student Succeeds Act (ESSA). Joint guidance was issued by DCF and DPI leadership to promote best practices around school stability including core factors that should be considered, such as student and parent preferences, student safety and educational needs in addition to considerations such as how many schools the student has attended, meaningful relationships with staff and peers at a school, travel time to a school and what schools a child's siblings attend.

Services for Children with Disabilities

Item 29 provides a description of recent effort to strengthen Wisconsin's efforts to serve children with disabilities in the child welfare system.

Access to Employment Services and Supports

The DCF also works regularly with the Department of Workforce Development (DWD), the state's administrative home for workforce initiatives and workforce development boards, on efforts related to youth employment initiatives. DCF collaborates with DWD through serving on inter-departmental workgroups focused on promoting employment. The DCF also redesigned the Independent Living Program to strengthen the linkage between the Independent Living Program and regional employment services. As a result, three of the state's current regional contracts for Independent Living are coordinated by regional Workforce Development Boards that are strengthening connections to critical employment and skill building opportunities for youth and young adults.

As noted in Item 31 the DCF continues to work with DWD to identify and connect youth aging out of care, and at-risk youth to expanded opportunities through the Wisconsin Innovation and Opportunities Act (WIOA).

Technological Connections to Promote Service Access

In addition to the education portal described earlier in this section, the DCF has also spearheaded several data exchanges to improve information about child welfare families in other state systems and to improve services and coordination with other state systems. The DCF has established data sharing agreements with the Department of Health Services (DHS) to share data on immunizations and Medicaid certification and a joint data warehouse.

A significant investment of DCF technological resources allowed the DCF to bring together data previously housed in “separate silos” in a DCF enterprise data warehouse called “LIFT,” which stands for Longitudinal Information of Family Touchpoints.

Funding for this effort came from the Wisconsin Race to The Top Early Learning Challenge (RTTT-ELC), a federal grant that ended in December 2016. One of the major RTTT-ELC projects was to create an Early Childhood Integrated Data System, or ECIDS, to connect data from three participating state agencies. In order for DCF to participate in the ECIDS, it was critical to integrate DCF data.

LIFT will have a number of program views, a Distinct Count Dashboard, and the capability for overview reports. The Distinct Count Dashboard will allow viewers to look at participation information by one or more combinations of programs. For example, a researcher could look at how many children under the age of five are participating in two or more DCF programs. The programs included in LIFT are: child welfare Initial Assessment, child welfare OHC, Wisconsin’s TANF program - Wisconsin Works (W2), and Wisconsin’s CCDBG child care program: Wisconsin Shares.

Having access to de-identified information about children receiving services from multiple DCF program areas allows DCF program managers to make data-driven policy decisions.

Foster and Adoptive Recruitment Systemic Factor (Items 33-36)

Standards Applied Equally (Item 33)

Under Wisconsin statutes, the DCF is responsible for the development of administrative rules related to licensure of OHC placements for children. The Department currently licenses child placing agencies (DCF 54), group foster homes (DCF 57), shelter care (DCF 59) and residential care centers (DCF 52). These agencies are monitored at a minimum of twice a year for compliance with licensing rules. Licensing staff also investigate all complaints against rule violations and take appropriate action as necessary. Additional visits are conducted based on complaints/other concerns, or technical assistance.

Foster homes are licensed and monitored by a county, tribe, or private child placing agency according to DCF 56 (foster homes). Individuals must pass background checks, physical plant checks of the home, and complete an assessment process with the licensing agency in order to become a licensed foster home. DCF OHC staff are responsible for training licensing staff across the state, providing technical assistance, and reviewing licensing situations as requested.

The standards for the administrative code for all of the above licenses were developed using national standards, the Child Welfare League of America standards, federal laws, State Law, Chapter 48, stakeholder feedback, and legislative input.

The administrative codes are minimum standards that each licensed facility must follow. The state always encourages providers to operate above the minimum standards.

OHC facilities may only be licensed under rules promulgated by the DCF. Complete foster home licensing requirements are listed in Wisconsin Administrative Code Chapter [DCF 56](#). Foster home licensing standards apply equally to all potential foster homes, regardless of the provider's relationship to the child. Foster home licenses are issued as regular licenses with an expiration date of no later than two years from date of issuance. Probationary licenses are not issued.

Exceptions may be made to requirements in Ch. DCF 56 as long as there is a plan in place to meet the intent of the requirement or a plan to come into compliance with the code is made with the foster home. An agency may impose conditions to be met within a specified period of time by the licensee as an alternative to compliance with the requirement for which an exception has been granted. No agency, including the Department of Children and Families, can grant an exception to a requirement in the rule that is also a statutory requirement (e.g. building code regulations). All exceptions, whether granted by the licensing agency or the Department of Children and Families, need to be documented on the license of the foster home. The exception shall remain in effect only as long as the conditions under which the exception was granted remain, but no longer than 2 years from the date on which the exception was granted. Similar to exceptions, the DCF has incorporated non-safety related Waivers into Ch. DCF 56 for relatives who seek licensure.

With regard to foster care, a county, tribe, private child placing agency or the DCF Exceptions Panel may grant exceptions or waivers to certain aspects of the licensing rules if the exception is not contrary to the health, safety, and welfare of a child. The DCF has issued an annotated version of the licensing rule that describes situations in which an exception or waiver may be appropriate. This results in uniform application of the licensing standards.

Under Wisconsin statutes Chapter DCF 56.10, Administrative Code, a foster parent may appeal any decision of a licensing agency to the State Division of Hearings and Appeals (a state agency external to the Department of Children and Families). This appeal process provides added accountability to assure that a licensing agency is appropriately applying licensing standards.

Once the base licensing standards are applied to all applicants for foster care, all foster parents are designated a Level of Care Certification 1-5 during the foster care licensing process based on meeting the following:

- Qualifications
- Training
- Foster parent references
- Foster parent experience

Each of the five Level of Care Certifications has a specified number of training hours, personal references, knowledge, and experience requirements. Foster parents must comply with the training requirements in accordance with their Level of Care certification. Training requirements fall into three categories: pre-placement, initial licensing, and ongoing. The training requirements are explained in depth in Item 28 of this document. The five Levels of Care are:

Table 35:

Level of Care	Description
Level 1: Child-Specific Foster home	Pre-existing relationship with child relative and non-relative; minimal training required.
Level 2: Basic Foster Home	Requires additional training and positive references. General foster care.
Level 3: Moderate Treatment Foster Home	Provides treatment service levels for children with more significant needs. Must meet additional training and experience requirements.
Level 4: Specialized Treatment Foster Home	Provides treatment service levels for children with more significant needs. Must meet additional training and experience requirements.
Level 5: Exceptional Treatment Foster Home	Provides skilled staffing in addition to foster parents for children with significant needs (i.e. medically fragile or those who will continue into long-term adult services).

The Level of Care certification does not necessarily need to match the Level of Need of a child placed in the home. The Child and Adolescent Needs and Strengths (CANS) tool will help determine the type of service provision needed to support a placement at a lower assessed level for a child.

The Child and Adolescent Needs and Strengths (CANS) tool is a multi-purpose instrument developed to support decision making, facilitate quality improvement initiatives, and to allow for the monitoring of outcomes of services. The CANS tool assesses a child’s needs and strengths in different areas such as: school, trauma, mental health needs, and risk behaviors. The CANS conveys the needs and strengths of the child and the family and is used across case practice to inform the child’s and family’s case. The information gathered in the CANS is used to:

- Communicate information about the needs and strengths of the child and family;
- Assist with determining the child’s service needs and developing the child’s case plan;
- Determine a Level of Need for the child;
- Inform decisions regarding a placement at a Level of Care appropriate to meet the child’s Level of Need;
- Evaluate the match between the knowledge, skills, and abilities of an OHC provider and the needs and strengths of the child;
- Assist in the development of services and supports needed for a specific child and OHC provider to promote the stability of the placement;
- Provide a mental health screen to all children entering OHC; and
- Determine any supplemental payments, if a child is in foster care.

To ensure that all licensors receive adequate training and support on licensing requirements, the DCF holds quarterly trainings on Ch. DCF 56, the administrative rule for foster homes. Attendance at the training is mandated for licensors in the State of Wisconsin. All training participants are provided a copy of Ch. DCF 56, as well as all the resources and forms required to license a home. The two-day training covers all aspects of rule, policy, and guidance, which ensures consistent application across counties and private child placing agencies.

Since October 1, 2016, the DCF requires the use of the Structured Analysis Family Evaluation (SAFE) home study as the standard assessment tool for all foster care licenses and adoption approvals. Use of the SAFE home study assessment requires that anyone who will be administering, approving, and supervising the SAFE home study attend mandatory training. The required SAFE trainings include: two-day Initial SAFE Training and SAFE Supervisors Training. Additionally, supervisors and caseworkers may attend an optional SAFE Booster Training. The DCF has supported all costs of this training for all foster care and adoption staff statewide and continues to do so as funds are available. Trainings are held quarterly to support the need.

In order to monitor processes and practice of licensing agencies throughout the state, the DCF holds regular meetings for Foster Care Coordinators to receive updates, clarifications, and technical assistance from state policy staff. Monthly teleconferences are held to keep workers up-to-date on policies or guidance that impact the licensing process. Coordinators are also given time to seek assistance on licensing scenarios or barriers that they are facing. Regional and statewide meetings take place so that Coordinators can have face-to-face learning opportunities that provide a consistent message on rules, policies, and guidance. The DCF also has a number of reports that monitor compliance with licensing. These reports are used by DCF and can be used at the local level by agency staff:

- PM04A100 - Level of Care Monitoring: provides information to better manage the timely provision of conversions of court-ordered Kinship Care (COKC) providers to licensed foster parents.

- PM04A103 - Licensing Timeliness Report: provides information related to licensing decisions and the timeliness of those decisions. Contains information regarding all decisions for initial and renewal license applications that are due within the reporting period. The report also contains information regarding licenses that are revoked, closed, or expired within the reporting period.
 - In calendar year 2016 there were 2,659 licensing decisions made.
 - 59% of the 2,659 licensing decisions were made timely.
 - 7 licensing decisions were over 30 days overdue, all other overdue licensing decisions were completed within 30 days of the date they were due.
 - Of the 2,659 license applications, 2,515 licenses were issued, 22 denied, 120 application withdrawn, and 2 were non-renewed.
- ADHOC501 Federal Waiver – Non-Safety Licensing Standards: provides a list of the number of exceptions or waivers granted by Ch. DCF 56 code citations for the reporting period.
 - In calendar year 2016 there were 1896 exceptions or waivers granted for foster care licensure.
 - Of those granted exceptions the most common exception, granted 1258 times is to Ch. DCF 56.09(2)(b) Supervision of children which allows both foster parents to work outside of the foster home.

Requirements for Criminal Background Checks (Item 34)

Wisconsin complies with federal requirements for criminal background clearances that relate to licensing or approving foster and adoptive placements. Licensing agencies must conduct background checks before licensing foster and adoptive parents. The background checks have different expiration dates. The background checks must be done on foster parents, any residents of the home who are 12 or older and are non-client residents, and any employees who will have regular, direct contact with a foster child. For a child under 18 years old, the licensing agency is not required to obtain further information if the child's background information disclosure does not indicate an offense that would be a bar. Comparable convictions from other states or U.S. jurisdictions are treated the same as if they were in Wisconsin.

The foster home licensing agencies conduct background checks at initial and re-licensure. There are six required types of background checks:

- Adam Walsh (FBI)
- Adam Walsh Child Protective Services (CPS)
- Wisconsin Department of Justice (DOJ)
- Caregiver or Integrated Background Information System (IBIS) Check
- Reverse Address Sex Offender registry check
- Local Law Enforcement Checks

Following is a resource developed for foster care coordinators regarding each type of background check:

Figure 39:



Background Checks

Module 4: Licensing Process

Type of Check	Timeframe	What is checked?	How do you do it?	Expiration	Resources
<p>Adam Walsh:</p> <p>FBI</p> <p>(Federal Bureau of Investigation)</p>	<p>Initial Licensure:</p> <p>Required for prospective foster and adoptive parents who are caring for children from the public child welfare system. It does not apply to adoptive families seeking domestic or international adoptions unless the child qualifies for Adoption Assistance.</p>	<p>Check of the Federal Bureau of Investigation (FBI) records; not all arrests or convictions are reported to the FBI.</p>	<ul style="list-style-type: none"> Agency must have an account with the WI Dept. of Justice (DOJ). DOJ will provide fingerprint cards once agency has an approved policy on record with DOJ regarding consent and records management. Or the agency may have the applicant complete an electronic capture of their fingerprints for submission. Agency must obtain a signed consent, previously approved by DOJ, from each applicant and submit with the completed fingerprint card. Results will be sent through the agencies on-line account. Results must be scanned into eWISACWIS. 	<p>This check is valid as long as the foster or adoptive parent is continually licensed. If there is a break in licensure, the applicant must be re-fingerprinted and the checks completed before a license can be renewed.</p>	<p>DCF Memo Series 2007-16: Adam Walsh Requirements</p> <p>State Child Abuse and Neglect Registry</p> <p>Info Memo 2008-03i: Adam Walsh Child Protection and Safety Act Questions and Answers</p>
<p>Adam Walsh:</p> <p>Child Protective Services (CPS) Checks</p>	<p>Initial Licensure:</p> <p>Required for prospective foster and adoptive parents.</p>	<p>Check of Child Protective Service records in each county or state the person has lived in for the last 5 years.</p>	<ul style="list-style-type: none"> Agency requests records from each county/state the applicant has lived in for the last five years. It is not enough to just check eWISACWIS records, as those records only go back to when each county agency or DMCP (Division of Milwaukee Child Protective Services) began using eWISACWIS - typically only back through 2001. DMCP and county agencies are required to comply with requests for CPS records for the purposes of foster care licensing. To complete checks outside of WI there is a resource created with each state's process - the State Child Abuse and Neglect Registry. Results must be scanned into eWISACWIS 	<p>4 years, although many licensing agencies complete this at each re-licensing period.</p>	

Figure 40:

Type of Check	Timeframe	What is checked?	How do you do it?	Expiration	Resources
WI Dept. of Justice (DOJ) and Caregiver	Initial Licensure: Required for prospective foster and adoptive parents.	Check of arrests and convictions submitted to WI DOJ, not all local arrests and convictions are submitted to DOJ. This is a name-based check.	<ul style="list-style-type: none"> • Applicant completes the Background Information Disclosure form or BID. • The agency completes the Single or Multiple Name based check form for each applicant. • Agency submits request to DOJ. • DOJ results will be sent through the agencies online account. • Results must be scanned into eWISACWIS. 	4 years, although many licensing agencies complete this at each re-licensing period.	Forms: Background Information Disclosure form DCF-F-2978 WI Criminal History Single Name Record Request form DJ-LE-250 WI Criminal History Single Name Record Request form DJ-LE-250A
IBIS or Caregiver	Initial Licensure: Required for prospective foster and adoptive parents.	Check of entity records for persons who have been denied, revoked, or otherwise prohibited from working with children or vulnerable populations. <i>Note: this does not check child abuse and neglect records in WI.</i>	<ul style="list-style-type: none"> • Applicant completes the Background Information Disclosure form or BID. • The agency completes the Single or Multiple Name based check form for each applicant. • Agency submits request to DOJ. • DOJ will automatically send the request to review the Children’s Licensing Denial System. • The agency will receive notification from the Department of Health Services whether or not the name submitted is included in the system. This is known as the IBIS letter. • Results must be scanned into eWISACWIS. 	4 years, although many licensing agencies complete this at each re-licensing period.	Forms: Background Information Disclosure form DCF-F-2978 WI Criminal History Single Name Record Request form DJ-LE-250 WI Criminal History Single Name Record Request form DJ-LE-250A

Figure 41:

Type of Check	Timeframe	What is checked?	How do you do it?	Expiration	Resources
Reverse Address Sex Offender Registry Check	Initial Licensure and Relicensure: Required for prospective foster and adoptive parents.	The database checks nationwide sex offenders. This check indicates where registered sex offenders have reported to authorities they are living. This is an address check, not a name-based check. Sometimes people are not forthright about who lives in their home.	<ul style="list-style-type: none"> The Sexual Offender Registry Check shall be done on the Wisconsin DOC website: http://offender.doc.state.wi.us/public/ Agencies shall use the "Geographical Search" function and check all address within a 1 mile radius. Agencies shall use the "List" view when checking the results and ensure that no address on the list matches the provider's address. Agencies shall print and save the entire list in the provider file, and scan the entire list into eWISACWIS. 	2 years or the end of the licensing period, whichever occurs first. Must be completed at each licensing renewal.	DSP Numbered Memo Series 2015-01 : Reverse Sex Offender Checks
Local Law Enforcement Checks	Initial Licensure: Required for prospective foster and adoptive parents.	Due to the fact that not all local contact with law enforcement is reported to DOJ, agencies must run local checks to determine the complete understanding of the background. This is done through CCAP (Consolidated Court Automation Programs) and checks with local law enforcement agencies where the applicant has lived for at least the last five years.	<ul style="list-style-type: none"> CCAP checks are run through this website: http://wcca.wicourts.gov/index.xsl, which contains most records handled through Wisconsin Circuit Courts. Local law enforcement agency checks are completed by contacting each law enforcement agency in the city where the person has lived. Some law enforcement agencies have specific processes for requesting such information. 	4 years, although many licensing agencies complete this at each re-licensing period.	

Section [48.685](#), Wis. Stats., [Ch. DCF 56.055](#) and [Ch. DCF 12](#) Administrative Code set forth criminal history and child abuse record search requirements, including barred crimes and other offenses that prohibit licensing a person as a foster parent, allowing a person to live in a foster home, or employing a person as a caregiver. Some offenses are a permanent bar, some are a bar for 5 years with rehabilitation approval, and some are a bar unless the person obtains rehabilitation approval. The procedures for obtaining rehabilitation approval are in Ch. DCF 12 Administrative Code.

In order to receive a rehabilitation review, the applicant must submit a Rehabilitation Review Application Packet. The DCF will appoint a rehabilitation review panel once the application and all requested documents are received. The application will be denied if all requested documents are not provided within 90 days. The panel may also request information from other agencies or people who are familiar with the applicant.

A rehabilitation review meeting will be scheduled after the panel receives all requested information. The applicant will receive notice of the date, time, and location of the meeting by mail. The applicant is not required to appear at the rehabilitation review meeting, but it is recommended that the applicant attends. At this meeting, the applicant will have the opportunity to answer questions from the panel. The applicant must provide evidence to convince the panel that the applicant has been rehabilitated.

The panel will make a decision whether the applicant is present at the meeting or not. If the panel decides it does not have enough information to make a decision, it may defer a final decision for up to six months. The applicant will receive the panel's decision in the mail. The panel's decision may be a rehabilitation approval, denial, or deferral.

In addition to the crimes and offenses listed in the statute, s. 48.685 (5m), Stats., provides that the licensing agency must review the circumstances of convictions of any offense that is not barred by the statute to determine if the crime is substantially related to the care of a foster child. Section [DCF 12.06](#) provides factors for the licensing agency to consider in determining whether a crime is substantially related. Rehabilitation approval is not available for crimes that are substantially related.

A licensing agency must make a reasonable effort to contact to obtain further information if any of the following apply:

- The statute specifically requires a determination on whether the circumstances of certain convictions are substantially related to the care of a foster child. If a person was convicted of any of the following crimes less than 5 years before the background check, the licensing agency must obtain a copy of the criminal complaint and judgement of conviction and make the substantially-related determination:

940.19(1)	Misdemeanor battery
940.195	Battery to an unborn child
940.20	Battery, special circumstances
941.30	Reckless endangerment
942.08	Invasion of privacy
947.01(1)	Disorderly conduct
947.013	Harassment

- If the DOJ criminal history indicates a charge of a crime that would be a bar, but does not clearly indicate whether there was a conviction, the person was found not guilty, or the charge was dropped or dismissed, the licensing agency must make reasonable efforts to determine the final disposition of the charge.
- If the person's background information disclosure indicates a charge or conviction of a barred crime but the DOJ criminal history does not include the charge or conviction, the licensing agency must make every reasonable effort to contact the clerk of courts to obtain a copy of the complaint and the final disposition.
- A military discharge was other than "honorable."

All background checks must be scanned into the eWiSACWIS system and all results of the background checks must be documented in the home study report the agency completes. Any conviction or finding must be mitigated in the home study if the person is licensed.

Wisconsin contracts for Title IV-E determination services which reviews all placements and associated necessary licensing requirements, including background checks, for foster care and treatment foster care. This third-party check allows for ongoing quality assurance of licensing determinations as related to background checks. In addition, eWiSACWIS functionality was enhanced to include electronic records of background check results. The contractor uses the PM04A102 FH CBC Report to check compliance with each licensee and each background check. DSP staff meet monthly with the contractor to review any compliance issues. If a problem is noted, the contractor works with the foster care licensing agency to obtain the necessary information. In the rare circumstances that issues arise that are not resolved with the local agency and the contractor, DSP OHC staff will engage in corrective action planning with the agency to ensure they comply with the background check rules and regulations. Additionally, DSP runs a monthly check of all OHC providers with the Sex Offender Registry in Wisconsin and if there are any matches found, DSP OHC staff work with the local agency to identify a resolution.

Case Planning Process to Address Safety of Placement

In addition to the provider background checks that are completed at licensure and re-licensure, DCF policy requires agencies to verify the safety of a placement when a child is placed in OHC and at specific intervals. In Wisconsin this is done through the Confirming and Re-Confirming Safe Environments to identify Placement Danger Threats and plan for any known risks.

Placement danger threats are severe in nature and indicate the unlicensed or foster care placement is an unsafe environment for the child (Appendix V, page 288 of the [Ongoing Services Standards](#)).

- When a placement danger threat(s) is confirmed at the first encounter with the OHC provider, the caseworker must immediately pursue an alternative placement for the child.
- When a placement danger threat(s) is confirmed for a child currently in placement, the caseworker must immediately begin the process of transitioning the child to an alternative placement.
- When a placement danger threat is confirmed for a specific child, the caseworker must immediately assess the safety of all children in the home. To accomplish this, the caseworker collaborates with other caseworkers with children placed in the home as well as the foster care coordinator. If a determination is made that the placement home is unsafe, the caseworker for each child must immediately transition the child to an alternative placement.

Confirming and Reconfirming Safe Environments is completed as follows:

Unlicensed Homes

- Before placing a child in an unlicensed home the case worker or designee must conduct:
 - A home visit;
 - A reverse address Sex Offender Registry check; and
 - A check of law enforcement or Circuit Court Access Program (CCAP) and eWiSACWIS records on all adults living in the placement home.
- The case worker or designee must talk to the provider if a home visit cannot occur before placement. A home visit must occur within 24 hours of placement.
- During the home visit, the case worker will assess and check the safety of the placement setting, and conduct a home visit within 24 hours. Another home visit must occur within 5 working days of the placement.

Requirements when Respite and Pre-Placement Visits Have Been Approved in Unlicensed Homes

- According to Wisconsin law, background checks and a home visit must occur before respite or pre-placement visits occur in unlicensed homes.
- The case worker/designee must assess and check the safety of the placement environment. A home visit must occur within 3 working days following placement of the child.

Requirements for Licensed Foster Homes

- A caseworker or designee must talk to the foster parent(s) at the time of the child's placement. This person must assess and check the safety of the placement during the discussion.
- Within 24 hours, a caseworker or designee must conduct a background check on the people in the home aged 17 and older. A reverse sex offender check must also occur.
- Within 3 business days the case worker or designee must conduct an initial home visit.
- Within 7 business days after the first home visit another home visit occurs.

Requirements for Group Homes and Residential Care Centers

- Before placement, the caseworker or designee must check the safety of the group homes or residential care center by:
 - Ensuring the facility has the capacity to meet the child's needs based on the child's CANS score.
 - Making a determination with the facility representative that the behaviors of other children, youth, or adults in the placement setting do not present a concern for the child's safety.
 - Address any other needs to ensure the child is safe in the placement setting.

Risk Management in All Placement Setting Types

At times, the behaviors of other minors in the placement setting (e.g. birth or adoptive children of the placement providers, other children in the placement, children receiving day care services, etc.) or conditions of the physical environment may present risk to the child.

The caseworker or designee should assess and evaluate the behaviors of other minors within the home to determine the needs of the child and to assist the placement provider in meeting identified needs.

Reconfirming Safe Environments of Unlicensed Homes and Foster Care

While the child resides in OHC the caseworker must, at a minimum, evaluate and confirm the safety of a specific placement every six months or at the review of the Permanency Plan, whichever comes first.

The caseworker, designee, or other individual identified by agency policy (e.g. foster care coordinator, paraprofessional staff, etc.) must:

- Conduct a CCAP records check on all individuals seventeen years of age and older residing in the identified placement home.
- Conduct a reverse address Sex Offender Registry check and a CPS records check on any individual seventeen years of age and older that has moved into the identified placement home since the previous confirmation or reconfirmation of safety in the placement environment.

Additionally, the caseworker or designee must:

- Have face-to-face contact with OHC provider(s) to judge the safety of the placement home by assessing placement danger threats (Appendix V, page 288 [Ongoing Services Standards](#)). If a placement danger threat(s) is confirmed, the caseworker must locate another placement home for the child immediately.
- Assess the OHC provider's ability to meet the combined needs of all the children and any other individuals requiring care in the home.
- Evaluate changes in the child's most recent CANS assessment to determine if there are implications regarding the current OHC provider's ability to meet the child's needs or the stability of the placement.
- Evaluate changes in the current OHC provider's CANS assessment to determine if there are implications regarding the provider's ability to meet the child's needs or the stability of the placement.
- Evaluate the child's adjustment to and attitude about the current placement as well as the child's overall integration into the placement family.
- Evaluate the current OHC provider regarding the provider's ability to support the permanency goal for the child, establish a relationship with the identified permanent placement for the child (unless the current OHC provider is also the identified permanent placement), and establish a relationship with the caseworker/agency.

Additional Situations When Reconfirming a Safe Environment is Required

The caseworker or designee must review and, if necessary, document changes to the Confirming Safe Environments (CSE) in an Unlicensed or Foster Care Placement at each of the following points in the case:

- When conditions in the placement home that might affect a child's safety change either positively or negatively (e.g., an adult moves in or out of the home);
- When the physical address of the placement changes (e.g., when a caregiver moves to a new home);
- When a report of alleged maltreatment is received; or
- When there is concern of a possible Placement Danger Threat (Appendix V, page 288 [Ongoing Services Standards](#)).

Current Caregiver CANS Rating of "3"

The caseworker uses the CANS tool to assist in identifying a child's needs and strengths in order to meet his/her needs and make the best possible match with a placement home. This assessment process also identifies the current caregiver's needs in order to support him/her in providing care for the child placed in the home.

- When the caseworker rates any area a "3" on the CANS tool for the "Current Caregiver," the caseworker must reassess placement danger threats for the child.
- If a placement danger threat(s) is confirmed, the caseworker must immediately begin the process of transitioning the child to an alternative placement.
- When a placement danger threat is identified for a specific child, the caseworker must assess the safety of all children placed in the home. If a determination is made that this is an unsafe environment for other children in the home, the caseworker must immediately begin the process of transitioning the child(ren) to an alternative placement.

Documentation

The caseworker must use the "Reconfirming Safe Environments" page in eWiSACWIS to guide and document decision-making related to assessing, evaluating, and confirming safety in all unlicensed, foster care, group home, and residential care center placements. Information regarding a safe environment must be documented in the family eWiSACWIS case record and approved by a supervisor or designee.

DSP has created the SM06A128 – Confirming Safe Environment Report which was released in late 2017 to assist agency staff and DCF with ensuring compliance with this requirement. For the month of November 2017 17% of CSEs were documented timely, while 71% of Re-Confirming Safe Environments were timely.

Courts also review the safety of placement at each Permanency Plan review/hearing that is held.

Diligent Recruitment Plan - Strategies to Reach all Parts of the Community (item 35)

Wisconsin has a process for and is committed to recruiting foster and adoptive parents that reflect the racial, ethnic, and cultural diversity of the children in OHC. Local child welfare agencies, including the state's Division of Milwaukee Child Protective Services and the public adoption programs, counties, and private child placing agencies are responsible for recruiting families for the children living in OHC. The Division continues to increase resources to all

licensing and placing agencies to support their efforts to recruit foster and adoptive parents who reflect the children in our care.

State staff called Permanency Consultants work with counties to identify children needing child-specific recruitment efforts so that these children can move to permanence in a more timely fashion. To help facilitate the timely movement of children to permanence, the Division required all adoption agencies working with the public child welfare system and counties, tribes, and private agencies to use the Structure Analysis Family Evaluation (SAFE) foster and adoption family assessment format so that the completion of an adoptive home study is not a barrier to a timely adoption. DSP supports SAFE trainings each year for new licensors and their supervisors.

Recruitment and Retention

Wisconsin Statewide Recruitment Goals

In collaboration with counties and tribes, DSP works with public, private, and tribal agencies to develop a pool of families to meet the diverse needs of children in OHC (OHC). Specific strategies that are used include the following:

- Sustain a consistent, statewide recruitment campaign with materials that can be used by local agencies to build on the recognition gained from the statewide activities. During 2012, billboards were released to support the recruitment of foster homes for Indian children through collaboration with Wisconsin tribes. In collaboration with the tribes in 2017-18, DCF developed a new and more expansive tribal campaign, which was launched in May 2018 at the same time a refreshed general foster parent recruitment campaign began.
- Continue to improve use of recruitment and retention data to enable agencies to make program improvement decisions based upon current and accurate data concerning family recruitment and retention. DCF is implementing a Geographic Placement Resource System (GPRS) to target recruitment and better identify areas in need and where foster children are removed. Being able to visualize on a map where foster children come from and where they are placed will improve the identification of areas in need of recruitment efforts by local agencies. The GPRS will display the race, ethnicity, relationship status, level of care certification, and provider characteristics. There were delays in the implementation of the targeted recruitment in GPRS due to state level changes to the geographic information system used by GPRS at DCF. GPRS became available to agencies in 2013. In 2015 licensing agencies were required to enter more specific provider characteristics into eWISACWIS to improve the information available to improve the match between the child and potential foster homes.
- Promote State Permanency Consultant (SPC) work with counties, tribes, and private agencies to facilitate timely, quality permanence for children. The SPC are available to provide child specific recruitment efforts which include Family Finding and Engagement, Permanency Roundtables, photolisting, creating recruitment videos, etc. Since 2015 the SPCs have been available to public child welfare agencies to request Family Finding and Engagement for children needing a permanent resource and they provide consultation and coaching to workers and supervisors trained in Family Finding and Engagement.
- Collaborate with counties, tribes, and private agencies to develop policies and procedures to increase the identification of relatives as placement resources. In 2016 DCF released a desk guide to assist caseworkers in Family Finding and Engagement efforts which includes having the legal authority to contact relatives in Wisconsin and tips to involve relatives in case planning.

- Provide support and training to counties, tribes, and private agencies to improve community and cultural responsiveness to recruitment and retention activities, including access to services.
- Implement a dual licensing process (SAFE) to help facilitate quality and timely permanence by having studied and approved foster/adopt families as resources for children in need of permanence. Legislation was passed in 2016 Act 378 that requires a standardized home study for all foster and adoptive parents in Wisconsin.

The Foster Care and Adoption Resource Center (FCARC) produces a variety of recruitment resources for agencies to use at the local level. Resource Center brochures and information are also being used by local agencies to connect with families. In addition, the Resource Center has supported the recruitment and retention of foster and adoptive families through the annual foster care coordinators' conference. In 2016, the focus of the conference was Emotional Regulation for Secondary Trauma and targeted recruitment of foster homes. The Division is committed to assisting local agencies with targeted and child-specific recruitment. Beginning in 2010 and continuing through the present, the FCARC created new resources for relative caregivers, especially those who become licensed families. FCARC created a resource guide to assist workers working with relative caregivers and DCF approved the guide for issuance in 2013. In 2014, a training was conducted on the relative caregiver guide and in 2016 the guide was incorporated into the caseworker on-line placement training.

Staff at the Resource Center continue to operate a 1-800 toll-free recruitment line and have enhanced their web site to accept electronic inquiries regarding foster care and adoption. FCARC will continue to meet with local county and tribal agencies to gather information and ideas about how to expand services to meet the needs of local agencies throughout 2017 and beyond.

The Department continues to maintain and refresh a recruitment campaign to garner interest, counter negative images of foster care, and redefine what it means to be a foster parent in Wisconsin. This public awareness campaign was refreshed in 2018 in celebration of National Foster Care Month and continues throughout the year. Interest in foster care has risen as a result of the media campaign.

DCF also supports the Wisconsin Foster and Adoptive Parent Association through funding and technical support for a statewide newsletter created by foster parents, the Foster and Adoptive Support and Preservation Program, and the biannual conferences. The support includes foster parents who are trained to respond to concerns by other foster parents specifically around circumstances of allegations of abuse and neglect. DSP meets quarterly with foster parents from across Wisconsin in the Foster Parent Advisory Committee to gather input on pending policies and legislation and to allow foster parents to bring forward concerns they are hearing from other foster families.

Quality Parenting Initiative

The Quality Parenting Initiative (QPI), developed by the Youth Law Center in San Francisco, offers a way to respond fully and systemically to the challenges of recruiting foster parents. This approach has been used successfully in a number of states and jurisdictions and promises to have a similar effect in Milwaukee. The QPI seeks to change what foster parenting, including kinship care means to a community. Only the community itself can decide exactly what that is. Similarly, each community must identify local barriers to making the "brand" a reality and opportunities for

improvement. Most importantly, bringing the community together to discuss parenting and caregiver expectations is the first step in increasing mutual respect and team building.

A broad group of community stakeholders has crafted a brand statement for foster care in Milwaukee and has identified four key areas of action needed to align system practices with the values articulated in the brand statement. These areas include clarifying legal constraints and requirements around confidentiality, increasing foster parent participation in court, improving the quality of visitation (family interaction) and establishing structures early in a case that encourage birth parent-foster parent relationships. Workgroups have been formed to address each of these areas.

A communication team has also been formed to create a comprehensive plan for ongoing communication of the purpose, values, and actions associated with QPI to all key constituencies.

Adoption Training Program

DCF recognizes that there are a number of options for families to get adoption training and gives credit where possible to limit the number of extra hours of training that a family may need to complete. Consideration is given to any family that has completed training through another program, state, county, or tribe. After reviewing documentation the family provides regarding completed training, a decision is made on what additional training, if any, the family may need to complete. Recently passed legislation, Act 279, establishes training requirements for adoptive parents.

The adoption program brought together international and domestic adoption agency staff to discuss issues related to adoption at a statewide conference in May 2013. The conference combined public, domestic, and international adoptions to address common themes and training topics. The annual Adoption Conference in 2014 focused on specific issues related to relative caregivers.

Post Adoption Resource Centers

The IV-B Subpart 2 funds received by the Adoption Program are used to support the post-adoption resource centers (PARCs) and the Public Adoption Program contracts. DSP contracts with six service providers to operate Post Adoption Resource Center (PARC) services in Green Bay, Stevens Point, Milwaukee, Madison, Eau Claire, and La Crosse. PARC services are funded by federal IV-B, Subpart 2 funds, and state funding and are available to all adoptive families, including parents of children who are adopted through domestic and international adoption programs.

The focus of the six PARCs are to:

- Provide education, support activities and services to adoptive families living in the identified service area;
- Improve community awareness of adoption; promote a positive image of adoption; and an increased understanding of the unique issues facing adoptive families, especially among public and private human service providers, schools and medical care providers;
- Increase the availability of services for adoptive families by providing referral services such as respite care, crisis intervention, day care, after-school care, legal help, family counseling, support groups related to adoption, Title XIX service providers and planning for the transition of an adopted child to adulthood; and

- Establish collaborative efforts among public and private organizations and the general public to address the needs of adoptive families in the PARC area.

The names of all families who enter into an adoption assistance agreement are shared with the respective PARC, unless the family opts not to have their contact information shared.

As a new strategy to support families post adoption and post guardianship, the Department is implementing the Adoption and Guardianship Support (AGES) program.

Interstate Compact for the Placement of Children (ICPC) – Item 36

The Division of Safety and Permanence (DSP) is responsible for processing requests for the placement of children across state lines under the Interstate Compact of the Placement of Children (ICPC) and Wisconsin law under s. [48.988](#) (the proposed ICPC has been included in s. [48.99](#)). The Wisconsin ICPC Specialists work with other states as well as Wisconsin local agencies to process incoming and outgoing requests.

State Practices

Until recently, Wisconsin had a process of receiving paper ICPC request packets from local agencies through mail and sending incoming requests from other states through mail to Wisconsin local agencies. Since 2013, Wisconsin has continually worked on improving our processes for the timely placement of children across state lines.

Wisconsin was one of the six original states to pilot the National Electronic Interstate Compact Enterprise (NEICE) beginning in November 2013, and continued beyond the pilot with NEICE in 2015. Wisconsin has since used the NEICE Web-based Case Management System with the intent of creating an interface with NEICE to use the NEICE Clearinghouse.

In May 2015, DSP participated in a LEAN project pertaining to the ICPC to review all the steps involved in Wisconsin's process, determine what issues could be addressed, and create a plan to address and improve the ICPC process to ensure timely placement of children across state lines. The resulting plan included updating eWiSACWIS functionality, which would eliminate duplicative work and reduce paper, as well as decrease the amount of time that the ICPC Specialists spend on individually educating workers on the ICPC process.

In November 2015, eWiSACWIS was updated to include new imaging categories so that local agencies and the state ICPC Office had the ability to electronically exchange the required documentation for interstate placement requests.

In June 2017, an eWiSACWIS enhancement completely changed Wisconsin's process for requesting placements under the ICPC. The enhancement had two purposes. The first was to improve the process for requesting/receiving placements under the ICPC. The second was to build functionality that is compatible with NEICE so that an interface could be implemented. Under the new process, local agencies are required to submit any outgoing ICPC requests through eWiSACWIS (with the exception of private adoption agencies that do not have access to eWiSACWIS). The local agency is only able to electronically submit the request if all necessary information and required documentation is included. The system now requires information regarding the participants in the request, helps the worker determine the ICPC regulation type, gathers information regarding the proposed placement resource, and requires all

documentation specific to the type of request. Requiring this information prior to submitting the request to the Wisconsin ICPC office has helped local agencies understand what they need for a request, and reduced the time ICPC Specialists spend explaining ICPC requirements to workers. The ICPC Specialists use the same functionality to upload incoming ICPC requests into eWiSACWIS for assignment and review by Wisconsin local agencies. The system now allows for all ICPC information to be in one place, which improves communication between the local agencies and the Wisconsin ICPC Specialists.

In order to support local agencies in preparing outgoing ICPC requests and responding to incoming ICPC requests, policy and procedures for ICPC were documented more thoroughly in [Wisconsin's Ongoing Services Standards](#) in June 2017. Online training and other supporting materials are in development and scheduled for release to local agencies in 2018. These resources will allow local workers to quickly access the information they need about the ICPC to facilitate timely placement of children in and out of Wisconsin.

In March 2018, eWiSACWIS will have additional enhancements to further improve functionality for ICPC. This enhancement was originally planned to include building an interface between eWiSACWIS and the NEICE Clearinghouse. Due to changes in technical requirements for the NEICE Clearinghouse and other barriers, Wisconsin has put plans for an interface with NEICE on hold. Until an interface is implemented, the ICPC Specialists are responsible for entering and retrieving information through the NEICE Case Management System. This has been most effective for Wisconsin, as having local agencies learn the NEICE Case Management System created a barrier in timely requests and documentation. Wisconsin continues to participate in NEICE Project Management Team and Committee Meetings to raise questions, receive information, and share experiences to continue to improve the project.

Prior to the updates to eWiSACWIS, Wisconsin had limited data for both incoming and outgoing ICPC requests. Since the June 2017 eWiSACWIS updates, Wisconsin has been collecting significantly more data about both incoming and outgoing requests. Following the March 2018 eWiSACWIS update, Wisconsin is creating reports that reflect accurate and comprehensive ICPC data. This data will be used to further evaluate the effectiveness and efficiency of our ICPC process in Wisconsin. While we do not yet have robust quantitative reporting, Wisconsin has already seen improvement in the timeliness of processing ICPC requests, and subsequently placement across state lines.

3. Update on the Plan for Improvement

Wisconsin's plan was adjusted slightly in the last year to reflect the division annual strategic planning process and to ensure continued consistency with the Child Welfare Model for Practice, ongoing planning process for integrating youth justice into DCF programming and efforts, results of Wisconsin's 2015-2016 CQI review of cases and over two years of stakeholder feedback generated to prepare for Wisconsin's 2018 CFSR.

The overall goals for FFY 2019 remain largely the same as those reported on in the FFY 2018 APSR.

In addition, DCF ensures there are feedback loops on all activities and programs through regularly consulting a wide range of stakeholders about objectives, policies, and programming available through established mechanisms described in the collaboration section beginning on page 12.

For each specific objective, the corresponding federal CFSR performance items, national data standards, and/or systemic factors it addresses are noted. In addition, objectives have been selected because there is an evidence base for their effectiveness or they are considered to be promising practices.

Goal 1 - Safely reduce the number of children in OHC by: supporting more children safely in their homes rather than being placed in OHC, moving children as expeditiously as possible to permanency; and by preventing re-entry into the OHC system

A. *Implement the Quality Improvement Center post-adoption/post-guardianship project to reduce the re-entry into OHC of children who have attained permanence through adoption or guardianship. (Items 2, 6 and 12, Foster and Adoptive Recruitment and Retention)*

Rationale: In order to enhance the continuum of services for adoptive and guardianship families, the WI Department of Children and Families is developing a new model of post permanency services, referred to as Adoption and Guardianship Enhanced Supports (AGES). The AGES program is a voluntary program to support families who are struggling with the escalating stress due to emerging issues in the family caused by behaviors, the child's age, or other changes within the family.

Objectives:

- Pilot promising practices designed to help adoptive and guardianship families manage stress and prevent post-permanence discontinuity in 17 identified Wisconsin Counties and three Tribes.
- Determine whether the enhanced response to emerging needs of adoptive and guardianship families is effective in increasing the capacity of adoptive parents and guardians to address the needs of their children and equipping parents and guardians to better manage family stress.

Implementation Supports:

- Ongoing consultation, support, and funding from QIC-AG
- Training for AGES workers, supervisor and internal DCF team
- Development of an AGES manual

Measures:

Wisconsin will participate in an evaluation of the AGES program. Identified outcomes that will be measured, in collaboration with QIC -AG, include:

- Decreased familial stress
- Increased family satisfaction with services
- Increased caregiver confidence

B. Promote shared parenting and “normalcy” for children while in OHC through implementation of the Reasonable and Prudent Parenting Standard and other tools. (Items 9, 11, 12)

Rationale:

The reasonable and prudent parenting standard promotes normalcy for children and youth in OHC by allowing children in OHC to participate in age and developmentally appropriate activities that promote social and emotional growth and development.

Wisconsin has made the following progress on this objective:

- The Department supported passage of Act 128, which enacted the reasonable and prudent parenting standard into Wisconsin Law in February, 2016.
- DCF briefed counties on the new requirements of the law at regional supervisor meetings, the Foster Care Coordinator Conference and teleconferences, and other meetings with key stakeholders present.
- In May 2016, DCF issued policy guidance to counties, and provided an array of informational materials such as a brochure, FAQ guide, and Decision Making handout.
- DCF developed and implemented training for OHC providers.
- DCF updated its administrative rules for OHC providers to incorporate reasonable and prudent parenting standards.

Measures and Timelines

- The number of activities in which children in OHC are participating, the ease of getting children involved in activities, feedback from children and youth about their experience of normalcy while in OHC, feedback from OHC providers on their ability to promote normalcy for children in OHC.
- DCF intends to evaluate the implementation of this standard through consultation with counties and other stakeholders. In addition, DCF is evaluating the best ways to support OHC providers in making reasonable and prudent parenting decisions through informational materials and ongoing training topics. DCF will also have access to information to evaluate children’s opportunities to participate in age and developmentally appropriate activities through reviewing permanency plans.
- DCF expects to see a temporary increase in questions regarding the Reasonable and Prudent Parent Standard from child welfare professionals and OHC providers. Informational materials and recorded webinars will be readily available to assist in implementing this new legislation.

Training and Implementation Supports:

- In December 2015, DCF staff held an introductory training and webinar at the Coalition for Children, Youth, and Families in Milwaukee. Viewed by county and contractual stakeholders, in addition to OHC providers, the training was modified into three different versions. There is a version for county and contracted caseworkers, a version for group homes, residential care centers, and shelter care facilities; and a version for foster parents and unlicensed OHC providers.
- On-line training is available statewide. PDS offers pre-service and foundational trainings for caseworkers and other stakeholders.
- DCF worked with PDS to ensure that the content is incorporated throughout all related pre-service and foundational trainings for professionals and foster parents in the future. A modified Reasonable and Prudent Parent Standard training will be launched in the calendar year.

1C. *Promote best practices, high quality services, appropriate utilization, and specialized service capacity and strengthen services in congregate OHC facilities by updating administrative rules for residential care centers, group homes, shelters, and child placing agencies. (Items 12, 16-18, Foster and Adoptive Licensing and Recruitment, Service Array)*

Rationale:

This objective reflects the need for DCF to update and improve rules for licensing of facilities to align with new developments and best practices. In addition, DCF is interested in having a more precise understanding of the capacity and expertise available to serve specialized populations in Wisconsin. It is also critical to ensure that DCF can validate and ensure that facilities that indicate they offer specific and specialized services are qualified and have the capacity to provide the services. To that end, evaluation criteria and processes are being developed to ensure appropriate documentation of specific quality and effective services at facilities across the state.

Objectives:

- Continue process of revising administrative rules for all settings outside of foster homes to ensure they are aligned with best practice.
- Continue process of developing evaluative criteria to validate if a residential facility has appropriate training and supports noted as being available in a facility.
- Ensure collaboration with key stakeholders and partners in the development of these tools.
- In the coming year, DCF will be working to align rules with requirements that will be expected through the federal Family First Act.

Timelines and Milestones:

- DCF will continue to ensure that training and staffing is aligned with needs of children and youth served in facilities. This will be achieved through licensing review and technical assistance provided at least every two years.

Implementation Supports:

- Once the rules are updated, training will be available and appropriate eWISACWIS upgrades will be made.
- DCF will provide training on how to apply the evaluative criteria.

1D. Develop crisis stabilization service capacity (Items 2, 12, service array and agency responsiveness)

Rationale:

This objective responds to the significant need for building crisis stabilization capacity in the state. To do so, DCF works with the Department of Health Services as well as local partners at the county and provider level to expand crisis stabilization service capacity.

In the last year, DCF changed the focus of this objective to increase the capacity to provide crisis services throughout the state, the key areas of focus were:

- Issued new policy to allow crisis stabilization to be provided in shelter facilities and assisted counties to appropriately provide temporary emergency shelter facilities.
- DHS is currently working on a request for proposal to request a vendor to offer services.

Milestones and Timelines:

- Crisis stabilization services have been expanded as a result of these clarifications.

Implementation Supports

- Strong coordination with DHS and counties.
- DCF will work with DHS on funding of services and helping to select additional providers if additional resources are secured through the budget.

1E. Implement strategies, through predictive risk models and/or other tools, to identify and provide services on a timely basis to high-risk families, including families with screened-out child maltreatment reports that are screened-out or closed after initial assessment, to prevent the occurrence of child maltreatment. (Item 2, Service Array and Agency Responsiveness)

Rationale:

This initiative, which is part of the Department's current National Governor's Association Three Branch Institute project, will assist state and local child welfare professionals to better serve children and families who are diverted from the child welfare system.

- *Objectives* of this initiative are to develop a predictive analytic tool, with visual representation of the results of the tool integrated into the state's automated child welfare information system, eWiSACWIS to assist local agency staff in screening decision-making during the CPS reporting process and in determining the potential service needs for families who are screened out or for whom the case is closed after Initial Assessment.

Training and Implementation Supports:

Outreach by the Department to state and local child welfare professionals to build their understanding and use of this analytic tool and the resulting data to better engage and serve children and families who have come to the attention of a local child welfare system.

Timeline:

Based on a competitive procurement process, DCF selected a research partner in May 2017 and began the contract with this entity in January 2018. The contractor is analyzing eWiSACWIS data to identify variables that may predict a family's likelihood of re-referral to the CPS system.

1F. Continue to identify and implement permanency performance measurements of accountability for residential OHC providers. (Items 6, 8, 17 and 18)

Rationale:

This process assures transparency and accountability of provider outcomes with children involved in the child welfare and youth justice system. The use of public interfacing performance data will establish incentives for providers to achieve quality outcomes for children. This objective address federal performance items 6, 8, 17, and 18.

In the last year, Wisconsin was engaged in the following activities:

- Published dashboards on performance based measures for: Child Placing Agencies (CPA), Group Homes (GH), and Residential Care Centers (RCC) in May of each year. You can find DCF’s most recent dashboards at the following link - <https://dcf.wisconsin.gov/pbm> . The reporting period for each dashboard is the previous calendar year, plus the following 3 month period. During the reporting period, the experience of children placed in the Wisconsin child welfare and youth justice systems is tracked and rated, based on the following benchmarks:

Table 36:

Optimal	Child has reached legal permanency through reunification, adoption, or guardianship.
Very Favorable	Child has moved to a family placement with a relative caregiver, including a trial reunification.
Favorable	Child has moved to a less restrictive setting from previous provider, however not in a placement with a relative caregiver.
Unfavorable	Child has moved to a placement that is of the same type as previous placement; however is a different physical placement provider, or the child has aged out of care for discharge reason.
Very Unfavorable	Child has moved to a placement that is more restrictive from previous provider type.
Poor	Child is missing from out of home care, has moved to placement in a hospital, detention, corrections, or has discharged from care as missing from OHC or to corrections.

- Providing information through dashboards on: 1) the number of placements during the reporting period, 2) median length of stay with each provider during the reporting period, 3) the percentage of children who sustained favorable outcomes for a period of at least 3 months, and 4) the initial Child and Adolescent Needs and Strengths (CANS) results for children placed with the provider. The CANS information is provided at the domain level and the indicator level.
- DCF has initiated work on a risk-adjustment system. DCF has worked with a stakeholder advisory group subcommittee, the Rate Regulation Advisory Committee, Performance Based Measures Sub-Committee to begin this process. This system will assist in determining which children are more at-risk (or less at-risk) of having unfavorable outcomes so that agency scores will not be negatively impacted by caring for children with high needs.

Timeline:

- DCF published an annual update in May 2018, and will continue to do so in future years.

1G. Implement the family finding strategy statewide, which includes finding fathers and paternal relatives. (Items 9, 11)

Rationale:

The rationale for selecting this objective is that placing children with familiar, supportive relatives reduces the trauma experienced by children and promotes and preserves the child's family connections. Research shows that by impairing the healthy brain development, childhood trauma results in short and long-term negative social, emotional and health consequences.

In the last year, Wisconsin made the following progress on this objective:

- In FY 2017, eight new counties participated with the State Permanency Consultants in the five month intensive training and consultation with staff from the Department of Children and Families and the Wisconsin Child Welfare Professional Development System (WCWPDS). 25 counties are now implementing Family Finding.
- Wisconsin Child Welfare Professional Development System and DCF staff are training a series of counties each year on the best practices in family finding.

Measures and milestones:

- the number of counties adopting the strategy,
- the number of children placed with relatives
- the permanency outcomes of children who exit relative placements.

DCF intends to evaluate the success of this program over time and has established baseline measures. In addition, DCF is evaluating the best use for State Permanency Consultants to support counties. Within the target population for this effort, DCF expects to see an increase in the number of permanent connections a child has over the next four years.

Training and implementation supports:

- WI is contracting with the Seneca Center to complete internet searches for county and tribal agencies upon request. WCPDS will also provide interactive and supportive case specific consultations intended to address obstacles and challenges unique to each case, community, and agency.
- Training is described above.

1H. Continue to implement the re-designed In Home Safety Services (IHSS) Program in selected counties and expand to other parts of the state, including with tribal child welfare agencies, to enable counties to serve more children safely in their homes. (Items 2, 12)

Rationale:

The IHSS Program reduces trauma exposure experienced by children by preventing children from being separated from their family of origin and possibly community. By impairing the healthy brain development, childhood trauma results in both short and long-term negative social, emotional and health consequences.

Measures:

Over the five year plan timeframe measures include: 1) the number of children who successfully avoid entry into OHC while participating in this program; 2) the number of children who are not victims of subsequent maltreatment; and 3) the number of children re-entering the child welfare system after completing the program.

Evaluation of the newly prescribed target population, service timeline and service provision requirements and types of services used to best support IHSS program outcomes will be measured. DCF continues to evaluate cases for fidelity to this approach and provide technical assistance to agencies to deepen their understanding of fidelity requirements.

In the last year, Wisconsin has made the following progress on this objective:

- The IHSS Program continues to expand. IHSS was implemented in 23 agencies in 2017 and 43 agencies in 2018. All new agencies get one-on-one consultation with the IHSS Program Manager to learn the program model and requirements.
- A cross-collaborative in-person conference for agencies enrolled in the In-Home Safety Services Program and/or the P.S. Program.
- A six-part family teaming webinar series open to the In-Home Safety Services Program, P.S. Program, and/or Alternative Response.
- Monthly all-agency calls to support shared learning and strengthen fidelity to the IHSS Program model.

Training and Implementation Supports:

DCF developed and will continue to deliver training to support the In Home Safety Services Initiative. Training will focus on the needs and learning objectives of all 43 implementing agencies. Supports will include quality technical assistance consultation by DCF staff with agencies, monthly all-agency calls focused on program fidelity, program implementation, and child welfare standards. Data reports were enhanced in 2017 to ensure data integrity to monitor initiative outcomes and evaluate the measures indicated above.

Timelines:

DCF completed coordination with IHSS and designated non-IHSS counties and tribes to re-design this program during CY 2016. The newly designed program piloted in 23 agencies CY 2017. In CY 2018 the IHSS Program was implemented in 43 agencies.

- 11. *Implement the Post Reunification Support (P.S.) Program, a Title IV-E waiver demonstration project, to provide 12 months of support to children and families after reunification, tailored to meet the individualized needs of the child and family. (Items 2, 12, 16-18)***

Rationale:

DCF is testing whether 12 months of post-reunification support will reduce the likelihood of re-entry of children into the OHC system and improve outcomes for these children and their families. By strategically targeting the children and their families at the highest risk of re-entry, the DSP intends to reduce the re-entry rate in participating counties. The resulting savings will then be reinvested locally and at the state level to support more families who reunify and are at risk of re-entry. This objective address federal performance items 2, 12, 16-18, and the Service Array Systemic Factor.

Activities in the last year include the following.

- Additional tracking systems are in place to gather information that will be used to establish baseline information on treatment group and comparison children, caregiver, and family functioning.
- Increased focus on fidelity of data requirements.
- A Monthly Family Service Report is completed for participating families which will be used to quantify services received by the enrolled child(ren) and family member(s) and caregiver(s) to assist the family's achievement of the goals established in the family's case plan.
- Training for counties on P.S. Program practice requirements.
- A cross-collaborative in-person conference for counties enrolled in the P.S. Program and/or the In-Home Safety Services Program.
- A six-part family teaming webinar series open to P.S. Program, Alternative Response and/or the In-Home Safety Services Program.
- Onboarding training for three new year five P.S. Program counties.
- Ongoing oversight by the IV-E Waiver Advisory Group to provide guidance, support and recommend adjustments and improvements to the program.

Timelines and Milestones:

- County recruitment and planning for the P.S. Program began in June, 2013. The P.S. Program began enrolling eligible children on January 21, 2014. For the period of the five-year demonstration project, the DCF issues annual applications for additional counties to begin implementation of the program. DCF continues to implement core components of the federally approved program and the evaluation plan. On March 29th, 2018, 240 children were enrolled in the PS program. 1,057 children have enrolled and been reunified since the P.S. Program began in 2014.
- The DSP will continue to report on program implementation and evaluation efforts as part of the Semi-Annual Progress Report for the PS program.

Training and Implementation Supports:

- Formal training related to case planning is provided by the state's Child Welfare Professional Development System. Training on using the CANS tool to inform case planning and write measurable goals was initiated in November, 2014 for P.S. Program Counties, and continues to be available throughout 2016. In 2017, use of the CANS for case planning was rolled into the existing Ongoing Foundation Training for new county child welfare workers.
- Training, coaching, and measurable skill learning on Motivational Interviewing for case workers, supervisors, and clinicians serving families post-reunification began in 2015. In 2017, DCF offered shared learning opportunities between counties to sustain the skills learned in the Motivational Interviewing training.
- The P.S. Program Coordinator continues to provide regional consultation and in person shared-learning events. These sessions focus on topical areas to promote cross-system engagement, peer learning, and program fidelity.

- DCF continues work with the program evaluator to measure results and make program improvements.
- In 2018, DCF is offering a six-part family teaming webinar series open to P.S. Program, Alternative Response, and/or the In-Home Safety Services Program.

Measures:

- The DSP is tracking current referral and enrollment counts monthly and is using enrollment data to track payment amounts on a quarterly basis. DCF has also developed a report to be used by state and local county child welfare agency staff and supervisors to monitor compliance with program requirements including caseworker contacts and completion of critical practice requirements such as updating the child and caregiver CANS assessment and case plan.
- Over the five year demonstration project, long term outcome measurement methods to be used during the course of the program's evaluation include monitoring the program's impact on maltreatment recurrence and re-entry into OHC, changes in child and caregiver functioning based on the Child and Adolescent Needs and Strengths (CANS) assessment, and use of other state agency data related to child educational, mental health and physical health outcomes.
- The external evaluator completed an interim evaluation report in June 2016, with the final Outcome Evaluation Report due in April 2019.

11. Evaluate the Alternative Response (AR) approach, to determine if/when future expansion should take place. (Items 2, 12)

Rationale:

AR is a strong collaborative, family engagement model that has been shown to be effective in other states in stabilizing families and preventing re-referral to the child welfare system.

Training and Implementation Supports:

In the last year Wisconsin has continued to focus on the longer term objective of assessing fidelity to the model. To that end, below is a summary of key points related to AR:

- In Q1 2015 the DSP started building internal capacity to train and support the AR model in Wisconsin, including technical assistance to practicing counties in order to build fidelity. Such efforts are ongoing.
 - Continued efforts include: monthly webinars, annual conference, and quarterly webinars with a focus on skill development for supervisors and workers to enhance case practice.
- Training continued to build skills to support implementation of the AR model. In 2015 WCWPDS adopted the AR curriculum used in AR implementation and revised and expanded it to train direct line staff. The curriculum was revised to be inclusive of engagement for AR and Traditional Response pathways. This revised curriculum will be required of all new workers during foundation training beginning in June 2016. Foundation training is required for all new workers per DCF Administrative Rule 43.
- In 2016 DCF selected the University of Wisconsin-Milwaukee to perform a process, outcome, and cost evaluation, following a competitive RFP process. This evaluation will explore how AR is implemented in the current AR counties and provide analysis and recommendations for any continued expansion of AR. Additionally, this evaluation will explore outcomes related to AR and how fidelity to the AR model correlates to these outcomes.

- In 2017, counties in the AR pilot were invited to attend a series of six policy meetings facilitated by contracted staff to discuss and analyze the practical application of a two pathway system in Wisconsin child welfare practice. Results from these meetings were compiled into a yearend report in Q2 of 2017.
- In 2018, an analysis of the results from the 2017 policy meeting will occur and result in a final report issued in Q4. Analysis will be conducted by a subset of AR counties, and other identified thought leaders in Wisconsin's child welfare system (includes representation from the DSP, as well as DCF's Division of Management Services-Continuous Quality Service section, Office of Legal Counsel, and University of Wisconsin Madison and Milwaukee). Information gathered will supplement information learned from the process and outcome evaluation and assist the DCF in determining future direction of the policy initiative.
- Information gathered from the process evaluation of AR implementation (completed in Q4 2017) will inform the development of core foundation and advanced AR curriculum. Information gathered from the outcome evaluation of AR (completed in Q3 of 2018), policy meetings (completed in Q4 2017 and Q4 2018) will inform decisions about expansion, including policy revisions.

Measures

- The number of counties implementing AR;
- The number of cases handled through AR versus traditional response; and
- The rate that AR cases are re-reported or have subsequent child maltreatment substantiations in the child welfare system.

Timeline and Milestones:

DCF will complete an evaluation of AR practice fidelity to be available by Q3 2018; information gained will inform the statewide rollout plan (specifically the development of training curriculum). DCF will complete an outcome evaluation in Q3 2018.

1K. *Expand the use of the Geographic Placement Resource Service (GPRS) to stabilize placements of children in out of home care settings. (Items 9, 12 and 16)*

Rationale:

Educational and placement stability for children in out of home care strengthens a child's educational, social, and emotional well-being. Research has shown that movement between schools leads to declines in a child's academic performance.

Measures:

- Placement stability for children in OHC; and,
- School mobility for children in OHC.

Updates continuing into 2018 include the following:

- DCF planned to implement targeted recruitment as part of GPRS to allow agencies to recruit foster homes that will be able to better meet the needs of children in OHC; due to a change in GIS contractors DCF experienced a delay in moving this project forward. The development and implementation of this project is expected to begin in 2018.

- As part of continuing efforts, maintenance in GPRS is ongoing to provide the most up-to-date information for users of the system.
- Wisconsin continues to support a mapping overlay with the YoungStar program to provide greater access to quality early care and education providers for OHC providers. This overlay was originally developed in March 2016.

Training and implementation:

- Information technology upgrades as needed, and outreach to ensure that key staff are using this technology appropriately and effectively.

Timeline and outcomes:

- DCF expects to see outcomes improve because of more precise information available, including improved recruitment and placement of children, fewer children experiencing school disruptions, fewer out of county placements and more cross-jurisdiction adoptions.

1L. Expanded the use of trial reunification to improve successful and stable reunification of children with their families. (Items 5, 6, 9)

Rationale:

Trial reunification provides the child and family time and support to transition into reunification; thereby increasing the probability that the reunification will be stable, safe, and nurturing for the child.

Wisconsin has successfully completed this objective through the following activities...

Implementation and Training supports:

- Disseminating information to counties and courts regarding the appropriate use of trial reunification.
- Trial Reunification has been imbedded into child welfare practice and is integrated into the training curriculum. There is no further immediate actions planned in the future outside of standard technical assistance, therefore it is being discontinued from this section of the plan.

Measures:

- The number of trial reunifications.
- The re-entry rate of cases that utilized trial reunification.

1M. Implement a supervisory safety decision-making model state-wide to improve supervisors' understanding of the conceptual foundations of safety and to assist supervisors to provide key tools and support to their staff. (Item 12, Training, Service Array)

The rationale for this approach is to promote a more comprehensive and effective decision-making system for supervisors. The improved system will help supervisors better support employees working with families, and reduce the risk of child abuse and neglect after families enter the child welfare system by identifying proper safety risks and developing effective safety plans.

Updates on Implementation and Training Supports:

- Continued offering of both Module 1 and 2, with offerings in both spring and fall.
- Collaboration and coordination with IHSS counties to assure that agencies in the program have the learning and support gained from participation in Supervising Safety.
- Efforts towards inclusion of DMCPs and ongoing partners into the training program.
- Development of Module 3 of Supervising Safety curriculum. This installment of the learning program focuses on safety planning.

Measures:

- Finalization of the curriculum, and,
- A statewide implementation plan that includes the number of individuals completing the training and an internal capacity building plan by Q4 of 2015.

Timeline:

- As of May 2018, 192 participants have completed Module 1. This represents 65 counties who have had at least one supervisor/manager in their agency complete this module. 153 participants have completed Module 2. This represents 55 counties who have had at least one supervisors/manager complete this module.
- By fall 2018, all IHSS counties will have at least one staff who has enrolled in or have plans made to participate in the learning program.
- By fall 2018, 3 to 8 participants from DMCPs will be enrolled in Module 1
- Module 3 development began in January of 2018 with intent to pilot in 2019 and make any needed revisions prior to roll out.

1N: Serve priority vulnerable populations in home visiting programs. (Items 12, 16-18, Service Array, Agency Responsiveness)

Rationale:

Evidence indicates that serving families with risk factors as early as possible can prevent families from experiencing additional risk factors that could lead to abuse and neglect. Further, Wisconsin requires all programs that receive state and/or federal funding for home visiting to use evidence-based models.

In the last year, DCF has continued this program, engaged in the following activities and moved toward state established goals for the program.

- Within 30 days of enrollment in home visiting, and based on client self-report information and other information often received during the referral process, home visiting programs measure and document each enrolled client/caregiver's relationship to the following federally identified Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program priority populations:
 - low income;
 - tobacco users in the home;
 - at risk for low academic achievement;
 - pregnant woman under age 21;

- history of child abuse, neglect, or interactions with child welfare as a child or parent;
- history of substance abuse;
- have a child with developmental delays;
- in a family with individuals serving or formerly served in the Armed Forces.

Timelines and deliverables:

The State’s goal, which is written into grantee agency contracts, is for at least 60% of enrolled households to be members of three or more priority populations.

Out of families who newly enrolled in Calendar Year 2017 and who had risk factor documentation entered into DAISEY (668 out of 702 families have risk factor data), 58% (386 out of 668) were part of three or more of the priority populations.

- The goals are to maintain a minimum level of at least 60% meeting these criteria. This will continue to be monitored at least two times annually using information from the DAISEY data system.

Training and implementation supports will continue to include:

- Professional development and technical assistance: DCF provides professional development and model-based implementation assistance to local home visiting programs.
- Quality Improvement and Evaluation: DCF promotes best practices and supports positive outcomes for children and families through continuous quality improvement. 2017 CQI projects focused on focused on addressing maternal depression and breastfeeding rates. DCF also contracts with a research team that evaluates the family health, well-being, and service experiences of families receiving services through the home visiting program.

Goal 2 and 3 objectives related to the Bureau of Youth Services were updated and expanded to reflect Youth Justice planning efforts in the last year.

The revised goal 2 has been changed to the following: Support children in the child protective services and youth justice systems and their families to thrive.

2A. Collaborate with DPI, local child welfare agencies, and local school districts, to implement the Every Student Succeeds Act and implement policies and practices to improve high school graduation rates and other educational outcomes for children in OHC. (Item 16)

Rationale:

This revised objective reflects DCF’s ongoing partnership with the Department of Public Instruction (DPI) and child welfare agencies to improve educational outcomes for children in out of home care. The new federal legislation has a heightened focus on transportation, keeping children in their school of origin, and looking discretely at educational outcomes for youth in out of home care.

In the last year, Wisconsin has made the following progress on this objective:

- Partnered with DPI to create materials related to ESSA.
- Conducted training with local education and child welfare agencies.
- Partnered with the Institute of Research on Poverty to further explore the educational outcomes of children in out of home care.

Measures:

- DCF will look at improved partnerships and educational outcomes, in the areas of high school graduation, attendance, expulsion, and academic reading and math scores on standardized tests for children in OHC.

Training and implementation supports in the last year included:

- Guidance developed for local education and child welfare agencies on: making best interest determinations; transportation policies and procedures; points of contact roles and responsibilities; roles of school staff and child welfare workers directly; sharing information across systems.
- Trainings for child welfare staff, foster parents, and points of contact for both systems.

Timelines and evaluation:

- The ultimate measure of success for this project is improved communication between school and social work staff, and increases in graduation rates and other academic outcomes. Baseline data is currently being gathered and additional joint research projects have been identified.

2B. Increase enrollment of foster children in high quality early childhood education. (Item 18, Agency Responsiveness, Service Array)

Rationale:

Evidence that quality early childhood education promotes social and emotional development, contributes to closing the academic achievement gap, and has a strong economic “rate of return”.

Measures

- The number of children in out of home care participating in Early Head Start and Head Start and the number of OHC children participating in higher star level programs in Wisconsin’s YoungStar Quality Rating Improvement System.
- As documented in section 2, Wisconsin has maintained a high level of children in OHC programs in higher quality programs.
- Wisconsin has also increased the number of children in Head Start over the last year.

In the last year, Wisconsin completed the following activities and progress.

- An overlay for the Geographic Placement Resources was developed to facilitate more precise searching of high quality programs near foster care placements, foster parent work addresses, or birth family homes.
- Training was provided on how YoungStar staff, foster care coordinators, and foster parents can utilize this new functionality.

In the next year, efforts will include:

- Continuing to monitor the number of children in out of home care that are able to access higher quality care and Head Start.
- Continuing to offer training options for how to support collaboration between the two systems.

Implementation supports

- Continuing to promote GPRS overlay capacity.
- Continuing to offer training.

Timelines and evaluation:

- DCF anticipates that there will be increases in the number of children in out of home care in higher quality settings as well as Head Start. The aim is to maintain these gains and continue to build awareness.
- In the last year the number of formal agreements between child welfare and tribal child welfare and Head start increased from 36-39

2C. *Begin implementation of the Youth Justice (YJ) strategic plan to improve coordination and alignment with the child protective services system and strengthen outcomes for youth and families involved in the YJ system. (Items 16-18, Service Array, Agency Responsiveness)*

Rationale:

On January 1, 2016, oversight of the community based youth justice program services was transferred to DCF from the Department of Corrections (DOC). Throughout the year of 2016, DCF engaged in an intensive stakeholder input process to identify critical system needs. DCF developed a summary of input gathered and a strategic plan based on these efforts.

Measures:

- DCF will develop a plan for implementation of the strategic plan, and partner with counties to move forward on system infrastructure development and improvement efforts.

Training and Implementation Supports:

- Will be developed based on the strategic plan findings.

Progress in the last year:

- Began work towards all aspects of strategic plan.
- Convened a workgroup of judges to work on tailored and affective court orders.
- Supported two counties in dual status youth projects.
- Worked with a large group of counties to develop the data strategy and first data elements to be collected.
- Worked with counties and training experts to revise the Basic Intake Worker training.

2D. Build and support regional youth services delivery model and expand temporary housing capacity for runaway and homeless youth (Items 12, 17, Service Array, Agency Responsiveness)

Rationale:

This revised objective reflects Wisconsin's efforts to have a more coordinated service delivery system and to promote collaboration between youth service providers on a regional basis. In response to limited resources for runaway and homeless youth programs, Wisconsin is trying to expand available temporary housing.

In the last year, activities to meet this objective include the following:

- Support of regional structure for Runaway and Homeless Youth (RHY) and Independent Living (IL).
- Launched an additional Independent Living region, with the last region to be rolled out in the coming year.
- Funded the first housing-first program for youth aging out of out of home care.
- Streamlined outcomes for IL service provision in order to begin assessing needs, including housing needs, and areas of programming strength throughout the state.

In the following year:

- The final IL region will be launched and two current regions will be up for competition through the RFP process. All IL contracts will change from a 3 year to a 5 year award.
- The first set of IL outcomes will be available for analysis and will inform the 2019 RHY outcomes.
- An RFP for RHY programming will be released; it will also be changed from a 3 year to a 5 year award.

Measures:

- Contractors will be asked to measure baseline information about youth education, employment, health insurance, housing, and permanent connections.
- Outcome targets will be developed for the RHY program as we establish a regional baseline for services.

2E. In collaboration with the Department of Health Services (DHS), implement the Medicaid Care4Kids medical home initiative to provide coordinated and comprehensive medical, dental, and behavioral health services, including trauma-informed care, to children in OHC. (Items 17 and 18, Service Array and Agency Responsiveness)

Rationale:

Foster children, in general, have more complex physical and behavioral issues than other children; and therefore need access to a medical services system that is coordinated and reflects the unique needs of foster children.

In the last year, Wisconsin has participated in the following activities and seen the following improvements.

- As of May 4, 2018, there are 3,155 children enrolled in the program.
- The program currently operates in six southeast counties.
- DCF and DHS are working with the contracted agency to improve services in the six participating counties.

Measures:

- Number of enrollees; timeliness of 2-day initial health screen and 30-day health assessment, and 60 day comprehensive health plan; timeliness of well child check-ups and dental exams; immunization rates; lead blood testing; use of psychotropic medications; emergency room and hospital utilization. It is anticipated that Wisconsin will see an improvement in these outcomes for children. Data reports attached to this report provide information on these measures and trends in children served and health outcomes.

Training and implementation supports:

- Training, development of codes in the management information system to track outcomes over time, continued collaboration with health care providers, foster parents and birth parents, and others to communicate about the program.
- In partnership with the Wisconsin Child Welfare Professional Development System, a web-based training was developed and released in February 2018. This training outlines the requirements of Care4Kids and provides an overview of supports and services available to enrolled members.

2F. *In partnership with the Fostering Futures initiative, promote the adoption of trauma-informed principles in all areas in the child protective services and youth justice systems and in other systems serving children and families through expansion of the WI Trauma Project, continued participation in Fostering Futures, and the addition of two (2) new initiatives: Connections Count and The Healthy Infant Court, which were added in 2016 and strengthen and compliment the WI Trauma Project. (Items 17, 18, Service Array and Agency Responsiveness)*

Rationale:

The Wisconsin Trauma Project is an initiative of the Division of Safety & Permanence that introduces evidence-based trauma treatment, trauma focused-cognitive behavioral therapy (TF-CBT) and trauma-focused child-parent psychotherapy (TI-CPP), into the child welfare service array; provides trauma-informed parenting training to resource and biological parents; and organizational and system training, consultation and technical support to build a more trauma-responsive system of care through a collaboration with Fostering Futures. The second year of a 3-year statewide expansion of the project began in 2017.

In the past year, accomplishments include:

- Expansion to 50 counties and 4 tribes since the initial two sites in 2012;
- 182 masters level clinicians from 25 counties and one tribe, who treat children in the child welfare system, participated in TF-CBT learning collaboratives organized by DCF;
- DCF-trained clinicians screened and assessed 469 children for trauma, and based on these assessments, 68 children completed the TF-CBT model with a clinician;
- 90% of the children who completed TF-CBT experienced a decrease in trauma-related symptoms;
- 30 clinicians from a past Learning Collaborative participated in a 1.5 day-long advanced training.
- 457 caregivers, community members, and workers from 12 counties and two tribes were trained in the National Traumatic Stress Network (NCTSN) Trauma-Informed Parenting Training curriculum, adapted by a Wisconsin Master Trainer.
- Development of 31 local trainers for NCTSN Trauma-Informed Parenting Training

- Post-workshop surveys revealed:
 - Over 98% of participants understood traumatic experiences can cause problematic behaviors and that there is a connection between a child's behavior and a trauma reminder
 - Over 97% of participants believed a child who has experienced trauma can learn new ways of thinking and understood how to use tools they learned in the workshop to help a child with reactions to a trauma reminder
- Thirty previously trained clinicians and clinical supervisors completed a TF-CBT booster session to help ensure model fidelity, and 34 individuals participated in a 3-day Trainer Annual Meeting to focus on continuous improvement of the curriculum, develop local trainers, and introduce a new curriculum adaptation developed for ages 0-5.
- The project expansion includes collaboration with the Fostering Futures Initiative for the 3rd project component: adopting trauma-informed practices at the organizational and systems levels. The expansion provides counties and tribes the option to participate in one, two, or all three components of the project. 20 counties and 2 tribes are currently participating in the Fostering Futures initiative.
- The 2016-2018 expansion also includes training for clinicians who treat children in the child welfare system or are at risk of entering the child welfare system in Trauma-Informed Child Parent Psychotherapy (TI-CPP), which focuses on very young infants and children up to 5 years of age. In 2017, 24 clinicians participated in the TI-CPP learning collaborative. Together with TF-CBT, this will help increase the availability of effective evidence-based interventions for childhood trauma for children of all ages.
- Since 2016, DCF has participated as one of seven state agencies in the statewide Fostering Futures initiative to become a trauma-informed organization by incorporating trauma-informed principles into its workplace program, policies, and culture.

Training and implementation supports:

DCF will continue the following activities:

- Training and technical assistance provided by Fostering Futures and a team of Wisconsin-based coaches to assist state, county, and tribal child welfare agencies to become trauma-informed organizations. Is Incorporating Trauma Informed Care principles into the training system utilizing the model developed by the National Child Traumatic Stress Network (NCTSN), so that all child welfare workers understand the importance of integrating trauma concepts into their daily practice leading to improvements in regards to child and family outcomes. Concepts have been and continue to be imbedded within the pre-placement and pre-service curricula and are taken into account as the foundation courses are re-structured to align with the new core practice competencies.
- Additionally, the second component of the DCF Trauma Project includes three sessions of the 16-hour NCTSN training and includes 15-20 parents in each workshop, as well as caseworkers, youth justice workers and others involved with the child welfare system and support of the children and families. A pre and posttest is administered at each workshop with 97% of participants reporting better understanding of tools to help a child with reactions to a trauma reminder. It is a goal of the trauma project to: 1) Continue to hold at least 3 sessions of the 16 hour NCTSN training at each site; and 2) Continue to administer the pre and posttest with anticipated responses of change in parenting approaches of 90% or more as a result of the training.

- *Outreach* is provided encourage individuals to participate, and outreach with community partners to increase the number of caregivers and professionals in child and family-serving systems trained in trauma-informed approaches. The 2017 sites were encouraged to also include community stakeholders in the workshops. The stakeholder groups represented in the workshops include school staff and leadership, court system Guardian ad Litem attorneys and juvenile judges, Birth to 3 staff, and clinicians. DCF are currently revising the curriculum to be even more inclusive of diverse audiences. For example, one of the child case scenarios was revised to take place in a child care environment to increase the diversity of care settings.

Measures and Milestones

- The WI Trauma Project will continue to: (1) expand and track the number of new counties, individuals and mental health providers participating in trauma training; (2) measure and track the number of children that are screened for trauma and referred for services to meet their needs; and, (3) measure and track participant outcomes for providers and other training participants as a result of receiving training through the WI Trauma Project.

Initiatives that will strengthen and compliment the Trauma Project include the Connections Count and the Healthy Infant Court.

1. Connections Count

Rationale:

The 15-17 state biennial budget bill provided funding for a new statewide prevention-intervention initiative, Connections Count. The initiative targets vulnerable families with children ages birth to five years old who reside in high need communities or neighborhoods, in order to reach children at risk of child abuse or neglect. The purpose of Connections Count is to: (1) improve the connectedness of vulnerable families to ongoing formal and natural supports, including linking them to neighborhood leadership opportunities; and (2) assist these families in accessing benefits and services that could meet their needs. Community Connectors provide trauma informed services that include outreach, intake, referrals, guidance, economic support, follow up, and other assistance for families as needed. Connections Count was developed as part of the Fostering Futures initiative, a public-private collaboration created to promote trauma informed principles to improve health and socioeconomic outcomes for Wisconsin's children and families.

Objectives of this new initiative include:

- Targeting high risk communities to reach vulnerable families with very young children to prevent child abuse or neglect.
- Addressing families' immediate or short-term needs while simultaneously creating long lasting connections that build leadership skills, social capital and neighborhood alliances.
- Increasing family connections to formal and natural community supports through the use of Community Connectors, trusted members of the community who will partner and engage with vulnerable families in their homes.
- Expanding the use of evidence based trauma informed approaches and services.

Timelines and Milestones:

- The DCF is contracting for the administration of the Connections Count program for a 20-month period, November 1, 2016-June 30, 2018 and will be renewing contracts for an additional two year period
- Two agencies, Lakeshore CAP, Inc. in Manitowoc and Children's Hospital and Health Systems, Inc. in Milwaukee received grants to operate local Connections County pilot programs.
- Since the initial start-up phase ended and program implementation began in April 2017, both programs are operating at or above 75% of their capacity.

Measures:

- Maintain an enrollment goal of at least 75% estimated capacity per program per quarter.
- Assure a customer satisfaction process that produces feedback from participants that is used to evaluate and improve the program.
- Analysis of the quantitative and qualitative data to understand and address factors that influence the variation in impacts of interventions across locations;
- Demonstrate overall improved health, decreased levels of child abuse and neglect, increased access to services, sustainable community engagement, increased social capital, decreased isolation and toxic stress, and improved socioeconomic outcomes for families enrolled.

Implementation Supports:

- The program budget is \$360,000 annually.
 - The DCF continues to hold monthly calls and quarterly on-site meeting to provide technical assistance on program implementation.
2. *Update on New Initiative Supporting Trauma Project Goals – Healthy Infant Court (HIC)*

Rationale:

Providing comprehensive services and supports to young families involved in the child welfare and court system can minimize to the extent possible the trauma faced by infants and young children. Growing evidence suggest that trauma experienced at this age has lasting and significant adverse effects on physical and mental health and social-emotional development. The Healthy Infant Court model is designed to counter these negative influences through cross system collaboration and evidence-based therapeutic treatment.

Program objectives include:

- DCF provided Milwaukee County a grant of \$65,000 per year for 2016-2018 to support A Healthy Infant Court (HIC) - a public-private collaboration between Milwaukee County judges, representatives from SaintA and Children's Hospital of Wisconsin Community Services, assistant district attorneys, private bar attorneys that represent Child in Need of Protection and Services cases, community agencies, and the Division of Milwaukee Child Welfare. The HIC is modeled after the Zero to Three Safe Baby Court sites.

- Support has focused on the following:
 - Fund essential technical assistance and project management by creating a HIC Coordinator position and supporting training opportunities.
 - Enable expansion of an already strong cross systems collaboration and increase the capacity to use evidence-based practice to strengthen families, especially infants and toddlers involved in the Milwaukee County child welfare system. Trauma-Informed Child Parent Psychotherapy (TI-CPP) is an evidence-based therapy that the HIC will use as its treatment model. TI-CPP is endorsed by the National Zero to Three Center and is used by all Quality Improvement Center for Research-Based Infant-Toddler Court Teams.
- The HIC Coordinator will continue to develop all policies and procedures for the HIC, schedule and facilitate team meetings, track monthly case follow-up activities, identify and develop resource providers throughout Milwaukee County that can serve this population, conduct follow-up activities related to HIC team goals, and collect data for outcome evaluation. The HIC Coordinator will also facilitate specialized, cross systems training.

Timelines and Milestones:

Due to a coordinator vacancy, the court uses staffing resources from two existing Children’s Court Coordinators to fill the court duties required. The court has plans to seek out additional technical assistance in 2018.

Measures:

- The Healthy Infant Court served 10 families in 2017 and 18 (20 infants) since the court’s inception.
- Each case has a dedicated team consisting of the birth parent(s), the caregiver(s)/foster parent(s), an Infant Mental Health Specialist, specially trained legal parties, including the judge, parent attorney, guardian ad litem, district attorney, a case manager, a community/court coordinator, and external community resource representatives providing support to the family. Team meetings occur monthly.

Implementation Supports:

- Training for staff
- Dedicated staffing

2G. *Develop a cross-system, comprehensive, trauma-informed culturally competent youth-centered approach to serving youth who have experienced trafficking and preventing youth from experiencing sex trafficking. Identify needs and develop programs and policies to address youth who are at risk of or have experienced sex trafficking. (Items 2, 12, 16-18, Service Array, Agency Responsiveness, Training)*

Rationale:

This new update responds to the concern that sex trafficking is growing nationally and in Wisconsin. This requires that a more coordinated, comprehensive and robust approach is developed to respond to the growing concerns of sex trafficking. Wisconsin successfully passed and has implemented a series of legal, policy and program changes in response to the Preventing Sex Trafficking and Strengthening Families Act (Pub. L. 113-183) and the Justice for Victims of Trafficking Act (Pub. L. 114-22).

Objectives and milestones in the last year include:

- Concluded the work of a cross-discipline Task Force. The Task Force was co-chaired by Wisconsin's Attorney General and DCF Secretary, Eloise Anderson. The Task Force met quarterly from December, 2015 to December, 2017 and included cross sector leadership from a wide range of agencies. In addition to deliverables reported previously, Task Force workgroups advised on and created the following items.
 - Recommendation to promote the iEmpathize curriculum to schools and other youth-serving organizations interested in a prevention toolkit. The Wisconsin Department of Public Instruction (DPI) determined that this curriculum most closely met state educational standards.
 - Creation of a the Guidelines for an Effective and Coordinated Community Response to Sex Trafficking of Youth protocol intended to assist communities in identifying 1) what community services should ideally be available to youth identified to be at risk for or experiencing sex trafficking and 2) provide guidance for the development of a community resource inventory and response plan.
- Launching of a new Anti-Human Trafficking Advisory Council, chaired by the DCF Anti-Human Trafficking Coordinator. The Advisory Council continues the work of the Task Force by bringing together public and private stakeholders working directly with human trafficking cases. Council members will provide input on the implementation of DCF anti-human trafficking policies and programs and bring forth additional considerations and recommendations that can enhance the state's efforts.
- Continuing to contract and fund a pilot anti-human trafficking regional hub in the northeastern region of the state, with an additional hub planned for the southeastern region of the state to begin June 2018. Regional hubs provide technical assistance, training, some direct services, and coordination of additional community services to counties and Tribes served by those regions.
- Providing temporary funding to counties and Tribes for out-of-home care placement costs related to a substantiated sex trafficking allegation while the state reviews options for supporting a new specialized residential treatment program for this population.
- Launched a human trafficking awareness & prevention campaign through a contract with an external firm. DCF has developed a statewide marketing and messaging plan to raise awareness that sex trafficking of youth is an issue occurring in all areas of Wisconsin. The public awareness campaign will launch in June 2018 and will target adult members of the public ages 35-54. DCF is also developing a prevention documentary video featuring survivors affected by human trafficking in Wisconsin. Two versions of this video will be available later in 2018; one will be used with youth in educational settings while the other will be used with professionals who are likely to encounter this population, such as law enforcement, medical and mental health providers, advocates, and educators.
- Developed a series of short webinars to train stakeholders in the hotel and lodging industry that may come into contact with individuals who are being trafficked. Webinars were promoted to over 3000 properties by the Wisconsin Hotel and Lodging Association (WHLA). Webinars are available in English, Spanish, and Hmong. DCF partnered with DOJ, the WHLA, and UW Division of Continuing Studies to develop this series. A DCF developed tool kit is available at <https://dcf.wisconsin.gov/aht/toolkit>. In addition to information on all of the webinars, deliverables from the Task Force and on-line training is available from this toolkit, additional on-line training will be announced in the summer of 2018.

Training and Implementation Supports:

- A dedicated state coordinator position continues to lead efforts
- eWiSACWIS changes were made to align with provisions of both federal laws.
- Training continues to be an implementation support as described above.

2H. *Develop plan to strengthen the response to and services for children with disabilities in the child protective services and juvenile justice systems. (Items 16-18, Service Array, Agency Responsiveness)*

Rationale:

This objective was developed in response to a growing concern about children with disabilities in the child welfare system. Further, Wisconsin Act 365 was passed in 2016 and required that DCF develop and implement a plan for identifying and strengthening practices used to investigate reports of suspected or threatened abuse or neglect of a child with a disability.

Objectives:

- Develop a cross-sector, comprehensive approach to improve services for children with disabilities in the child welfare system.

DCF completed the following:

- Concluded a year-long workgroup with a series of recommendations to better serve children with disabilities in the child welfare system.
- Identified risk factors of children with disabilities in the child welfare system;
- Identified the scope and experience of children with disabilities in the child welfare system,
- Explored practices in other states and made recommendations to DCF about steps to address concerns identified.
- Steps identified to address issues included:
 - Increasing evidence-informed education to parents and professionals who work with these children and families about the heightened risk for mal-treatment;
 - Strengthening the timely and accurate identification of children with disabilities through cross-system exchanges with the health and education systems.
 - Strengthening training for child welfare workers on best practices; and,
 - Updating child welfare standards to incorporate best practices and provide access for services for families who touch but do not enter the child welfare system.
 - Strengthening coordination between child welfare and children's disability systems.

The full report from the Workgroup can be found at <https://dcf.wisconsin.gov/files/cwportal/reports/pdf/act365.pdf>.

Based on the recommendations of the Workgroup, DCF did the following last year:

- Led a prevention workgroup that focused on increasing evidence-informed education to parents and professional who work with children and families about the heightened risk of maltreatment for children with disabilities and empower children with disabilities by increasing education and self-advocacy efforts regarding personal safety and boundaries.
- Led a resources workgroup that focused on identifying a network of resources to support child welfare workers. This included: providing workers access to information about individuals and organizations; identifying ways to promote shared responsibility across and within state and local child welfare and children’s long-term care and mental health programs to better serve children with disabilities; providing access to services for families who touch, but do not enter the child welfare system; and exploring options for providing navigation assistance/care coordination through a system other than the child welfare system to screened-out families and families with cases closed after Initial Assessment to help those families navigate and access appropriate supports and services.
- Collaborated with DHS and DPI on a data workgroup that is focused on implementing specific data exchanges with DPI and DHS to improve the accuracy and integrity of disability data in the state’s automated child welfare information system and develop enhancements to the state’s automated child welfare system to local child welfare staff to support and guide their intervention with and on behalf of children and their families served in the child welfare system.
- Initiated a standards and training workgroup focused on updating child welfare standards to incorporate best practices for effectively responding to, engaging, and serving children with disabilities and strengthening training for child welfare workers on best practices for effectively responding to, engaging, and serving children with disabilities.

Timeline and Milestones:

- Prevention Workgroup
 - Met monthly from June 2017 through December 2017
 - Drafted a resilience and prevention-focused pamphlet that can be universally used, and that states the increased risk of child abuse and neglect for children with disabilities
 - Created an infographic that communicates the heightened risk of child abuse and neglect for children with disabilities
 - Developed and presented content additions for the state Mandated Reporter Training and provided DPI with content additions to be included in the DPI Mandated Reporter Training
 - Compiled a list and landscape assessment of current existing curriculum, resources, and tools that specifically focus on teaching children and youth with disabilities about personal safety and boundaries, and how to advocate for them

- Resources Workgroup
 - Met monthly from July 2017 through December 2017
 - DCF and DHS presented on the data/report, recommendations and what has been implemented thus far at the Bureau of Children’s Long Term Support Statewide Meeting October 2017
 - DCF presented on the data/report, recommendations and what has been implemented thus far at the WCHSA LTS PAC meeting in October 2017 and at the DECE Early Childhood Inclusion Institute in November 2017
 - DCF and DHS are collaborating to draft a joint informational memo providing guidance on communication and collaboration between agencies with a shared disability population
 - DCF is working on adding a disability resources page to eWiSACWIS
 - DCF and DHS are working collaboratively to create a new section of the Well Badger website (www.wellbadger.org) specifically for information for child welfare workers
 - DCF is working with DHS regarding training surrounding communicating with children with disabilities
- Data Workgroup
 - DCF and DPI met regularly in 2017 and will continue to meet in 2018
 - DCF and DPI are continuing to collaborate on shared data, including bringing key IEP and IEP disability data into eWiSACWIS to assist child welfare in the identification of children who are reported to or served in the child welfare system
 - DCF and DHS will begin to collaborate on shared data in Q2 2018
- Standards and Training Workgroup
 - Workgroup initiated in Q2 2018 and will meet monthly through June 2019
 - DCF arranged a 2-day specialized training by national expert, Dr. Scott Modell, on interviewing and engaging children with disabilities; offered free of charge to multidisciplinary teams, including child welfare workers, CAC interviewers, law enforcement, and legal partners
 - The training was offered 3 times, in September 2017, February 2018 and April 2018
 - DCF and DHS are collaborating to offer a slimmed down training specific to communicating with children with disabilities, with less emphasis on the interviewing to CLTS/CCS and CW workers possibly in 2018

Implementation Supports:

- Policy changes
- Training
- Cross-system coordination between the child welfare and children’s disability systems.

Goal 3: Strengthen outcomes for youth and other vulnerable populations

3A. Develop and seek passage of legislation to extend OHC to age 21 for youth with an individualized education program and plan for implementation. (Item 16)

Rationale:

It is important to assist youth aging out of the foster care to improve their educational, employment and other outcomes if they continue to access support from the child welfare system.

Wisconsin has met this objective.

- Law became effective in August, 2014.

Training and implementation support:

- Training provided to counties on how to apply the new policies, and technical assistance provided to counties on effective supports for this population.

Timelines:

- The provision became effective statewide in August, 2014. Efforts to promote the awareness of this benefit will continue. DCF is now developing a tracking mechanism to determine the uptake rate for eligible youth.

3B. This objective was updated to reflect the closing out of the planning grant. This objective was changed to use lessons learned from the 2016 PATHS pilot grants to develop an RFP for an additional housing effort focused on youth aging out of care. (Items 12, 16-18, Service Array, Agency Responsiveness)

Rationale:

A more comprehensive coordinated system for youth that utilizes evidence-based and promising practices will better support their needs and result in better outcomes.

DCF completed the following steps in the last year.

- Wisconsin was able to secure additional state funding to support housing for Youth Aging out of care.
- An RFP was issued that utilized lessons learned from the three pilot projects that ended in June, 2016.

Training and implementation supports:

- RFP developed, issued, and awarded.
- Grant was made in April 2017 to support one project in the Milwaukee area.
- State level staff will oversee the contract and provide supports.

3C. To improve future prospects for success, while youth are in OHC, support youth's ability to obtain and retain employment and access Technical College training certification and degree opportunities.(Items 16 Service Array, Agency Responsiveness)

Rationale:

This objective revised in the FFY 18 APSR reflects a more targeted focus on promoting opportunities for youth in OHC to counteract poor educational and employment outcomes experienced by this population. DCF is focusing on increasing access to career and technical education to help create career paths to provide additional opportunities to meet these challenges.

Updates in the last year that will be continued in the next year include:

- Partnering with DPI on academic and career planning process.
- Working with technical colleges through the Foster Youth to College Advisory Council.
- In 2017, DCF developed a brochure for the workforce to provide guidance on how to be a trauma-informed employer.
- DCF is attending local Youth Employment Network meetings to better assess needs and strengths in youth employment.

Measures:

- Regional agencies will be reporting on a specific set of identified outcomes to gather baseline data.

Implementation Supports:

- Staffing for outreach
- Training may be identified as outreach efforts continue.

Wisconsin revised goal 4 to work on similar areas but made the focus of the objectives clearer and more specifically aligned with key goals and projects planned. Goal 4 is changed to: Strengthen and improve the infrastructure support to the statewide child protective services and youth justice systems.

Objectives are modestly revised and include:

4A. Redesign the CQI Process – Wisconsin’s CQI system redesign is addressed in item 25 of this report.

4B. Complete and implement revised Child Welfare Practice Model.

Please see Collaboration Section of this report beginning on page 12. .

4C. Prepare for federal CFSR site visit in FFY18

Rationale: The federal review process is an important means of assessing overall state functioning and achievement of outcomes.

Objectives:

Beginning in 2016 and continuing through the last year, DCF worked on the following objectives, timelines, and milestones

- Identify and solicit feedback from key stakeholders to include in the statewide assessment.
- In anticipation of areas needing improvement and early analysis of Wisconsin’s CQI and systemic factor data, launching of a Program Improvement Plan (PIP) Advisory Group to assist DCF in drafting the Program Improvement Plan. Advisory Committee launched in late 2017 and will continue to assist DCF to prepare the PIP based on the final federal report.
- Developed and submitted statewide assessment in February, 2018
- Engaged in extensive collaboration with the Children’s Bureau on all elements of the CFSR process, including site selection, defining case sample, arranging statewide interviews, training and preparing local sites and reviewers to prepare for the April 16-20, 2018 review week, beginning in October through review week.
- Planned and executed local site review.

Implementation Supports:

- OSRI Training on March 1-2, 2018
- Wisconsin Orientation Training on February 28, 2018
- Secured financial support for review sites
- Extensive technical assistance to sites and planning for review week logistics.

4D. *Implement structured process for policy/program development and implementation including incorporation of parent and youth voice in the policy and program development process. (Items Agency Responsiveness, Service Array)*

The *rationale* for this approach is that policy and program development will be more coordinated and effective if a consistent process and protocol is used. In addition, engaging and more effectively including youth and birth parent voice in the child welfare system will result in more targeted and responsive services for families.

In the last year, DCF worked on the following

- Ongoing development and implementation of a regular training schedule of planned offerings to ensure training is available as needed by child welfare staff as described in the training section.
- Worked with counties to identify a group of birth parents who were engaged as part of the CFSR interview process.
- DCF continues to work with this group of parents and will identify mechanisms to include their feedback into the Program Improvement Plan.
- Broader efforts to engage youth voice are described on page 14.
- Efforts to more strongly engage youth voice are described earlier in this report, specific efforts include the Secretary's Council on Youth Justice (page 16), planning to engage youth through Youth Councils across the state (page 21) and DCF efforts that continue with the Youth Advisory Council described on page 22 and also in the Chafee Section of this report.

Timelines and deliverables:

- DCF has established a process for policy and program development.
- Efforts are underway to determine the best way to implement this policy.
- Efforts described above illustrate ongoing efforts to ensure that DCF has a stronger and more proactive role for youth and birth parents in this process.

Implementation supports

- Training and outreach efforts as described above will be continued.
- DCF and Managers will work to develop the best means of incorporating the new decision making tool in future policy and program development efforts.

4. Update on Service Description

Title IV-B Services

Purpose

Title IV-B, Subpart 1 is a federal block grant that can be used for a broad range of child welfare services. P.L. 109-288 changed the Title IV-B, Subpart 1 program from a permanent authorization to a five-year authorization. The purpose of the program is to protect and promote the welfare of all children; prevent the neglect, abuse or exploitation of children; support at-risk families through services that allow children to remain with their families or return to their families in a timely manner; promote the safety, permanence and well-being of children in foster care and adoptive families; and provide training, professional development and support to ensure a well-qualified workforce.

On September 30, 2011, the Child and Family Services Improvement and Innovation Act reauthorized programs funded under title IV-B for five years through FY 2016 and made a number of other changes including a requirement for states to expand the information provided in the APSR relating to services provided to young children, health care coordination and oversight for children in foster care and the specific sources of information regarding child maltreatment deaths. This information is located in Section G of this report.

In Wisconsin, Subpart 1 funds are used for the Children and Families Aids, Youth Aids and Runaway and Homeless Youth Programs. A small amount of Subpart 1 funds are also used for DCF state program operations. The programs funded under Title IV-B, Subpart 1 have not changed in several years, but the allocations to the program areas are subject to change based on the amount of the federal IV-B Subpart 1 award.

DCF contracts with its 72 counties and 12 tribes to deliver services at the local level. Funds are included in a state/county contract by federal category of funding. Federal funding is blended with state and local funding to provide the range of child welfare services. For example, the CFA has three federal fund sources in it (SSBG, IV-B part 1, IV-E). In addition, all counties also receive Preserving Safe and Stable Families (PSSF) funding as well as Temporary Assistance to Needy Families (TANF) for the kinship care program. Each county is audited annually to assure that funds provided for a specific purpose are used for the intended purpose. As part of the contractual relationship, DCF receives a copy of each county's annual audit but does not require counties or tribes to report on the number of person/families served by each federal program area.

Use of IV-B Funds for Maintenance Payments

Wisconsin does not use IV-B, Subpart 1 funds for foster care maintenance payments. All foster care maintenance payments, including payments for children who are not IV-E eligible, are made with state GPR funds (for DMCPs and state foster care) or Children and Family Aids and county tax levy. Wisconsin does not anticipate a need to use IV-B, Subpart 1 funds for foster care maintenance payments in the future.

Children and Family Aids Allocation

Children and Family Aids (CFA) is the state mechanism to provide county human and social service agencies in Wisconsin with state and federal funds for child welfare services. The largest single funding source for Children and Family Aids is state General Purpose Revenues (GPR). The following federal funds are also included in the county

allocation: Title IV-E foster care reimbursement earned based on expenses incurred by the state and counties, the Social Service Block Grant (SSBG), Temporary Assistance for Needy Families (TANF) transferred to SSBG, and Title IV-B, Subpart 1 Child Welfare Services. CFA funds can be used for child protective services, other child welfare services including prevention services and community-based services to the youth justice population.

The CFA funds are used by county agencies for child welfare services and other services to children and families. Counties are required to provide a local match to the CFA funds, with most counties providing more than the minimum amount of match required under state law. The county match is the primary source of state match for the Title IV-B, Subpart 1 funds.

Counties have flexibility in determining how much CFA funding to allocate for each type of service. Counties must provide human services to populations specified under state statute, but the counties determine the specific types of services provided.

DCF uses several tools to monitor and assess county human services provided using CFA funds. The State and counties enter into a contract covering the administration of the CFA funds. Client service information is transmitted to DCF in multiple ways, including client services information reported through eWiSACWIS. Expenditure information is reported through the Central Office Reporting (CORe) System.

IV-B funds are also used in Youth Aids which is a block grant provided to counties for use in serving the youth justice population.

IV-B, Subpart 1 - Homeless and Runaway Youth Funding

In 2017, the Department provided \$676,440 to 7 Runaway and Homeless Youth (RHY) programs through a combination of GPR (\$50,000) and federal IV-B, Subpart 1 funds. An increase of \$100,000 GPR per state fiscal year was allocated to provide additional support to these programs beginning in 2018.

The goal of the RHY Program is to prevent and reduce the number of youth experiencing homelessness in Wisconsin by ensuring that youth and their families have the services and supports that they need. The target population of the RHY Program is youth and young adults ages 12-21 that have run away, are at-risk of running away, who are homeless, or who are at imminent risk of becoming homeless. In addition to the RFP process, the Department is integrating the RHY Program into the fabric of other adolescent services. To do so, there are two main areas of work for DCF in the next several years:

- Solidify the vision, state priorities, and a coordinated system of service delivery and outcomes.
- Obtain better data on the scope and prevalence of youth homelessness to understand and effectively target limited resources.

Future RHY programming will include a prevention and outreach component; shelter (both formal and informal); and short-term transitional and permanent housing options. All RHY Programs will be required to work toward four key goals in their target community and/or region:

- Ensuring Safe and Stable Housing
- Supporting Self-Sufficiency
- Increasing Permanent Connections
- Promoting Health and Well-being

Based on lessons learned from a pilot project that concluded in 2016, DCF allocated state funding for youth aging out of out of home care to a new housing first project. This project began in April, 2017.

IV-B, Subpart I-Expansion of Parent Training for Children 0-5 Years

DCF will continue to help sustain the work of Early Childhood Comprehensive Systems (ECCS) projects through the provision of training to therapists in Trauma Informed – Child Parent Psychotherapy (TI-CPP), an evidence-based trauma therapy for children, ages 0-5 years. Outreach will also continue to encourage individuals to participate, and for community partners to increase the number of caregivers and professionals in child and family-serving systems who are trained in trauma-informed approaches.

Healthy Infant Court - Milwaukee County Children's Court

In partnership with the Fostering Futures initiative to promote the adoption of trauma-informed principles in all areas in the child protective services and youth justice welfare systems, the DCF is supporting Milwaukee County in funding Wisconsin's first Healthy Infant Court (HIC) as part of the WI Trauma Project expansion. Funding provides essential technical assistance and project management by creating an HIC Coordinator position and supporting training opportunities. The addition of this position will also enable the expansion of an already strong, cross systems collaboration and increase the capacity to use evidence-based practice to strengthen families, especially infants and toddlers involved in the Milwaukee County child welfare system. TI-CPP is an evidence-based therapy that the HIC will use as its treatment model. TI-CPP is endorsed by the National Zero to Three Center and is used by all its Quality Improvement Center for Research-Based Infant-Toddler Court Teams. The court will begin as a pilot serving half a dozen families.

The benefits of providing start-up support to the HIC will extend well beyond Milwaukee County. Much like what has occurred with the Wisconsin's first Family Drug Treatment Court, other Wisconsin courts will learn from the Milwaukee experience. The HIC will collaborate with DMCP's Quality Parenting Milwaukee to develop and identify stable, nurturing, and trauma informed placements, which is a core component of a successful HIC.

Safe and Stable Families

Wisconsin's Promoting Safe and Stable Families program (PSSF) is administered by the Division of Safety and Permanence (DSP) and has four components: family preservation, family support, time-limited-reunification services and adoption promotion and support. Services in the first three components are primarily delivered by 70 county agencies. The Division of Milwaukee Child Protective Services and Menominee County do not receive annual PSSF allocations. In Menominee County, the tribal agency receives PSSF grant funds directly from the federal government and Milwaukee County does not receive an allocation, as the Department of Children and Families operates the child welfare system.

Adoption promotion and support services to the counties are provided at the state level through the public adoption program. A portion of the federal award is also used to fund regional or statewide family preservation, family support, and time-limited activities (including funding programs for Wisconsin's 10 tribes and the Division of Milwaukee Child Protective Services).

Title IV-B, Subpart 2 funds are allocated to counties for the operation of local PSSF programs. In order to build on local collaboration and community-wide planning efforts, PSSF program service delivery involves various stakeholders within each county. Strong collaboration at the local level is critical in ensuring that the populations at greatest risk of maltreatment are identified, supported, and served in a timely and effective manner. Coordination of training and direct service efforts at the community level further assists community stakeholders, including child welfare, law enforcement, education, and community-based providers in identifying and targeting services to those with the greatest needs. Counties have focused on improving outcomes for children and families through prevention efforts with funds from several sources in an effort to better target high-risk children and families. For example, some counties incorporate PSSF programming with the Wisconsin Brighter Futures Initiative (BFI), while others use PSSF funds to support local Coordinated Services Teams, Alternative Response, Home Visiting programs or in support of the WI Trauma Project initiative. DSP continues to work with counties to strengthen collaborative efforts and leverage additional dollars at the local level.

While local operation of PSSF programming is the cornerstone of unique implementation in Wisconsin, each local agency under contract with DCF is responsible for meeting the following requirements:

- Provision of family preservation, family support, and time-limited reunification services designed to promote child and family safety, stability and well-being. To meet the Title IV-B, Subpart 2 fiscal requirements for preservation, support and reunification services, local agencies are required to dedicate the required portion of their total PSSF program funds to each of these three service areas.
- Identifying the populations at greatest risk of maltreatment and targeting local community services to these populations to prevent the occurrence of abuse and neglect and ensure that children and families are safe, stable, and nurtured.
- Developing implementation plans, including program descriptions, program goals specific to PSSF service categories, measurable outcomes, and program budgets to reflect funding allocations in the three PSSF service categories of support, preservation, and reunification, as defined by the federal requirements.

- Actively and comprehensively involving multiple stakeholders in the planning, implementation and evaluation processes.
- Submitting annual reports to include outcomes achieved with regard to prevention, preservation and reunification; number of children and families that received services funded with the PSSF grant; and an expenditure report showing actual dollars spent for support, preservation, and reunification.

The adoption component of PSSF is delivered by the public adoption program using PSSF funds combined with other state and federal dollars to locate families who are able to provide safe, permanent homes for children who cannot achieve permanence with their parents.

Wisconsin counties submit annual plans to DCF, outlining how the PSSF money will be spent to address the above needs. Tribal technical assistance is also offered through this funding. Agencies collect and report information on individual outcomes and evaluate countywide data on an annual basis. Plans may be amended as outcomes and emerging needs dictate. Through eWISACWIS, both the state and county agencies have access to more current data than has been available in the past to help evaluate program effectiveness.

Use of Title IV-B Subpart 2 Funds for PSSF Services

Of the total PSSF funds, approximately 20% is used by the DCF for state-level adoption promotion and support services activities, while approximately 6% is used by DCF for state operations, including training and technical assistance to counties and tribes. Approximately 13% of PSSF funds are used to support the statewide Wisconsin Trauma Project. The remaining 61% of PSSF funds are allocated to counties and tribes to fund support, preservation, and reunification programs. Local agencies are required to apply federal funding requirements for family support, preservation, and reunification services to meet PSSF spending requirements for those service areas.

For the adoption promotion and support services portion of PSSF, funds are directed toward promoting and supporting adoption as a permanency outcome for children. The PSSF funds for Adoption services are used to support part of the public adoption program to finalize adoptions of children in OHC and also to support a network of six Post Adoption Resource Centers (PARCs). The funds to the public adoption program are used for adoption caseworker staff and recruitment of adoptive families. The PARCs provide resource and referral services to adoptive families.

State Matching Funds for Title IV-B, Subpart 2

PSSF funds for all categories, except adoption, are allocated to counties on a calendar year basis and to tribes on a federal fiscal year basis. Under state policy for the PSSF program, local agencies are required to spend at least the minimum amount required for preservation, support, and reunification. As Wisconsin does not currently operate any specific projects in the “other” services category, local agencies are required to use the amount of funds slated for “other services” on any of the three categories: preservation, support, or reunification activities. DCF uses the adoption portion of funds at the state level as part of the overall financing for adoption program activities.

The required state match for the PSSF allocation is generated by county agencies using state GPR funds provided through the Children and Family Aids program or local tax levy funds. The estimated match amounts are based on local agency expenditure information reported to DCF. While estimated match amounts shown in the CFS-101 form

reflect projected minimum match expenditures for each of the PSSF categories, actual match expenditures will typically exceed minimum amounts (particularly for family preservation activities).

The focus of the Wisconsin PSSF program has been to ensure that program services meet the federal requirements for each of the service areas and improve outcomes for children and families who are at high risk or currently involved in the child protective services systems.

As new child welfare policies, standards and procedures are developed and implemented statewide (with the goal of improving safety, permanence, and the well-being of children and families), PSSF service providers are expected to coordinate services and target populations in ways that improve child welfare program outcomes. Counties are also encouraged to align PSSF program outcomes with other county or state initiatives to improve coordination of efforts. For example, counties use PSSF funds to better support local Home Visitation, Coordinated Service Teams, Family Resource Centers, Community Response programs or reunification services. Finally, counties have been encouraged to align their PSSF funds with evidence-based programming or other promising approaches in the areas of Home Visiting, Trauma-Informed Care and Youth Development in an effort to create a better coordinated system of care for children and families who are most at-risk and in need of services.

Counties continue to focus their PSSF allocations on family-based services designed to strengthen families and use targeted outcomes as the basis for their program design and local programming. Counties evaluate the performance of their programs to make funding and program decisions and utilize a family-based, coordinated approach.

FY 2017 PSSF Reports

In 2017, PSSF program participants continued to implement their 2015-2017 PSSF 3-Year Plans. Annual updates to the plan were not required if there were no changes to the program. Each program received the same allocation amount for all three years. Each program was required to include data for CY 2016, which was obtained from eWiSACWIS. The data are used to better understand county performance as it relates to prevention, preservation, and reunification efforts.

Each PSSF program also was required to submit a 2017 PSSF Annual Report. The annual report covers program spending and activities for CY 2017. The amount of funding spent and numbers of children and families served are reported by category; i.e., Family Support, Family Preservation and Family Reunification, to ensure proper distribution of funds and services in compliance with Federal PSSF Program requirements. The annual report also includes program outcomes for that period.

PSSF Services and Outcomes at the County and Community Level

Following are some specific outcomes achieved and examples of local programs and services supported with PSSF funding:

- Columbia County Department of Health and Human Services utilized a Parent Aide-Parenting Support Program aimed at prevention to reduce the number of children placed in out-of-home care within 6 months of completed services. Columbia County reported that none of the families served had children placed in out of home care within 6 months of completed services.

- Florence County Department of Human Services implemented a Parenting-Home Visitation Program. Florence reported that 100% of families who participated in the program had no new referrals of abuse or neglect since completion of the program.
- Vilas County Department of Social Services used PSSF funds to support a Fatherhood Program aimed at parent education and enhancing the father/child bond. This was well attended and supported a curriculum that included Ages and Stages, Interesting Facts about Fathers, and The Involved Father, as well as topic-focused sessions regarding family dynamics, couples' relationships, substance abuse, and how to react when children test limits. Father participants reported increased parental involvement after participating in this program.
- Winnebago County Department of Human Services instituted the Family Training Program, which reduced the re-entry rate into out of home care from 21.1% in 2014 to 9.32% in 2017.
- Green Lake County Department of Health and Human Services operated the KISS Program, which identified a goal of 50% of participants demonstrating decreased environmental hazards at the 4-week mark in the program. This goal was fully achieved. Further, the program set a goal that 100% of the families enrolled in KISS would be able to identify community resources available to them regarding child safety and developmental issues, and this goal, too, was fully achieved.

Statewide Efforts Supported by PSSF

In addition to PSSF funding for county delivered programs/services, over the last five years Wisconsin has provided ongoing PSSF funding to a number of state-wide programs that support and enhance local efforts to improve child welfare outcomes, including the following:

Tribal Allocation

Funding is provided to Wisconsin's eleven (11) federally recognized Indian tribes. These grants are combined with other funding sources and used to implement the tribal Family Services Plan (FSP). A comprehensive array of services is provided to address family functioning and provide for improved safety, permanency, and well-being of Indian children.

DSP staff that manage the Tribal FSP work collaboratively with the tribes and the Department of Health Services Tribal Affairs Unit to update and improve outcome measures used by the tribes. Staff also provide technical assistance to tribes on effective utilization of outcome data and evaluation methods. DSP works with tribal staff to identify evidence-based programming when tribes request modifications to programs, as appropriate. Monthly meetings involving the tribes, DHS and DCF ensure routine communication, problem solving, and collaboration.

Wisconsin Trauma Project

The Department continues to support the Wisconsin Trauma Project through a portion of Title IV-B subpart 2 funds. The project was developed in response to the considerable amount of scientific research calling attention to the serious long-term impact of trauma on child development, well-being, and optimal functioning in several domains; and consequently, the need to promote meaningful and measurable changes in the social and emotional well-being of children impacted by trauma.

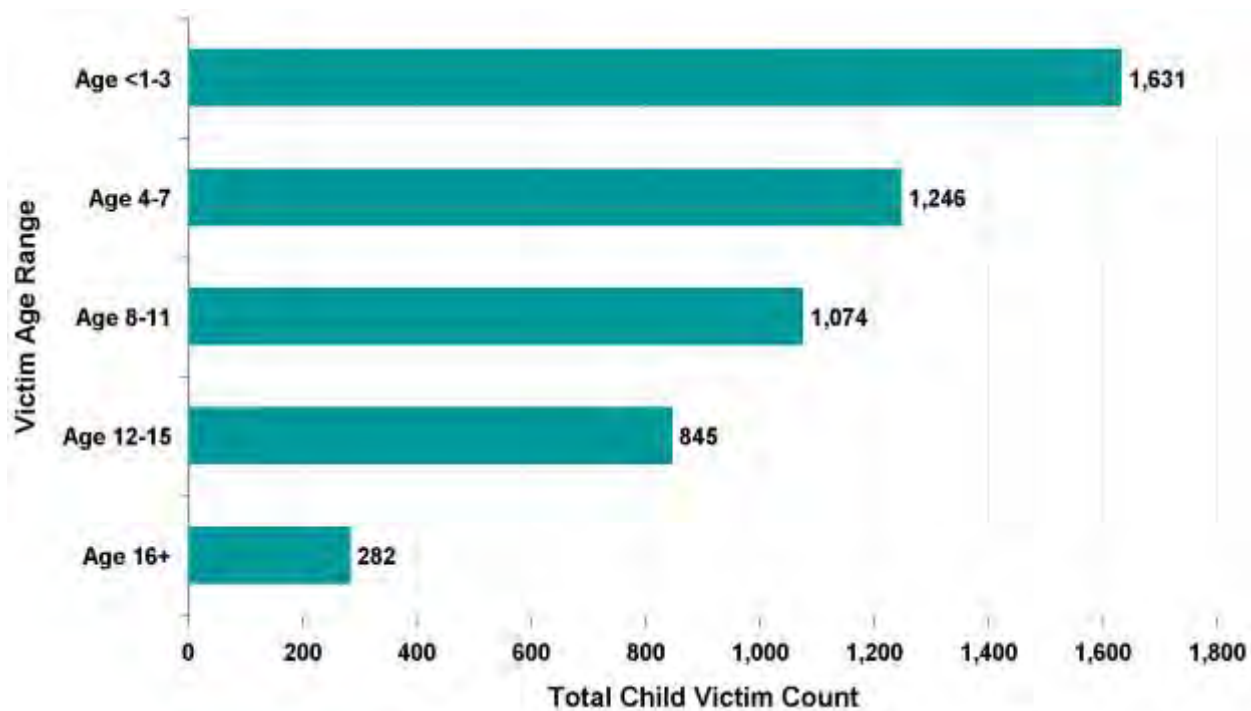
Population at Greatest Risk of Maltreatment

What populations are at greatest risk and how are services targeted to those populations?

Under s. 48.981(9), Stats, Wisconsin provides an annual report to the Governor and the legislature on child abuse and neglect, the Wisconsin Child Abuse and Neglect Report. Information included describes which populations are at the greatest risk of maltreatment, as identified by substantiated maltreatment. Information concerning identification and services to at risk populations is also included in each program section of this report. The report can be found at: <http://dcf.wisconsin.gov/cwreview/reports/CAN/2012CANReport.pdf>.

Children under age 3 accounted for 31.7% of victims, and children under age eight accounted for 57.8% as shown in the graph below.

Figure 42: Age ranges of child maltreatment victims, calendar year 2017



The following section describes in detail how services to address the needs of vulnerable children under the age of five, including children in foster care as well as those being served in-home or in a community-based setting are identified, provided, and coordinated. Drug addiction of parents with young families is a growing concern. DCF's efforts focused on drug affected children are included in the CAPTA section of this report starting on page 122. In addition, DCF continues to work with DHS on the Care4Kids program to identify and address health care needs of children in out-of-home care. This includes providing and tracking services to young children such as childhood immunizations, health check periodicity timelines and utilization, developmental assessments and comprehensive health assessments for children in OHC.

Services for Children Under the Age of Five

Wisconsin continues to make a concerted effort to focus on the needs of the birth to five population to better serve young children and to ensure alignment with the Child and Family Services Improvement and Innovation Act that requires states to expand the information relating to health care coordination and oversight for children in foster care. This section describes Wisconsin's efforts to reduce the length of time children under the age of five are in foster care without a permanent family and how the developmental needs of children under the age of five who receive services under the Title IV-B or IV-E programs are met.

Table 37:

Children Under 5 years with open placement in BOS on December 31 st	2015	2016	2017
Total	1709	1930	2092
Female	843	956	1007
Male	866	974	1085
American Indian/ Alaskan Native	162	169	208
Asian	19	19	28
Black/ African American	338	377	382
Hawaiian/Pacific islander	3	5	5
Unable to determine	31	38	48
White	1156	1322	1421
Hispanic*	138	157	145

Table 38:

Children Under 5 years with open placement in Milwaukee on December 31 st	2015	2016	2017
Total	770	749	836
Female	380	381	403
Male	390	368	433
American Indian/ Alaskan Native	34	27	20
Asian	2	1	4
Black/ African American	511	475	541
Hawaiian/Pacific islander	1	0	0
Unable to determine	13	21	23
White	209	225	248
Hispanic*	87	100	107

*Hispanic is a standalone ethnicity category. Therefore, a child of any race could also be included in the number of Hispanic children.

Wisconsin's Act 181, "Best Outcomes for Children" legislation

This legislation became effective November 1, 2012, and provides for better case planning to reduce the length of time that young children under the age of five in foster care are without a permanent family. The Act establishes procedures for the use of concurrent planning and requires that the child welfare agency make a determination of whether concurrent planning should be used. In addition, in certain cases, the agency must engage in concurrent planning unless the court orders the agency otherwise. The use of trial reunification is also codified so that children are able to go home on a trial basis while permanency planning continues. A link to the Act is as follows:

<https://docs.legis.wisconsin.gov/2011/related/acts/181.pdf>

During the late summer and fall of 2012, the Director of State Courts Office conducted statewide trainings with legal partners, judicial officers, and leadership in child welfare agencies and the Department of Children and Families to support the changes made by Act 181. The training for child welfare staff also included policy and eWiSACWIS changes from the Ongoing Standards to support the use of concurrent planning and trial reunification. In 2013, DCF released new training that is used on an ongoing basis for staff for Case Planning that includes concurrent planning and the use of trial reunification.

Continuation of Permanency Roundtables

In 2011-2012, DCF with the assistance of Casey Family Programs, implemented Permanency Roundtables (PRT) statewide, which includes training to county staff. The PRT process, a professional consultation designed to expedite permanency for children and youth in out of home care, involves consultation and case planning through innovative thinking, the application of best practice, and the "busting" of systemic barriers. The process also includes required follow-up to ensure steps are being taken to expedite the action plan.

Geographic Placement Resource System (GPRS)

It is anticipated that the GPRS System will continue to strengthen the state child welfare system's ability to locate and place children of all ages in appropriate placements that meet their developmental needs. Additionally, the information from the CANS assists in efforts to target recruitment of foster care homes that meet individual child needs across jurisdictions. GPRS can be used as a targeted recruitment tool for workers to assess where they have geographical gaps in their licensed homes. By being able to visually see where an agency's licensed homes are located on an interactive map, workers can identify where they may want to focus their recruitment efforts.

Development of GPRS, which uses information already entered into eWiSACWIS to generate visual displays of placement related information using mapping software, began in 2012 and is now fully operational. Data from eWiSACWIS is loaded nightly into the system to provide an updated resource for agency staff seeking to find appropriate placements for children, respond to disasters, and to target foster care recruitment efforts.

Activities Targeted To Addressing the Developmental Needs of Young Children

To address the developmental needs of children under the age of five who receive services under the title IV-B or IV-E programs, Initial Assessment and Ongoing staff is provided 2 days of training on the effects of maltreatment on child development. Participants actively explore the developmental needs of infants, children, and toddlers and the consequences of child abuse and neglect in children from birth to adolescence and establish a framework for the

early recognition of developmental problems, enhancing the professional's ability to formulate appropriate family service plans.

Wisconsin's Foster Parent training also addresses the developmental needs of children.

The foster parent pre-placement training includes:

- An Overview of Foster Parenting
- Expectations of Foster Parents
- Caring for Children in Foster Care (including the developmental needs of infants, children and adolescents)
- Developing and Maintaining Family Connections
- Foster Family Self Care

The foster parent Foundation training includes:

- Attachment
- Cultural Dynamics in Placement
- Dynamics of Abuse and Neglect: Contributing Factors
- Dynamics of Abuse and Neglect: Signs and Indicators
- Effects of Fostering on the Family
- Guidance and Positive Discipline
- Impact of Trauma on Child Development
- Maintaining Family Connectedness
- Overview of Children's Court System
- Partners in Permanence
- Separation and Placement

Adoptive Parent Training

DCF is implementing the new rule, 51.10 that adoptive parents need to receive at least The 16 hours of training. The training topics of relevance to young children include:

Training the adoptive parents on helping the child transition into their adoptive home by understanding the following topic areas.

- Grief and loss
- Previous abuse and neglect
- Impact of trauma
- Understanding the child's culture
- And the other adoption competencies outlined in Administrative Rule

In particular efforts to create a curriculum that will be completed in the fall of 2018 that will address how trauma affects the normal stages of development for young children.

Improving Support for Foster and Adoptive Parents

The Department also recognizes the critical linkages between the success of children served within the child welfare system and the supports provided to those who care for them to ensure that their development needs are met.

Through increased foster care reimbursement, continued work of the Foster Care and Adoption Resource Center, revisions to training for foster families, and changes to licensing code, DCF has worked throughout the past year to better support foster families and improve the foster care system to better meet all children's developmental needs. Through the Child and Adolescent Needs and Strengths tool (CANS), cases where a foster parent whose Level of Care certification is lower than the child's assessed Level of Need are identified and a plan of support and/or services is put in place to support the placement of that specific child with that provider. The CANS assessment must be done upon change of placement and every six months by the case manager and entered into eWiSACWIS.

DCF has also launched the Adoption and Guardianship Enhanced Support (AGES) program through a federal grant project with Spaulding. AGES is a voluntary program for adoptive or guardianship families who live in the Northeastern region of Wisconsin. The Wisconsin DCF and the National Quality Improvement Center for Adoption & Guardianship Support Preservation (QIC-AG) developed this new program.

The QIC-AG is working to develop interventions that help families after adoption or guardianship, across the nation. The Wisconsin AGES program was designed to do this in Wisconsin. AGES is part of a 5-year research study. If AGES is successful, the Wisconsin DCF may expand the program statewide.

AGES provides service coordination and navigation. We hope to empower families to overcome struggles by providing support to families. AGES is a family-driven program based on family strengths and needs.

Additionally, in April 2018, the Governor signed into law 2017 Wisconsin Act 260, as part of the Speaker's Task Force on Foster Care legislative package. 2017 Wisconsin Act 260 provides \$400,000 in funding in state fiscal year 2019 to the DCF for grants to provide to county agencies, private child placing agencies, and tribal agencies to support foster parents and normalcy activities for children in out-of-home care. Qualifying expenses under the grant may include incentives for the support and retention of foster parents.

Healthy Infant Court - Milwaukee County Children's Court

As described on pages 202-203, DCF is supporting the establishment of the state's first Healthy Infant Court (HIC) in Milwaukee. The HIC is a trauma-informed approach to strengthen babies and their families involved in the child welfare system.

Collaboration with Early Care and Education to Improve Quality of Early Learning Experiences

The state is committed to identifying and strengthening partnerships between early childhood and child welfare. There is ample and growing evidence that quality early learning improves the social, emotional, physical, and academic outcomes of children. This is particularly true for those affected by trauma and poverty. DCF continues to make a concerted effort to connect children in OHC with quality early learning experiences. Key efforts were launched in Milwaukee and statewide to strengthen the connections between the child welfare and child care divisions in the Department and the services that are supported for children and families.

Wisconsin's Child Care Quality Rating System, YoungStar, began in 2011 and has been successful in increasing the quality of early care and education opportunities for young children. YoungStar uses a 5-star rating system. Wisconsin instituted a policy with child welfare agencies that children in OHC should only be placed in higher quality setting programs, i.e., those that are rated 3-5 stars.

As part of the efforts with the Department's Division of Early Care and Education (DECE), DSP conducted a series of activities:

- In March 2016, capacity was upgraded in the Geographic Placement Resource System to include a mapping overlay with the YoungStar program to provide greater access to quality early care and education providers and determine more precise ways of matching children with higher quality settings.
- In May 2016, DSP and DECE hosted a training for foster parents and caseworkers, which provided information on the YoungStar program, Wisconsin's child care subsidy program, SHARES and their intersection with foster care. A portion of the training reviewed and demonstrated the overlay between GPRS and the YoungStar program.
- A survey in 2016 of foster parents who utilize child care or care for children was administered. These results helped inform the training that is now offered.

DCF also continues to coordinate with the Wisconsin Head Start Association and the State Head Start Collaboration Office. Beginning in 2011 DCF senior managers met with the Wisconsin Head Start Association and the State Head Start Collaboration Project to identify ways to increase collaboration between the two programs. Two statewide collaborative conferences were held to encourage each system to learn more about the other system and to stimulate partnerships between child welfare and county human service agencies. Efforts continued in the last year to sustain this collaboration. Foster children are categorically eligible for Head Start, an evidence-based high quality program for young children and their families. Another benchmark of collaboration is the number of formal agreements between child welfare and Head Start, these increased from 34 – 36 in the last year.

As noted in Section 2, Item 16 educational outcomes, efforts to connect these two important programs of DCF have resulted in sustained engagement of children in OHC are being enrolled in higher quality care and also increasing enrollment in the State Head Start Program.

Educational Events Promoting Research and Practice Applications for Early Childhood

The Wisconsin Trauma project described on pages 209-210 is another example of how DCF provides evidence-based, trauma-informed practices and services for children as young as three.

Infant Mental Health Endorsement System

Wisconsin adopted the infant mental health endorsement system, a competency-based system of endorsing professionals across disciplines for their knowledge and training on infant mental health. The WI Alliance for Infant Mental Health (WIAIMH) administers and coordinates the IMH Endorsement System in Wisconsin. The University of Wisconsin offers a certificate program in Infant Childhood and Family Mental Health, which is a one year intensive, interdisciplinary program to promote an enhanced understanding and skills to support the social and emotional development and well-being of children birth to age six and their families. In an effort to promote IMH competencies for those working with families with young children, DCF uses federal Maternal, Infant, Early Childhood Home Visiting (MIECHV) dollars for WIAIMH Infant Mental Health Endorsement staff to participate in home visiting programs, which serve high risk families in high need communities, and provides scholarships to those involved in home visiting to attend the Certificate Program.

In the last year, Wisconsin continued to work across departments to identify and support a more robust infant mental health system. DCF will continue to be a partner in that effort.

Zero to Three Infant/Toddler Mental Health

DCF continues to participate in a Zero to Three technical assistance (TA) opportunity to strengthen and build on the state's Home Visiting Program through a Community of Practice. This effort is focused on strengthening early childhood systems. It builds on a previous Zero to Three TA opportunity to develop an infant/toddler policy agenda, and an ongoing group of cross-system stakeholders focused on comprehensive early childhood services, particularly for vulnerable families. Wisconsin continues work on a shared goal of infusing home visiting in a more systematic and comprehensive way into the state's early childhood system. Building more structure for statewide early childhood infant mental health is an important component of this work. This work involves several key partners including the Office of Children's Mental Health, the Wisconsin Alliance for Infant Mental Health, the Child Abuse and Neglect Prevention Board, the Wisconsin Council for Children and Families, the DCF YoungStar Program and the University of Wisconsin-Waisman Center early childhood program. Wisconsin's core home visiting efforts are described earlier in this report.

Connections Count

Connections Count is a prevention initiative that initially piloted in 2016 with the goal of connecting young families with children under the age of five to neighborhood-based and informal groups and organizations that can be permanent, ongoing supports. This effort is more fully described in the Plan for Improvement section. Families with young children who are at risk of experiencing abuse or neglect are the target population for this initiative. They have a range of needs that could be addressed but are not using or aware of supports in their communities that could assist them. Trusted members of the community serve as "community connectors" and connect families and individuals to neighborhood-based and informal groups and organizations that can be permanent, ongoing supports and assist them in meeting their family needs.

Early Childhood Advisory Council

Since 2011, Wisconsin's Division Administrator for Safety and Permanence has been an active member of the Early Childhood Advisory Council, the state's mechanism for developing a comprehensive system agenda for children ages birth to five. This work has included featuring child welfare issues such as the Care4Kids medical home project for children in out-of-home care, Wisconsin's efforts to build collaboration between children in OHC and Head Start as well as other key family supports such as home visiting, screening and assessment and early childhood mental health. The 2016-2017 priorities focused on working towards increasing the number of children in higher quality child care settings through the YoungStar program, expanding access to Wisconsin's home visiting program described earlier in this report, and supporting public-private partnerships to support the early childhood system. The ECAC will develop a new set of recommendations for Wisconsin's Governor and for state agencies that will be developed and finalized in the fall of 2018.

Race to the Top, Early Learning Challenge

Wisconsin's Race to the Top Early Learning Challenge grant funding ended on December 31, 2017. However, DCF was able to sustain two permanent positions in Wisconsin's Quality Rating Improvement System, YoungStar. These

positions focus on with disabilities in the child welfare system and continuing to build professional development opportunities for early childhood teachers.

FAST Program

FAST® is a 2-year prevention/early intervention program based on social ecological theory, family systems theory, social mobility theory, child development theory, and family stress theory. **FAST**® is designed to build relationships within and between families, schools, and communities (particularly in low-income areas) to improve childhood outcomes.

The intervention consists of an active outreach phase to engage and recruit families; 8 weeks of multifamily group meetings, each about 2.5 hours long; and continued in 2 years of monthly, parent-led group meetings. The 8 weekly sessions follow a preset schedule and include activities such as family communication and bonding games, parent-directed family meals, parent social support groups, between-family bonding activities, one-on-one child-directed play therapy, and opening and closing routines modeling family rituals. Sessions are led by trained culturally representative teams that include at least one member of the school staff in addition to parents and professionals from local social service agencies. Evaluations of FAST have shown significant results in improving children's school outcomes, preventing child abuse and neglect, and increasing social support for families.

FASTWORKS meetings are multi-family group meetings facilitated by the FAST parent graduates themselves, with support from the team, held on a monthly basis after the completion of the 8-week cycle. While the meetings do not follow the same format as a typical evening in the FAST program, some of the core program components (parent-child one-to-one time and parent support group) are incorporated into the FASTWORKS monthly events.

Expected outcome of FAST Programming include:

- Improved family adaptability and social networks
- Increased parent involvement in school
- Improved parental stress and coping skills
- Improved family functioning
- Increased parental support
- Improved child behavior

The goals of **FAST**® are:

- Strengthen families and enhance positive parent-child relationships
 - Strengthen the parent-child relationship
 - Strengthen positive relationships between parents, among family members, and within the family unit
 - Support increased parental effectiveness and self-esteem
- Support children's social emotional well-being and success at school
 - Support development of the FAST child's strengths and resiliency, leading to success at school
 - Support parents to be actively engaged in their child's education at home and at school
- Connect parents, the school, and community to support children and families
 - Connect parents to one another and to the school
 - Connect parents and families to community resources and services, as needed

The DCF FAST Contract

DCF was allocated \$250,000 annually from federal Temporary Assistance for Needy Families (TANF) block grant funds in the SFY 18 and SFY 19 state budget to implement the Families & Schools Together, Inc., FAST® Program. The program will serve elementary school-aged children in five Milwaukee schools. Through the FAST program, the DCF seeks to enhance family functioning and help needy families achieve self-sufficiency so that children can be cared for in their own homes.

Families & Schools Together, Inc. will work with the Milwaukee Public School District, with final approval by the DCF, to identify five schools based on a number of factors including: capacity, interest/buy-in, and need. Need is broadly defined by low-performing schools, schools failing to meet expectations (based on report cards), and/or the desire to engage marginalized families into the school community, among other factors. Families & Schools Together, Inc. will work from a place of best intentions, recognizing the high need for FAST within the Milwaukee schools, while also working to identify and build a school environment that can foster a successful program.

Families & Schools Together, Inc. will serve as the fiscal agent for this contract to ensure consistent implementation, processes, and overall success of each FAST Program at individual schools, including if there are multiple community agencies involved. FAST will provide the overall coordination of the project by establishing a contract with each school and community organization, and then be responsible for disseminating funds to the schools and organizations, providing support and monitoring around team members, ordering surveys and program activity materials, and scheduling trainings with certified FAST Trainers. Locally-based, neighborhood-specific organizations will be incorporated into the individual school FAST Teams, to ensure families make connections to neighborhood resources.

Families & Schools Together, Inc. implemented a program in the spring of 2018 that included the 8-week FAST Program and then the accompanying FASTWORKS program in five high-need elementary schools in the City of Milwaukee. It will also be offered in the fall of 2018. The schools selected are Hopkins, Auer, Brown, Keefe, and Engleburg. The award has an opportunity for annual renewals for up to three years of funding contingent on the availability of funds and contract and individual program performance. The target population for this program is families with elementary school-aged children that live in the school catchment area of the five identified schools.

FAST is evaluated by means of participant surveys administered to parents and teachers. The data collected from parents and teachers is analyzed and compiled into a FAST Evaluation Report. The contractor will provide the team and the DCF Contract Manager with a copy of the report at the end of a cycle.

Families & Schools Together, Inc. will provide quarterly reports to DCF that include information concerning project status, training progress, numbers of participants, and participant program completion information for each identified school. The contractor will also meet with the DCF Program Manager at least quarterly to discuss the quarterly report and program challenges and successes and provide an annual summary report no later than 30 days after the contract ends.

New Initiatives Planned to Meet the Developmental Needs of Children 0-5 Years

The Department continues to support and expand a professional training in Trauma Informed-Child Parent Psychotherapy (TI-CPP) through the UW-Madison School of Psychiatry and the Infant, Early Childhood, and Family Mental Health Capstone Certificate Program. This training began in the summer of 2016 (an 18 month learning collaborative), and includes a focus on training clinicians serving children in the child welfare system. The funding will also increase the training capacity by adding another national trainer and provide for three participants to be trained as Wisconsin trainers of the TI-CPP Therapy, reducing the cost of future trainings and supporting sustainability. The training is supported by Home Visiting, Project Launch, the Wisconsin Alliance for Infant Mental Health, and other funds.

TI-CPP is an evidence-based intervention for children from birth through age 5 who have experienced at least one traumatic event (e.g., maltreatment, the sudden or traumatic death of someone close, a serious accident, sexual abuse, exposure to domestic violence) and, as a result, are experiencing behavior, attachment, and/or mental health problems, including posttraumatic stress disorder (PTSD). The primary goal of TI-CPP is to support and strengthen the relationship between a child and his or her parent (or caregiver) as a vehicle for restoring the child's sense of safety, attachment, and appropriate affect and improving the child's cognitive, behavioral, and social functioning.

Trauma Informed Child Parent Psychotherapy (TI-CPP) is one of only a few evidenced based treatments for this age group, and is the only one in which the parent's trauma history is assessed and included in the treatment along with the child's. Parents are helped to develop a narrative together about what the child has experienced and the relationship is the focus of the treatment with the needs of both the child and the parent kept in mind. TI-CPP fits well into the child welfare service array because of its emphasis on the relationship between parent and child, and while it is not an individual therapy for the parents, TI-CPP can help parents recognize and address their own trauma history.

Services for Children from Other Countries

International Adoptions

DSP has a limited role in international adoptions. Parents adopting children internationally are able to access services through their county Department of Human Services, through their private insurance and the six PARCs. The services of the PARC to support families are provided on pages 119-120. In the last year there were 98 international adoptions in Wisconsin.

5. Program Support

A. Wisconsin's Training and Technical Assistance System

Administrative code in Wisconsin establishes an initial in-service training program for all new or re-assigned employees. This includes pre-service work as well as required and elective foundational training. Case workers are then required -- after their initial two years of service -- to complete 30 hours of training related to their professional responsibilities during each subsequent two-year licensing period. These trainings and requirements are outlined in detail in Wisconsin's 2015-2019 Child and Family Services Training Plan. For 2018, work has focused on the

development, delivery, and/or support in each of these specified training areas that support administrative rules: pre-service, foundation, and special skills and topics/on-going training. Additional details are included in the Systemic Factor analysis section.

Technical assistance is facilitated through development of tools for child welfare professionals by DCF. While over 200 corporate reports are available and used to support child welfare program monitoring and fiscal processing, over the last five years, DCF will continue to develop and promote the use of business intelligence software and reporting visualization tools, such as performance dashboards, to address reporting needs and to make specialized data accessible to local child welfare managers, supervisors and staff via the eWiSACWIS system and to make aggregated data more accessible to the general public via the Department's website. Efforts have also focused on making county level data accessible to supervisors and staff to understand trends and issues in case practice at the local level.

Over the last several years, reporting technology has been developed using eWiSACWIS data, the Division's child welfare data warehouse, in the areas of child protective services access and initial assessment activity and workload, the Child and Adolescent Needs and Strengths Assessment (CANS), child placement, Ongoing Services caseload information, and Title IV-E eligibility determinations and claiming. In addition, several interactive dashboards have been developed and are available both publically and via dWiSACWIS to support data driven analysis and decision making associated with the following program areas:

- Child protective services access and referrals;
- Child protective services initial assessment activity and workload;
- Child welfare caseload demographic and activity information;
- Child needs and strengths per CANS assessments;
- Caseworker contacts with children in OHC; and,
- Child permanency, placement stability, and re-entry.

More specific information about Wisconsin's data/analytic and information system capacity can be found in the Management Information System systemic factor section of this report.

Technical assistance is also provided through the DCF Bureau of Regional Operations that has regional staffing that supports child welfare programs across the state through technical assistance and regional information sharing. The BRO also supports close coordination between child welfare and other DCF and DHS programs such as child care and health services.

B. Technical Assistance Anticipated from the Children's Bureau

The state does not anticipate using any technical assistance from the Children's Bureau in FY 2019. The Capacity Building Center for the Courts is working with DCF's Partner Agency, the Children's Court Improvement Project on an effort that began in 2018. Justin Wolff, Policy Analyst with the Wisconsin Children's Court Improvement Program (CCIP), attended the Capacity Building Center for State Courts (CBCC) *Designing and Evaluating Effective Trainings Workshop* in Denver, CO on March 15, 2018. The goal of CCIP in having Mr. Wolff attend this training was to obtain technical assistance with regard to the bi-annual *Conference on Child Welfare and the Courts*, a collaborative training event coordinated by CCIP and the Department of Children and Families. The next conference, to be held in September 2019, will focus on permanency and stakeholder engagement. CBCC provided focused assistance on this

project, assisting to evaluate past and current practices and providing action planning for developing learning objectives and evaluation methods for this specific event. This planning was facilitated by Christopher Church and Dr. Alicia Summers.

CBCC has continued to provide assistance to CCIP in the form of conference calls to monitor progress toward the goals identified at the workshop and continued assistance. Kristin Kelly has led the planning of this assistance, utilizing Andrew Yost and Dr. Alicia Summers in developing learning objectives and assessment approaches, respectively. CCIP plans on continued use of CBCC input and resources in pre- and post- conference activities. The Wisconsin Child Welfare Professional Development System (WCWPDS) will also be included in these efforts, specific to the development of longitudinal assessment efforts. It is also anticipated that CBCC will provide guidance at a later date as to continued improvements to general CCIP training efforts, including institutionalizing the planning and assessment processes.

C. State Activity in Research, Evaluation Management

The Bureau of Child Welfare Analytics and Program Integrity was created to elevate and enhance DCF's research and evaluation capacity. This new bureau will carry out and oversee all data and reporting development on behalf of the state's child welfare system. In addition to ensuring federal reporting requirements with respect to NCANDS, AFCARS and NYTD are fulfilled, this bureau maintains reports used by state, county, and private providers to better understand and manage performance associated with child safety, permanency, and well-being outcomes. In addition, a close working relationship with several institutions of higher education, such as the University of Wisconsin-Madison Institute for Research on Poverty, University of Wisconsin-Milwaukee and others is leveraged to identify and pursue research projects to improve our understanding of the child welfare system and root causes of child welfare challenges. In 2017, DCF worked with the University of Wisconsin-Milwaukee on a survey of foster parents about training needs.

An example of a continuing area of focus for next year is that DCF recently engaged an independent research entity to support the development of a predictive analytic tool related to child protective service referrals and the likelihood of re-referral. The purpose of this process is to assist screened out families and families whose cases are closed after Initial Assessment. DCF intends to use the results of this analytic work to guide local development of and decision-making related to community-based resources and to aid supervisors and caseworkers in using administrative data to support screening decision-making at the point of child protective services reporting.

6. Consultation and Coordination with Tribes and States

Introduction

By state statute, the county child welfare agencies and DMCPs are responsible for providing direct child welfare casework services and programming to all children and families in their respective local county jurisdictions. The DCF is the Title IV-E agency and is responsible for developing and implementing child welfare policies, procedures, and standards that apply statewide to all county child welfare agencies and DMCPs. In addition, DCF directly administers certain programs such as Public Adoptions, including Adoption Assistance (AA) payments.

There are eleven federally recognized tribes in Wisconsin. As sovereign nations, each Tribe establishes and administers tribal policies and procedures and for most Tribes, a Tribal Code, related to child welfare. Given tribal sovereignty, the tribal codes and policies may differ from state statute and policies. For example, some Wisconsin tribal Codes and standards have a lower threshold than state statute for screening in cases; in these cases the Tribe is responsible for managing the case.

Tribal child welfare workers have primary case management responsibilities for tribally-managed cases opened for services with their tribal agency. In addition, tribal child welfare workers may provide additional casework services for county/DMCPS-managed child welfare cases, in order to support the ability of the county/DMCPS to serve a tribal child and his/her family in the state child welfare system and to meet the county/DMCPS responsibilities to comply with the federal Indian Child Welfare Act (ICWA) and the Wisconsin Child Welfare Act (WICWA). For these county/DMCPS-managed cases, county and DMCPS child welfare workers follow the tribal identification, tribal notification, and other requirements of ICWA and WICWA. County and DMCPS child welfare workers collaborate with the tribal child welfare workers to identify and provide culturally appropriate and effective services and supports to tribal children and families involved in the state/county child welfare system. While the county or DMCPS child welfare worker is the primary child welfare worker for county/DMCPS-managed cases involving tribal children, the tribal child welfare worker may be providing collateral casework functions to ensure the county or DMCPS agency most effectively and responsibly meets the child and family needs. Through their collaborative relationship, the county/DMCPS and tribal caseworker may agree that the tribal caseworker will undertake certain functions on county-managed cases, such as participating in joint home visits, assisting in the development or implementation of a case plan, or attending court hearings. A county and a tribe may have a written agreement or there may be a case-by-case collaborative decision as to the role of the tribal child welfare worker in county/DMCPS-managed cases.

The Wisconsin Indian Child Welfare Act passed in 2009 and specifies the responsibilities of the state and counties regarding tribal children in the child welfare system and specifies the protections for tribal children under state court jurisdiction. The law can be found at: <http://docs.legis.wisconsin.gov/statutes/statutes/48/I/028>. The DCF and Wisconsin Tribes collaborate closely to ensure effective communication and to support the safety, health, and well-being of tribal children, families, and communities. The DCF provides limited child and family service (child welfare, child care, domestic violence) funding directly to the Tribes through a consolidated Family Services program, which combines a number of funding streams. Tribes have received funding to operate in-home safety services, Brighter Futures, Independent Living and home visiting programs. Additionally, Tribes have the option to receive TANF funding to operate the Kinship Care program. They also have the option of entering Title IV-E pass through agreements with the state. The Department also provides opportunities for tribal input in other areas of the Department such as Early Childhood, TANF, and Child Support.

Consultation with Tribes

Consultation with the 11 federally-recognized Tribes in Wisconsin is governed by Wisconsin Executive Order #39, which details the consultation purpose of the various departments of Wisconsin state government with the tribes. The DCF consults with the tribes through tribal chairpersons or presidents or other elected officials, as the official representatives of the Tribes. Tribal leaders are encouraged to consult with their program staff in preparing for the consultation meeting. They are also welcome to invite their program staff to attend consultation. The contact list for Tribal Officials is located at the following web address:

<http://witribes.wi.gov/docview.asp?docid=19085&locid=57>

The primary mechanism for having group conversations with tribal leaders is through the annual consultation meetings between the Secretary and Division Administrators of the Department and elected Tribal officials. The purposes of the consultation sessions are to:

- address issues or concerns regarding Department policies, implementation plans, services and challenges;
- enhance the overall relationship between the Department and the Tribes; and
- identify actions that will improve conditions of and services for Indian children and families.

Wisconsin continues to coordinate and consult with tribes as described above in the development of its Child and Family Services Plan (CFSP) and Annual Progress and Services Report (APSR) and in this 5 year report and shares both draft and final copies electronically. DCF disseminated a draft of the FY 2018 APSR state plan draft to the tribes for comment in June, 2017. Beginning in 2016 continuing through review week, DCF discussed the state's upcoming FFY Child and Family Services review process with the tribes, and included tribal representation on the Program Improvement Plan Advisory Group launched in December, 2017.

The DCF held a Tribal consultation meeting most recently in May 2018. Between annual consultation meetings, Tribes are kept informed through written communication, frequent and ongoing meetings with DCF staff (as described above), tribal delegates serving on tribal/state committees, and direct reporting on certain issues through established mechanisms.

As directed by the federal Administration for Children and Families, the Department has developed a policy committing the Department to good faith negotiations with Tribes and tribal consortia on child and family-related issues. Consistent with the DCF/Tribal consultation policy, the Department developed this policy in consultation with the tribes. This policy can be found in informational memo 2015-03 at the following link:

<https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2015-03i.pdf>

Tribal/State Intertribal Child Welfare Committee and Policy & Law Workgroup

The Department's Tribal Affairs Specialist and Tribal Liaison and DCF child welfare managers continue to meet with the child welfare directors of the eleven federally recognized tribes in Wisconsin bi-monthly. This Intertribal Child Welfare (ICW) Committee discusses child welfare-related issues, including but not limited to policy and procedure changes and development. In addition, child welfare and legal staff of the Department and Tribes, along with professionals from related organizations (e.g., Children's Court Improvement Program, Wisconsin Judicare/Indian Law Office) meet upon request of the ICW Directors as the Tribal/State Child Welfare Policy & Law (PALS) Workgroup to discuss policy and legal issues. These workgroups discuss a full agenda of items, including:

- Interpretation of and answers to questions re: ICWA and WICWA;
- The relationship between Wisconsin's infant relinquishment law and the Indian Child Welfare Act;
- Notification of Tribes in voluntary child custody proceedings;
- The intersection of tribal authority to perform child welfare functions and county responsibility under state statute;
- Potential program and policy implementation or changes;

- Legislative updates;
- WICWA compliance;
- Independent living services;
- Necessary program and statutory changes required by the federal Preventing Sex Trafficking and Strengthening Families Act, P.L. 113-183 and the Justice for Victims of Trafficking Act;
- Youth Justice Issues;
- Feedback for CFSR Round 3; and,
- Statewide implementation of the 2016 Federal ICWA Regulations.

After consultation with both groups in March 2016, it was decided to include the Policy and Law Workgroup as an ad-hoc committee of the ICW Directors Committee. This is believed to be a more effective and efficient form of communication between the Department and key legal representatives from each of the eleven federally recognized tribes.

Payment for Indian Children in OHC

Currently, funding for some Indian children placed in OHC by Tribal courts is provided through written agreements, called "161 Agreements," entered into by some Tribes with some counties. The original intent of the 161 Agreements was to recognize the jurisdictional authority of Tribal courts and to provide a mechanism that would permit county payment for OHC placements made by tribal courts. The state statutory language creating these agreements is permissive and counties are not required to enter into a 161 Agreement. Some of the agreements, at the recommendation of the Department, have since been expanded to include support for and services to Indian children in care and their families, IV-E eligibility determinations, permanency planning requirements, independent living, and in some cases, additional agreements related to child protective service investigations and removals.

DCF also offers limited funding for tribal children placed in high cost placements by tribal courts or circuit courts with a functionally active 161 agreement. This funding can also cover a portion of the costs of subsidized guardianships. Tribes may apply for this funding directly or may support a county agency application. The SFY2018 High Cost Pool Fund applications are due June 1, 2018 and the funds will be distributed on a pro-rated basis July 2018. This change to the High Cost Pool policy allows for a more equitable distribution of funds.

The Oneida Nation passed its children's code in 2017 and is currently in the implementation phase. The Menominee Tribe has adopted the Wisconsin Children's Code and is in the process of drafting their own code which they hope to pass through their legislative process in 2018.

Tribal/State Title IV-E Agreements

In response to interest by Tribes, the Department held a "Title IV-E Agreement Summit" in March 2012 to discuss options and structures for federal and state Tribal Title IV-E agreements. Representatives from each of the eleven tribes, as well as Department officials, participated in the daylong conference, which included presentations from national and local experts on state and federal Tribal Title IV-E agreements. The Department engaged in follow-up discussions with six Tribes that were interested in exploring the possibility of a State/Tribal IV-E agreement for administrative activities. The first Wisconsin state/tribal Title IV-E agreement, covering administrative claiming, was

concluded with the Bad River Tribe and became effective October 2013. Similar agreements followed for Lac du Flambeau, Lac Courte Oreilles, Oneida, and Menominee effective August 2014, October 2014, July 2016, and July 2017, respectively. Under the agreements, the State claims and passes through to the tribes the federal Title IV-E funding for Title-IV- E reimbursable activities, based on the tribe's reporting of administrative activities.

The Department continues to work with interested Tribes in development of new IV-E agreements as well supporting the tribes with current agreements in reporting. During this past year, the Department has begun coordinating and facilitating quarterly IV-E meetings between the DCF and those five tribes with IV-E agreements. Currently, Wisconsin is exploring efficient processing for maintenance claiming as some tribes are starting to express an interest.

Codification of ICWA into Wisconsin Statutes

The codification of the federal Indian Child Welfare Act into state statute was an important step to more effectively implement ICWA in Wisconsin. After a four-year effort, the Wisconsin Indian Child Welfare Act (WICWA) was created by 2009 Wisconsin Act 94, and became effective on December 22, 2009. Many issues were negotiated by the Tribes and the Department with various stakeholder groups. Ultimately, the bill was approved unanimously by the Senate and Assembly. The process of developing and passing the Wisconsin Indian Child Welfare Act is shown in the following documentary video: <https://www.youtube.com/watch?v=ZCLUBS4FxWo>

Wisconsin Indian Child Welfare Act (WICWA) Training

Through the Wisconsin Child Welfare Professional Development System (WCWPDS), DCF continues to offer "Case Practice With American Indian Tribes". This training presents the reason and legislative intent of the Indian Child Welfare Act, as well as the process for workers to follow in complying with ICWA in Wisconsin. Participants learn about Native American cultures and how to work effectively with American Indian families. They also learn to work collaboratively with tribal partners and offer culturally specific services to American Indian families. Ten sessions of this training were offered throughout Wisconsin in 2017 and sessions will be offered in 2018.

The DCF and WCWPDS has collaborated to update the Case Practice With American Indian Tribes curriculum. The new curriculum has incorporated eWiSACWIS documentation and 2016 ICWA Regulation requirements. The re-designed curriculum will be piloted June 2018 with follow up Training of Content and Train the Trainers that same month.

The DCF has collaborated with WCWPDS in 2016 to develop an online training resource for county workers. This resource has been piloted in 7 different counties and all 11 tribes. The training was finalized and published January 2018. This training provides a deeper understanding of ICWA elements such as Active Efforts, Notification, etc. It also provides greater details about proper documentation in eWiSACWIS and can be accessed anytime through PDS online at the following link: https://media.wcwpds.wisc.edu/foundation/WICWA_Online_Resource/

Technical Assistance

The Department continues to offer technical assistance to counties and Tribes on the implementation of WICWA through the Department regional and Tribal Affairs staff. This has included on-site training and telephone consultation. The Department provided on-site training about the historical importance of the Indian Child Welfare Act as well as the specific requirements of the Wisconsin Indian Child Welfare Act to the following:

- Division of Milwaukee Child Protective Services
- University of Wisconsin – Madison Social Work Student
- Fond du Lac County
- Burnett County
- Treatment Foster Homes through Family Works

In addition, the DCF's Tribal Affairs Specialist partnered with the Children's Court Improvement Program (CCIP) to provide training on the 2016 ICWA Federal Regulations to Shawano, Bayfield, Burnett, and Milwaukee Counties. Vilas, Forest, Jackson, and Brown Counties are scheduled to receive this training in 2018. This training is in conjunction with WICWA Review Summary Presentations.

Policy Development

The Department developed policy guidance in two key areas of the WICWA law. Policy guidance on the use of Qualified Expert Witness (QEW) was developed by a sub-committee of the WICWA Advisory Board, and issued in October 2013; it is available at the following link: <https://dcf.wisconsin.gov/files/cwportal/policy/pdf/memos/2013-05.pdf>. QEW training, for tribal staff is in the process of being scheduled through WCWPDS.

Guidance on the active efforts requirement was developed by a different sub-committee of the WICWA Advisory Board, was issued in December 2013, and is available at the following link: <https://dcf.wisconsin.gov/files/publications/pdf/464.pdf>

In collaboration with the Department and other stakeholders, the Director of State Courts developed and issued a number of court forms for use by circuit courts to implement WICWA requirements. These forms have been updated to incorporate 2016 ICWA Federal Regulation Requirements. An e-learning tool was also developed and released in 2014 to assist judges, attorneys, and guardians ad litem in the understanding and application of WICWA. http://wicciptraining.com/Content/wicwa_latest/story_flash.html

The state will continue to ensure this exchange occurs in the future through regularly established meetings and communications with the Tribes. Annual DCF/Tribal consultations will continue over the next five years. Between meetings, the Tribes are kept informed through written communication, frequent and ongoing meetings with DCF staff, tribal delegates serving on tribal/state committees and direct reporting on certain issues through established mechanisms.

Quality Oversight

Drawing on the protocols from the Department's overall Quality Service Review process, the Department developed a WICWA-specific tool to review the quality of WICWA compliance and child welfare practice through case reviews. Tribes were consulted throughout the development of the tool through reporting to the Indian Child Welfare Directors' meetings from September 2012 to April 2014.

The Children's Court Improvement Program (CCIP), has focused on improving adherence to WICWA requirements in the circuit court system, including use of qualified expert witnesses, compliance with placement preferences, documentation of active efforts, and providing notice in CHIPS, JIPS, TPR, guardianship, and adoption cases. In addition, the project aims to increase collaboration and cooperation among the circuit courts, tribes, county child welfare agencies, attorneys, and other stakeholders. When schedules permit, staff from DCF travel together with CCIP staff to conduct simultaneous WICWA reviews of the same counties.

These reviews have been undertaken with the Children's Court Improvement Program (CCIP) of the Office of Court Operations, which conducts joint focus groups with the Department with tribes, legal partners, and county child welfare agencies to discuss practice strengths and challenges in regard to WICWA compliance. Following the reviews with counties, feedback is given to the tribes and other stakeholders through a summary presentation in conjunction with CCIP and a final report is distributed to the county agency and tribes. In 2017, The Department collaborated with CCIP to review those counties initially reviewed in 2013. These reviews continued to include case reviews, focus group discussions and will be followed up with summary presentations. The summary presentations will be followed by training specific to the new Federal ICWA Regulations that went into effect December 2016. The counties reviewed in 2017 include Shawano, Burnette, Bayfield, and Milwaukee Counties.

Chafee Foster Care and Independence Act/Educational and Training Vouchers (Tribal)

(See the Chafee Foster Care Independence and Education and Training Vouchers Program Section for information relating to Tribal consultation, eligibility for benefits and services, and ensuring fair and equitable treatment for Indian youth under the Chafee Foster Care Independence Act and ETV).

7. Monthly Caseworker Visit Formula Grants

The Child and Family Services Improvement Act of 2006 established a requirement for states to report data on caseworker visits with children in OHC. In October 2011, the eWiSACWIS Caseworker Contacts report was updated to reflect the new federal calculation methodology applied to this outcome measure. In federal fiscal year 2017, caseworker contact requirements continued to improve and were met for 97.4% of the children subject to this measure, which exceeds the federal regulation requirement of 95%. Of these contacts, 85.3% were made with the child in the home of the placement provider.

The DCF continues to monitor performance on this practice requirement and to provide statewide, regional, and local training and technical assistance to ensure compliance with this performance expectation.

In the last year, caseworker visit funds continued to be used to support Professional Development System training designed to improve the quality and quantity of caseworker visits. DCF will continue to fund a state training positions as well as ongoing evaluation and analysis of the Child Welfare Professional Development System in an effort to continuously provide quality improvement to the child welfare training curriculum. Funds are currently used to support a field trainer with counties following a comprehensive service review where specific concerns were identified. Training includes but is not limited to interviewing, teaming and engaging, mentoring, family find and permanency. The PDS system supports a staff person to assist with developing/leading/delivering child protective service safety training including topics such as present danger, safety assessment, intervention, and planning. A Curriculum Coordinator facilitates workgroups identifying core competencies that are derived from the knowledge, skills, and abilities needed to perform competent child welfare work. Additional training that supports improving the quality of timeliness and quality of caseworker visits includes support for managing/facilitating Organizational Effectiveness workgroups in Wisconsin that impact case workers. This includes performance management for child welfare units, integration of child welfare and youth justice utilizing evidence based practices with a trauma focused approach and teaming within child welfare practice.

Funds were also used in the last year to support the development of a worker recruitment video that is focused on portraying the role of a child welfare worker in a realistic way so that more workers enter the field with a greater understanding of the work that will be expected of them. The video was completed in early 2018.

In addition, funds were used to support the Coordinated Services Teams. DSP provides funding for the Coordinated Services Team Initiative (CST) in partnership with DHS. CST Initiatives are designed to develop a comprehensive, individualized system of care for children involved in two or more systems. The CST itself is a group that includes family members, service providers, and others that work to develop and carry out a coordinated services plan for the child. This model of care is often referred to as wraparound. The result is a Plan of Care that addresses the needs of the child and family with community-based supports, which allows the child to live in his or her home and community. The CST approach promotes a system change in the way services are delivered to children and families involved in the child welfare, youth justice, mental health, and substance abuse systems. Funding, training and technical assistance are provided to counties to maximize the use of existing resources that support collaborative efforts resulting in a clear vision, meaningful structural change and measurable outcomes for children and their families across systems.

8. Adoption Incentive Payments

In FFY 2017, DCF used adoption incentive grant funding in the following ways:

Annual Membership Dues and conference participation including the following membership organizations and conference opportunities:

- American Association for the Interstate Compact for the Protection of Children (AAICPC)
- National Electronic Interstate Compact Enterprise (NEICE) project
- Interstate Compact on Adoption and Medical Assistance (ICAMA)

Participation of DCF leadership in leadership board meetings and conferences, including:

- Deputy Compact Administrator attending the annual ICAMA conference and board meeting
- Deputy Compact Administrator attended the annual ICPC conference and board meeting
- Adoption and Interstate Services Section Manager and Supervisor attended the North American Council on Adoptable Children Conference

Supporting staff for critical program functions including:

- Funding of LTE positions for the adoption section to assist staff with the daily operations of adoption programs. Also, funding LTE positions for quality assurance reviews of foster care and adoption cases

Supporting DCF conferences and training

- DCF has an annual “Changing the Face of Adoption” conference for professionals that work in the area of adoption. Approximately 185 professionals attend the conference each year.
- Funded SAFE trainings for licensors and supervisors
- Printed and distributed Subsidized Guardianship and Interstate Compact on the Placement of Children (ICPC) desk guides for child welfare workers, Public Adoption workers, and foster care coordinators
- Funded the development of the new Pre-Adoptive Parent training

DCF does not anticipate any challenges to spending FFY 2018 funding and does not plan to alter the use of funding in 2018.

Adoption Training Program

On April 25, 2016 Governor Walker signed WI Act 379 which increases training requirements for adoptive parents from 18 to 25 hours. At least six hours must be delivered in person, and at least six hours must be appropriate to the specific needs of the child to be adopted. The WI Administrative Rule pertaining to the new training requirements was updated and will be effective on September 1st, 2018. The DCF is collaborating with the Professional Development System and the UW-Milwaukee Training Partnership to develop the new training curriculum with an

effective date of September 1st, 2018. Consideration will be given to any family that has completed training through another program, state, county, or tribe.

The adoption program brought together international and domestic adoption agency staff to discuss issues related to adoption at a statewide conference in September of 2017. The conference combined individuals involved in public, domestic, and international adoptions to address common themes and training topics. The 2017 annual Adoption Conference focused on the voice of the adoptee and services available to all types of adoptive families.

Post Adoption Resource Centers

DCF uses IV-B Subpart 2 funds to support the post-adoption resource centers (PARCs) and the Public Adoption program contracts. DSP contracts with 3 service providers to operate PARC services in Green Bay, Wausau, Milwaukee, Madison, Eau Claire, and La Crosse. PARC services are funded by federal IV-B, Subpart 2 funds and are available to all adoptive families, including parents of children who are adopted through domestic and international adoption programs. Through the 15-17 biennial budget bill, an additional \$225,000/year in state funding was appropriated for the PARCs to provide additional outreach, support, and training opportunities to adoptive families. Funding was used in 2017 to develop a 5 minute PARC video which adoption agencies can use during training if a PARC representative is not able to attend in-person. The PARC video is also available on the Foster Care and Adoption Resource Center website and housed on YouTube.

The focus of the six Post Adoption Resource Centers is to:

- Provide education, support activities and services to adoptive families living in the identified service area;
- Improve community awareness of adoption; promote a positive image of adoption; and an increased understanding of the unique issues facing adoptive families, especially among public and private human service providers, schools and medical care providers;
- Increase the availability of services for adoptive families by providing referral services such as respite care, crisis intervention, day care, after-school care, legal help, family counseling, support groups related to adoption, Medicaid service providers and planning for the transition of an adopted child to adulthood; and
- Establish collaborative efforts among public and private organizations and the general public to address the needs of adoptive families in the PARC area.

9. IV-E Waiver Demonstration

See section 3 for an update on the PS Program, Post Reunification Support IV-E Waiver demonstration program.

10. Quality Assurance System

Overview

Please see the Quality Assurance Systemic Factor in this report for background and details on Wisconsin's system. The Quality Assurance system of case review data and administrative data capacity will be extensively tapped to work on identifying root cause analysis of how Wisconsin can best craft a responsive and effective PIP to address shortcomings identified in the April 2018 review.

Section D: CAPTA Activities

In Wisconsin, there were no substantive changes made to the CAPTA Plan.

Activities related to substance-exposed newborns

In compliance with new federal laws, DCF has policies and procedures in place to address the needs of drug affected infants. In April 2014, 2013 Wisconsin Act 260 was enacted, bringing state statutes in compliance with CAPTA requirements regarding the evaluation of infants for fetal alcohol spectrum disorders (FASD) and the requirement that CPS agencies offer to provide, or make arrangements for the provisions of those services and treatment to the infant and the infant's mother.

The legislation requires a physician to evaluate an infant if there is a serious risk that an infant has FASD. If FASD is diagnosed, the physician is required to report that diagnosis to the CPS agency. In addition, s.146.0255 requires health care providers of substance exposed infants to notify CPS of the occurrence of such condition of the infants. The CPS agency is required to offer, provide, or arrange for the provision of services and treatment for the infant and the infant's mother.

Effective June 25, 2004, the DCF issued an addendum, "Assessing the Safety of Drug Affected Infants," to the Child Protective Services Standards. This policy required Wisconsin CPS agencies to develop a plan of safe care for an infant born and identified as being affected by illegal substance abuse or withdrawal symptoms. The policy includes procedural instructions, directing CPS agencies to screen in these reports for child welfare services rather than child protective services cases, unless the report is accompanied by allegations of abuse or neglect. The policy also references Sec. 46.238, Stats., which states the county department shall offer to provide appropriate services and treatment to the child and the child's mother.

The Child Protective Services Access and Initial Assessment Standards and Safety Intervention Standards issued by DCF include requirements and guidance regarding CPS agencies responsibility for the development, monitoring, and follow-up of a plan of safe care (safety plan) for a drug affected infant or an infant with FASD known to the child welfare system. At this time, DCF has not identified any technical assistance required to improve practice and implementation to address the needs of drug affected infants.

Wisconsin's Statewide Automated Child Welfare Information Systems (eWISACWIS) allows for data collection related to the monitoring of the safe plan of care for families involved in the state child welfare system. eWISACWIS allows agencies and the state to gather information documented in the case record (i.e. Access/Intake Report and Safety

Plan) as to the reason why the case is open and service type categories of services identified for the families (within the safe plan of care).

In addition, Governor's Executive Order #214 issued in September 2016 mandated the formation of a Governor's Task Force on Opioid Abuse and the formation of Steering Committees by several state agencies and by the Governors' Executive Order #273 on January 19, 2018 directing DCF to improve documentation in the eWiSACWIS system of substance use issues in child welfare cases. Consistent with this direction, DCF will be collaborating with local child welfare agency representatives identified by the Wisconsin County Human Services Association (WCHSA) to identify approaches to streamline and improve documentation related to how caregiver substance use affects child welfare intervention. Pending these future documentation enhancements, the following information provides direction and guidance for documentation using existing eWiSACWIS capabilities to best capture alcohol and other drugs-related factors more consistently within and across local child welfare agencies.

Wisconsin's automated child welfare information system, known as eWiSACWIS, captures information related to alcohol and drug use as part of two key points of child welfare intervention: 1) child protective services, initial assessment, and; 2) child removal from his or her family home. This documentation meets federal reporting requirements related to how caregiver alcohol or drug use affects these two points of child welfare intervention. In documenting maltreatment allegations as part of the IA process, eWiSACWIS allows for the selection of up to 43 unique descriptions for a given maltreatment allegation. Prior to the changes, caregiver substance use were not included as reference values to be selected to describe the result(s) of or condition(s) associated with an allegation of maltreatment. When removing a child from the home, one or more of 16 unique reasons for the child's removal from the home are required to be documented in eWiSACWIS, which are much like the descriptions chosen when adding maltreatment allegations.

Maltreatment descriptions provide further information about allegations and can help convey the underlying challenges for families. With this in mind, DCF has updated the description reference values that can be documented as part of the Descriptions page to both enhance and streamline this list of values to improve the availability and quality of the resulting data. In addition, two new descriptions better capture the influence of alcohol and drug use in relationship to an allegation of maltreatment. These added descriptions include Caregiver Alcohol Abuse and Caregiver Drug Abuse. Lack of Medical Care was also added to encompass multiple aspects of medical neglect as a description of a result of the neglect of a child or infant.

The Removal Reasons are documented in eWiSACWIS at the point of a child's placement in out-of-home care and are specific to the federal Adoption and Foster Care Analysis and Reporting System (AFCARS) required data elements and cannot be altered. In order to assist agencies with the selection of these reasons, definitions are now provided in eWiSACWIS under the resources flare on the Removal Address and Reasons page or on the web page Ongoing Out-of-Home Care Services – Placement Resources section (<https://dcf.wisconsin.gov/cwportal/ongoing/ohc>). DCF strongly encourages child welfare staff to select the main maltreatment allegation, i.e. Neglect, Physical Abuse, Sexual Abuse, and, where applicable, in addition select the underlying factor(s) that may have contributed to the child's removal, i.e. Caretaker Alcohol Abuse, Caretaker Drug Abuse, Inadequate Housing, Incarceration of Caretaker(s), etc.

Two recent pieces of state legislation passed in April 2018, 2017 Act 261 and 2017 Act 262 provide additional supports to address the issue of substance use disorder. Specifically, these bills direct and provide funding to DCF to

establish opioid-related training for child welfare workers, provide grants for youth prevention programs, and provide grants for Family Drug Treatment Courts. DCF is proceeding with implementing these new laws.

General CAPTA Updates

In 2018 CAPTA funds were used for a variety of purposes consistent with the purposes of the CAPTA program.

- Alternative Response – please see Section 2 for training details related to the AR project and page 201 in Section 3 related to previous year efforts relative to Alternative Response and planned activities for next year.

Wisconsin Act 78 and Systems Change Review

In the last year Wisconsin developed a system change model to align with the Child Welfare Model for Practice. The 2009 Wisconsin Act 78 became effective on February 1, 2010, requiring the Department of Children and Families (DCF) to share information with the public in instances of child death, serious injury, and egregious incidents due to suspected or confirmed child maltreatment and in cases where a child in out-of-home care placement is suspected to have committed suicide.

As a county administered, state supervised system, Act 78 directs the local child welfare to notify DCF when there is suspicion that one of the following incidents have occurred:

Child death or serious injury is defined in Act 78 as “an incident in which a child has died or been placed in serious or critical condition, as determined by a physician, as a result of any suspected abuse or neglect that has been reported under this section or in which a child who has been placed outside the home by a court order under this chapter or ch. 938 is suspected to have committed suicide.”

Egregious incident is defined as “an incident of suspected abuse or neglect...involving significant violence, torture, multiple victims, the use of inappropriate or cruel restraints, exposure of a child to a dangerous situation, or other similar, aggravated circumstances.”

Once the local child welfare agency determines an incident likely meets the above definitions, Act 78 requires the local child welfare agency to submit specific case information to the DCF within 2 working days. The specific information required is outlined in 48.987 (7) (cr) (a), (b), (c), (d), and (e), (f). The information the local child welfare agency submits to the DCF is transmitted via the statewide automated system, referred to as eWISACWIS.

The DCF has assigned primary responsibility for the review and analysis of these submissions to the DSP. Specifically, the DSP is responsible for the qualification and public notification of incidents, and determination and facilitation of review. In Wisconsin there are two levels of review that can be assigned to an incident. They are referred to as a “Summary” or “Practice Review.”

Summary Review

All cases that qualify for public notification receives a Summary Review that consists of reviewing the electronic case record. Results of this review are communicated to the public through a “90 Day Summary.”

Practice Review

Incidents that involve significant or current CPS intervention receive a further level of review in addition to the Summary Review, referred to as a Practice Review. When cases qualify for a Practice Review, the DSP is responsible to determine a method for review. In 2015, the DCF decided to advance a new approach to the analysis of those cases qualified for a Practice review.

This progress report provides information and data regarding the method the DSP elected to implement. This method is formally referred to as the “Systems Change Review” process. This document explains how the various components of this process provide a methodical approach to the analysis of those cases assigned to a Practice Review. The study of these cases through the application of a Systems Change Review include:

- Review of the case record and development of key observations
- Interview of relevant staff (i.e., *Debriefing*)
- Discussion and analysis of system influences on key observations (i.e., *Mapping*)
- Documentation of contextual information and analysis to inform and understand key observations (i.e., *Second Story*)
- Scoring of documentation and conversion to data points (i.e., *Scoring*)
- Sharing of the score with local agency management
- Recommend program and practice improvements for the Wisconsin child welfare system

At the completion of the Systems Change Review, the public is notified in the form of a document referred to as the “6 Month Summary.”

The Systems Change Review was implemented in November 1, 2016 in the balance of the state and will go live in DMCPs during the fourth quarter of 2018. The DCF provides additional and detailed information and training to county agencies and DMCPs regarding the Systems Change Review upon case qualification.

In addition to public notification on a case by case basis, the Act also requires the DSP to provide a quarterly summary report and an annual calendar year report for all children in out-of-home care placement that have been sexually abused as defined in s. 48.02 (1) (b) to (f).

Wisconsin Child Welfare Model for Practice

CAPTA Funds are used to support the Wisconsin Child Welfare Professional Development System to continue to implement the Child Welfare Model for Practice. The purpose of Wisconsin’s child welfare system, as articulated in the Wisconsin Child Welfare Model for Practice, is to keep children safe and to support families to provide safe, permanent, and nurturing homes for their children. The system strives to engage with children, youth, and families to expand healthy connections to supports in their communities and tribes and bolster resiliency in families to help them thrive. The following core values guide the work of the child welfare system: Trust, Respect, Engagement, Accountability, Trauma-informed Practices, Culturally responsible Practices, Workforce Support, and Family-Centered Approaches. The Wisconsin Child Welfare Model for Practice serves as the compass that guides the work and decision-making in the child welfare system.

Multi-Disciplinary Outreach, Consultation, and Coordination

DCF participated in the July 2016-17 National Governors Association Three Branch Institute on Improving Child Safety and Preventing Child Maltreatment Fatalities. The Wisconsin team was composed of three members from the Executive branch (two from DCF and one from the Child Abuse and Neglect Board), two legislators, and two representatives from the judicial branch (the CCIP Director and a circuit court judge). Following is the action plan developed by the Wisconsin team and the status of each item:

- Implement the Systems Change Review, modeled on the Collaborative Safety Review process pioneered in Tennessee, to review critical incidents: Implemented beginning 2017
- Develop a predictive risk model to identify high risk families deflected from child welfare system: Beginning in July 2017, DCF is contracting with an external research partner to develop a statistical predictive risk model
- Identify effective interventions and service delivery mechanisms to prevent child maltreatment in high risk families: Literature review completed by University of Wisconsin-Madison
- Develop standardized communication protocol between judicial officers and child welfare caseworkers: Completed December 2017
- Assess and expand court-led Child Safety Decision-making Model pilot sites: Final reports completed for Waukesha County (June 2017) and Jackson County (December 2017); La Crosse pilot underway
- Legislative Children's Caucus carries out its mission to educate legislators on children's issues: Children's Caucus held regional meeting in 2017 and continues to meet; bi-partisan legislative Task Force on Foster Care formed in June 2017 and developed package of bills which were passed and signed into law in April 2018
- Develop an understanding of and strategies to address opioid addiction and other drug abuse issues in families that affect child safety: Status is described below

In September 2016, Wisconsin Governor Walker issued Executive Order #214 creating a state-wide Governor's Task Force on Opioid Abuse, composed of a broad range of executive, legislative, and judicial branch leaders and external stakeholders. The statewide Opioid Task Force began meeting in October 2016. The Governor's Executive Order also directed a number of state agencies to develop a steering committee to address the opioid crisis in Wisconsin. As directed by the Governor, DCF established a cross-system Steering Committee, charged with developing an understanding of and strategies to address opioid and other drug abuse issues in families that affect child safety. The DCF Opioid Steering Committee was co-chaired by Fredi-Ellen Bove, Administrator of Division of Safety and Permanence and Michelle Rawlings, Director of Bureau of Safety and Well-Being, who were members of the Three Branch Institute team. Other members of the DCF Opioid Steering Committee are representatives from the state public health agency, the state mental health authority and single state agency on substance abuse, the court system, law enforcement, counties, Tribes, physicians, service providers, and hospital representatives. The DCF Opioid Steering Committee met on a monthly basis throughout 2017.

The Committee used the framework recommended by the National Center on Substance Abuse and Child Welfare, which examines the following five points of intervention: Pre-pregnancy, Prenatal, Birth, Neonatal, and throughout Childhood and Adolescence. Through written and oral presentations, the Committee gathered and reviewed information from local, state, and national recognized experts in the field of substance use disorders. Based on its

analysis and synthesis of information gathered from local, state, and national experts, the Steering Committee made the following Priority Recommendations.

Priority Recommendations

1. Subject to funding availability, expand use of evidence-based programs, such as the “Celebrating Families!” and “Strengthening Families” prevention programs, designed to break the intergenerational cycle of addiction within families by targeting education and prevention to youth with parents with substance use disorders (SUD).
2. Evaluate and revise as appropriate the State Child Protective Services (CPS) Standards and Wis. Stat. Chapter 48 to align with the cycle of addiction, including:
 - ensuring child safety, permanency, and well-being with realistic timeframes and outcomes
 - realistic case planning to ensure service provision, maintain child safety, and enhance reunification
 - effective child safety planning related to relapse
 - the use of exceptions to federal Adoption and Safe Families Act (ASFA) timelines
3. Improve data collection on drug/alcohol use in child welfare and youth justice cases.
4. Strengthen cross-system education/collaboration/peer learning among the child welfare system, local and national law enforcement, medical and behavioral health care providers, insurers, the workforce system, education partners (schools and child care), and legal partners (courts and attorneys), specifically including voices of individuals with lived experience to promote collective impact with the goals of developing and establishing at the policy and program levels:
 - Shared non-labeling language, communication, goals, and measurement of success
 - Shared understanding of addiction science and benefits of evidence-based Medication Assisted Treatment for expectant mothers, mothers, and infants
 - Knowledge and use of evidence-based and promising practices, such as GunderKids, that may be models for replication
 - Multi-disciplinary teams and a coordinated response for families dealing with SUD
 - Access to non-governmental funding sources.
5. Expand and promote treatment programs for parents with children that are tailored to the individual’s needs and the needs of the children, such as providing living spaces and/or child care and services for children as needed.
6. Address barriers to treatment, such as lack of safe and affordable housing, transportation, and immediate access to services.
7. Increase the workforce capacity of professionals treating SUD using evidence-based approaches by reducing barriers to AODA clinician licensing and collaborate with higher education institutions to increase the number of certified dual diagnoses (AODA/MH) professionals.

8. In the legal system, integrate the principle of accountability with the provision of SUD treatment for caregivers involved in the system due to SUD through
 - Increased availability and use of diversion programs, when appropriate
 - Establishing partnership among district attorneys/county corporation counsels, judges, child welfare, law enforcement, and behavioral health systems working with families with SUD.

Governors' Executive Order #273 on January 19, 2018 directed DCF to improve documentation in the eWISACWIS system of substance use issues in child welfare cases and revise Child Protective Services (CPS) Standards. Wisconsin CPS Standards need to be closely evaluated to ensure that they clearly define when use or abuse of substances constitutes threats to child safety, such as neglect by the parents. The presence of substances in a parent's system, on its own, does not necessarily constitute a safety threat or neglect. In addition, federal law, as enacted under ASFA, and state law (Wis. Stat. § 48.417) require that a termination of parental rights (TPR) petition be filed if a child has been in out-of-home care for 15 of the most recent 22 months unless certain exceptions apply. These exceptions include documentation demonstrating that a TPR is not in the best interests of the child or that the birth family has not been provided the services necessary to make it possible for the child to be reunified. Treatment for SUD may exceed 15 months, particularly due to wait times to enter treatment because of a shortage of treatment providers, and the likelihood of relapse. Child welfare standards should be evaluated to determine if more robust guidance can be developed for caseworkers regarding when an exception to the 15-month ASFA provision is appropriate in cases involving substance use disorder.

CPS and Law Enforcement Agencies

DCF continues to be a member of the Wisconsin Alliance for Drug Endangered Children (WIDEC) and the DEC Steering Committee. The WIDEC is a multidisciplinary partnership that assists communities in assessing service needs, coordinating efforts, and keeping children safe and free from exposure to dangerous drug environments. DEC in Wisconsin exists on three levels - county/tribal, state, and national. As a member of the DEC Steering Committee, the DCF collaborates with partners from local, state and federal agencies, including child protective services, sheriff and police departments, district attorney offices, prevention services, law enforcement, health departments, American Family Children's Hospital, the WI Department of Justice, WI Department of Health Services, and the Federal Bureau of Investigation.

The WIDEC supports DEC programs to better serve the children in our state by expanding DEC programs, offering basic DEC training and providing an annual DEC conference. In addition to serving as a Steering Committee member, the DCF allocates CAPTA funding to support the conference each year. The DEC Steering Committee organizes the statewide conference where local DEC programs are formally recognized. National and state experts are brought in to educate Wisconsin on current issues and promising practices.

CPS and Child Abuse Prevention

In 2016-2018, the DCF has served as a member of the Child Abuse Prevention Month workgroup in partnership with the Child Abuse and Neglect Prevention Board and the Prevent Child Abuse Wisconsin Program through Children's Hospital.

Together for Children Conference

CAPTA funding continues to support the Together for Children Conference, the annual Wisconsin child abuse and neglect prevention conference. The DCF is a regular sponsor and planning partner for this annual prevention conference. The conference strives to improve prevention, treatment, investigation, and prosecution of child abuse and neglect by providing training that addresses emerging issues and increases the knowledge and skills of attendees. Over 300 people attended the 31st annual conference at The Osthoff Resort, Elkhart Lake, WI from April 10-12, 2018. Preconference sessions on April 10, 2018 focused on Drug Endangered Children, recognizing the importance of partnership, identifying how drug use impacts child safety and when law enforcement should contact CPS and understanding the structured decision making process of engaging families with safety planning and understanding least restrictive efforts. A second preconference session was held regarding Understanding and Responding to Youth Sex Trafficking in Wisconsin. The first day of the conference opened with a keynote speaker, Sheriff Timothy Whitcomb from Cattaraugus, New York regarding Post-Traumatic Stress Disorder: To Protect and Serve Those Who Protect and Serve. Additional workshops included understanding different forms of maltreatment such as burns, neglect, and sentinel injuries, forensic interviewing, trauma related interventions, and family/drug treatment courts.

A Proclamation from Governor Scott Walker, issued on March 23, 2018, proclaimed April as Child Abuse Prevention and Awareness Month in Wisconsin. Governor Walker's proclamation highlighted the Say Something, Do Something for Kids campaign, an initiative of the Child Abuse and Neglect Prevention Board, Prevent Child Abuse Wisconsin, and DCF. The goal of this initiative is to get the citizens of Wisconsin actively involved in stopping child abuse and neglect before it happens. It encourages Wisconsinites to "Say Something" if they suspect a child is being threatened, harmed, or neglected; notes the need for prevention programs and the importance of strong families; and spreads the word that we can save lives and money by preventing child abuse and neglect instead of treating the lifelong harm caused by childhood adversity and trauma after the fact. Further, the initiative encourages the citizens of Wisconsin to "Do Something" by allocating funds to organizations and other resources designed to stop child abuse; promoting and supporting legislation that grows healthy children and families; and making child abuse prevention a priority every day, not just one month every year.

CPS and Domestic Abuse Programs

There is a well-established overlap between domestic abuse and the maltreatment of children both in the literature and in practice experience in Wisconsin. In 2017, the Department of Children and Families supported experienced facilitators to develop a Memorandum of Understanding (MOU) that would permanently elevate collaboration between Child Protective Services agencies and domestic abuse programs. Two counties completed this initiative in 2017: Portage County and La Crosse County.

The completed MOU's identified very specific deliverables. Each county created year-long calendars to implement the tasks identified in the MOU's. Some of the common elements in each MOU include:

- Commitment to cross-training, with specific training topics identified
- Identification of a process and hierarchy of persons to be involved in "conflict resolution" situations between the agencies
- Process for reporting of child abuse and neglect by the domestic abuse agency
- Joint referral protocols between the agencies

- Clear and specific recognition of relevant confidentiality laws and requirements, how they will affect collaborative work, and how potential problems may be addressed
- Plan for sustaining the on-going relationship, including the identification of agency liaisons or an on-going committee

Feedback from participating agencies was overwhelmingly positive. Participants have stated that relationships have been strengthened and that the MOU is being followed.

The completed MOUs have been shared with other counties to encourage them to undertake a similar effort, although counties are strongly encouraged not to use a sample MOU as a template, but to undertake a thoughtful process specific to their community's needs and history of collaboration. To help with the process, DCF has updated a resource guide on the creation of an MOU.

CPS and Health Care Professionals

The Department of Children and Families uses CAPTA funding to support the Wisconsin Child Abuse network (WI CAN), an inter-disciplinary public-private partnership formed in 2009 and dedicated to improving the accuracy of child abuse investigations. It is led by representatives of The Medical College of Wisconsin; Child Advocacy Centers of Wisconsin; Children's Hospital of Wisconsin; the Wisconsin Coalition Against Sexual Assault; the Child Abuse and Neglect Prevention Board; and the Departments of Children and Families, Health Services and Justice.

WI CAN works to improve the response to child maltreatment through ongoing education and a web-based peer review network. It connects professionals statewide to medical expertise to improve access to medical input in child maltreatment investigations.

The WI CAN Educational Series consists of statewide, web-based lectures and case-based discussions on various topics related to child maltreatment delivered and led by subject matter experts. The target audience consists of physicians, advanced practice providers, nurses, other allied health professionals, law enforcement officials, social workers, and attorneys. The goal of the educational series is to improve the recognition of child maltreatment and management of cases when child maltreatment is a concern. Webinars are held on the third Friday of each month. Throughout 2018, DCF continues to support with WI CAN Educational Series. WI-CAN established a website as follows: <http://www.wichildabusenetwork.org/>.

Some webinars offered in 2018:

- Abusive Head Trauma
- Emotional Abuse
- Abdominal Injuries from Child Maltreatment
- Burns and Burn Scene Investigation
- What is That Mark? Skin Findings in Physical Abuse
- The Intersection of Violence and Youth who Identify as LGBTQ+
- Drug Testing when Child Maltreatment is Suspected

CPS and Tribal Child Welfare Agencies – see Tribal efforts description in Section 6.

CPS and the Judicial System

Please see the Collaboration Section for an update on DCF’s collaborative efforts with the judicial system.

Citizen Review Panels

Citizen Review Panels are also supported through Wisconsin’s CAPTA. They are described in detail in the collaboration section (2) starting on page 18 and a link is provided for all reports.

Update on Plans for Using Increased FY 2018 Appropriation Funding

As described above, DCF has multiple CAPTA-supported initiatives that are focused on addressing the needs of substance-exposed infants and their families. DCF efforts related to enhancing Multi-disciplinary Outreach, Consultation, and Coordination (described above in the Section D. CAPTA Activities) per recommendations from the DCF Opioid Steering Committee will require further development, support, and funding. These recommendations include a broad range of program and practice improvements and will align with several other CAPTA-related initiatives currently underway. These initiatives include state legislative and Governor’s executive order directions related to strengthening child welfare and include: training, data collection, and standards related to substance use. Systems Change Review implementation support, and continued and increased coordination with CPS and Law-Enforcement Agencies related to drug-endangered children. The DCF intends to use the \$1,479,664 available in FY 2019 to continue to advance and enhance implementation and support of the initiatives described above.

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Section E: Chafee Foster Care Independence Program (CFCIP) and Education and Training Voucher (ETV) Program

Wisconsin's Independent Living (IL) and Education and Training Voucher (ETV) Programs promote the development of life skills for youth in out-of-home care (OHC) and young adults who have exited care. DCF has reviewed updated program requirements and is offering services consistent with ACYF-CB-PI-18-06. Transition support is provided for all exiting OHC at age 18 or older in accordance with the John H. Chafee Foster Care Independence Program (CFCIP). This plan addresses both Sec. 477 (42 U.S.C. 677) (a) of the Social Security Act and Wisconsin's progress on the Children and Family Services Plan (CFSP) goals.

Wisconsin is a state supervised/county administered child welfare (CW) system with the exception of Milwaukee County, where the CW system is administered by the state through the Division of Milwaukee Child Protective Services (DMCPS). In CY2017, three county CW agencies, the DMCPS, three tribal CW agencies, six regional agencies, and the Department of Corrections (DOC) received CFCIP funding and were responsible for providing services to eligible youth from age 14 to 21.

CFCIP description, eligibility, linkages, and continuum related to the eight CFCIP purposes:

Youth placed in out-of-home care, through either the child welfare or youth justice systems, along with youth that exit OHC at age 18 or older, and youth who exit care after they reach age 16 due to adoption or court ordered guardianship, remain eligible for IL services established by CFCIP. Goals related to independent living skill development are included in the youth's case management and permanency planning processes, and their importance is discussed with the youth and any parent(s)/guardian(s). This takes place when the youth is in OHC and as a youth is transitioning care and remains eligible for services.

These young people as well as their parents/guardians are provided information on how to access CFCIP/ETV services and are provided the application for the DCF Scholarship (funded through ETV). The importance of IL planning is discussed with the youth and their adoptive parents or guardians. Information related to skill building, independence, CFCIP and other resources available are addressed throughout the case management and permanency planning processes.

The CW agencies support safety, permanency, and well-being for youth ages 14-18 (or 21 in voluntary extended care) in OHC, which includes developmentally appropriate life skills activities, attainment of knowledge and connections to resources that prepare and assist youth to transition successfully to adulthood. Independent Living plans that include goals and activities are developed through strength-based child welfare practices (collaboration, teaming, community involvement and youth empowerment) that recognize the youth as the "driver" in case-planning activities, thereby identifying their goals for adulthood and identifying sources of support to achieve those goals. CW agencies create the permanency plan, which in Wisconsin also includes the IL assessment, IL plan, and identified adult supports for older youth, as described in state statutes. This is also required for youth placed out of state through Interstate Compact for the Placement of Children (ICPC) and those preparing for adoption or attaining a permanent guardian.

Life-skills development and transition activities are provided to youth in a timely, flexible, coordinated, and developmentally-appropriate way, building on the strengths of youth, families, the community, and cultural groups, and utilizing the expertise within the home, school, and community.

It is expected that the bulk of life-skills development during a youth's time in OHC occurs in the natural setting of the home, school, and/or community as caregivers and service providers create teachable moments, encourage youth involvement in extracurricular activities, and provide normalized activities to advance the youth's knowledge and experience.

The continuum of planning and services ensures that developmentally appropriate activities related to eventual independent living occur throughout a youth's time in care:

- When a youth's IL assessment and plan are required, an electronic notification is sent to the youth's case worker through eWiSACWIS, indicating that a youth has reached the eligibility threshold and that the IL assessment and plan must be completed within 90 days. Case workers use the Casey Life Skills and Daniel Memorial Assessments to determine the youth's level and type of needs. The Child and Adolescent Needs and Strengths assessment (CANS), which is required of all Wisconsin children in OHC, provides further information on the level of overall functioning, impact of trauma, and youth strengths, and needs to further inform plan goals. Agencies are encouraged to obtain and use information from a youth's Special Education Transition Assessment [if the child has an Individualized Education Program (IEP)] to inform decisions around developmentally appropriate activities and collaborate on transition planning with the school in order to ensure transition plan consistency and leverage resources such as referrals to the Division of Vocational Rehabilitation.
- The case worker is responsible for completion and documentation of the IL assessment, goals, and life skills development plan by engaging with the youth, foster parents, school, and community, and/or others identified through the CW team. Life skills development activities over time may include but are not limited to:
 - a) Activities that help identify personal strengths and increase self-awareness, values, decision making, and problem solving;
 - b) Basic life skills building activities such as the creation of a savings plan and budgeting allowance, introduction to and participation in community resources, driver's education; healthy nutrition and purchasing groceries, safely preparing meals, making appointments, laundry, clothes repair, home maintenance, etc.;
 - c) Opportunities for employment, career exploration, and attainment through activities such as: Job shadowing, internships, Workforce Innovation Opportunities Act (WIOA) programs, School to Work initiatives, or other local employment programs;
 - d) Ongoing discussions ultimately resulting in the development of a career plan that includes interests, strengths, and visions for future career and personal life;
 - e) Planning for academic success through high school credit accumulation, development of postsecondary goals, and access to postsecondary education;

- f) Developing safe and healthy relationships for youth related to: family, friends, neighbors, mentors, and others as identified by the youth, as well as how to navigate those relationships in a healthy way; and,
 - g) Obtaining documents over the time in care (that will be needed in adulthood) and providing them to youth at time of transition: State ID card, Social Security card, permanent green card (or citizenship), court order for name change, adoption records, etc.
- Plan goals and activities are entered into the IL section of the youth's permanency plan and are reviewed and updated every six months while the youth is in OHC.
 - When a youth in OHC reaches age 17 ½, the case worker is notified electronically through eWisACWIS that the Independent Living Transition to Discharge (ILTD) plan must be completed and implemented in the 90 days prior to youth's aging out of care, per the federal FCIA. The case worker has the youth identify who the youth would like to have present at the ILTD meeting; this may include, but is not limited to, family members, education team members, mentors, and other supportive adults. Applicable staff from the transition resource agency (TRA) (see *Accomplishments* section below) also participate. The meetings are youth-driven, with the youth identifying goals, activities, and resources to prepare for a successful transition from care. The team is responsible for making sure all the needs related to housing, health, education, employment, as described in FCIA, are thoroughly addressed.
 - Once a youth leaves OHC, the TRA responsible for IL service provision in the region the youth resides provides continued support pertaining to education, employment, housing, health care, life-long connections, mentoring, and/or financial assistance for youth up to age 21 (23 for ETV).

DCF provides a number of trainings via its collaboration with the Wisconsin Child Welfare Professional Development System (<https://wcpds.wisc.edu/>) to support and educate CW agencies, foster parents (available to all, but targeted to foster parents of youth age 14 or older), independent living coordinators, and other individuals involved with out-of-home care and CFCIP service provision. Such trainings include, for example, modules on *Caring for Children in Foster Care*, and *Independent Living: Building the Path to Independence, and Youth Transition to Adulthood*. DCF also offers resources, guides, and training materials to partners via its website, including an overview of the NYTD requirements and staff responsibilities, independent living eligibility criteria, etc.

CFCIP 2017 Accomplishments and Planned Activities for 2018

1. DCF's regionalization of independent living services for youth ages 18-23 progressed in 2017. Region 3, where SaintA will administer services, was the sixth region to become active (the final region will go into effect in January 2019). Though it includes only Milwaukee County, Region 3 is expected to serve one of the largest eligible populations in the state because of the area's scope of need. Similar to the other regions' requirements, SaintA is responsible for the direct service provision and facilitation of collaborative opportunities to meet the needs of CFCIP-eligible youth who exited care. Its role includes, but is not limited to:
 - a) Collaborating with the CW agencies during a youth's transition to develop and implement the youth's ILTD plan;
 - b) Facilitating the youth's understanding of, access to, and success with secondary education and/or postsecondary education opportunities, according to the goals the youth identifies;

- c) Identifying and building connections to employment and job training agencies, programs, and supports, and facilitating youth access to such resources, according to the goals the youth identifies;
 - d) Forming connections to housing agencies, landlords/management companies, and subsidized housing programs and connecting the youth to such programs, according to the youth's needs;
 - e) Increasing the youth's understanding of physical and mental health care services and providers, including providers serving special needs populations, and assisting the youth's connection to these resources, according to the youth's needs;
 - f) Helping the youth identify and develop permanent connections to family members and caring adults, including a focus on existing natural supports and education on healthy relationships;
 - g) Assisting the youth in improving the youth's financial literacy and budgeting skills; and
 - h) Providing financial assistance for youth's needs, goals, and activities that may relate to transportation to employment, education, or prosocial opportunities; childcare; education expenses; room and board; and utilities, among other needs.
2. Because counties, tribes, DJC, and regional agencies provide CFCIP services, DCF made a considerable effort in 2017 to bring different stakeholders together to facilitate discussion, get feedback and recommendations, identify ongoing resource gaps or potential partnerships, and troubleshoot issues related to independent living. DCF coordinated and facilitated summits in most of the active regions in fall 2017 (one had to be rescheduled for early 2018) to provide opportunities for such collaboration. These were successful and well-received; they will continue to take place in each region twice a year in 2018 and beyond.
 3. To provide support to the regional agencies and county CW agencies, DCF continued to develop, refine, and distribute resources related to CFCIP eligibility, allowable funding and expenditures, etc. These resources include, but are not limited to, eligibility guides, FAQ documents, service and information documentation guides, and ILTD and NYTD trainings.
 4. DCF revised the processes by which regional agencies will plan their annual service provision, project youth to be served, and track their population's outcomes. This will allow the regional agencies to better develop their annual planning and direct their services. It will also enable DCF to better evaluate the agencies' work and provide concrete guidance and support. It will be an important step in establishing a baseline of data to measure population needs; service variety and/or gaps, uptake, and retention; and youth outcomes.

National Youth in Transition Database (NYTD)

Wisconsin has used NYTD data to inform partners and other stakeholders about youth outcomes at age 17, 19 and 21 at various venues. NYTD data continues to be used as a discussion starter related to creating a sense of urgency for strengthening services for youth.

NYTD outcomes data are available via reports generated by the eWiSACWIS system. In 2017, DCF shared these with CW agencies and TRAs at summit gatherings.

DCF continues to contract with the University of Wisconsin Survey Center (UWSC) to administer the survey for all three age groups. UWSC has improved NYTD data collection through more frequent and robust outreach efforts to youth no longer in OHC.

In the oversight of the NYTD database, DCF collaborates with public and private sectors, as well as federal and state programs (including CB, IM and FYSB and coordination to address youth who run from foster care). This collaboration takes place at various levels of CW services, government, educational systems, and individuals in the youth's life, as indicated throughout this report.

1. The DCF Bureau of Youth Services brings a stronger, more coordinated and comprehensive focus to the needs of youth in and exiting foster care. The Bureau expanded linkages between DCF and the Department of Public Instruction (DPI), Department of Workforce Development (DWD), Department of Health Services (DHS), Homeless and Runaway Programs, postsecondary institutions, and the Department of Corrections. This coordination is expanding options to child welfare and regional agencies serving youth by enhancing local linkages with community resources such as University of Wisconsin Extension offices, school districts, health centers, Medicaid offices, Aging and Disability Resource Centers and employment search and training center. Examples of successful efforts include:
 - a) Collaboration with DPI on the passage of Pupil Records legislation, Act 161 which allows school districts to share educational records with child welfare personnel, and on implementation of the Every Student Succeeds Act.
 - b) Increased partnership between DCF and Wisconsin DWD to identify and service foster youth through WIOA and Vocational Rehabilitation programs.
 - c) Collaboration with DHS on creating a useful report so that DCF can track continued Medicaid for former foster youth.
 - d) A desk guide for promoting school success for children in foster care, and the Education Passport were created to facilitate caseworker communication with school districts in order to improve communication and credit accumulation.
2. The PATHS grant initiative successfully awarded in the spring of 2017.
3. The Wisconsin Youth Advisory Council (WI-YAC) is the primary youth stakeholder group that DCF consults with on issues related to OHC, CFCIP, and ETV programs. Each independent living region is also required to facilitate a local youth advisory council. Accomplishments in 2017 and future activities involving the council(s) and DCF include:
 - a) YAC members' ongoing input on resource development, communications, and/or service provision as the need arises.
 - b) YAC members provide feedback on and advocacy for service provision to youth currently or formerly in OHC and CFCIP. Youth testified before the Wisconsin Task Force on Foster Care to advocate for tuition remission for foster youth at Wisconsin postsecondary institutions.
 - c) YAC members participated in panel discussions at a number of conferences and meetings including the Child Welfare and the Courts Conference, Dane County Permanency Planning training, University of Wisconsin courses, and various events and trainings held throughout the state.
 - d) YAC members collaborated with DCF, the Coalition for Children, Youth, and Families, and other agencies to put together an annual Hands Around the Capitol event to bring awareness to the scope of foster care in Wisconsin and beyond during Foster Care Awareness Month (May).

- e) DCF encouraged and/or sponsored YAC members to participate in Congressional Shadow Day and the Foster Youth Internship Program, and attend both the Citizen Review Panel national and state Conferences and the National Daniel Memorial Conference.
 - f) DCF included a YAC member on its Program Improvement Plan workgroup to address areas identified during the state’s Child and Family Services Review (CFSR) process. The workgroup began its work in fall 2017.
 - g) The YAC will continue its role as a Wisconsin Citizen Review Panel under the Child Abuse Prevention and Treatment Act (CAPTA), and members have attended and will continue to attend the National Conference annually and provide recommendations to DCF related to this focus area.
 - h) Select YAC members took the initiative to develop their own projects, including:
 - I. The Foster Match Program, a mentoring program that seeks to pair current foster children with mentors who were former foster children. The program partners with the Big Brothers and Big Sisters (BBBS) agency in the area to select and train volunteers. Foster Match will soon move into its second county.
 - II. Foster Faces, a social media program that provides a way for former and current foster youth to more easily connect with individuals who have similar lived experience.
4. DCF continued to improve collaboration between RHY programs and the foster care and independent living programs. This is a main driver for the regional youth services approach.
 5. DCF’s ongoing commitment to youth services will help keep youth positively engaged, employed, educated, and connected so as to minimize the risk of sex trafficking. Ongoing efforts to reduce homelessness among youth aging out should also result in a reduction of risk for sex trafficking among the most vulnerable youth.

Coordination and Consultation with Tribes:

Three tribes – Ho Chunk, Lac du Flambeau, and Lac Courtes Oreilles – have consistently requested and received CFCIP/ETV allocations directly from DCF, using the statewide formula for the provision of IL services to tribal youth. Tribal youth aged 14-18 in Wisconsin – both those who are not able to access Chafee funded IL services directly through their tribe and those who can – are able to access services through the child welfare agency in their resident county. DCF requires counties and tribes to collaborate on IL services for tribal youth whether under a tribal or county court ordered OHC placement. Those tribal youth aged 18-21 who are eligible for independent living services can access them via the TRA in their area. Tribal children are eligible for all services listed in the services continuum section of this report on the same basis as non-tribal children.

All tribes, whether they receive funding directly from DCF to provide IL services or their eligible youth receive services from the county agency, are made aware of IL policies related to older youth and CFCIP through the DCF policy and informational memo process and Department and Tribe management meetings. In 2017 tribes were also invited to Regional roll-out meetings for Region 3 and summit meetings across the state, to facilitate conversation about tribal needs and priorities as they relate to independent living, and discuss possible coordination with the regional independent living agencies. In late 2017, DCF staff began preparing for an early 2018 meeting to discuss the options for independent living service provision to tribal youth – whether provided by the tribe through direct funding opportunities, provided by the county/region, or provided via some hybrid, according to the youth’s age, identified needs, etc. DCF also mirrored the process for TRAs to also require tribes to submit an annual plan in order to receive

direct funding from DCF for an independent living program. They will also be responsible for reporting out similar outcomes to regional agencies related to their youth on annual basis.

Education and Training Vouchers (ETV) Program

Eligibility and program description

The Wisconsin ETV Program is available to all youth meeting current Wisconsin IL eligibility criteria up to their 23rd birthday provided the youth is participating in the voucher program on his or her 21st birthday. The youth must be enrolled in an accredited postsecondary program and make satisfactory progress toward the completion of a degree/program.

DCF uses ETV funds in two ways:

1. To fund the DCF Scholarship program for eligible youth. This is administered by DCF staff and covers tuition, fees, and books.
2. To permit three county CW agencies (those counties not yet regionalized), three tribes, and the six active regional agencies to meet the postsecondary needs of the eligible youth with whom they work. These ETV funds cover such expenses as transportation, childcare, tutoring, and one-semester certificate programs that lead to employment such as Certified Nursing Assistant.

To meet the requirements under section 102 of the Higher Education Act of 1965, Wisconsin institutes the following requirements:

- Combined scholarships and local ETV assistance will not exceed the lesser of \$5,000 per year or the total cost of attendance as defined in section 472 of the Higher Education Act
- The DCF Scholarship Program may provide funding for any direct costs (e.g. tuition, books, and fees) associated with attending an institution of higher learning
- Local/regional agencies will use ETV funds to finance youth's postsecondary needs that could include tuition, fees, and books, or other eligible expenses such as computers and technology
- ETV and DCF Scholarship funds may not be used to pay for post baccalaureate education

Under the new service model, TRAs also receive the ETV funding historically provided to the county CW agencies for this purpose. In order to ensure that the total amount of educational assistance does not exceed the total cost of attendance and to avoid duplication of benefits under this and any other federal or federally assisted benefit program, the DCF Scholarship administrator and local agencies document the funding provided on the youth's IL service page in eWiSACWIS. They also closely collaborate to verify the amount of ETV funding expended for each youth throughout the academic year and ensure that the youth is accessing as much of his or her ETV allocation as possible. DCF also notifies postsecondary institutions of the DCF Scholarship funding that youth receive and coordinates payment to those institutions.

For a number of reasons, Wisconsin has historically underspent its ETV allocation. These include confusion about youth eligibility, what expenses qualify, the distinction between ETV and DCF scholarship funds, and the decreasing number of youth aging out of foster care, among other considerations. DCF's regionalization of CFCIP and the ETV

supports in Wisconsin is strengthening engagement and accountability for connecting youth to ETV opportunities. Wisconsin will also take the following steps to address ETV underspending:

- Consolidate ETV funds into a single pool of money, that will reduce confusion and duplication, and will streamline youth access to funds and maximize use of their allocation
- Rebrand ETV statewide to instead use a term that is more obvious in its intent
- Continue to allocate up to \$5,000 per qualifying youth, regardless of accredited school type (e.g. university, technical school).
- Continue to educate regional agencies, county partners, and other stakeholders about youth eligibility and what expense ETV can cover. This will be done via electronic communication, summits, region/county collaborations, etc.
- Determine and implement additional ways to increase awareness and use of the program

We believe the short-term and long-term measures described above will improve Wisconsin's ETV spending.

Collaboration

State and local agencies partner with secondary and postsecondary institutions and each other to increase awareness of the educational challenges faced by youth aging out of OHC and the ETV Program. Wisconsin's ETV programming is discussed with OHC youth, CW agencies, regional agencies, postsecondary institutions, and the Foster Youth to College (FYC) advisory group. FYC includes representatives from DCF; Wisconsin's technical, private, and public universities and schools; the Wisconsin Department of Public Instruction; and high schools. The group is involved in all levels of discussions related to youth in OHC's completion of high school and access to and completion of postsecondary education. In 2017, the relationship between DCF and the DPI was strengthened, as both departments began implementing the requirements of the Every Student Succeeds Act (ESSA). Two members of the group presented at an orientation for incoming college counselors to discuss how a high proportion of youth in OHC aspire to attend postsecondary school, but a low proportion actually attend and even fewer go on to graduate and identify key ways counselors can support such youth on their campus. FYC is also focusing on avenues for youth for whom postsecondary school is not what they want or need to achieve their goals.

Specific accomplishments and progress to establish, expand, or strengthen our postsecondary educational assistance program included:

- Refined tracking of DCF scholarship applications, awards, and payments; increased collaboration with and communication to regional agencies to maximize ETV fund utilization
- Continued permission to apply ETV funds to for-profit institutions, during unconventional terms (e.g. summer term), and out of state schools

Additionally, these next steps will further strengthen the program:

- Consolidation of ETV funds into a single pot of money towards which applicable ETV expenses will be applied
- Local youth advisory council input on the rebranding of the ETV program – including name, logo, and possible communication materials/approaches

Table 39: Education and Training Vouchers Awarded*

	Total ETVs Awarded	Number of New ETVs
Final Number: 2016-2017 School Year (July 1, 2016 to June 30, 2017)	194	75
2017-2018 School Year* (July 1, 2017 to June 30, 2018)	144	83

*Preliminary because the school year has not ended as of time for APSR submission.

Section F: Updates to Targeted Plans within the 2015-2019 CFSP

There were no substantive changes to the four plans submitted in 2014. Updates to each of the following plans are provided.

Foster and adoptive plan – Updates to the plan can be found in Attachment B

Health Care Oversight – regular data reports are provided as attachments to this document as progress toward plan goals in Attachment B

Disaster Plan – No updates to the plan.

Training Plan – Updates are Located in Attachment B

Foster and Adoptive Parent Diligent Recruitment Plan Updates

Diligent Recruitment Plan - Strategies to Reach all Parts of the Community

Wisconsin has a process for and is committed to recruiting foster and adoptive parents that reflect the racial, ethnic, and cultural diversity of the children in OHC. Local child welfare agencies, including the state’s Division of Milwaukee Child Protective Services and the public adoption programs, counties, and private child placing agencies are responsible for recruiting families for the children living in OHC. The Division continues to increase resources to all licensing and placing agencies to support their efforts to recruit foster and adoptive parents who reflect the children in our care.

State staff called Permanency Consultants work with counties to identify children needing child-specific recruitment efforts so that these children can move to permanence in a more timely fashion. To help facilitate the timely movement of children to permanence, the Division required all adoption agencies working with the public child welfare system and counties, tribes, and private agencies to use the Structure Analysis Family Evaluation (SAFE) foster and adoption family assessment format so that the completion of an adoptive home study is not a barrier to a timely adoption. DSP supports SAFE trainings each year for new licensors and their supervisors.

Recruitment and Retention

Wisconsin Statewide Recruitment Goals

In collaboration with counties and tribes, DSP works with public, private, and tribal agencies to develop a pool of waiting families to meet the diverse needs of children in OHC (OHC). Specific strategies that are used include the following:

- Sustain a consistent, statewide recruitment campaign with materials that can be used by local agencies to build on the recognition gained from the statewide activities. During 2012, billboards were released to support the recruitment of foster homes for Indian children through collaboration with Wisconsin tribes. . In collaboration with the tribes in 2017-18, DCF developed a new and more expansive tribal campaign, which was launched in May 2018 at the same time a refreshed general foster parent recruitment campaign began.
- Continue to improve use of recruitment and retention data to enable agencies to make program improvement decisions based upon current and accurate data concerning family recruitment and retention. DCF is implementing a Geographic Placement Resource System (GPRS) Project to target recruitment and better identify areas in need and where foster children are removed. Being able to visualize on a map where foster children come from and where they are placed will improve the identification of areas in need of recruitment efforts by local agencies. The GPRS will display the race, ethnicity, relationship status, level of care certification, and provider characteristics. There were delays in the implementation of the targeted recruitment in GPRS due to state level changes to the geographic information system used by GPRS at DCF. GPRS became available to agencies in 2013. In 2015 licensing agencies were required to enter more specific provider characteristics into eWISACWIS to improve the information available to improve the match between the child and potential foster homes.
- Promote State Permanency Consultants (SPC) work with counties, tribes, and private agencies to facilitate timely, quality permanence for children. The SPC are available to provide child specific recruitment efforts which include Family Finding and Engagement, Permanency Roundtables, photolisting, creating recruitment videos, etc. Since 2015 the SPC have been available to public child welfare agencies to request Family Finding and Engagement for children needing a permanent resource and they provide consultation and coaching to workers and supervisors trained in Family Finding and Engagement.
- Collaborate with counties, tribes, and private agencies to develop policies and procedures to increase the identification of relatives as placement resources. In 2016 DCF released a desk guide to assist caseworkers in Family Finding and Engagement efforts which includes having the legal authority to contact relatives in Wisconsin and tips to involve relatives in case planning.
- Provide support and training to counties, tribes, and private agencies to improve community and cultural responsiveness to recruitment and retention activities, including access to services.
- Implement a dual licensing process (SAFE) to help facilitate quality and timely permanence by having studied and approved foster/adopt families as resources for children in need of permanence. Legislation was passed in 2016 Act 378 that requires a standardized home study for all foster and adoptive parents in Wisconsin.

The Foster Care and Adoption Resource Center (FCARC) produces a variety of recruitment resources for agencies to use at the local level. Resource Center brochures and information are also being used by local agencies to connect with families. In addition, the Resource Center has supported the recruitment and retention of foster and adoptive families through the annual foster care coordinators' conference. In 2016, the focus of the conference was Emotional Regulation for Secondary Trauma and targeted recruitment of foster homes. The Division is committed to assisting local agencies with targeted and child-specific recruitment. Beginning in 2010 and continuing through the present, the FCARC created new resources for relative caregivers, especially those who become licensed families. FCARC created a resource guide to assist workers working with relative caregivers and DCF approved the guide for issuance in 2013. In 2014, a training was conducted on the relative caregiver guide and in 2016 the guide was incorporated into the caseworker on-line placement training.

Staff at the Resource Center continue to operate a 1-800 toll-free recruitment line and have enhanced their web site to accept electronic inquiries regarding foster care and adoption. FCARC will continue to meet with local county and tribal agencies to gather information and ideas about how to expand services to meet the needs of local agencies throughout 2017 and beyond.

The Department continues to maintain and refresh a recruitment campaign to garner interest, counter negative images of foster care, and redefine what it means to be a foster parent in Wisconsin. This public awareness campaign was refreshed in 2018 in celebration of National Foster Care Month and continues throughout the year. Interest in foster care has risen as a result of the media campaign.

DCF also supports the Wisconsin Foster and Adoptive Parent Association through funding and technical support for a statewide newsletter created by foster parents, the Foster and Adoptive Support and Preservation Program, and the biannual conferences. The support includes foster parents who are trained to respond to concerns by other foster parents specifically around circumstances of allegations of abuse and neglect. DSP meets quarterly with foster parents from across Wisconsin in the Foster Parent Advisory Committee to gather input on pending policies and legislation and to allow foster parents to bring forward concerns they are hearing from other foster families.

Quality Parenting Initiative

The Quality Parenting Initiative (QPI), developed by the Youth Law Center in San Francisco, offers a way to respond fully and systemically to the challenges of recruiting foster parents. This approach has been used successfully in a number of states and jurisdictions and promises to have a similar effect in Milwaukee. The QPI seeks to change what foster parenting, including kinship care means to a community. Only the community itself can decide exactly what that is. Similarly, each community must identify local barriers to making the "brand" a reality and opportunities for improvement. Most importantly, bringing the community together to discuss parenting and caregiver expectations is the first step in increasing mutual respect and team building.

A broad group of community stakeholders has crafted a brand statement for foster care in Milwaukee and has identified four key areas of action needed to align system practices with the values articulated in the brand statement. These areas include clarifying legal constraints and requirements around confidentiality, increasing foster parent participation in court, improving the quality of visitation (family interaction) and establishing structures early in a case that encourage birth parent-foster parent relationships. Workgroups have been formed to address each of these areas.

A communication team has also been formed to create a comprehensive plan for ongoing communication of the purpose, values, and actions associated with QPI to all key constituencies.

Adoption Training Program

DCF recognizes that there are a number of options for families to get adoption training and gives credit where possible to limit the number of extra hours of training that a family may need to complete. Consideration is given to any family that has completed training through another program, state, county, or tribe. After reviewing documentation the family provides regarding completed training, a decision is made on what additional training, if any, the family may need to complete. Recently passed legislation, Act 279, establishes training requirements for adoptive parents.

The adoption program brought together international and domestic adoption agency staff to discuss issues related to adoption at a statewide conference in May 2013. The conference combined public, domestic, and international adoptions to address common themes and training topics. The annual Adoption Conference in 2014 focused on specific issues related to relative caregivers.

Post Adoption Resource Centers

The IV-B Subpart 2 funds received by the Adoption Program are used to support the post-adoption resource centers (PARCs) and the Public Adoption Program contracts. DSP contracts with six service providers to operate Post Adoption Resource Center (PARC) services in Green Bay, Stevens Point, Milwaukee, Madison, Eau Claire, and La Crosse. PARC services are funded by federal IV-B, Subpart 2 funds, and state funding and are available to all adoptive families, including parents of children who are adopted through domestic and international adoption programs.

The focus of the six PARC are to:

- Provide education, support activities and services to adoptive families living in the identified service area;
- Improve community awareness of adoption; promote a positive image of adoption; and an increased understanding of the unique issues facing adoptive families, especially among public and private human service providers, schools and medical care providers;
- Increase the availability of services for adoptive families by providing referral services such as respite care, crisis intervention, day care, after-school care, legal help, family counseling, support groups related to adoption, Title XIX service providers and planning for the transition of an adopted child to adulthood; and
- Establish collaborative efforts among public and private organizations and the general public to address the needs of adoptive families in the PARC area.

The names of all families who enter into an adoption assistance agreement are shared with the respective PARC, unless the family opts not to have their contact information shared.

As a new strategy to support families post adoption and post guardianship, the Department is implementing the Adoption and Guardianship Support (AGES) program which is described on page 72.

Health Care Oversight and Coordination Plan

In collaboration with the Department of Health Services (DHS), DCF provides health care services for foster children through the Medicaid Care4Kids program. This offers a medical home approach for coordinated and comprehensive medical, dental, and behavioral health services, including trauma-informed care, to children in OHC. It is responsive to the complex physical and behavioral issues of foster children and designed to meet their unique needs.

In the last year, Wisconsin has participated in the following activities and seen the following improvements.

- As of May 4, 2018, there are 3,155 children enrolled in the program.
- The program currently operates in six southeast counties.
- DCF and DHS are working with the contracted agency to improve services in the six participating counties.

Wisconsin's health care oversight plan has not changed since the FFY 2018 APSR submission. As required in Family First and articulated in Children's Bureau guidance, ACYF-CB-PI-18-06, DCF has appropriate procedures and protocols in place to ensure that children in foster care are not inappropriately diagnosed with mental illness, other emotional or behavioral disorders, medically fragile conditions, or developmental disabilities, and placed in settings that are not foster family homes as a result of the inappropriate diagnoses.

The Care4Kids medical home for children in out-of-home care requires a mental health screen and developmental screen upon entry into out-of-home care and then follow up with any additional assessments and services as identified. The Care4Kids program includes a Care Coordinator who insures all medical, mental health, and dental care providers working with the child are working off a coordinated services plan for the specific child based on the child's identified needs through the screens and assessments conducted for the child. The Care4Kids providers also have access to the Wisconsin comprehensive version of the Child and Adolescent Needs and Strengths (CANS) completed for every child within 30 days of entry into out-of-home care by the child welfare professionals. This comprehensive assessment includes the child's trauma history, daily functioning, mental and behavioral health needs, medical, and other similar functioning type needs. The CANS results include an algorithm for determining the child's Level of Need which in turn corresponds with appropriate Levels of Care in our out-of-home care provider structure which includes foster homes, group homes, and residential treatment centers. There are additional planning requirements when the child's identified Level of Need does not match the providers Level of Care. The CANS is re-administered every six months and if the child is placed in a congregate setting, the placing agency would need to be looking at less restrictive setting.

Disaster Plan – DCF APSR Update

No changes or additions are needed to the Disaster Plan. There were two incidents in the last year that DCF responded to.

Milwaukee case management agencies (Saint A and Children’s Hospital) used GPRS to locate children placed and licensed in foster homes to locate homes impacted by the high levels of lead in drinking water in some areas of Milwaukee. These agencies used GPRS to locate homes and children placed in OHC impacted by this situation in order to respond appropriately and ensure safety.

Additionally, the Department and child welfare agencies statewide used GPRS to locate children placed in out-of-home in regions of the United States that were impacted by the hurricanes that occurred in the summer and fall of 2017. The Department used GPRS to identify children placed in Texas and Florida, and provided follow-up and assistance to the placing agencies of the children placed in those states that may have been impacted. In each instance, the placing agency had already begun to make appropriate arrangements to ensure the child’s safety and well-being.

Wisconsin has worked with the Kansas Department of Children to support that state’s implementation of their own GIS system. This included visiting Wisconsin in summer 2016 to learn more about state licensing practices as they relate to GPRS.

Training Plan Annual Addendum – Update on FY 2018

Changes to the 2015-2019 Plan Reflected in the Training Plan to be sent under separate cover

Section G: Statistical and Supporting Information

Child Welfare Workforce Data

Table 40:

<u>Target Group</u>	<u>Primary Employees</u>	<u>All Employees</u>
Child Protective Services (CPS)	1720	4906
Child Welfare	293	543
Youth Justice (YJ)	435	1124
2017 Worker Total	2,448	6,573

Table 41:

<u>Function</u>	<u>Primary Employees</u>	<u>All Employees</u>
CPS Access	140	1202
CPS Initial Assessment	498	1295
CPS Ongoing	840	1837
CPS Supervisor	242	572
Foster Care Coordinator	167	417
Case Aide/Management	126	126
YJ Worker	382	902
YJ Supervisor	53	222
2017 Worker Total	2,448*	6,573*

* These numbers are based on projections informed by data collected by the PDS Online Learning Management System. Not all staff represented are assigned to child welfare related functions as an FTE, particularly in medium and smaller sized counties; in these jurisdictions some or all of child welfare staff also perform other human or social service functions not specific to child welfare. Individual workers may also provide more than one function within the child welfare service array.

Information on Child Protective Services Workforce

Wisconsin is a state-supervised, county-operated child welfare system for all counties other than Milwaukee where the state administers the Child Welfare System through the Division of Milwaukee Child Protective Services. As a result, the processes to recruit, hire, and make case assignments are based on agency specific Human Resource policies and procedures. The Division of Milwaukee Child Protective Services must follow the process outlined by the Wisconsin Office of State Employee Relations.

Wisconsin child welfare workers are not required to have a social work degree and have degrees from a variety of fields. However, in order to use the title "Social Worker", staff must hold a valid certification through the Wisconsin Department of Safety and Professional Services.

As in the past, Wisconsin does not track statewide data on the supervisor to worker ratio, staff turnover or vacancy rates, or caseload size for the balance of the state outside of Milwaukee County. As a county administered state,

there are no statutory requirements and CPS Practice Standards do not include requirements or guidance regarding the agencies' staff ratios, caseloads or other workload management. Within the county administered child welfare system, the size, and population of each county impacts the local agency's staffing needs and caseload ratios.

Duties for the local child welfare workforce also vary based on the needs of the agency and community. For example, in a smaller county, the supervisors, social worker, caseworker, and/or other paraprofessional staff are likely to have other child welfare program responsibilities in addition to CPS duties. Workers in a larger county may be assigned to one specific function within the local agency, rather than assume responsibilities across the entire scope of child welfare and/or human service areas.

In the state operated Division of Milwaukee Child Protective Services , the supervisor to worker ratio is 1 to 6, and the targeted caseload for ongoing services caseworker staff is no more than 15 children in OHC and 8 families receiving intensive in-home services.

Additional information on the workforce has been collected by DCF in partnership with the University of Wisconsin. DCF has collected additional data on the CPS workforce through flash surveys. The Child Welfare and Youth Justice Continuous Quality Improvement (CQI) Workforce Surveys cover a wide range of topics pertaining to case workers and supervisors in Wisconsin. Responses from each survey are submitted to a centralized database managed by University of Wisconsin-Madison Survey Center (UWSC), where they are combined with the answers from all respondents. All answers are confidential—none of the survey responses are linked to identifying information.

These flash surveys are intended to be very brief. They are designed to gauge:

- Workforce knowledge of a particular issue or topic
- Professional needs and challenges
- Strengths and gaps in practice and policy areas

The purpose of these flash surveys was to identify:

- Strengths and challenges faced by the child welfare/youth justice workforce in Wisconsin
- Ensure this information is representative of the workforce as a whole

The input and feedback helped DCF:

- Identify and refine priorities
- Influence policy development and implementation efforts
- Provide input into developing other initiatives to improve the child welfare system.

DCF worked with the Wisconsin Counties Human Services Association have partnered together to form a worker recruitment and retention work group in 2016. The workgroup examined results from the survey that has led to identification of state-wide efforts to improve worker recruitment/retention efforts including

- A realistic job preview video that is currently being developed
- State-wide recruitment site
- Supervisors/leadership development
- Training and partnering with Universities on internships

You can find the survey results at: <https://dcf.wisconsin.gov/files/cqi-cfsr/pdf/surveys/cps-itl-rpt.pdf>

An additional survey on training needs was administered in 2015 that looked at worker training needs. The results incorporated information from 837 workers and 179 supervisors as well as Tribal leadership. Additional information from these surveys have been used to help Wisconsin set up a training agenda that is responsive to workforce needs. The final report on the findings from this survey can be found at the following link: <https://dcf.wisconsin.gov/files/cqi-cfsr/pdf/surveys/cpstraining-rpt.pdf>.

Youth Justice Transfer

The CAPTA Amendments of 2003 require states, to the extent possible, to collect information on children under the care of the state child protective services (CPS) system who are transferred to the custody of the state youth justice system. In Wisconsin, under the supervision of the Department of Children and Families (DCF), county human service departments and DMCPs operate the Child Protective Services (CPS) program. County human service departments also typically operate community-based youth justice programs, although some youth justice programs are attached to courts. In most counties, child welfare workers carry a mix of CPS and youth justice cases. Beginning in January 2016, the state supervision of the youth justice system was divided in that DCF is now responsible for oversight of the community based youth justice system. The Wisconsin Department of Corrections (DOC) retained responsibility for juvenile correctional facilities and aftercare programs for juvenile offenders.

Wisconsin counties are required to use the eWiSACWIS system to record all activity for child protective services cases. Counties are not currently required to use eWiSACWIS to track all youth justice program activity. The only youth justice placements counties are required to record in eWiSACWIS are non-secure placements in settings where the placements are subject to federal Title IV-E and AFCARS reporting requirements.

For a child to transfer from the custody of the state child protection system to the custody of the state youth justice correctional system, the child would have to be placed in a juvenile correctional facility after having a history of out-of-home placements in an open CPS case. Most of the children transferred to the DOC have patterns of delinquency and youth justice-related services at the county level before being transferred from the county agency to juvenile correctional facilities.

To calculate an estimated number of children under the care of the CPS system who transferred into the custody of the State youth justice system, eWiSACWIS records for Calendar Year 2017, were queried to identify children who were placed in a juvenile correctional facility (using the service ending reason in eWiSACWIS) after having been in out-of-home placement in an open CPS family case. This method used for the prior CFSP annual update identified 64 children meeting the transfer criteria.

Sources of Child Maltreatment Deaths

The Department's electronic Wisconsin State Automated Child Welfare Information System (eWiSACWIS) is the source of child maltreatment data for state and federal reporting. eWiSACWIS is used by all local child protective services agencies in Wisconsin to document casework practice responsibilities and provides functionality to document the full array of assessment and decision making results for all cases of alleged child maltreatment. The DCF collects information and generates reports about every child death due to alleged maltreatment that is reported to and assessed by local child protective service agencies.

The local child protective service and tribal agencies partner with each other and other professionals, such as service providers, school and law enforcement personnel, and court and judicial representatives, who respond to concerns about child abuse or neglect. Medical professionals, medical examiners, law enforcement agencies and other professionals are mandated reporters, reporting alleged maltreatment to the local agency child protective services. Agency child protective service professionals partner with these key partners during the CPS and law enforcement investigations. Information from the partners involved in this assessment process is included and documented within eWiSACWIS in each and every case.

The Department of Health Services (DHS) implemented an electronic death certificate system that went live in September 2013. The e-death certificate system is designed to enhance the quality and timeliness of child death data as well as collaboration across agencies needing accurate information about conditions related to child maltreatment deaths. The DCF provided funding and has a data sharing agreement with the DHS Office of Health Informatics to obtain child death data directly from the death certificates. Consistent child death information, data reports, and data analysis is available to various organizations (e.g., law enforcement, child death review teams, child welfare agencies, medical examiners, etc.). The enhanced collaboration with DHS is improving Wisconsin’s ability to track, understand and address conditions associated with child deaths, including those deaths caused by a substantiated allegation of child maltreatment, and improve statewide efforts to develop effective prevention and interventions.

Additional information related to child maltreatment deaths is also obtained through local multidisciplinary Child Death Review (CDR) teams and the state’s Citizen Review Panels both of which include CPS representatives. The DCF continues to be a member of the State Child Death Review Council, a group established under the Children’s Justice Act to address and assure collaboration on childhood deaths and serious injuries in Wisconsin. The Council provides oversight and support to the local CDR teams.

*Table 42: Education and Training Vouchers Awarded**

	Total ETVs Awarded	Number of New ETVs
Final Number: 2016-2017 School Year (July 1, 2016 to June 30, 2017)	194	75
2017-2018 School Year* (July 1, 2017 to June 30, 2018)	144	83

*Preliminary because the school year has not ended as of time for APSR submission.

Adoption Disruptions and Dissolutions

Table 43: Inter-country Adoptions – International Adoptions

There were 82 international adoptions in calendar year 2017. Data for Federal Fiscal Year 2017 of disruptions and dissolutions follows.	Number of Children
Country of Birth	
Russia	3
Bulgaria	1
Colombia	1
Kazakhstan	1
Guatemala	1
Kenya	1
Unknown	1
Adoption Agency	
Unknown	9
Reason for Disruption	
Delinquency/Sexual Abuse	7
Mental Health/Treatment	2
Plans for the Child	
Reunified	3
Aged Out	1
Reunification	3
Age Out (OPPLA)	2

When disruption occurred, from where, at what age, by what agency, plan to

- The first disruption occurred on 10/13/2016 when the parents requested services due to the child's mental health needs and runaway behavior. The child was adopted from Kazakhstan at 9 months old through an unknown agency. The child reunified 8 months later.
- The second disruption occurred on 10/25/2016 when the child was placed in a mental health institution following a suicide attempt. The child was adopted from Colombia at the age of 9 through an unknown agency. The child recently aged out of care.
- The third disruption occurred on 10/27/2016 due to a drug overdose and subsequent delinquency order. The child was adopted from Guatemala under age 1 through an unknown agency. The child has since reunified.
- The fourth disruption occurred on 11/07/2016 due to delinquent behavior. This child was adopted from Russia at the age of 2 through an unknown agency. The child is currently in a correctional facility and will turn 18 by the end of the year.
- The fifth disruption occurred on 4/21/2017 when the child was accused of sexual assault. The child was adopted from Kenya when he was 1 years old through an unknown agency. The plan for the child is to reunify after treatment.
- The sixth disruption occurred on 6/10/2017 when the child was accused of sexual assault. The child was adopted from Bulgaria at the age of 9 through an unknown agency. The plan is for the child to reunify with his parents once he has completed treatment.

- The seventh disruption occurred on 7/17/2017 due to delinquent behavior. The child was adopted from Russia at two years old through an unknown agency. The child has since aged out of care.
- The eighth disruption occurred on 8/6/2017 due to delinquent behavior. The child was adopted from Russia at two years old through an unknown agency. The plan is for the child to reunify after receiving treatment.
- The ninth disruption occurred on 8/7/2017 due to delinquent behavior. The child was adopted internationally. It is not reported from where or when. The child reunified four days later.

Monthly Caseworker Visits

The Child and Family Services Improvement Act of 2006 established a requirement for states to report data on caseworker visits with children in OHC. In FFY 2017, caseworker contact requirements continued to improve and were met for 97.4% of the children subject to this measure, which exceeds the federal regulation requirement of 95%. Of these contacts, 85.3% were made with the child in the home of the placement provider.

Section H: Financial Information

Payment Limitations – Title IV-B, Subpart 1:

In FY 2017, Wisconsin did not spend any IV-B subpart 1 funds on child care, foster care maintenance or adoption assistance.

Child Care: \$0

Foster Care Maintenance: \$0

Adoption Assistance: \$0

Non-Federal funds that were expended for foster care maintenance payments in Wisconsin were not used to match title IV-B subpart 1 funds in FY 2005. In FY 2017, Wisconsin did not expend any non-Federal funds for foster care maintenance payments that were used to match title IV-B subpart 1 funds, and thus did not exceed the amount of FY 2005 level. Other allocated state and local funds are used for matching purposes. Wisconsin plans to spend less than ten percent of title IV-B, subpart 1 Federal funds for administrative costs (section 424(e) of the Act) in FY 2017.

Payment Limitations – Title IV-B, Subpart 2

Each of the four service categories of PSSF, family preservation, community-based family support, time-limited family reunification, and adoption promotion and support services, had a minimum of twenty percent of the total title IV-B subpart 2 funds allocated to provide services in each category. The amounts allocated to each service category are specified in the CFS-101, Part II. Wisconsin plans to spend less than ten percent of Federal funds for both PSSF and Monthly Caseworker Visits under title IV-B, subpart 2 for administrative costs in FY 2017.

Wisconsin's accounting and reporting procedures and processes do not support the classification of child welfare costs financed with state and local county funds into categories that align with subpart 2 programs for a complete comparison of state and local share spending for subpart 2 programs when comparing FY 2017 costs to the FY 1992 base year.

The Community Aids program in Wisconsin was established in 1980 and provided state and federal funding to counties to use for social, mental health, alcohol/drug abuse, disability, and child welfare services. These funds were distributed to counties in the form of one general unrestricted block grant that could be used for any local social service and child welfare activities. Such services included, at each county's discretion, subpart 2-type services.

As part of the creation of the new Department of Children and Families in 2008, the Community Aids GPR funds were divided into two separate allocations. DCF was provided with \$28,959,400 GPR for child welfare services and the Department of Health Services was allocated GPR for local social services, AODA, developmental disabilities, and mental health services.

In 2016, counties reported spending a total of \$139,905,985 on child abuse and neglect services and services for children and families. These expenditures were supported by \$68.6 million in state general purpose revenue fund and federal IV-E, IV-B, and SSBG funds for the Children and Families Allocation to counties to support local child welfare costs. The balance, \$71.3 million, is local funding. This increase in expenditures from 1992 to 2016 was greater than the change in federal funds received for child welfare services, resulting in the state/local share

accounting for a greater proportion of the total expenditures. The proportion of these State and local funds used for IV-B subpart 2 services is estimated to be at least \$1,800,000.

Wisconsin does assure that subpart 2 funds provided to the State will not be, and have not been, used to supplant Federal or non-Federal funds for existing services and activities which promote the purposes of subpart 2

Wisconsin also funds family support services through programs administered by the Child Abuse and Neglect Prevention Board. Those programs are summarized below.

Table 44: Child Abuse and Neglect Prevention Board Programs (SFY 2017)

Program	Category of Service	Funding	Geographic Distribution	Target Group
Community Response Program	Prevention/Support Services	\$700,000	7 programs in 16 counties	Families at risk of child maltreatment
Community Based Programs	Prevention/Support Services			
a. Evidence-informed Parent Education	Prevention/Support Services	\$880,000	6 programs in 20 counties	Universal
b. Abusive head trauma prevention	Prevention/Support Services	\$70,000	2 programs in 3 counties	Universal (for all new births)
c. Child Sexual Abuse Prevention	Prevention/Support Services	\$200,000	Statewide	Professionals
Project GAIN	Prevention/Support Services with randomized control trial evaluation	\$200,000	1 program in 1 county	Families at risk of child maltreatment

Table 45: General data for Community Response, Project GAIN and Community Based Programs from (July 1, 2016 – June 30, 2017)

Program	# Caregivers	# Children	# Professionals	Total
Abusive Head Trauma Prevention	3,337			3,337
Child Sexual Abuse Prevention			1,854	1,854
Community Response Program	217	517	41	775
Project GAIN	85	112		197
Parent Education Programs	1,009	1,536	84	2,629
Totals	4,648	2,165	1,979	8,792

Summary of caregivers (excluding abusive head trauma prevention):

Race/ethnicity: 60% white, 17% African-American, 10.5% Hispanic/Latino, 6% American Indian, 1% Asian, 4.5% multi-racial, less than 1% did not respond

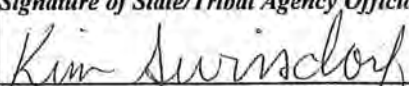
State Match Requirement

The Title IV-B program requires a 25% state match for Subpart 1 and 2 funds. The Chafee program requires a 20% match for CCFCIP and ETV funds. No match is required for CAPTA funds.

Attachments

CFS-101, Part I: Annual Budget Request for Title IV-B, Subpart 1 & 2 Funds, CAPTA, CFCIP, and ETV and Reallocation for Current Federal Fiscal Year Funding

For Federal Fiscal Year 2019: October 1, 2018 through September 30, 2019

1. Name of State or Indian Tribal Organization: Wisconsin		2. EIN	262265832	
3. Address: (insert mailing address for grant award notices in the two rows below) Department of Children and Families, 201 East Washington Avenue Madison, WI 53708-8916		4. Submission Type: <input checked="" type="checkbox"/> NEW <input type="checkbox"/> REALLOTMENT <input type="checkbox"/> REVISION		
a) Email address for grant award notices:				
REQUEST FOR FUNDING for FFY 2019: Hardcode all numbers; no formulas or linked cells.				
5. Requested title IV-B Subpart 1, Child Welfare Services (CWS) funds:			\$4,663,594	
a) Total administrative costs (not to exceed 10% of the CWS request)		ok	\$392,795	
6. Requested title IV-B Subpart 2, Promoting Safe and Stable Families (PSSF) funds and estimated expenditures:		% of Total	\$4,833,305	
a) Family Preservation Services		25%	\$1,199,611	
b) Family Support Services		25%	\$1,199,611	
c) Time-Limited Family Reunification Services		25%	\$1,199,611	
d) Adoption Promotion and Support Services		20%	\$954,104	
e) Other Service Related Activities (e.g. planning)		0%	\$0	
f) Administrative costs (APPLICABLE TO STATES ONLY: not to exceed 10% of the PSSF request)		5.8%	\$280,367	
g) Total itemized request for title IV-B Subpart 2 funds: <i>NO ENTRY: Displays the sum of lines 6a-6f.</i>		100%	\$4,833,305	
7. Requested Monthly Caseworker Visit (MCV) funds: (For STATES ONLY)			\$304,567	
a) Total administrative costs (FOR STATES ONLY: not to exceed 10% of MCV request)		ok	\$0	
8. Requested Child Abuse Prevention and Treatment Act (CAPTA) State Grant: (STATES ONLY)			\$439,741	
9. Requested Chafee Foster Care Independence Program (CFCIP) funds:			\$2,154,777	
a) Indicate the amount to be spent on room and board for eligible youth (not to exceed 30% of CFCIP request).		ok	\$430,955	
10. Requested Education and Training Voucher (ETV) funds:			\$703,800	
REALLOTMENT:				
<i>Complete this section for adjustments to current year (FFY 2018) awarded funding levels.</i>				
11. Identification of Surplus for Reallocation:				
a) Indicate the amount of the State's/Tribe's FFY18 allotment that will not be utilized for the following programs:				
CWS	PSSF	MCV (States only)	CFCIP Program	ETV Program
\$0	\$0	\$0	\$0	\$0
12. Request for additional funds in the current fiscal year, should they become available for re-allotment:				
CWS	PSSF	MCV (States only)	CFCIP Program	ETV Program
\$0	\$0	\$0	\$0	\$0
13. Certification by State Agency and/or Indian Tribal Organization:				
The State agency or Indian Tribal Organization submits the above estimates and request for funds under title IV-B, subpart 1 and/or 2, of the Social Security Act, CAPTA State Grant, CFCIP and ETV programs, and agrees that expenditures will be made in accordance with the Child and Family Services Plan, which has been jointly developed with, and approved by, the Children's Bureau.				
<i>Signature of State/Tribal Agency Official</i> 		<i>Signature of Federal Children's Bureau Official</i>		
Title DCF Budget Director		Title		
Date 6/27/18		Date		

CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

Name of State or Indian Tribal Organization: Wisconsin

For FFY 2019: OCTOBER 1, 2018 TO SEPTEMBER 30, 2019

SERVICES/ACTIVITIES	(A) IV-B Subpart I- CWS	(B) IV-B Subpart II- PSSF	(C) IV-B Subpart II- MCV	(D) CAPTA	(E) CFCIP	(F) ETV	(G) TITLE IV-E *	(H) STATE, LOCAL & DONATED FUNDS	(I) Number Individuals To Be Served	(J) Number Families To Be Served	(K) Population To Be Served	(L) Geog. Area To Be Served
1.) PROTECTIVE SERVICES	\$ 1,067,700			\$ 230,000				\$ 26,000,000				
2.) CRISIS INTERVENTION (FAMILY PRESERVATION)	\$ 1,067,700	\$ 1,199,611		\$ -				\$ 25,000,000	-	-	-	-
3.) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	\$ 1,067,700	\$ 1,199,611		\$ -				\$ 26,000,000	-	-	-	-
4.) TIME-LIMITED FAMILY REUNIFICATION SERVICES	\$ 1,067,700	\$ 1,199,611		\$ -			\$ 5,596,800	\$ 9,000,000	-	-	-	-
5.) ADOPTION PROMOTION AND SUPPORT SERVICES	\$ -	\$ 954,104					\$ 1,421,900	\$ 2,380,000	-	-	-	-
6.) OTHER SERVICE RELATED ACTIVITIES (e.g. planning)	\$ -	\$ -					\$ 377,000	\$ -	-	-	-	-
7.) FOSTER CARE MAINTENANCE: (a) FOSTER FAMILY & RELATIVE FOSTER CARE	\$ -						\$ 15,572,063	\$ 32,304,427	-	-	-	-
(b) GROUP/INST CARE	\$ -						\$ 7,092,655	\$ 65,961,676	-	-	-	-
8.) ADOPTION SUBSIDY PYMTS.	\$ -						\$ 44,527,430	\$ 47,187,038	-	-	-	-
9.) GUARDIANSHIP ASSISTANCE PAYMENTS	\$ -						\$ 1,719,517	\$ 5,114,473	-	-	-	-
10.) INDEPENDENT LIVING SERVICES	\$ -				\$ 2,104,777			\$ 327,700	-	-	-	-
11.) EDUCATION AND TRAINING VOUCHERS	\$ -				\$ -	\$ 703,800		\$ -	-	-	-	-
12.) ADMINISTRATIVE COSTS	\$ 392,795	\$ 280,367	\$ -				\$ 37,025,511	\$ 94,361,003				
13.) FOSTER PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 1,000,010	\$ 1,501,818				
14.) ADOPTIVE PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 391,154	\$ 611,623				
15.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	\$ -							\$ -				
16.) STAFF & EXTERNAL PARTNERS TRAINING	\$ -	\$ -		\$ 209,741	\$ 50,000	\$ -	\$ 6,513,371	\$ 4,671,317				
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING	\$ -	\$ -	\$ -					\$ -				
18.) TOTAL	\$ 4,663,594	\$ 4,833,305	\$ -	\$ 439,741	\$ 2,154,777	\$ 703,800	\$ 121,237,411	\$ 340,421,075				

19.) TOTALS FROM PART I \$4,663,594 \$4,833,305 \$304,567 \$439,741 \$2,154,777 \$703,800

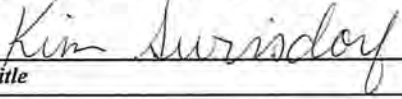
20.) Difference (Part I - Part II) \$0.49 \$0.00 \$304,567.00 \$0.00 \$0.00 \$0.00

(If there is an amount other than \$0.00 in Row 20, adjust amounts on either Part I or Part II. A red value means Part II exceeds request)

21.) Population data are included in the APSR/CFSP narrative, rather than above in columns I - L. YES NO

* Only states or tribes operating an approved title IV-E waiver demonstration may enter information for rows 1-6 in column (g), indicating planned use of title IV-E funds for these purposes.

CFS-101, PART III: Annual Expenditures for Title IV-B, Subparts 1 and 2, Chafee Foster Care Independence and Education And Training Voucher Reporting For Federal Fiscal Year 2016 Grants: October 1, 2015 through September 30, 2017

1. Name of State or Indian Tribal Organization: Wisconsin		2. EIN: 262265832		3. Address: Department of Children and Families, 201 East Washington Avenue Madison, WI 53708-8916			
4. Submission Type: <input checked="" type="checkbox"/> NEW <input type="checkbox"/> REVISION							
Description of Funds	(A) Estimated Expenditures for FFY 16 Grants	(B) Actual Expenditures for FFY 16 Grants	(C) Number Individuals served	(D) Number Families served	(E) Population served	(F) Geographic area served	
5. Total title IV-B, subpart 1 (CWS) funds	\$ 4,755,322	\$ 4,741,871	-	-	-	-	
a) Administrative Costs <i>(not to exceed 10% of CWS allotment)</i>	\$ 322,077	\$ 177,166					
6. Total title IV-B, subpart 2 (PSSF) funds							
Tribes enter amounts for Estimated and Actuals, or complete 6a-f.	\$ 5,027,388	\$ 4,965,027	-	-	-	-	
a) Family Preservation Services	\$ 1,196,374	\$ 3,023,141					
b) Family Support Services	\$ 1,196,374	\$ 309,710					
c) Time-Limited Family Reunification Services	\$ 1,196,375	\$ 386,502					
d) Adoption Promotion and Support Services	\$ 1,072,922	\$ 955,803					
e) Other Service Related Activities (e.g. planning)	\$ 224,000	\$ -					
f) Administrative Costs <i>(FOR STATES: not to exceed 10% of PSSF allotment)</i>	\$ 141,343	\$ 289,871					
g) Total title IV-B, subpart 2 funds							
NO ENTRY: This line displays the sum of lines a-f.	\$ 5,027,388	\$ 4,965,027					
7. Total Monthly Caseworker Visit funds (STATES ONLY)	\$ 316,359	\$ 312,748					
a) Administrative Costs <i>(not to exceed 10% of MCV allotment)</i>	\$ -	\$ -					
8. Total Chafee Foster Care Independence Program (CFCIP) funds	\$ 2,143,987	\$ 2,188,125					
a) Indicate the amount of allotment spent on room and board for eligible youth <i>(not to exceed 30% of CFCIP allotment)</i>	\$ 90,000	\$ 110,275	-	-	-	-	
9. Total Education and Training Voucher (ETV) funds	\$ 692,775	\$ 373,153	-	-	-	-	
10. Certification by State Agency or Indian Tribal Organization: The State agency or Indian Tribal Organization agrees that expenditures were made in accordance with the Child and Family Services Plan, which was jointly developed with, and approved by, the Children's Bureau.							
<i>Signature of State/Tribal Agency Official</i> 			<i>Signature of Federal Children's Bureau Official</i>				
<i>Title</i>	<i>Date</i>	<i>Title</i>	<i>Date</i>				
DCF Budget Director	6/27/18						

CFS-101 Part II: Annual Estimated Expenditure Summary of Child and Family Services

Name of State or Indian Tribal Organization: Wisconsin

For FFY 2019: OCTOBER 1, 2018 TO SEPTEMBER 30, 2019

SERVICES/ACTIVITIES	(A) IV-B Subpart I- CWS	(B) IV-B Subpart II- PSSF	(C) IV-B Subpart II- MCV	(D) CAPTA	(E) CFCIP	(F) ETV	(G) TITLE IV-E *	(H) STATE, LOCAL & DONATED FUNDS	(I) Number Individuals To Be Served	(J) Number Families To Be Served	(K) Population To Be Served	(L) Geog. Area To Be Served
1.) PROTECTIVE SERVICES	\$ 1,067,700			\$ 230,000				\$ 26,000,000				
2.) CRISIS INTERVENTION (FAMILY PRESERVATION)	\$ 1,067,700	\$ 1,199,611		\$ -				\$ 25,000,000	-	-	-	-
3.) PREVENTION & SUPPORT SERVICES (FAMILY SUPPORT)	\$ 1,067,700	\$ 1,199,611		\$ -				\$ 26,000,000	-	-	-	-
4.) TIME-LIMITED FAMILY REUNIFICATION SERVICES	\$ 1,067,700	\$ 1,199,611		\$ -			\$ 5,596,800	\$ 9,000,000	-	-	-	-
5.) ADOPTION PROMOTION AND SUPPORT SERVICES	\$ -	\$ 954,104					\$ 1,421,900	\$ 2,380,000	-	-	-	-
6.) OTHER SERVICE RELATED ACTIVITIES (e.g. planning)	\$ -	\$ -					\$ 377,000	\$ -	-	-	-	-
7.) FOSTER CARE MAINTENANCE: (a) FOSTER FAMILY & RELATIVE FOSTER CARE	\$ -						\$ 15,572,063	\$ 32,304,427	-	-	-	-
(b) GROUP/INST CARE	\$ -						\$ 7,092,655	\$ 65,961,676	-	-	-	-
8.) ADOPTION SUBSIDY PYMTS.	\$ -						\$ 44,527,430	\$ 47,187,038	-	-	-	-
9.) GUARDIANSHIP ASSISTANCE PAYMENTS	\$ -						\$ 1,719,517	\$ 5,114,473	-	-	-	-
10.) INDEPENDENT LIVING SERVICES	\$ -				\$ 2,104,777			\$ 327,700	-	-	-	-
11.) EDUCATION AND TRAINING VOUCHERS	\$ -				\$ -	\$ 703,800		\$ -	-	-	-	-
12.) ADMINISTRATIVE COSTS	\$ 392,795	\$ 280,367	\$ -				\$ 37,025,511	\$ 94,361,003				
13.) FOSTER PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 1,000,010	\$ 1,501,818				
14.) ADOPTIVE PARENT RECRUITMENT & TRAINING	\$ -	\$ -		\$ -			\$ 391,154	\$ 611,623				
15.) CHILD CARE RELATED TO EMPLOYMENT/TRAINING	\$ -							\$ -	-	-	-	-
16.) STAFF & EXTERNAL PARTNERS TRAINING	\$ -	\$ -		\$ 209,741	\$ 50,000	\$ -	\$ 6,513,371	\$ 4,671,317				
17.) CASEWORKER RETENTION, RECRUITMENT & TRAINING	\$ -	\$ -	\$ -					\$ -				
18.) TOTAL	\$ 4,663,594	\$ 4,833,305	\$ -	\$ 439,741	\$ 2,154,777	\$ 703,800	\$ 121,237,411	\$ 340,421,075				

19.) TOTALS FROM PART I	\$4,663,594	\$4,833,305	\$304,567	\$439,741	\$2,154,777	\$703,800	----	----	----	----	----	----
20.) Difference (Part I - Part II)	\$0.49	\$0.00	\$304,567.00	\$0.00	\$0.00	\$0.00	----	----	----	----	----	----

(If there is an amount other than \$0.00 in Row 20, adjust amounts on either Part I or Part II. A red value means Part II exceeds request)

21.) Population data are included in the APSR/CFSP narrative, rather than above in columns I - L. YES NO

* Only states or tribes operating an approved title IV-E waiver demonstration may enter information for rows 1-6 in column (g), indicating planned use of title IV-E funds for these purposes.

Foster and Adoptive Parent Diligent Recruitment Plan Updates

Diligent Recruitment Plan - Strategies to Reach all Parts of the Community

Wisconsin has a process for and is committed to recruiting foster and adoptive parents that reflect the racial, ethnic, and cultural diversity of the children in OHC. Local child welfare agencies, including the state's Division of Milwaukee Child Protective Services and the public adoption programs, counties, and private child placing agencies are responsible for recruiting families for the children living in OHC. The Division continues to increase resources to all licensing and placing agencies to support their efforts to recruit foster and adoptive parents who reflect the children in our care.

State staff called Permanency Consultants work with counties to identify children needing child-specific recruitment efforts so that these children can move to permanence in a more timely fashion. To help facilitate the timely movement of children to permanence, the Division required all adoption agencies working with the public child welfare system and counties, tribes, and private agencies to use the Structure Analysis Family Evaluation (SAFE) foster and adoption family assessment format so that the completion of an adoptive home study is not a barrier to a timely adoption. DSP supports SAFE trainings each year for new licensors and their supervisors.

Recruitment and Retention

Wisconsin Statewide Recruitment Goals

In collaboration with counties and tribes, DSP works with public, private, and tribal agencies to develop a pool of waiting families to meet the diverse needs of children in OHC (OHC). Specific strategies that are used include the following:

- Sustain a consistent, statewide recruitment campaign with materials that can be used by local agencies to build on the recognition gained from the statewide activities. During 2012, billboards were released to support the recruitment of foster homes for Indian children through collaboration with Wisconsin tribes. . In collaboration with the tribes in 2017-18, DCF developed a new and more expansive tribal campaign, which was launched in May 2018 at the same time a refreshed general foster parent recruitment campaign began.
- Continue to improve use of recruitment and retention data to enable agencies to make program improvement decisions based upon current and accurate data concerning family recruitment and retention. DCF is implementing a Geographic Placement Resource System (GPRS) Project to target recruitment and better identify areas in need and where foster children are removed. Being able to visualize on a map where foster children come from and where they are placed will improve the identification of areas in need of recruitment efforts by local agencies. The GPRS will display the race, ethnicity, relationship status, level of care certification, and provider characteristics. There were delays in the implementation of the targeted recruitment in GPRS due to state level changes to the geographic information system used by GPRS at DCF. GPRS became available to agencies in 2013. In 2015 licensing agencies

were required to enter more specific provider characteristics into eWiSACWIS to improve the information available to improve the match between the child and potential foster homes.

- Promote State Permanency Consultants (SPC) work with counties, tribes, and private agencies to facilitate timely, quality permanence for children. The SPC are available to provide child specific recruitment efforts which include Family Finding and Engagement, Permanency Roundtables, photolisting, creating recruitment videos, etc. Since 2015 the SPC have been available to public child welfare agencies to request Family Finding and Engagement for children needing a permanent resource and they provide consultation and coaching to workers and supervisors trained in Family Finding and Engagement.
- Collaborate with counties, tribes, and private agencies to develop policies and procedures to increase the identification of relatives as placement resources. In 2016 DCF released a desk guide to assist caseworkers in Family Finding and Engagement efforts which includes having the legal authority to contact relatives in Wisconsin and tips to involve relatives in case planning.
- Provide support and training to counties, tribes, and private agencies to improve community and cultural responsiveness to recruitment and retention activities, including access to services.
- Implement a dual licensing process (SAFE) to help facilitate quality and timely permanence by having studied and approved foster/adopt families as resources for children in need of permanence. Legislation was passed in 2016 Act 378 that requires a standardized home study for all foster and adoptive parents in Wisconsin.

The Foster Care and Adoption Resource Center (FCARC) produces a variety of recruitment resources for agencies to use at the local level. Resource Center brochures and information are also being used by local agencies to connect with families. In addition, the Resource Center has supported the recruitment and retention of foster and adoptive families through the annual foster care coordinators' conference. In 2016, the focus of the conference was Emotional Regulation for Secondary Trauma and targeted recruitment of foster homes. The Division is committed to assisting local agencies with targeted and child-specific recruitment. Beginning in 2010 and continuing through the present, the FCARC created new resources for relative caregivers, especially those who become licensed families. FCARC created a resource guide to assist workers working with relative caregivers and DCF approved the guide for issuance in 2013. In 2014, a training was conducted on the relative caregiver guide and in 2016 the guide was incorporated into the caseworker on-line placement training.

Staff at the Resource Center continue to operate a 1-800 toll-free recruitment line and have enhanced their web site to accept electronic inquiries regarding foster care and adoption. FCARC will continue to meet with local county and tribal agencies to gather information and ideas about how to expand services to meet the needs of local agencies throughout 2017 and beyond.

The Department continues to maintain and refresh a recruitment campaign to garner interest, counter negative images of foster care, and redefine what it means to be a foster parent in Wisconsin. This public awareness campaign was refreshed in 2018 in celebration of National Foster Care Month and continues throughout the year. Interest in foster care has risen as a result of the media campaign.

DCF also supports the Wisconsin Foster and Adoptive Parent Association through funding and technical support for a statewide newsletter created by foster parents, the Foster and Adoptive Support and Preservation Program, and the biannual conferences. The support includes foster parents who are trained to respond to concerns by other foster parents specifically around circumstances of allegations of abuse and neglect. DSP meets quarterly with foster parents from across Wisconsin in the Foster Parent Advisory Committee to gather input on pending policies and legislation and to allow foster parents to bring forward concerns they are hearing from other foster families.

Quality Parenting Initiative

The Quality Parenting Initiative (QPI), developed by the Youth Law Center in San Francisco, offers a way to respond fully and systemically to the challenges of recruiting foster parents. This approach has been used successfully in a number of states and jurisdictions and promises to have a similar effect in Milwaukee. The QPI seeks to change what foster parenting, including kinship care means to a community. Only the community itself can decide exactly what that is. Similarly, each community must identify local barriers to making the “brand” a reality and opportunities for improvement. Most importantly, bringing the community together to discuss parenting and caregiver expectations is the first step in increasing mutual respect and team building.

A broad group of community stakeholders has crafted a brand statement for foster care in Milwaukee and has identified four key areas of action needed to align system practices with the values articulated in the brand statement. These areas include clarifying legal constraints and requirements around confidentiality, increasing foster parent participation in court, improving the quality of visitation (family interaction) and establishing structures early in a case that encourage birth parent-foster parent relationships. Workgroups have been formed to address each of these areas.

A communication team has also been formed to create a comprehensive plan for ongoing communication of the purpose, values, and actions associated with QPI to all key constituencies.

Adoption Training Program

DCF recognizes that there are a number of options for families to get adoption training and gives credit where possible to limit the number of extra hours of training that a family may need to complete. Consideration is given to any family that has completed training through another program, state, county, or tribe. After reviewing documentation the family provides regarding completed training, a decision is made on what additional training, if any, the family may need to complete. Recently passed legislation, Act 279, establishes training requirements for adoptive parents.

The adoption program brought together international and domestic adoption agency staff to discuss issues related to adoption at a statewide conference in May 2013. The conference combined public,

domestic, and international adoptions to address common themes and training topics. The annual Adoption Conference in 2014 focused on specific issues related to relative caregivers.

Post Adoption Resource Centers

The IV-B Subpart 2 funds received by the Adoption Program are used to support the post-adoption resource centers (PARCs) and the Public Adoption Program contracts. DSP contracts with six service providers to operate Post Adoption Resource Center (PARC) services in Green Bay, Stevens Point, Milwaukee, Madison, Eau Claire, and La Crosse. PARC services are funded by federal IV-B, Subpart 2 funds, and state funding and are available to all adoptive families, including parents of children who are adopted through domestic and international adoption programs.

The focus of the six PARC are to:

- Provide education, support activities and services to adoptive families living in the identified service area;
- Improve community awareness of adoption; promote a positive image of adoption; and an increased understanding of the unique issues facing adoptive families, especially among public and private human service providers, schools and medical care providers;
- Increase the availability of services for adoptive families by providing referral services such as respite care, crisis intervention, day care, after-school care, legal help, family counseling, support groups related to adoption, Title XIX service providers and planning for the transition of an adopted child to adulthood; and
- Establish collaborative efforts among public and private organizations and the general public to address the needs of adoptive families in the PARC area.

The names of all families who enter into an adoption assistance agreement are shared with the respective PARC, unless the family opts not to have their contact information shared.

As a new strategy to support families post adoption and post guardianship, the Department is implementing the Adoption and Guardianship Support (AGES) program which is described on page 72.

Health Care Oversight and Coordination Plan

In collaboration with the Department of Health Services (DHS), DCF provides health care services for foster children through the Medicaid Care4Kids program. This offers a medical home approach for coordinated and comprehensive medical, dental, and behavioral health services, including trauma-informed care, to children in OHC. It is responsive to the complex physical and behavioral issues of foster children and designed to meet their unique needs. This plan has not changed since DCF submitted to the Children's Bureau.

In the last year, Wisconsin has participated in the following activities and seen the following improvements.

- As of May 4, 2018, there are 3,155 children enrolled in the program.
- The program currently operates in six southeast counties.
- DCF and DHS are working with the contracted agency to improve services in the six participating counties.

Wisconsin's health care oversight plan has not changed since the FFY 2018 APSR submission. As required in Family First and articulated in Children's Bureau guidance, ACYF-CB-PI-18-06, DCF has appropriate procedures and protocols in place to ensure that children in foster care are not inappropriately diagnosed with mental illness, other emotional or behavioral disorders, medically fragile conditions, or developmental disabilities, and placed in settings that are not foster family homes as a result of the inappropriate diagnoses.

The Care4Kids medical home for children in out-of-home care requires a mental health screen and developmental screen upon entry into out-of-home care and then follow up with any additional assessments and services as identified. The Care4Kids program includes a Care Coordinator who insures all medical, mental health, and dental care providers working with the child are working off a coordinated services plan for the specific child based on the child's identified needs through the screens and assessments conducted for the child. The Care4Kids providers also have access to the Wisconsin comprehensive version of the Child and Adolescent Needs and Strengths (CANS) completed for every child within 30 days of entry into out-of-home care by the child welfare professionals. This comprehensive assessment includes the child's trauma history, daily functioning, mental and behavioral health needs, medical, and other similar functioning type needs. The CANS results include an algorithm for determining the child's Level of Need which in turn corresponds with appropriate Levels of Care in our out-of-home care provider structure which includes foster homes, group homes, and residential treatment centers. There are additional planning requirements when the child's identified Level of Need does not match the providers Level of Care. The CANS is re-administered every six months and if the child is placed in a congregate setting, the placing agency would need to be looking at less restrictive setting.

Disaster Plan – Update on FY 2017

Disaster Plan – DCF APSR Update

No changes or additions are needed to the Disaster Plan. There were two incidents in the last year that DCF responded to.

Milwaukee case management agencies (Saint A and Children’s Hospital) used GPRS to locate children placed and licensed in foster homes to locate homes impacted by the high levels of lead in drinking water in some areas of Milwaukee. These agencies used GPRS to locate homes and children placed in OHC impacted by this situation in order to respond appropriately and ensure safety.

Additionally, the Department and child welfare agencies statewide used GPRS to locate children placed in out-of-home in regions of the United States that were impacted by the hurricanes that occurred in the summer and fall of 2017. The Department used GPRS to identify children placed in Texas and Florida, and provided follow-up and assistance to the placing agencies of the children placed in those states that may have been impacted. In each instance, the placing agency had already begun to make appropriate arrangements to ensure the child’s safety and well-being.

Wisconsin has worked with the Kansas Department of Children to support that state’s implementation of their own GIS system. This included visiting Wisconsin in summer 2016 to learn more about state licensing practices as they relate to GPRS.

Overview

The Wisconsin Child Welfare Professional Development System leverages a collaborative process -- which includes state, county, and tribal interests -- to identify both regular and systematic training initiatives that serve an entire state as well as "just in time" specialized professional-development opportunities that best meet regional

Caseworker Pre-Service, Foundation, and In-Service/Ongoing (Special Skills and Topics) Training

In 2014, the WCWPDS began an effort to build an entirely new curriculum wrapped around a competency model. Initial identification of those competencies has been completed through a collaborative process that included state, county, and tribal stakeholders. This work will eventually touch the entire spectrum of our curriculum from

Pre-Service

Anticipated Pre-Service Modules include the following:

Course Level	Course Title	Course Description	Title IV-E Administrative	FFP Rate	Hrs	Allocation Methodology	Projected Cost
Staff Training Pre-service	Access	Orientation to the function of Access including information to be gathered, decisions that must be made and documentation requirements.	Assessment to determine whether a situation requires a child removal from the home (not related directly to conducting a child abuse and neglect investigation), social work practice, cultural competency	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Court	Introduction to the protocol for removing a child from their home, court processes as well as the hearings and documents necessary as a case moves through the legal system and a section to help you prepare for appearing in court.	Title IV-E policies and procedures	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Development and Dynamics of Human Behavior	Basic information on child development, the dynamics, effects and signs of maltreatments, and the impact of separation and loss on both the parent and child(ren), as well as information on domestic violence.	Effects of separation, grief and loss, child development, and visitation	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Engaging Families	Introduction to reasons for engaging families, essential tools for building helping relationships and potential barriers to doing so.	Social work practice, cultural competency, communication skills required to work with children and families	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Initial Assessment	Orientation to the function of Initial Assessment including practice themes, planning and decision-making requirements as well as those for documentation.	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)

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Staff Training Pre-service	Introduction to Child Welfare	Orientation to the political, philosophical and ethical contexts within which child welfare staff work as well as to worker safety and eWISACWIS.	Title IV E policies and procedures	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Ongoing Services	Orientation to the function of On-going Services including responsibilities, requirements at case transfer, Family Assessment and Case Planning, Case Progress Evaluation and Case Closure as well as those for continued assessment and management of child safety.	Social work practice, cultural competency, communication skills required to work with children and families	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Permanency	Introduction to the necessity for permanency for children, the CPS role in permanency planning, including strategies for concurrent planning and legislation particularly important in permanency, ASFA, ICWA and MEPA.	Social work practice, cultural competency, communication skills required to work with children and families	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Staff Training Pre-service	Safety	Introduction to the language of safety as a way of helping you understand how to think about keeping children safe. It includes protective capacities, present danger threats and how to respond to them as well as a beginning understanding of impending danger threats.	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	75%	Pre-service hours individually submitted by agency	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Foundation Training							
<small>Access, initial Assessment, and Ongoing staff must complete 15 days of professional development training within their first two years of employment. Courses are chosen from a DCF approved menu of foundational course offerings.</small>							
Course Level	Course Title	Course Description	Title IV-E Administrative	FFP Rate	Hrs	Allocation Methodology	Projected Cost
Caseworker In-service	Effects of Maltreatment on Child Development	In this two-day training, participants will actively explore the developmental consequences of child abuse and neglect in children from birth to adolescence and establish a framework for the early recognition of developmental problems, enhancing the professional's ability to formulate appropriate family service plans.	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker Foundation	Engaging to Build Trusting Relationships	This skill based training is built on the philosophy that in order for workers to engage families in a change-oriented process through trust-based relationships, they need knowledge of and the ability to apply engagement skills, stages of change, a strength based perspective, a solution-focused approach, and teaming with families to create plans for change throughout the life of a case. This training addresses culturally appropriate engagement, developing a long term view and listening to the family's story, strengths based approach and the challenge lens, family systems dynamics, solution focused engagement, stages of change and working through resistance. Engagement skills training provides a framework to create the desired core conditions necessary for building trust with families: genuiness, respect, empathy and competence.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker Foundation	Initial Assessment	The training provides a foundation for initial assessment decision making: safety decision making, maltreatment determination and case opening. The curriculum assumes prior participation in Safety Foundation Training and will incorporate, not teach, safety concepts and standards. The training ends with standards and practice associated with case closure after initial assessment and transfer to ongoing services.	Assessment to determine whether a situation requires a child removal from the home (not related directly to conducting a child abuse and neglect investigation), social work practice, cultural competency	0%	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	NA
Caseworker Foundation	Interviewing in Child Welfare	This training focuses on developing the interviewing skills needed to complete assessments. The interviewing in child welfare approach is a comprehensive, strength, needs, and team based approach. This training will focus on how to interview children and families after a trusting relationship has been developed. The participants will have the opportunity to learn how to use ecomaps, timelines, genograms, and ethnographic interviewing to enhance their ability to interview, gather information, analyze information, and develop family- driven case plans.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker Foundation	Legal Affairs	The goal of this training is to develop a clear understanding of the relevant laws, statutes and principles that workers will encounter in the child welfare system. The focus and emphasis will be children and family legal issues. This training is designed to meet the first two days of the five-day requirement for the Wisconsin Juvenile Court Intake Training program required under Wisconsin law.	Title IV-E policies and procedures	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker Foundation	Placement	This two-day required foundation training introduces learners to the experience of placing a child and the factors that must be taken into account when making a placement. Learners come to understand the importance of maintaining connections and minimizing the occurrence of disruptions in placement, and review techniques to prepare children, parents and caregivers for placement.	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker Foundation	Professionalism	This training is an overview of topics forming the foundation for the provision of professional and ethical child welfare services. Participants will explore fundamental values of social work and the unique ethical challenges of applying them in the field of child welfare which often requires working with families who do not come voluntarily to the public agency, and where the agency must assure that a child's need for safety is met. Forming healthy professional boundaries for child welfare workers is also discussed.	Social work practice, cultural competency, communication skills required to work with children and families	50%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker Foundation	Safety Foundation	This training addresses concepts, specific knowledge and skills necessary to perform that role. Safety foundation training builds on the content of the Safety Pre-service and completion of the Pre-service is required to maximize the benefit from this training. The Curriculum incorporates the Safety Intervention Standards and eWiSACWIS documentation. Participants will walk through each step of the Safety Intervention process considering the information needed for decision making, the analysis process and applying this to case information. Participants will develop an in-home safety plan in groups and will, along with their supervisor, receive detailed feedback on that plan after training.	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	0%	12	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker Foundation	Safety in Child Protective Services - Impending Danger	This training addresses concepts, specific knowledge and skills necessary to perform that role. Safety foundation training builds on the content of the Safety Pre-service and completion of the Pre-service is required to maximize the benefit from this training. The Curriculum incorporates the Safety Intervention Standards and eWiSACWIS documentation. Participants will walk through each step of the Safety Intervention process considering the information needed for decision making, the analysis process and applying this to case information. Participants will develop an in-home safety plan in groups and will,	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	0%	12	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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Caseworker Foundation	Safety in Child Protective Services - Present Danger	Working with families during the initial phases of developing a Protective Plan can be a very difficult and trying time for everyone, as it is a crisis point for the family. Collaboration with the family and your supervisor is critically important to ensure the safety of the child(ren) you are working with. In this workshop, you will be identifying and reviewing the Present Danger Threats definitions in relation to implementing a protective plan. You will examine various protective planning methods and learn the requirements for implementing protective plans. In addition, the documentation and monitoring are also critical pieces to the effectiveness of these plans. Participants will have the opportunity to review a case scenario and develop a protective plan.	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	0%	12	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker Foundation	Separation, Placement and Permanence	This three day workshop explores the knowledge and skills required for child welfare workers to provide services related to child placement, including; risk assessment; placement services; family intervention; working with foster care givers and reunification. Participants will learn to: understand the potential traumatic outcomes of the separation and placement experience; weigh the risk to a child of remaining at home against the potential trauma of separation; recognize the physical, emotional and behavioral indicators of placement-induced stress; prevent crisis by structuring a placement; involve parents in all phases of the placement process; and know when and how to initiate an adoption plan.	Effects of separation, grief and loss, child development, and visitation	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker Foundation	Supporting Change Through Engagement	Participants will learn the stages of change and develop an understanding of their role in creating movement toward change in this two-day required course. They will explore the nature of client "resistance" and how their approach with families, caregivers, and providers impacts willingness to change. They will learn and demonstrate techniques for overcoming resistance and building engagement during interactions with clients. This course incorporates using a critical thinking process and builds on the Six Principles of Partnership and focuses on various forms of skills practice of six primary tools: Scaling Questions, Miracle Questions, Exceptions Questions, Reflections, Affirmations, and Open Questions.	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker Foundation	Team Based Practice	This training introduces participants to the use of the teaming approach when working with families. Participants will learn about how teaming fits into the family centered, culturally responsive approach to working with families. Participants will explore and use effective group processes to empower team members. They will learn how to prepare for and facilitate a Child and Family Team Meeting. They will learn how to identify what works well in team meetings, how to use team meetings to share information, to gather assessment information and to create family driven plans. Participants will learn some techniques to use when working with conflicting views on teams.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
<i>In-Service/Ongoing Training</i>							
Administrative rule DCF45 requires that all child protective services caseworkers must complete 50 hours of in-service training every two years. These trainings are most often provided by regional university training partnerships and vary by year and region based on need. Collaborative partners are required to submit yearly training plans.							
Course Level	Course Title	Course Description	Title IV-E Administrative	FFP Rate	Hrs	Allocation Methodology	Projected Cost
Caseworker In-service	2018 3-day Basic Intake Worker Pilot Training	Learners will be able to demonstrate the ability to understand and navigate the statutes in the context of the powers and duties of an intake worker. Learners will demonstrate an understanding of and ability to take into account social context, child development, family dynamics, family functioning, trauma, etc. when determining the appropriate response and actions related to intake worker duties. Learners will demonstrate the ability to use professional decision making, taking into account both family & social context as well as the legal power and duty of an intake worker when performing intake responsibilities and determining an appropriate course of action.	Social work practice, cultural competency, communication skills required to work with children and families	50%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134
Caseworker In-service	2018 Basic Intake Practical Applications Pilot	Pilot Version of the Practical Application phase of the new 2018 Basic Intake Worker Training.	Social work practice, cultural competency, communication skills required to work with children and families	0%	6.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

WCWPDS Anticipated Training Events: October 1 2014 - September 30, 2019

Caseworker In-service	A Continuum of Safety Training	<p>Understanding and defining child safety is the most critical and difficult task for child welfare staff. Therefore, training on safety must be as straight forward as possible, offering a developmental approach to build expertise throughout the career of a child welfare professional and throughout the life of our relationship with a family. In this Director, Deputy, Manager training you will be guided through the continuum of safety training currently offered and those that will be introduced in the coming year. Leading you will be two people who have authored the curricula and trained them around the state and the country. We ask that you begin as your staff do by completing or reviewing the Safety section of the required new worker Pre-service training. http://www.wcws.wisc.edu/Pre-service/safety/index.htm/. With that shared baseline, the training will take you through the Safety Foundation training and follow-up safety plan review; the Safety Booster training; Safety in On-going Services and Safety in Out-of-Home Care. Our goal, as always, is to give you an opportunity to participate in some of the same training experiences as your staff and help you become familiar with the objectives and key concepts of the trainings the Partnership provides.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Abuse of Prescription/Illegal Drugs in Dane County-Trends and Treatment Options	<p>Abuse of Illegal and prescription drugs. What are the current trends in Dane County. Heroin use in Madison and Dane County. Information about treatment options and how to navigate the referral process.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 2,846 Fed Reimb., \$1,053

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Caseworker In-service	Access Roundtable-- Southern Region	Roundtables are group interactions that provide participants with an opportunity to share ideas and experiences in guided discussion for the purpose of refreshing the expression of case practices. Access and Initial Assessment roundtables will engage Child Welfare Supervisors and Staff in a facilitated discussion of the practical application of Wisconsin Access and Initial Assessment Standards. Participants will have hands-on exploration of actual case studies based upon the roundtable topic, including the review of Access and Initial Assessment development and decisions. This roundtable is put on by the Department of Children and Families.	Title IV-E Policies and Procedures. General supervisory skills or other generic skills needed to perform specific jobs.	75%	5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$7,115 Fed Reimb. \$2,633
Caseworker In-service	Active Shooter Training-Inservice	Tragic events in the community or work place not only affects society as a whole but It damages trust, community, and the sense of security every worker has a right to feel while on the job.	Social work practice, cultural competency, communication skills required to work with children and families	50%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 3,344 Fed Reimb., \$836
Caseworker In-service	Addiction & the Family: A Lifetime of Trauma	In child welfare, working with parents who are struggling with addiction is challenging, especially when it is compounded by trauma and ongoing stressors. Drugs and alcohol temporarily mask the pain, but the distress always returns. Life experiences, coping skills, and capacities all impact a parent's path to recovery and ability to function effectively in their parenting roles. Greater success is achieved when engagement, assessment, and case planning accounts for the trauma behind the addiction and the nature of relapse. This training will increase and solidify the participants' knowledge base in the area of working with parents, children, and families whose exposure to drug and alcohol abuse has contributed to trauma.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Advanced Cognitive Graphics Interviewing	This 4-day training is intended to provide the following: <ul style="list-style-type: none"> · Develop high level ability to conduct cognitive graphic interview, · Ability to explain rationale of interview steps, · Build high level understanding of suggestibility and memory of children, · Study contemporary literature regarding forensic interviewing, · Present understanding of relevant literature, · Build advanced capacity in non leading questioning process, · Engage in juried interviewing practicum, · Evaluate skills of self and others, · Demonstrate capacity through comprehensive examination 	N/A	0%	24	Costs for this course are deducted from the total claim and not allocated to Title IV-E	\$0, ineligible for IV-E; other funds are used
Caseworker In-service	Advanced Team Foundation	This workshop is designed for child welfare staff who have some general understanding of facilitating family team meetings and are looking for some advanced training on their role as a facilitator. The workshop will include some discussion on key facilitation concepts and the move into discussion on conflict and appropriate interventions, common problem behaviors experienced in group settings and ways to address this as a facilitator. This workshop will be very interactive with plenty of opportunities for small group discussion and role play scenarios.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Advanced Training in Juvenile Sex Offenders: Case Assessment and Planning	Child Protection and Juvenile Justice Workers are often challenged by the complicated nature of working with Juvenile Sex Offenders. This training is designed to assist workers in developing competence in case planning and work with children and adolescents who are sexually reactive or have committed or are charged with a sexual offense. This training provides information about these issues that a CPS or juvenile justice worker can use to facilitate collaborative planning for a child or adolescent with families, schools, and other professionals involved.	N/A	None	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker In-service	Advanced Workshop on Termination of Parental Rights	This program will focus on termination of parental rights proceedings for the child welfare worker. The presentation will include a procedural and substantive analysis of the law as it relates to case building, evidence gathering and case assessment. The impact of the Adoption and Safe Families Act (ASFA) along with recent case law and statutory changes will be reviewed.	Title IV E policies and procedures	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker In-service	Agency-Based: Team Based Ongoing Safety Standards Refresher Training – Part 1	This is a half-day, team based training that provides family case management teams, along with their supervisor, the opportunity to refocus on the core ongoing safety standards to ensure that they are providing the best and safest care to children. Training Team Supervisors will meet with individual family case management supervisors prior to the training to incorporate their team specific needs into the training. This training provides participants with the tools to enhance their comprehension of the safety planning process.	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Caseworker In-service	Agency-Based: Team Based Ongoing Safety Standards Refresher Training – Part 1	This is a half-day, team based training that provides family case management teams, along with their supervisor, the opportunity to refocus on the core ongoing safety standards to ensure that they are providing the best and safest care to children. Training Team Supervisors will meet with individual family case management supervisors prior to the training to incorporate their team specific needs into the training. This training provides participants with the tools to enhance their comprehension of the safety planning process.	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Caseworker In-service	Agency-Based: Team Based Ongoing Safety Standards Refresher Training – Part 2	This is a half-day, team based training that provides family case management teams, along with their supervisor, the opportunity to refocus on the core ongoing safety standards to ensure that they are providing the best and safest care to children. Training Team Supervisors will meet with individual family case management supervisors prior to the	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053

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Caseworker In-service	Alternative Response	This workshop will focus on the elements and attitudes that lead to effective partnerships and the challenges and barriers to developing such. Participants will be required to identify and explain how the six Principles of Partnership and family-centered beliefs will translate into behaviors, actions, and practices of front-line workers when investigating and assessing families, as well as to understand the differences between the traditional assessment and alternative response assessment.	Social work practice, cultural competency, communication skills required to work with children and families.	0%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	N/A
Caseworker In-service	Appeals Roundtable	Since 1998, County Departments of Human and Social Services are required to notify individuals who have been substantiated as having abused or neglected a child that they have a right to appeal that decision. The purpose of an appeal is to allow a person who disagrees with the finding an opportunity to have the decision reviewed and to have the opportunity to present additional information. This results in the finding being upheld	N/A	0%	3.5	Costs for this course are deducted from the total claim and not allocated to Title IV-E	\$0, ineligible for IV-E; other funds are used
Caseworker In-service	AR Supervisor Webinar: Balancing Authority and Engagement with Transparency	One of the biggest challenges in CPS practice is balancing the statutory authority we are tasked with carrying out with the social worker's passion for supporting and helping families. In this webinar, we will further explore the concepts of Purposeful Authority, Family Engagement and Transparency that were introduced at the 2017 AR Conference, and which are discussed at length in Caroline Oliver's book, Strengths-Based Child Protection: Firm, Fair and Friendly. Our discussions will center on supervision and how as supervisors, part of our job is to debunk the myth for workers that they either use authority to make families do what is needed or engagement to empower and support them, but not both simultaneously.	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.50	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$2,134 Fed Reimb., \$790
Caseworker In-service	AR Supervisor Webinar: Case Mapping in Supervision - Beyond Family Dynamics to Mattering the Worker	Every family is unique and the challenges they face are often complex, making the job of gathering information, assessing and making determinations about child welfare profoundly difficult. Front line staff need support and skill in order to approach situations with an open mind, analyze complex information within its unique cultural context and respond	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053

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Caseworker In-service	AR Supervisor Webinar: Planning for Risk in a Safety-Focused Culture	This webinar will examine the interface of risk and safety and will offer supervisors an opportunity for rich discussion of how to support workers struggling to define risk clearly and develop prevention plans with	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.50	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$2,134 Fed Reimb., \$790
Caseworker In-service	AR Supervisor Webinar: Shaping Our Message	A critical component of AR implementation is the conversations we have about it both within our own agency as well as with family and community partners. When workers know the difference between, "What is AR?," and " What isn't AR?" it supports their conversations with families, reporters, law enforcement, the courts, service providers, community members and colleagues in different	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.50	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$2,134 Fed Reimb., \$790
Caseworker In-service	AR Webinar - Using Appreciative Inquiry to Build Confidence and Skills	In the high-stress environment of child welfare practice, supervisors are faced with training new workers to think critically and build confidence as quickly as possible. No matter how much training a new worker sits through, it is the dive into direct	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.50	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional	\$2,134 Fed Reimb., \$790
Caseworker In-service	AR Webinar: Addressing Risk Through Informal Plans, Part II	When workers can describe and define risk, they can address risk directly with families to prevent future harm. This opportunity to develop informal prevention plans offers a crucial moment for family engagement. Further, it shifts the responsibility from the worker, the department or community reporters who are worried, back to family to address future risk of harm to the children. This webinar will further examine the	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.50	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$2,134 Fed Reimb., \$790
Caseworker In-service	Assessing Impending Danger	This is a one-day course for CPS workers with supervisors who have completed Supervising Safety Module Two: Assessing Impending Danger. The training will support workers in applying the analytic process of assessing Impending Danger, as articulated in Supervising Safety.	N/A	None	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker In-Service	Basic Cognitive Graphic Interviewing	This training is intended to provide professionals with an overview of the Cognitive Graphic Model of Interviewing and will also give insight into the challenges of interviewing children, suggestibility and leading questions. It focuses on a multidisciplinary approach to forensic interviewing.	N/A	none	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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Caseworker In-service	Basic Family Based Services	The goal is to recommit to our overall agency mission to serve families and looking at the whole system. For new staff, to provide more formalized, concentrated training in philosophy, values and beliefs associated with family based work and to develop, strengthen and polish skills in working with families, and the family systems, as well as developing skills in working as a team. For those who had prior training in family based work to refresh and support their knowledge, brush up on their skills and support their colleagues in developing their skills.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker In-service	Basic Intake Worker Training	Pursuant to 48.06 and 938.06 of the Wisconsin Statutes, all workers that are assigned to perform court intake worker duties as part of their job are required to attend this training. Basic Intake Training is designed to provide a newly assigned intake worker with the basic knowledge to take and hold a child/juvenile in custody and timelines that must be adhered to during the intake process, as specified in state statutes.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker In-service	Behavioral Indicators of Sexual Abuse	This session will introduce participants to behavioral issues pertinent to child sexual abuse. We will review indicators that may be present in child victims. Specifically we will take an in depth look at sexualized behaviors that children may exhibit. We will then look at possible causes of this behavior and what part they play in the evaluation of a sexual abuse allegation.	Social work practice, cultural competency, communication skills required to work with children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580

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Caseworker Inservice	Blunt Force Trauma: The Impact of Poly Drug Use and Abuse on Child Welfare	The purpose of this workshop is to increase and solidify the participant's knowledge base in the area of working with clients for whom these drugs are the drugs of choice. Relevant statistics, signs, symptoms, and approaches to the client and case planning will be discussed. For the addict seeking drugs, there are almost unlimited combinations and choices available on the streets and in the community. From marijuana and its synthetic derivatives to cocaine, methamphetamine, other stimulants, narcotics and pain killers, the poly drug	General substance abuse issues specific to children and families, case management and planning.	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	CANS Training and Certification	The Child and Adolescent Needs and Strengths (CANS) is a multi-purpose tool developed for children's services to support decision making, including level of care and service planning, to facilitate quality improvement initiatives, and to allow for the monitoring of outcomes of services. The CANS functions as an information integration tool which has demonstrated reliability and validity. The CANS was developed from a communication perspective so as to facilitate the linkage between the assessment process and the design of individualized service plans including the application of evidence-based practices. The CANS is easy to learn and is well liked by parents, providers and other partners in the services system because it is easy to understand. This training will explore how the CANS provides direction for service planning related to needs and strengths and the specific	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Case Planning for Children with Mental Illness	To effectively do case planning and work with children and adolescents, it is essential to have an understanding of the mental health issues that can affect this population. This training provides knowledge about these issues that a caseworker can use to facilitate joint planning with families, schools, and other professionals involved in a case.	Social work practice, development of a case plan, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Case Planning with Children and Youth with Attachment Issues	This training is being offered to increase an individual's understanding of what attachment is. It is critical to distinguish between attachment disorder symptoms and other forms of behavioral/emotional problems, cognitive and neurological problems and normal temperamental variations in sociability. This training will also discuss what features of attachment disorder and disturbances need to be assessed. Training will also look at promising interventions with children and youth with attachment issues and how to use this information in case planning around children and youth with attachment issues.,	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Case Planning with Children and Youth with Mental Health Issues.	To effectively do case planning and work with children and adolescents, it is essential to have a basic understanding of the mental health issues that can affect this population. This training provides basic knowledge about these issues that a caseworker can use to facilitate joint planning with families, schools, and other professionals involved in a case.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Case Practice with American Indian Tribes	This Foundation Training presents the reason and legislative intent of the Indian Child Welfare Act, as well as the process for workers to follow in complying with ICWA in Wisconsin. Participants will learn to facilitate the implementation of ICWA. They will learn to identify and access resources needed to implement the law. Participants will learn about Indian cultures and how to work effectively with American Indian families. They will learn to work collaboratively with tribal partners and offer culturally specific services to American Indian families.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Changing Face of Adoption 2-day Conference	This conference focuses on all aspects of adoption with emphasis on trauma. The most recent conference focused on Adult Adoptees and the	Social work practice, cultural competency, communication skills required to work with children and families	0%	6.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker In-service	Chapter 938 and Chapter 48 Legal Updates	This program will focus on developments in the law for both Chapter 938 and Chapter 48 that impact the juvenile law professional. Recent case law developments in the areas of jurisdiction, time limits in delinquency cases, dispositions, competency matters in juvenile court and other case law decisions will be discussed and "Best Practice" recommendations will be made to maintain compliance with case law directives. , In addition, the recent statutory changes resulting from 2009 Wisconsin Acts 78, 79, and 94 will be discussed. The new	Title IV-E policies and procedures, General supervisory skills or other generic skills needed to perform specific jobs	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-Service	Child & Adolescent Needs Survey (CANS) Case Planning	This training will provide information on how to use the CANS in case planning, including how to write measurable goals and tying the CANS to permanency plans and case plans. The training will bring caseworkers and supervisors together to create action plans to apply the knowledge once they return to their agencies.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Child Forensic Interviews: Best Practice Guidelines	This training will focus on interviewing victims of child maltreatment using the Wisconsin Forensic Interview Guidelines. The goals of these guidelines include maximizing accurate information provided by the child, minimizing contamination of that information, and providing a safe, non-threatening environment for the child. The training will also include a discussion of the gathering of social history information pertinent to the interview and a discussion of offender dynamics as they relate to the child's interview and disclosure. Training in this Thursday edition of our Friday Forums on child welfare research and evidence, the topic will be child neglect, the half of our Child Abuse and Neglect intervention that we know the least about and often have the most difficulty impacting. These are often the revolving door families about whom we receive multiple reports, sometimes over years, and with whom we struggle to achieve long term change to their underlying issues. To advance our underlying understanding, Dr. Slack will present this webinar and share the results of a	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Child Neglect: Risks and Predictors	This two day training includes content in the areas of defining sexual abuse, values, myths and beliefs as well as facts regarding sexual abuse nationally and locally. In addition we will focus on best practice and research in the field regarding family dynamics and individuals in child sexual abuse. Specifically, we will cover information on victims, the non-offending parent, siblings, adult offenders and juvenile offenders. Small and large group activities will focus on assessment and case planning issues by utilizing information and an auxiliary assessment format that can be used in sexual abuse cases. Worker issues that	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time at training),
Caseworker In-Service	Child Sexual Abuse	This two day training includes content in the areas of defining sexual abuse, values, myths and beliefs as well as facts regarding sexual abuse nationally and locally. In addition we will focus on best practice and research in the field regarding family dynamics and individuals in child sexual abuse. Specifically, we will cover information on victims, the non-offending parent, siblings, adult offenders and juvenile offenders. Small and large group activities will focus on assessment and case planning issues by utilizing information and an auxiliary assessment format that can be used in sexual abuse cases. Worker issues that	Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker In-service	Child Sexual Abuse Case: Planning Issues	This two day training includes content in the areas of defining sexual abuse, values, myths and beliefs as well as facts regarding sexual abuse nationally and locally. In addition we will focus on best practice and research in the field regarding family dynamics and individuals in child sexual abuse. Specifically, we will cover information on victims, the non-offending parent, siblings, adult offenders and juvenile offenders. Small and large group activities will focus on assessment and case planning issues by utilizing information and an auxiliary assessment format that can be used in sexual abuse cases. Worker issues that are particularly prevalent, including vicarious traumatization in sexual abuse cases will be explored.	Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-Service	Child Sexual Abuse- Part 1: Behavioral Indicators of Sexual Abuse: What to Look for and Why	This session will introduce participants to behavioral issues pertinent to child sexual abuse. We will review indicators that may be present in child victims. Specifically we will take an in depth look at sexualized behaviors that children may exhibit. We will then look at possible causes of this behavior and what part they play in the evaluation of a sexual abuse allegation.	Social work practice, cultural competency, communication skills required to work with children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-Service	Child Sexual Abuse- Part 2: Sexually Traumatized Children: Creating a Safe Environment	This session will focus on a variety of issues experienced by sexually abused and sexually traumatized children, including their victimization, vulnerability and the impact these traumatic experiences have on them. Information will be presented on behaviors sexually abused and traumatized children may exhibit and some strategies workers can use to evaluate the family to determine if they will be able to	Social work practice, cultural competency, communication skills required to work with children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-service	Child Welfare and the Courts 3-day Conference	The 2017 Conference on Child Welfare and the Courts: Inspiring Hope and Building Resiliency Among Our Youth is an event that will include presentations and workshops aimed at solutions-based approaches for serving youth in the child welfare and juvenile justice systems. The conference will bring together county, state, and tribal leaders from multidisciplinary backgrounds to assist in creating dialog and pragmatic approaches to their work in this area.	Social work practice, cultural competency, communication skills required to work with children and families	0%	6.50	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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Caseworker Inservice	Childhood & Adolescent Disorders	This training will provide an overview of the main categories of the DSM 5 that pertain to children and adolescents. We will consider the trauma perspective as it relates to the mental health of children and adolescents, and discuss the implications to child welfare and juvenile justice work.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Chronic Child Neglect: An Advanced Course for Child Welfare Staff	Neglect is serious: it is the most common type of child maltreatment and the leading cause of child maltreatment deaths. Responding appropriately to chronic neglect is particularly difficult, even for veteran social workers. In this course participants will explore the relationship between poverty and neglect, consider the impact of complex trauma on children, and learn innovative, family-centered ways to respond to chronic neglect.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Client Violence: Keeping Yourself and Others Safe	This workshop addresses the problem of violence against child welfare professionals, with recommendations on both clinical and administrative issues regarding client dangerousness.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Cognitive Graphic Interviewing	This training is intended to provide professionals with an overview of the Cognitive Graphic Model of Interviewing and will also give insight into the challenges of interviewing children, suggestibility and leading questions. It focuses on a multidisciplinary approach to forensic interviewing.	N/A	none	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used

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Caseworker In-service	Confirming Safe Environments	This curriculum provides staff a half day overview of Confirming Safe Environments Reconfirming Safe Environments requirements for assessing and assuring safety for children in placement. The training begins by establishing the critical nature of this function, especially in the context of working with children who have experienced trauma. Staff examine how the nature and demands of assessing and assuring safety in placement are different from assessing and assuring safety within the child's family.	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	TBD	TBD	TBD
Caseworker Inservice	Confirming Safe Environments	This course is intended for supervisors and any staff whose responsibilities may include placing a child. The assessment for confirming and re-confirming the safety of the placement setting for a child is explored including: components of the assessment, information gathering to support thorough assessments and implications of the assessment for child welfare decision making. Placement Danger Threats are a particular focus. Participating in this training prepares a supervisor or worker to better integrate these responsibilities into agency	Placement of the child, case management and supervision, Social Work practice	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$4269 Fed Reimb \$1579
Caseworker In-service	Conflict Management: Having Challenging Conversations	The purpose of this course is to help you learn to effectively deal with difficult interpersonal conversations and relationships in your workplace. You will develop a framework for better understanding the complex nature of interpersonal communication and explore why misunderstanding is so normal. You will also learn multiple ways to manage your reactions to the challenging behaviors of others and practice skills that are particularly helpful in	Social work practice, cultural competency, communication skills required to work with children and families	50%	4.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 6,688 Fed Reimb., \$1672

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Caseworker In-service	Connecting the Dots- Juvenile Justice Social Workers	Connecting the Dots: examining our JJ system, what we are doing well and where we can make improvements.	Social work practice, cultural competency, communication skills required to work with children and families	50%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134
Caseworker In-service	Court Preparation- Facts vs Conclusion	*This training will provide workers with information on testifying under direct and cross examination *What's the Difference between a fact and a conclusion	Social work practice, cultural competency, communication skills required to work with children and families	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Caseworker In-service	Courtroom Preparation & Presentation	When cases of abuse and neglect require court intervention, the social worker assigned to the case provides the basis for the court's decisions and the structure for the family's healing. The ability to be effective in court and to best serve the children and families in the system, requires a solid knowledge of and respect for: court jurisdiction, rules and procedure; the caseworker's role in court; and, the problems that may arise with respect to the social worker's conduct.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Courtroom Preparation for Qualified Expert Witness Testimony	The Wisconsin Indian Child Welfare Act (WICWA) was codified into Wisconsin law in December of 2009. This law clarified the need for Qualified Expert Witness (QEW) testimony in out-of-home placement or termination of parental rights cases involving Indian children. This has resulted in a greater burden on tribes to provide such testimony in these cases. This training is intended to allow tribes to identify people who can provide QEW testimony, and provide them with information on what to expect when providing QEW testimony.	N/A	50%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4268, Fed Reimb., \$ 1,067

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Caseworker In-service	Creating a Healthy Work Environment	What makes a Productive Team? How is Conflict dealt with in your organization? Mike McGowan will describe what it takes to create and maintain a healthy work and team environment so you can team more effectively with your families. You will discover the connections between individual health and healthy workplaces and learn how to enhance your interactions with others. This workshop will also provide you with specific strategies to use in stressful situations as well as effective ideas for dealing with bullying and harassment.	Team building and stress management training	50%	5.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 7,826, Fed Reimb., \$ 1,957
Caseworker In-service	Creating an Evidenced Based Community Juvenile Justice System	Creating an Evidence Based Community Juvenile Justice System is a three day workshop designed for those who are looking for an in-depth understanding of what constitutes an effective community juvenile justice system that reduces recidivism. Participants must be interested in being a part of an ongoing planning and implementation process which will use this knowledge to impact juvenile justice response in their county.	N/A	0%	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used
Caseworker In-service	Creative Case Planning for Families Where Anxiety Exists: It is not Always the Way it Looks	This is a 6-hour training geared to help you the child welfare worker understand the spectrum of Anxiety Disorders and how this impacts your work with families where the disorder exists. You will understand individual anxiety disorders, the symptoms, behaviors, and treatment recommendations.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Creative Case Planning for Families with Children with Bipolar.	Working with families where children suffer from a mental illness can be particularly challenging for the child welfare social worker. Bipolar can affect children on many levels-cognitively, behaviorally, environmentally, and socially. There is much controversy around children with bipolar due to the potential overlap with ADHD, depression, and conduct disorder. This workshop will focus on those challenges and provide you an opportunity to problem solve around those issues.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Creative Case Planning for Parents with Personality Disorders	This training will focus on the DSM 5 diagnosis criteria, the symptoms, the causes and the prognosis for each personality disorder. You will understand the difference and similarity between personality styles versus personality disorder. You will be able to apply this understanding of personality disorders to the families you work with and transfer this knowledge to case planning.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Creative Case Planning with Parents with Depression	Working with families where one of the caregivers suffer from a mental illness can be particularly challenging for the child welfare social worker. Often it is difficult to engage parents, keep them motivated and focused while keeping ourselves motivated, plus always keeping "child safety" the priority. This workshop will focus on those challenges and provide you an opportunity to problem solve around those issues. We will focus specifically on parents that suffer from depression.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Cross Cultural Practice	In this one-day training, participants have an opportunity to explore what diversity means, and to understand cross cultural practice in the context of Social Work and child welfare. This includes understanding the ethical principles involved, a model for understanding differences, and a model for introducing change within their agency specific to cross cultural practice.	Cultural competency related to children and families, Social Work practice	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Customer Service"Public Service = Public Trust"And"Customer Service Implementation Prep Session"	This Session defines who our customers are and why service is so important.	Job Performance Enhancement Skills	50%	9.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 13,518 Fed Reimb., \$ 3,380

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Caseworker In-Service	Cyberbullying, Social Networking, and Sexting: Implications for Child Protection and Juvenile Justice Professionals	This presentation will cover a broad overview of cyberbullying, social networking, and sexting, including issues child protection and juvenile justice professionals need to know about how youth use and misuse technology to cause harm to their peers. The workshop will define and provide examples of cyberbullying and discuss the role of teens and adults in preventing and responding to inappropriate online behaviors.	N/A	0%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker In-Service	Dane County Trauma Training	Participants will gain a clearer understanding of how trauma can affect behavior, and thus be better able to work with parents and support children in their homes and in alternate care placements. They will learn what is complex trauma and why should we care; the effects of trauma experiences on neurological, social, and emotional development and functioning; how to use a trauma lens to make case decisions from a trauma informed	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	DCF 55 Training	Subsidized Guardianship provides another avenue for children and youth to achieve permanency. The purpose of this workshop is to familiarize staff with the Ch. DCF 55 Subsidized Guardianship Administrative Code and polices which includes: A review of Ch. DCF 55 including establishing eligibility, annual reviews, amendments; forms and ewisacwis documentation; and case application scenarios.	Title IV-E policies and procedures	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	\$16,910, Fed Reimb., \$6,257
Caseworker In-Service	DCF 56 Training	1). Review the reference materials provided 2). Review DCF 56 a. Highlight recent changes or interpretations; b. Review implementation issues; 3). Discuss questions from the group. Please send your questions on any aspect of licensing to sbiddick@wisc.edu so Jonelle can be prepared to answer them. 4). Upcoming foster care issues.	Title IV-E policies and procedures	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	\$16,910, Fed Reimb., \$6,257

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Caseworker In-service	DCF 56 Updates	<p>The one day training is intended for foster care coordinators and their supervisors who have been previously trained in DCF/HFS 56 Admin. Code. The purpose is to review only new reference material and changes to Administrative Codes related to foster care licensing, discuss licensing questions and other foster care questions and to review the February 2009 eWisacwis release that will affect foster care licensors. Each participant should bring their own copy of the Foster Care Licensing Handbook and they will be given the documents to replace the old items in the training binder.</p>	IV E policies and procedures	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$8,538, Fed Reimb., \$ 3,159
Caseworker In-service	DCF 58: Kinship Care Coordinators	<p>This course is recommended for both new and seasoned Kinship Care program staff. Focus is on DCF 58 Policy, Eligibility of caregivers and children, Appeal & Review Rights, Waitlist, and Annual Assessment. Also discussed are: Contract Allocation & Determination, KCTS, Data Entry Requirements, Review of Frequently Asked Questions, and Forms. What makes this course invaluable is it's face to face nature and the sharing of information it offers all attendees.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	75%	3.00	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 4,269, Fed Reimb., \$ 1,580

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Caseworker In-service	DCF 58: Tribal Kinship Care Coordinators	This course is recommended for both new and seasoned Kinship Care program staff. Focus is on DCF 58 Policy, Eligibility of caregivers and children, Appeal & Review Rights, Waitlist, and Annual Assessment. Also discussed are: Contract Allocation & Determination, KCTS, Data Entry Requirements, Review of Frequently Asked Questions, and Forms. What makes this course invaluable is it's face to face nature and the sharing of information it offers all attendees.	Social work practice, cultural competency, communication skills required to work with children and families	75%	3.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker Inservice	Demystifying the DSM: History and Implications for Child Welfare Practice	The use of the DSM as a tool for diagnosing individuals is an inextricable piece of the mental health landscape. With the release of the DSM V, mental health consumers, mental health professionals, human service and community organizations, and policy-makers have a vested interest in the changes. This workshop will introduce and process the changes for diagnostic conceptualization and the implications for the broader service community.	General mental health issues specific to children and families, case management and planning.	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Developing Champions for Change: A Scientific Approach to Reviewing Critical Incidents	The Wisconsin Department of Children and Families (DCF) has contracted with Collaborative Safety, LLC to provide training and support in implementing a review protocol to evaluate and address systemic factors affecting child maltreatment fatalities and near fatalities based on a safety science approach in Wisconsin.	Social work practice, cultural competency, communication skills required to work with children and families	75%	24	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	\$33,820, Fed Reimb., \$12,514

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Caseworker In-service	Does It Really Take a Village to Raise a Child?	This workshop is designed to support the development of community-wide involvement in stopping child abuse and/or neglect by strengthening families through the use of family teams. In order to do so, the role of child protective services will be introduced and the process briefly reviewed. Information will be shared about why children are not always removed from their homes including the legal boundaries that must be followed, the meaning of "child safety," attachment issues and the trauma that they experience as a result of being placed out of their home. The training will then focus on family teaming and how we, as community partners, can work together to protect vulnerable children and work with their families to realize long-term, positive outcomes. It really does take a village to raise a child.	Team building	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Domestic Violence and Child Welfare Practice	This training is designed to provide workers and their supervisors with knowledge about domestic violence, its impact on family members, and strategies for identifying and addressing domestic violence in case plans, throughout the Child Protective Services (CPS) process.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-Service	Domestic Violence: Its Impact, Assessing Safety and Family Case Planning	This training will provide participants information about domestic violence, it's impact on victims and children, and how to safely identify and understand it; provide information and tools to safely assess family situations to determine potential risk and necessary precautions; and, provide tools and practices that can be implemented to improve service and safety planning for families impacted by domestic violence.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269 Fed Reimb., \$ 1,580
Caseworker In-Service	Domestic Violence: The Impact of DV on the Family	The impact of domestic violence on children/services for child witnesses.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269 Fed Reimb., \$ 1,580

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Caseworker In-service	Drug Trends in Indian Country	Class Goals: Know and understand current drug trends impacting children and families in Indian country; Learn how to identify drug problems in the homes of Indian children; Understand the impact of parental drug use on Indian children; Learn new strategies for improving outcomes of Indian children impacted by drug use.,	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	DSM for CPS Workers	This workshop will help case workers understand the basic language of the DSM for case management purposes.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Dynamics of Abuse & Neglect	While abuse and neglect often are cited as the reasons for children being removed from their families, other circumstances, such as parental addiction or death, witnessing domestic violence, homelessness and poverty and chronic health issues, also must be considered. This class looks at the family and community context in which various forms of maltreatment occur, and how foster parents can better meet the care and treatment needs of child survivors.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Effective Case Preparation and Courtroom Testimony	The goal of this training is to put professionals working in the child welfare area more at ease in the courtroom by enhancing their capability to more effectively prepare and present testimony for court. This session is designed to demonstrate alternative methods for gathering and evaluating information to build a case. This session will also demonstrate how to organize case materials in preparation for presenting this information as evidence in 'child in need of protection and services' (CHIPS) and 'termination of parental rights' (TPR) cases. Workers will learn to delineate the issues at each procedural phase of courtroom testimony and what information the worker will be expected to provide to the court, and to list the steps involved in gathering and analyzing evidence for	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Emerging Issues in Child Maltreatment	This one day workshop will cover critical issues regarding the recognition, diagnosis, and treatment of child abuse and neglect. Attendees will be able to recognize skin findings concerning for child maltreatment, understand appropriate medical evaluations, and discuss life long consequences of child maltreatment. Issues covered during this workshop will include: bruises, bites, burns, abusive head trauma, abdominal trauma, child neglect, drug endangered children, medical neglect, failure to thrive, and sexual abuse.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Engaging Fathers When There has Been DV	Participants in this advanced workshop on engaging fathers when there has been domestic violence will learn to recognize the signs of abuse, how to respond, resources for treatment and intervention, and techniques for family safety planning. Basic domestic violence knowledge is required.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269 Fed Reimb., \$ 1,580

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Caseworker In-service	Engaging Absent Fathers	<p>Working with absent fathers is often challenging and yet we know that a good father is optimal to the healthy development of children. The research on this is clear. The presence and quality of a father's relationship with his child affects the whole spectrum of child development, including; cognitive and linguistic capacities, educational outcomes, emotional security, social skills, etc. Including fathers can add all the resources of his extended family to the case process. None of this is a surprise. And yet, county QSR outcomes repeatedly provide evidence that we are not sufficiently involving fathers in the case process. We are not offering them services at the level that we are for mothers. We often don't see them as a resource for their children other than paying child support. This interactive workshop will discuss the importance of fathers across the CPS process and the negative consequences to children if fathers are not involved. We will cover DCF policy in regards to involving fathers. We will explore the barriers to engaging fathers as well as strategies for removing the barriers. We will look briefly at how to work with incarcerated fathers as well as those involved with domestic violence. You will be provided with good resources not only for you as the worker, but also for fathers wanting to be positively involved in their children's lives.</p>	Activities designed to preserve, strengthen, and reunify the family	75%	5.75	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,182, Fed Reimb., \$ 3,027
Caseworker In-service	Engaging Nonresident Fathers in Child Welfare Work	<p>Although involving nonresident fathers in child welfare work can have a tremendous positive impact on children, it can be difficult. This 90-minute webinar (online seminar) will explore common challenges and dilemmas related to father engagement, with a special focus on involvement of nonresident fathers in visits and other forms of family interaction. It will also offer strategies to help child welfare professionals achieve more positive outcomes for children and their families.</p>	Activities designed to preserve, strengthen, and reunify the family	75%	1.5	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	Costs Reported Individually (only time at training.)
Caseworker In-service	Enhancing High Performance Organizations	<p>The training will explore the organizational performance capacities of leadership, management, operations, and adaptation, and allow participants to assess and discuss the current level of performance of their agencies and explore opportunities to transform or enhance their organization's performance.</p>	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Ethical Practice: Its More than What Happens in Your Office	<p>This workshop will encourage thoughtful conversations about those ethical issues that often arise outside of your direct interaction with clients, essentially in the office. We'll use the NASW Code of Ethics to frame the conversation. We'll include things like dual relationships and other boundary issues including the use of technology. We'll talk about interactions with colleagues both inside and outside of your agency and behavior outside of office hours. We'll come up with ideas about how to think proactively about complex ethical situations that are a part of everyday practice.</p>	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 5,692, Fed Reimb., \$ 2,106
Caseworker In-service	Ethics & Boundaries: Moral Courage In The Workplace	<p>This ethics and boundaries training has been developed to examine the ethical responsibilities of employees to their workplace settings. In order to fully understand the implications of employee behavior, attendees will structure discussions around the concept of moral courage. Employee responsibility for promoting ethical workplace cultures is defined as one carried by all employees of the organization and participants will apply the NASW Code of Ethics, MPSW 20 and an ethical decision- making model to common situations in organizational settings.</p>	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 5,692, Fed Reimb., \$ 2,106
Caseworker In-service	Ethics & Boundaries: Working in Tribal Communities	<p>Class goals: Understand the NASW Code of Ethics; Understand and develop skills around issues and challenges facing tribal child welfare workers working in tribal communities, including information around boundaries, dual relationships, and working in rural communities; Problem solving around issues unique to tribal workers.</p>	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .</p>	\$ 5,692, Fed Reimb., \$ 2,106

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Caseworker Inservice	Ethics and Boundaries 2013 - 2015: Technology and the Professional Self	This ethics and boundaries workshop was developed using feedback and responses from "Child Welfare and the Ethical Use of Technology and Social Media" workshops offered during the 2013-2015 licensing period. Ethical decision-making regarding the use of technology is a process that is connected to personal and professional values and can be influenced by our familiarity and comfort with technology. Regardless of ever-changing technological advances, the obligation to consider social work values, ethics, and codes of conduct remains the same. In essence, the dilemmas of today have been addressed yesterday. We consider multiple perspectives and an ethical framework to ensure our decisions rest within the safe range of ethical practice.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$5692 Fed Reimb \$2106
Caseworker In-service	Ethics and Boundaries 2017-19: An Ethical Challenge - Bullying in the Workplace	Current research indicates that workplace bullying is a serious challenge for both the individual(s) being bullied and the work environment within which they work (Horton, 2016 citing Hallberg and Strandmark; Nielsen and Einarsen, 2012). Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by a perpetrator. People who suffer bullying typically experience a range of serious health problems, both psychological and physical. Bullying does not happen in a vacuum. It occurs within an organizational context that is reflective of agency culture, policy and procedures.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	3.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In Service	Ethics and Boundaries: Technology and the Professional Self	In the 2013-2015 Ethics and Boundaries training, the continuum of ethical professional behavior as it relates to child welfare practice and the ethical use of technology and social media that were introduced in the 2011-2013 Ethics and Boundaries training will continue to frame the discussions. Confidentiality, informed consent and dual relationships with the use of technology in practice will be the focus of the training.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	50%	4	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$5,692 Fed Reimb., \$2,106

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Caseworker In-service	Ethics and Boundaries: Child Welfare and the Ethical use of Technology and Social Media	This workshop focuses on the ethical questions and dilemmas, as well as the boundary-setting challenges that often appear in child welfare practice when utilizing technology and social media in practice. Content includes recognition of how we use the World Wide Web, the challenges and benefits inherent in this use, and the resulting implications for practice. Workshop content includes a review of the social work values, ethics, and boundaries that guide social work professionals.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 5,692, Fed Reimb., \$ 2,106
Caseworker In-service	Ethics and Boundaries: Moving Beyond Organization Culture - Working in Smaller-sized Communities and Rural Areas	This workshop focuses on the ethical questions and dilemmas, as well as the boundary-setting challenges that often appear in child welfare practice when working in smaller-sized communities and more rural settings. Content includes recognition of the unique cultural characteristics found in such areas and resulting implications for practice. Workshop content also includes a review of the social work values, ethics, and boundaries that guide social work professionals.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	4	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 5,692, Fed Reimb., \$ 2,106
Caseworker In-service	Ethics and Culture	This workshop explores the relationship between our personal values (culture) and the ethics of our professions. It explores both simple and complex, ethical issues faced by helping professions. By exploring the National Association of Social Worker's (NASW) Code of Ethics, participants examine one effective and workable ethical decision making process. Participants examine real life	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 16,910, Fed Reimb., \$ 6,257
Caseworker In-service	Evidence Based Practices: Intervention Strategies Focusing on Adolescent Offenders	In this one day workshop, participants will look at adolescent development and how juveniles differ from adults and how those differences impact the juvenile justice system, from arrest through supervision; explain risk assessment and criminogenic needs.	N/A	none	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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Caseworker In-service	Facilitating Partnership & Change	<p>Alternative Response requires a new practice model for child welfare, and effective implementation of Alternative Response requires a new level of engagement between supervisors and front line workers. Change of any kind is challenging, and front line workers are the face of that change in the community. Supervisors not only must convince workers to adopt the changes Alternative Response brings, but also are responsible for the quality of services delivered under this new way of practice. This workshop will offer supervisors and program managers the tools needed to help their team become the positive face of change in their agencies and communities. This 2-day training will explore the relationship between parallel process, the supervisor's role as coach, and supporting transfer of learning from the training room into the field. Underlying this course is the belief that if a supervisor behaviorally embraces the principles of family-centered practice, he or she will provide worker-centered supervision, thereby modeling effective work with families. Participants will have the opportunity to deeply explore the foundation of family-centered practice - the six Principles of Partnership. In other states, these practice principles have become a common language - a way to speed up and deepen the mind shifts necessary in Alternative Response, to assess family-centered practice among individuals or agencies, to improve family-worker relationships, to reduce resistance to service plans, to promote more openness and honesty from families, and, ultimately, to improve outcomes for families.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 16,910, Fed Reimb., \$ 6,257
Caseworker In-service	Family Centered Assessments: The Impact on Domestic Violence on the Family	<p>Domestic abuse in the home is a complex issue that is often masked by a multitude of social problems. Recognizing the signs of domestic violence can be challenging as families have accepted living with violence as a normal way of life. Breaking the cycle of violence begins with creating awareness as well as understanding and responding compassionately to this issue. This workshop will offer dialogue and education on how professionals working with families can recognize the symptoms of family violence, safely respond, and support families in safe and healthy environments.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Family Finding	<p>This Family Finding training series is designed to assist jurisdictions in their efforts to implement the Family Finding model and provide interactive and supportive case specific consultations intended to address obstacles and challenges unique to each case, community and agency.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Family Interaction: An Underutilized Opportunity for Change?	The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work and the Southern Child Welfare Training Partnership will host "Family Interaction: An Underutilized Opportunity for Change?" a 90 minute webinar for child welfare professionals. The Jordan Institute has worked with the North Carolina Training system to develop training on this topic and will share their expertise with us. During this event child welfare social workers and supervisors will have an opportunity to reflect on the dynamics of parent/child visits, explore the research, and discuss the practice skills that could help you use family interactions more effectively to inform your case planning and facilitate timely reunification.	Placement of the child, development of a case plan, permanency planning including kinship, visitation	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	Costs reported individually (only time in training.)
Caseworker Inservice	Feedback and Learning Styles	New hires who participate in the Safety Training Academy are encouraged to have an active role in their learning. Our intent is to enable each participant to be self-regulated learners who can leave the Safety Training Academy competent, confident and committed to continue their learning throughout their career in Child Protective Services.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Finding Evidence-Based Information to Inform Your Practice	A world of information is available to you on the Internet which can help you make case planning decisions, stay up-to-date on best practice, and inform agency policies. This hands-on workshop, delivered through web portals, will introduce the principles of evidence-based practice and outline strategies for searching the internet for evidence-informed answers to common child welfare service questions.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Fostering Self-Reliance in Children & Teens	This workshop will provide specific tools to foster self-reliance in children of all ages and developmental levels. It will prepare workers to support parents and caregivers who need help encouraging independence. It will help foster parents to both enhance the self-reliance of the children in their care and to help the parents of those children encourage the development of self-reliance., ,	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Friday Forum: Children of Incarcerated Parents	Child welfare and corrections agencies have been slow to recognize the needs of this shared population and even slower to modify their policies and practices to reflect the new challenges. Judges, court officials, and child welfare workers all report difficulties involving incarcerated parents in planning sessions and court hearings regarding their children in state custody and family visitation is also a problem. These difficulties will be discussed and possible strategies for helping children of incarcerated parents and their families will be presented.	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs Reported Individually (only time at training.)
Caseworker In-service	Friday Forum: The Intersection of Child Abuse, Animal Abuse, and Domestic Violence	This workshop will focus on the research that connects animal abuse and family violence - particularly child abuse. The importance of action by social workers in the field of animal welfare and its ramifications for child abuse will be explored as well as the specific issue of mandated cross-reporting. Additionally information on cutting edge cross-systems programs that protect both children and animals will be provided. Guidelines will be suggested for how we as social workers can add to the collection of data on this important intersection and get involved in individual, family and societal change ultimately providing benefits for both species (no graphic pictures shown!).	Social work practice, cultural competency, communication skills required to work with children and families	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs Reported Individually (only time at training.)
Caseworker In-service	From Prejudice to Pride: Working with LGBT Communities	This highly interactive presentation is designed to provide participants with a general understanding of impacts of violence on the LGBT communities, common barriers to service often faced by LGBT people and, finally, how to create safety and support for all community members through effective service provision strategies.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Fundamentals of Family Centered Case Management	This one-day course is designed to provide basic information to participants about family-centered child welfare practice including: the family life cycle and functioning; child development tasks and assets; building relationships and engaging with clients; gathering information and case planning	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Grid Training	<p>This 3-day workshop provides foundation training in family-centered practice for child welfare workers and their supervisors. This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships.</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$25,123, Fed Reimb., \$9,296
Caseworker In-service	Grief and Loss in Adoption	<p>The profound loss that is experienced before an adoption occurs deserves to be acknowledged and grieved. The adoption triad consists of the birth/biological family, the adoptive parents, and the adopted person.</p> <p>The loss for birth-families weighs heavily within the adoption triad with many unknowns. The loss for adoptive parents may also include infertility and/or expectations of a child. The loss an adopted person experiences is oftentimes overshadowed by the gains of an adoption. This training will aid families and professionals in preparing children for adoption; in recognizing and preparing for the grief and loss associated with adoption; and will offer strategies for supporting children and families.</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	2.00	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 2,846 Fed Reimb., \$1,053

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Caseworker In-service	Heroin, Methamphetamines and other Trending Drugs in Wisconsin	<p>This course will address current trends in the use of heroin and methamphetamine, as well as other drugs across Wisconsin. This course will contain an overview of the seven categories of illegal drugs which law enforcement encounters in WI including Cannabis, Hallucinogens, Stimulants, Depressants, Inhalants, Narcotic Analgesics, and narcotics such as heroin and prescription opiates. Each category of drug will be discussed including physiology, signs and symptoms of use, and current trends in Wisconsin, with an emphasis on heroin and methamphetamine. Child Welfare and Juvenile Justice professionals will learn how various drugs affect the human body and mind differently, as well as impact a person's behavior and ability to care for themselves or their children. The impact of drug use on the individual and family will also be explored.</p>	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Historical Trauma	<p>Two Part Training: Part one focuses on the historical losses experienced by First Nations people and communities as a result of Euro-American colonization. Part two allows participants the opportunity to take part in exercises toward healing historical trauma. , Class goals: Understand historical events and actions that led to the genocide of First Nations people in the United States; Understand how historical and contemporary genocide continues to impact First Nations people today; Learn and apply strategies to heal historical and intergenerational trauma individually and with clients.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	HV - Managing the Human Differences of Today's Workforce	<p>The workplace and the world are changing. Today's leaders are called to develop the best attributes of all employees- regardless of age, race, and gender. This course will examine three human difference areas found in today's employees:</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	0%	4.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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<p>Caseworker In-service</p>	<p>HV Brazelton Touchpoints Training</p>	<p>Description This training provides a practical, preventive approach that supports professionals in forming strength-based partnership with families. Touchpoints offers opportunities for providers to support parents in understanding their child's behavior and strengths leading to a stronger emotional bond, which is critical to a child's development.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>12.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>
<p>Caseworker In-service</p>	<p>HV- Bringing the Protective Factors to Life in Your Work</p>	<p>Strengthening Families is a research-based, cost-effective framework developed by the Center for the Study of Social Policy (CSPP) over the last decade to increase family strengths, enhance child development and reduce child abuse and neglect. This approach helps child welfare systems, early education, prevention organizations and other programs work with parents to build five protective factors that, when present, increase the overall well-being of children and families. Protective factors are attributes that serve as buffers, helping parents who might otherwise be at risk of abusing their children to find resources, supports, or coping strategies that allow them to parent effectively, even under stress.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>50%</p>	<p>6.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538, Fed Reimb., \$ 2,134</p>
<p>Caseworker In-service</p>	<p>HV FAN - A Framework for Engagement and Reflective Practice Session for Direct Service Professionals</p>	<p>The nationally recognized FAN framework was developed by Linda Gilkerson of the Erickson Institute to support professionals in the areas of engagement and reflective practice through increased attunement and effectiveness in the interactions we have with families. This training is for agency teams consisting of staff, supervisor and/or mental health consultant. It will include monthly coaching calls for supervisors and submission of implementation tools. Each staff person will complete 2 tools each month to be discussed with their supervisor.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>6.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships</p>	<p>\$10,033 Fed Reimb., \$3,712</p>

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<p>Caseworker In-service</p>	<p>HV FAN - A Framework for Engagement and Reflective Practice Supervisor Session</p>	<p>The nationally recognized FAN framework was developed by Linda Gilkerson of the Erickson Institute to support professionals in the areas of engagement and reflective practice through increased attunement and effectiveness in the interactions we have with families. This training is for agency teams consisting of staff, supervisor and/or mental health consultant. It will include monthly coaching calls for supervisors and submission of implementation tools. Each staff person will complete 2 tools each month to be discussed with their supervisor. Supervisors will participant in lunch conversations during the first two days of training and will receive an additional hour of training beyond that of staff on day 2 at the end of the day. Supervisors will also receive and participate in both individual and group coaching calls each month between the first two days of training and the third day of training.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>0%</p>	<p>12.00</p>	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	<p>N/A</p>
<p>Caseworker In-service</p>	<p>HV Fulfilling the Promise 2017: A Conference for Parent Educators, Home Visitors, & their Partners (3 days)</p>	<p>Fulfilling the Promise is an annual conference for early childhood professionals providing support and education to parents; home visitors, program managers, and parent educators who provide home-based, group-based, and center-based support and education to parents of young children. Participants work in Family Resource Centers, Head Start and Early Head Start, private agencies, health departments, hospitals, Birth to 3 programs, Even Start Family Literacy schools, county and tribal social service departments, and Early Childhood centers.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>12.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>

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<p>Caseworker In-service</p>	<p>HV HFA Implementation</p>	<p>Implementation training is an opportunity to become intensely immersed in HFA, the expectations of the model, and the responsibilities of an HFA leader, all while developing relationships with National Office staff and a network of support from other program manager colleagues throughout the country. Participants will also receive an HFA Site Development Guide, newly updated, and access to other resources aimed at making a program manager's work a bit easier.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>12.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>
<p>Caseworker In-service</p>	<p>HV PAT booster session</p>	<p>This session provides an opportunity to organize thinking regarding the PAT curriculum through a Foundational refresher; visit planning practice using the planning guide and curriculum resources to plan parent-child interaction, parenting strategies and support around family well-being</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>4.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 5,692 Fed Reimb., \$2,106</p>

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Caseworker In-service	HV Sentinel Injuries	This session will build off the online introductory knowledge to deepen participants' understanding of sentinel injuries, and the role that they can play in early detection and intervention. This session will utilize case examples and discussions, and provide participants with resources that they can utilize in their work. This session provides critical information for professionals to identify potential risk of child abuse in infants.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Caseworker In-service	HV-Mindfulness for the direct service professional	This training for Home Visitors and other Family Support Professionals will introduce the participants to the basic research, definition, principles and methods for cultivating mindfulness, with particular emphasis on practical ways to apply mindfulness in their work settings. Training will include lecture, experiential practice, and discussion.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	5.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$7,115 Fed Reimb. \$2,633
Caseworker In-Service	Identifying Abuse & Neglect	This workshop familiarizes the worker with the dynamics of physical and sexual abuse, emotional maltreatment and neglect as well as the physical behavioral indicators in children. Workers also become familiar with the types of family situations that can contribute to abuse and neglect.	Social Work Practice, such as Family Centered Practice and Social Work methods including assessment.	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker Inservice	Impact of Suicide on Children and Families: The Ones We Miss	This training will address these questions and also provide you with ideas for case planning when working with families where suicidal behaviors and ideations continue to be challenging. This 6 hour training will include lecture, handouts, small group discussions and development of a system of care and crisis plan as part of case planning.	General mental health issues specific to children and families, case management and planning.	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Impact of Suicide on Youth and Families: The Ones We Miss	This training will address these questions and also provide you with ideas for case planning when working with families where suicidal behaviors and ideations continue to be challenging. The "Ones We Miss" are most often children in out of home care and youth who are bullied.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Implementing Shared Parenting	This 2-hour training event will reach approximately 30 foster care coordinators and supervisors. It will explore ways child welfare professionals can support relationships between foster and birth parents when shared parenting is complicated by the presence of domestic violence, substance abuse, mental illness, and other concerns.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child.	75%	2	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs Reported Individually (only time at training.)
Caseworker In-Service	In Home Services-Engaging Families Throughout the Change Process	This training teaches skills and strategies that align with the stages of change to help CPS in-home services professionals overcome common barriers to family engagement and build parents' protective capacities so they can safely care for their children.	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	In the Best Interest of the Child: Making the Most of Visitation	This training offers knowledge, awareness building, and skills for case workers and family support workers to successfully team with parents and help them make the visit time with their child a productive opportunity for achieving the goals of the case.	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Independent Living Overview for New IL Coordinators and Supervisors	This training will provide an opportunity for new county and tribal independent living coordinators and supervisors to learn information about the John H. Chafee Foster Care Independence Act of 1999 and Wisconsin's Independent Living program.	Independent living and the issues confronting adolescents preparing for independent living	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Information Collection & Safety Intervention	Participants will review The Initial Assessment Information collections Standards and ultimately discuss determining impending danger.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$25,123 Fed. Reimb, \$9,296
Caseworker In-service	Information Collection and Decision Making in Child Protection Services	This two day course is designed provide an overview of the information collection process in Child Protection Services and the importance of utilizing standards. Participants will explore the importance of gathering information in Access, IA and Ongoing, and its influence on safety decisions. Key topics covered include: Examine Child Protection Services in WI and its application in public child welfare; Examine the Critical Thinking process when making important decisions; Examine how standards guide the decisions regarding sufficient and relevant information being gathered, Support the need for partnership with families during the assessment process; Integrate Critical Thinking into your process	Social work practice, such as family centered practice and social work methods including interviewing and assessment	50%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134

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<p>Caseworker In-service</p>	<p>In-House Training CLTS/CCS programming</p>	<p>Review the overall purposes & scope of each program as well as changes since we first rolled out</p> <p>When/if/how CLTS and/or CCS intersect with each other and other CYF divisions within the department</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>2.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Caseworker In-service</p>	<p>Initial Assessment Roundtable - Southern Region</p>	<p>Roundtables are group interactions that provide participants with an opportunity to share ideas and experiences in guided discussion for the purpose of refreshing the expression of case practices. Access and Initial Assessment roundtables will engage Child Welfare Supervisors and Staff in a facilitated discussion of the practical application of Wisconsin Access and Initial Assessment Standards. Participants will have hands-on exploration of actual case studies based upon the roundtable topic, including the review of Access and Initial Assessment development and decisions.</p>	<p>Title IV-E Policies and Procedures. General supervisory skills or other generic skills needed to perform specific jobs.</p>	<p>75%</p>	<p>5</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$7,115 Fed Reimb. \$2,633</p>

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<p>Caseworker In-service</p>	<p>Interviewing Child Victims with Disabilities</p>	<p>Children and youth with disabilities are more likely than children and youth without disabilities to experience physical abuse resulting in bodily injury and to experience serious sexual offenses including those involving repeated abuse, use of force and threats. Studies have long established that children with disabilities are disproportionately criminally victimized. Specifically, the rate of violence experienced by children with disabilities is almost triple the rate compared to children without disabilities. Research studies (Harrell, 2016; Powers, 2004; Nosek, 2001; Sobsey, 1994; Petersilia, 1998; Waxman, 1991) consistently report that there is a very high rate of sexual violence against children with physical and intellectual disabilities, as well as, those with significant speech and / or communication disabilities.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>50%</p>	<p>6.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538, Fed Reimb., \$ 2,134</p>
<p>Caseworker In-service</p>	<p>Intra-Familial Sexual Abuse</p>	<p>There are undeniable destructive effects of sexual abuse on children, just as undeniable are the challenges faced by social workers that have the responsibility to ensure the safety, permanency and well-being of those children. There are few definitive, clear models that professionals can use in order to assess the critical issues surrounding family reunification in child sexual abuses cases. This workshop will present models that address the therapeutic issues of the non-offending parent, the child victim and the offender. We will explore fully the role the non-offending parent plays in therapeutic progress for the child victim and in the future safety within the family environment. We will explore the required family restructuring and "if" reunification is to be a viable plan of action. Whenever possible participants' own case examples will be used to illustrate recommended approaches and techniques. The format will be presentation material, small group discussion, videotapes, practice simulations, and group discussion.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	<p>75%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$8,538, Fed Reimb., \$3,159</p>

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Caseworker In-Service	Intro to ACCESS	This Initial Assessment Specialists (and Specialist Advanced) training is intended to teach practice consistent with the Access and Initial Assessment Standards, and best practice. Through both classroom style instruction and hands on activities, including listening to Access calls and creating Access reports, employees will learn the intent and structure of Access,	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$8,538, Fed Reimb., \$3,159
Caseworker In-Service	Intro to Domestic Violence: Restraining Orders Overview	Understating Restraining orders and how to effectively use them for safety planning.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-Service	Introduction to Fundamentals	Family Centered Practice, family life cycle and functioning, child developmental tasks and assets, building relationships, engaging, gathering information, and case planning	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Introduction to Academy	Introduction to the Training Academy	Social work practice, development of a case plan, communication skills required to work with children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-Service	Introduction to Cultural Competent Practice in Child Welfare	In this session, participants should become more aware of the role culture has in one's identity and how decisions are made; and know how culture influences behavior, emotion and life choices; and understand the functional role culture has in assessing children and caregivers and facilitating change in their lives. Also, they will understand how practicing individualized case management, based on the cultural context the child and their caregivers, is the best way to ensure children are safe.	Cultural Competency related to children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Keeping the ACTION in Your Evidence Based Practice Action Plan	You are invited to send representatives from your EBP team, who have been through the three day training and action planning, to come to this one day conference and share your progress with other county teams; brain storm with Mark Carey on any stumbling blocks you have found, learning how teams in other places have overcome them; discuss how to modify your Action Plan; and get ideas to help you advance your next steps. Mark will share new research; success stories and ideas from other states; and give you a heads up on any national policies that might impact your EBP work.	N/A	N/A	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E	\$0, ineligible for IV E; other funds are used
Caseworker In-service	Knowing Your Lens: A Cultural Competence Training	Self-awareness is paramount to understanding and embracing culture. Knowing Your Lens is a three hour awareness training that takes into account the historical social construction of the United States and its impact on the lens through which Americans view and live life in the United States and abroad. Knowing Your Lens is a challenge toward conscientization which according to Freire (1972) is the process of developing a critical awareness of one's own social reality through reflection and action. Further, Knowing Your Lens includes learning in the areas of contrasting beliefs, values, practices and cultural courtesies of individuals with diverse roots including: White/Anglo-European, Black/African-American, Latino, Native American, Asian, Filipino, etc.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Legal Series: Children in Need of Protection or Services	This one day course is designed to introduce participants to the CHIPS process from a legal perspective, including the importance of statutory time limits, the bases for determining whether children are in need of protection and services, and legal requirements for changes of placement, entry, revision and extension of dispositional orders.	IV E policies and procedures	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Legal Series: Court Preparation	This training provides an analysis of the recent case law decisions and legislative changes that impact practice for county and state social service agencies in the area of CHIPS, Termination of Parental Rights, guardianship, JIPS, Delinquency and related areas. The participants will be able to identify and distinguish the specific changes in the law that will be integrated into specific case decision-making. This interactive program will provide case examples that reflect and demonstrate how these changes in the law impact agency practice.	IV E policies and procedures	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Legal Series: Permanency Considerations	This one day course will explore permanency options for children as well as common pitfalls to obtaining permanency in a timely manner. Participants will develop an understanding of the various grounds for termination of parental rights and the statutory dispositional factors. This course will also cover transfers of guardianship under both Chs. 54 and 48 of the Wisconsin Statutes.	IV E policies and procedures	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Legal Updates	The first half of the day will focus on legal developments in both Ch 48 and Ch 938 that impact the juvenile justice/child welfare professional. Recent case law developments in the areas of jurisdiction, waiver of jurisdiction, reverse waiver, truancy, the use of the county jail and secure detention as sanctions will be discussed. "Best Practice " recommendations will also be made to maintain compliance with case law directives. The session will also review new legislation and its impact on the responsibilities of professionals in both Ch. 48 and Ch 938. In addition there will be a discussion on the use of the social media by employees and the issues surrounding participation in social network sites.	Title IV-E policies and procedures	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Legal Updates for Juvenile and Children's Law	This 3-hour course provides an analysis of the recent case law decisions and legislative changes that impact practice for county and state social service agencies in the area of CHIPS, Termination of Parental Rights, guardianship, JIPS, Delinquency and related areas. The participants will be able to identify and distinguish the specific changes in the law that will be integrated into specific case decision-making. This interactive program will provide case examples that reflect and demonstrate how these changes in the law impact agency practice.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	3.00	Costs for this course arG23:H28e reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-service	Legal Updates for the Child Welfare Practitioner	This training provides an analysis of the recent case law decisions and legislative changes that impact practice for county and state social service agencies in the area of CHIPS, Termination of Parental Rights, guardianship, JIPS, Delinquency and related areas. The participants will be able to identify and distinguish the specific changes in the law that will be integrated into specific case decision-making. This interactive program will provide case examples that reflect and demonstrate how these changes in the law impact agency practice.	IV E policies and procedures	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Maintaining Sibling Connections	The Jordan Institute for Families at the UNC-Chapel Hill School of Social Work and the Southern Child Welfare Training Partnership will host "Maintaining Sibling Connections" a 90-minute webinar for child welfare professionals. During this event child welfare social workers and supervisors will have an opportunity to hear from a panel of siblings who have been in foster care, explore what the research says about the influence of siblings on well-being, and learn about tools and practice strategies that will help you promote child well-being by nurturing and maintaining healthy sibling bonds.	Placement of the child, development of a case plan, permanency planning including kinship, visitation	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)

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Caseworker In-service	Maintaining Your Strengths Based Focus	<p>Most caseworkers enter child welfare work focused on family strengths and eager to engage in "strengths-based" practice (Saleebey, 1997). The demanding and difficult conditions of child welfare work, however, can make it difficult to stay focused on client strengths over time. This workshop addresses how the strengths orientation of child welfare workers changes over time. Participants will consider ways to maintain strengths orientation even in difficult work environments and with challenging clients.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Making the Most of Family Interaction: In the Best Interest of the Child	<p>This interactive training that looks at techniques and skills to enhance the emotional connection between parents and their children through visitation, using the interaction to assess the family's ability to parent, and to apply best practice standards that support families toward the goals of permanence, safety and well-being...all in the best interest of the child.</p>	Activities designed to preserve, strengthen, and reunify the family	75%	12	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Making Visits Matter	<p>Regular contact with children and their families or caregivers is an essential means of assuring that children are safe and making progress toward permanency and parents/caregivers are making needed progress in building sustainable parental capacity. Yet too often these visits become just another casework chore, a box to check off rather than a planned activity to help families change. With the Making Visits Matter training, workers can use these visits not only to stay knowledgeable about the current status of the child and family but also to enhance progress toward achievement of the goals of the case.</p>	Placement of the child, development of a case plan, permanency planning including kinship, visitation	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$25,123 Fed. Reimb, \$9,296

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Caseworker In-service	Managing Risk Factors in Kinship Care	The purpose of this workshop is to provide information that will enhance the skills of professionals providing services to kinship families. Participants will be able to explain how kinship care is different from non-relative adoption and foster care, describe how these differences may result in risk factors to safety, well-being and protection of children in kinship care, formulate strategies and approaches that identify, prevent and mitigate these factors in kinship families, identify the emotional and transitional challenges for kinship care providers, develop supports and interventions that assist relatives in managing the challenges and risk factors to children in their care.	Placement of the child, development of a case plan, permanency planning.	75%	4	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 5,692, Fed Reimb., \$ 2,106
Caseworker In-service	Meaningful Use of the CANS	To continue to support the use of the CANS in Wisconsin, DCF is a member of the CANS-Trauma Consortium, which has worked extensively over the last year to develop a CANS engagement training product. This product consists of a series of video clips about a family involved in the child welfare system and demonstrates how the CANS tool can be meaningfully incorporated into child welfare practice. The clips demonstrate the utilization of the CANS with a youth, biological mother, foster mother, and professionals involved in the case at various time points.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	3.00	Costs for this course arG23:H28e reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-service	Medical Aspects of Child Abuse	This one day workshop explores the areas of failure to thrive, medical neglect, and recognizing abusive injuries. In addition, Dr. Kaplan will provide information on identifying and understanding abusive head trauma. He will provide medical and legal updates on child sexual abuse.	Child abuse and neglect issues, such as the impact of child abuse and neglect on a child, and general overviews of the issues involved in child abuse and neglect investigations	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Methadone, Suboxone and Vivitrol - oh my!	Medication assisted treatment is commonly misunderstood and even feared by treatment providers. Join in this informative session to dispel the myths surrounding methadone clinics and the treatment of opioid addictio	General substance Abuse, issues related to children and families in CW system	75%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Motivational Interviewing	This 2-day workshop presents the concepts, strategies and techniques of a culturally-sensitive, evidence-based approach to enhance motivation for sustainable change. Through a combination of didactic presentations, video case presentations, small group discussions and skill building exercise, you will learn; A practical 5 step model to enhance motivation and engagement., A seven-stage model of behavioral change, Strategies to bypass "resistance and denial" and engage clients, families, and larger systems, Methods for using strengths and resources of clients, Integration with other approaches	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Motivational Interviewing	Child welfare and Juvenile Justice work have a necessary focus on helping clients change their behavior. Change, however, is rarely easy. Motivational Interviewing offers an approach for intervention that facilitates the client's process of change. It is based on the Stages of Change model and identifies motivational support clients need according to their current stage of change. This training is intended for experienced workers both in CPS and JJ who are interested in reflecting on their own role in promoting client change and committed enhancing their interpersonal skills. It is an intensive skill-building training followed by three follow-up sessions. Prospective	Social work practice, cultural competency, communication skills required to work with children and families	75%	42	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 59,765, Fed Reimb., \$22,113

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Caseworker In-service	Motivational Interviewing Booster	<p>The Motivational Interviewing Booster session is designed to continue to energize you in the use of Motivational Interviewing in your work. The booster will refresh the basic skills developed in the initial 5 day training.</p> <p>Additionally the booster will foster skill development regarding some of the updates in the field if MI. Bill Miller and his team of research experts have developed a new focus area that is referred to as the "Spirit of Motivational Interviewing". This "Spirit" refers to working to facilitate the client's statement regarding change, foster power sharing in which the client's ideas substantially influence the nature of the session and assists the client's</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Navigating the Safe Use of Technology: Safety in the Age of Digital Communication	<p>The good news is we all have more ways to stay connected to friends and family and we have a world of information a computer click away. The downside is there are new risks that come along with putting yourself out there in the digital, internet world. In this workshop we will talk about the new and ever changing world of instant and constant technological communication. Our goal is to help you be knowledgeable about the FaceBook, Twitter, MySpace, chat rooms, web searching, etc. and to talk about how to guide and supervise the use of these communication tools. We will also talk about the serious risks of sharing information on-line and connecting with</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Ongoing Case Planning	<p>A two-day foundation training that provides participants with the opportunity to focus on practice surrounding the role of case planning in the context of working with children and families to achieve permanence through partnerships aimed at achieving safe and sustainable change. Case planning to strategically drive change and assure outcomes is the central focus of this training, with a mind towards moving beyond compliance to supporting staff in making relevant and sustainable plans for safety and permanency. The training interweaves the timeframes and technical requirements intrinsic to Ongoing Case Planning with a focus on the role of the</p>	Referral to services, case management and supervision, Social Work practice, cultural competency, placement of the child.	75%	12	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$16,910, Fed Reimb., \$6,257

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Caseworker Inservice	Ongoing Case Planning	<p>A two-day foundation training that provides participants with the opportunity to focus on practice surrounding the role of case planning in the context of working with children and families to achieve permanence through partnerships aimed at achieving safe and sustainable change. Case planning to strategically drive change and assure outcomes is the central focus of this training, with a mind towards moving beyond compliance to supporting staff in making relevant and sustainable plans for safety and permanency. The training interweaves the timeframes and technical requirements intrinsic to Ongoing Case Planning with a focus on the role of the worker and agency in helping parents identify and work towards goals, while caring for children during that time of change.</p>	<p>Referral to services, case management and supervision, Social Work practice, cultural competency, placement of the child.</p>	75%	12	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$17,076 Fed Reimb \$6318</p>
Caseworker In-service	Organizational Effectiveness Emotional Intelligence Wood County	<p>This three hour training provides skill building related to Emotional Intelligence. The training focuses on building a positive work environment and takes an in-depth look at personal responsibility into creating a strengths-based work culture.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	75%	3.00	<p>Costs for this course arG23:H28e reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 4,269, Fed Reimb., \$ 1,580</p>

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<p>Caseworker In-service</p>	<p>Out of Home Placement and Long Term Well-Being</p>	<p>During this webinar, Dr. Mersky and Dr. Topitzes will review the literature on the effects of foster care placement on child well-being: defining well-being in this context; discussing the growing interest in well-being as an outcome of child welfare services (alongside safety and permanency); and describing the lack of studies comparing out-of-home care samples to samples of children receiving child welfare services but remaining in-home. They will describe the comparative study they conducted using data from the Chicago Longitudinal Study which assessed young adult outcomes in the areas of: Educational attainment, Economic attainments, Criminal offending, Behavioral health, and discuss their results comparing the substantiated child maltreatment group to the non-maltreatment group and comparing substantiated maltreatment in-home, substantiated maltreatment out-of-home, and non-maltreatment groups on the young adult outcomes of interest.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	<p>75%</p>	<p>2</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>Costs Reported Individually (only time at training.)</p>
<p>Caseworker In-service</p>	<p>Overview of Child Sexual Abuse</p>	<p>This training provides an important foundation to all social workers who handle child sexual abuse cases. It is designed to provide social workers with current information about child sexual abuse and social work practice including: definitions; victim, offender, and non-offending parent dynamics; the role of the social worker and others in case assessment, management and planning; the importance of safety planning in sexual abuse cases; and how personal emotional responses and values can help or hurt casework practice.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	<p>75%</p>	<p>12</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>
<p>Caseworker In-service</p>	<p>P.R.O.M Practical, Research, Organic Materials and Methods on Adolescent Brain Development</p>	<p>The information that is presented is based on evolving research in the field of adolescent brain and human development. Participants will appreciate the return to simple organic skills and methods. Interventions do not have to be high-tech, plugged in or expensive. How to develop materials & methods that put theory into practice with the use of interactive exercises...because sometimes reading about it just isn't the same.</p>	<p>Effects of separation, grief and loss, child development, child social and emotional development</p>	<p>75%</p>	<p>12</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>

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Caseworker In-service	Partners in Change	<p>This 3-day workshop provides foundation training in family-centered practice for child welfare workers and their supervisors. This training is built on the belief that the most effective way to protect children is to strengthen their families, and the most effective way to strengthen families is through solution-focused partnerships. This workshop is based on six principles necessary for family-centered partnerships., This training provides an in-depth look at how to put each of the six principles of partnership into practice in the field: 1) Everyone desires respect, 2) Everyone needs to be heard, 3) Everyone has strengths, 4) Judgments can wait, 5) Partners share power, and 6) Partnership is a process. The presentation of each principle includes demonstration and/or skills practice.</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 25,123, Fed Reimb., \$ 9,296
Caseworker In-Service	PCFA	<p>Objectives are to have a working knowledge of how safety concepts and criteria apply to the case planning and case evaluation process, to articulate a rationale for change intervention during the PCFA and case progress eval, and to learn how to complete a case progress evaluation</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$25,123 Fed. Reimb, \$9,296
Caseworker In-Service	Perinatal Substances Abuse: Supporting Mothers & Infants	<p>The effects of prenatal exposure to drugs and alcohol are varied and complex with many factors that influence the outcome for the infant. Professionals often struggle with the challenges of parental addiction and engaging mothers to achieve successful treatment outcomes. While behavioral health and child welfare professionals have the best interest of the mother and child in mind, there are real limitations and barriers. This training will help prepare professionals to understand the risks and consequences of specific substances (including opioids) on the baby, what it is like to be born "drug-affected," and special care needs after birth. Participants will also learn what the mother needs including strategies for engagement and ideas for intervention and treatment. This co-sponsored training will provide an opportunity for behavioral health and child welfare staff to network and collaborate to better meet the needs of the mother and child through pregnancy and beyond.</p>	General substance Abuse, issues related to children and families in CW system	75%	6	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Perinatal Substances Abuse: What Child Professionals Need to Know	The effects of prenatal exposure to drugs and alcohol are varied and complex with many factors that influence the outcome for the infant and mother. Professionals often struggle in their case planning efforts with the challenges of parental addiction and engaging mothers to achieve successful treatment outcomes. While child welfare professionals have the best interest of the mother and child in mind, there are real limitations and barriers. This training will help prepare professionals to understand the risks and consequences of specific substances (including opioids) on the mother and baby, what it is like to be born "drug-affected," and special care needs after birth. This training will provide an opportunity for child welfare staff to network and collaborate to better meet the needs of the mother and child through pregnancy and beyond.	General substance Abuse, issues related to children and families in CW system	75%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Permanency Issues in Sexual Abuse Cases	This workshop will present models that address the therapeutic issues of the non-offending parent, the child victim and the offender. We will explore fully the role the non-offending parent plays in therapeutic progress for the child victim and in the future safety within the family environment. We will explore the required family restructuring and "if" reunification is to be a viable plan of action. Participants' own case examples will be used to illustrate recommended approaches and techniques.	Social work practice, cultural competency, communication skills required to work with children and families	75%	11.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 16,364, Fed Reimb., \$6,055
Caseworker In-service	Permanency Roundtables Orientation & Values	The 1st part of the day will provide an overview of the Permanency Roundtable process including who the team members are, the 6-phases of a PRT, and the role and responsibilities of the worker prior to and after a PRT. The 2nd part of the day will focus on the value of finding permanence for all children and youth in out of home care.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Permanency Roundtables Skills Training	This training will prepare participants to act as facilitators for the Permanency Roundtables. Participants will learn the purpose behind the Permanency Roundtables, the roles of all team members, and the goals for the Roundtable process. Participants will learn about the six phases of each Roundtable session and how to successfully complete each phase. Participants will learn how to use and complete the documents required for each Permanency Roundtable process, as well as how to manage the discussion between the team members.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-Service	Permanency Summit	<p>This course will cover the following topics: National trends and best practices in permanency Integration of multiple themes including trauma, family-centered practice, placement stability, and promising practices in teaming and interventions Incorporating child and family voice into daily work Improving well-being outcomes through improved permanency practice in the community Barrier busting for community service array and partners Using the community centric approach to effectively implement Action Plans from the day's summit</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Preparing Families for Adoption - Children's Agency Based Training	<p>This all day workshop is designed for child welfare staff to discuss what "best practice" is when helping birth families, adoptive families and the child/youth adoptee manage the various emotional aspects connected to adoption. This session includes dialogue around each team member's role related to supporting the various families involved; as well as the importance of team communication. Included is a presentation by the Coalition on Children and Families and the resources they offer families post adoption.</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	0%	6.00	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	N/A
Caseworker In-service	Prescription Drug Abuse and Addiction	<p>Prescription Drug Abuse and addiction have become a problem as prescription pain killers and stimulants increasingly become drugs of choice. The purpose of this workshop is to increase and solidify the participants' knowledge base in the area of working with clients whose drugs of choice include prescription drug abuse. This training will primarily address prescription drug abuse and addiction with adults.</p>	General substance Abuse, issues related to children and families in CW system	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker Inservice	Present Danger and Protective Planning	<p>While Present Danger Threats may be identified at any point in the case process, they are particularly salient at Access and initial contacts with the family. When they are identified in the field, the worker must implement a Protective Plan before leaving the family. Decisions about Present Danger and Protective Plans, therefore, are often made under tight time constraints while facing emergency circumstances. Worker knowledge and skill in this area of practice is, therefore, critical. This training will describe and apply the process for assessing Present Danger Threats and examine the list of standardized threats. It will be applied to case examples. The afternoon will focus on the qualities of sufficient Protective Plans. Wisconsin's Standards for content, process and time frames of Protective Planning will be reviewed. Appropriate strategies for</p>	Assessment to determine whether a child requires removal from the home, cultural competency, social work practice	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Protective Capacity Family Assessment Overview	<p>This half-day course is designed to provide Initial Assessment staff with an overview of the PCFA process. Participants will gain an understanding of the case planning process and how their roles as Initial Assessment staff help to support PCFA. Participants will learn the basics of PCFA structure, process, and purpose in relationship to a concept for caregiver change.</p>	Social work practice, such as family centered practice and social work methods including interviewing and assessment	0%	3.00	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	N/A
Caseworker In-service	Protective Plan	<p>Working with families during the initial phases of developing a Protective Plan can be a very difficult and trying time for everyone, as it is a crisis point for the family. Collaboration with the family and your supervisor is critically important to ensure the safety of the child(ren) you are working with. In this workshop, you will be identifying and reviewing the present danger threats definitions in relation to implementing a protective plan.</p>	Development of the case plan	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker Inservice	Providing Effective Services to Sexually Exploited Children and Youth	This training provides information about the dynamics of child sex trafficking and its aftereffects on victims that CPS and juvenile justice workers can use to facilitate collaborative case planning and to assist with developing skills to work effectively with these victims.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Public Child Welfare Conference	This conference provides up-to-date information and discussion on current child welfare issues. The upcoming conference in October 2018 will focus on substance use, recovery, treatment and the effects on child safety and well-being.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	0%	6.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Caseworker In-service	Reasonable & Prudent Parenting for Caseworkers	This training will provide an overview of the Reasonable and Prudent Parenting Standard as described in the 2015 Wisconsin Act 128. Participants will review the legislation and purpose of standard which promotes normalcy for children in out-of-home care. The training will also include information on how out-of-home care providers will make reasonable and prudent parenting decisions. Requirements for agencies to implement the standard will be reviewed. Practice considerations and recommendations for working with out of home care providers and parents and guardians will be discussed. Agency supervisors, management and staff will have an opportunity to ask questions during this face to face training.	Social work practice, cultural competency, communication skills required to work with children and families	75%	2	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053

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Caseworker In-service	Safety at the Point of Access in Child Protective Services	<p>Determining whether a child is unsafe and taking action to ensure safety is, arguably, the most critical CPS function. The findings of the Child and Family Services Review have, again, confirmed that it is collaborative work with the family and community to provide for the safety of children in their own home or, if necessary, in a placement outside their home. This training starts with a discussion of the role and purpose of Access within the framework of child welfare, and moves to discussion and practice of interview skills appropriate for interacting with someone who is reporting possible child maltreatment. Specific knowledge and skills necessary to perform the Access role will be discussed. Determining possible Safety Threats or risk of Safety Threats by identifying Present or possible Impending Danger Threats is an essential task of an Access Worker whether during normal business hours or through an after-hours on call response. The Curriculum incorporates the highlights from the Access Standards and the Safety Intervention Standards. Participants will consider the steps of the Safety Intervention process when determining the information needed for decision making and apply this to case information required at the point of Access. This training is not meant to meet the requirements for taking Access and Safety Services Foundation training in their entirety..</p>	Social work practice, cultural competency, communication skills required to work with children and families	0%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used
Caseworker In-service	Safety Booster	<p>Safety Booster Training offers review, refinement and reinforcement of the concepts of Safety Foundation Training, covering the assessment of impending danger threats and in-home safety plans. It is designed as a refresher for experienced staff to address "drift" in their safety decision making.</p>	Social work practice, cultural competency, communication skills required to work with children and families	0%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used

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<p>Caseworker In-service</p>	<p>Safety Intervention in Ongoing Services</p>	<p>To have a working knowledge of how safety concepts and criteria apply to the case planning and case evaluation process. To understand the purpose(s) for the Protective Capacity Family Assessment in relationship to a concept for caregiver change. To have a working knowledge of the protective capacity family assessment structure and process. To articulate a rationale for change intervention during the protective capacity family assessment and the case progress evaluation. To have the ability to complete a protective capacity family assessment including the development of a case plan. To have a working knowledge of the case progress evaluation and the ability to complete a case progress evaluation.</p>	<p>Assessment to determine whether a situation requires a child removal from the home (not related directly to conducting a child abuse and neglect investigation), social work practice, cultural competency</p>	<p>75%</p>	<p>18</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 25,123, Fed Reimb., \$ 9,296</p>
<p>Caseworker Inservice</p>	<p>Safety Overview for Non-CPS Staff</p>	<p>This half day overview will explore Wisconsin's definitions of when children and youth are safe and when they are unsafe. Participants will be better equipped to understand the significance of behaviors and conditions that may endanger youth and children when they encounter them in the course of their work. Intervention when children and youth are unsafe requires collaboration with child protective services (CPS). This training introduces CPS assessment tools, decision making processes and intervention strategies to enhance participants' understanding of that system and support mutual work on behalf of children, youth and families.</p>	<p>Placement of the child, case management and supervision, Social Work practice</p>	<p>75%</p>	<p>3</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 4,269, Fed Reimb., \$ 1,580</p>

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<p>Caseworker Inservice</p>	<p>Safety Overview for Non-CPS Staff</p>	<p>This half day overview will explore Wisconsin's definitions of when children and youth are safe and when they are unsafe. Participants will be better equipped to understand the significance of behaviors and conditions that may endanger youth and children when they encounter them in the course of their work. Intervention when children and youth are unsafe requires collaboration with child protective services (CPS). This training introduces CPS assessment tools, decision making processes and intervention strategies to enhance participants' understanding of that system and support mutual work on behalf of children, youth and families.</p>	<p>Placement of the child, case management and supervision, Social Work practice</p>	<p>75%</p>	<p>3</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$4269 Fed Reimb \$1579</p>
<p>Caseworker Inservice</p>	<p>Secondary Traumatic Stress and the Child Welfare Professional</p>	<p>Child welfare workers (child protective services and juvenile justice) are most directly and personally affected by the emotional stressors that accompany day-to-day child welfare work. This training will educate child welfare professionals about primary and secondary traumatic stress in child welfare, providing training on the nature of traumatic stress as well as individual coping skills and social support strategies. The strategies, if implemented, may reduce the impact of Secondary Traumatic Stress (STS) on work performance and individual well-being.</p>	<p>Team building and stress management training, trauma</p>	<p>50%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>

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Caseworker In-service	Secondary Traumatic Stress: Building Resilience in Staff	This training will educate supervisors and managers about secondary traumatic stress in human service work, providing training on the nature of traumatic stress as well as individual coping skills and social support strategies. Supervisors and managers will understand their role in mitigating and preventing secondary traumatic stress and develop resiliency strategies to be used in their organization. The strategies, if implemented, may reduce the impact of Secondary Traumatic Stress (STS) on work performance, individual well-being, organizational growth, and build resilience in staff,	Team building and stress management training	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Secondary Traumatic Stress: For Directors & Supervisors	This training will educate supervisors and managers about secondary traumatic stress in human service work, providing training on the nature of traumatic stress as well as individual coping skills and social support strategies. Supervisors and managers will understand their role in mitigating and preventing secondary traumatic stress and develop resiliency strategies to be used in their organization. The strategies, if implemented, may reduce the impact of Secondary Traumatic Stress (STS) on work performance, individual well-being, organizational growth, and build resilience in staff,	Team building and stress management training	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Sex Trafficking of Children and Youth in Dane County: Coordination, Collaboration and Capacity	Members of the coordinated community response to commercial sexual exploitation of children collaborated to provide a training on sex trafficking of children and youth in Dane County.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	3.00	Costs for this course arG23:H28e reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580

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Caseworker In-Service	Sexuality of Children	This one-day training is intended for all child welfare professionals who handle sexual abuse cases in intake or ongoing. In order to recognize and address problematic sexual behavior in children, caseworkers must first know what is considered to be normal and healthy at various stages of development.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Sexuality of Children: Healthy Sexual Behaviors and Behaviors Which Cause Concern	This one-day training is intended for all child welfare professionals who handle sexual abuse cases in intake or ongoing. In order to recognize and address problematic sexual behavior in children, caseworkers must first know what is considered to be normal and healthy at various stages of development. In this workshop, participants will learn: Normal development of children's sexual knowledge and behavior, How sexual abuse affects sexual development, How to distinguish normal sexual exploration behaviors from sexually reactive behavior, extensive mutual sexual behavior, and perpetrating behavior in children, Practical information and interventions that help manage common behaviors exhibited by children who have been sexually abused or exposed to a highly sexualized environment	Child development, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Sexualized Behavior Among Siblings	This session will introduce participants to sexualized behavior of children, including a discussion of the range of behaviors between normal sexualized behaviors and concerning sexual behavior. We will then look at possible causes of sexualized behavior and the unique issues that arise when the behavior is between siblings. Strategies will be presented to evaluate the family to develop case plans dealing with the behaviors and protecting all children	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-Service	Sexually Abused and Sexually Traumatized Children: How to Recognize Them and Keep Them Safe	This training will introduce participants to behavioral issues, in particular sexualized behaviors, pertinent to child sexual abuse. We will explore possible causes of this behavior and what part these behaviors play in the assessment of child sexual abuse. We will focus on a variety of issues experienced by sexually abused and sexually traumatized children, including their victimization, vulnerability and the impact these traumatic experiences have on them. Case planning strategies will be discussed to assess the family to determine if they will be able to deal with these behaviors and protect this child, as well as, other children in the home.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Shared Parenting	This workshop will emphasize the importance of agency support of partnerships among birth families and foster families as an essential element of family-centered practice. It will address the role that child welfare workers play in developing, encouraging and facilitating the relationships between the agency, birth families and foster families. This training will include a discussion of issues such as fear and control, as well as the benefits of supporting, building, and maintaining all of the attachments for children in care.	Placement of the child, enhancing relational competence, development of a case plan, permanency planning including kinship, visitation	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Shift Your Perspective: Trauma Informed Care	Trauma Informed Care (TIC) is a philosophy that shifts our perspective from asking "What's wrong with you" to the more helpful and engaging question "what happened to you?" This change in perspective begins the process of understanding how the past impacts the present, which begins the process of healing and recovery. Trauma Informed Care impacts all aspects of service delivery-from how services are provided, to how the physical space is laid out.	General substance abuse, trauma, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	SPC Coaching Day	State Permanency Consultants support the Family Find and Engagement case practice by supporting county staff with all phases, attending the training alongside county staff and taking an active role in planning and facilitating meetings. This training will formalize the SPC follow up with supervisors and participants to move the cases through the FFE process. They will also learn skills to support sustaining Family Find efforts in counties.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	3.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-service	Step-Wise Interviewing	This training will focus on interviewing victims of child maltreatment using the Step-Wise Interviewing Protocol. The Step-Wise Protocol is used during the initial investigation and is focused on gathering information needed to substantiate an allegation. Some law enforcement officers are also using it, and the trainers have provided this training to law enforcement personnel.	N/A	none	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV E; other funds are used

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Caseworker In-service	Strategies for Engaging & Working with Adults with Personality Disorders	This course is intended for child protective services staff and other child welfare professionals who want to increase their understanding of parental mental health issues. The specific focus will be on personality disorders and mood disorders, with an emphasis on the impact these disorders have on families. The challenges of case management with these issues will be addressed.	General substance abuse, trauma, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Street Drugs of Abuse	The purpose of this workshop is to increase and solidify the participants' knowledge base and skill development in the area of working with clients whose drugs of choice include those currently referred to as street drugs. Participants will learn about the statistics and relevant drugs of abuse: Methamphetamines, Methcathinone, Ecstasy, Over the Counter Drugs, Prescription drugs, Cocaine and Heroin. Participants will:obtain knowledge of current street drugs of abuse, understand addiction and the emotional progression of addiction, learn about the	N/A	none	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV E; other funds are used
Caseworker Inservice	Stress Management for Child Welfare Staff: Finding Balance, Joy, and Health	This workshop will explore the context of work stress as it applies to child protection workers, review the stress response and brainstorm maladaptive and healthy coping strategies. A deeper look at specific self-care strategies such as meditation, journaling, social support assessment, and spirituality will be explored. Participants will be invited to complete personal assessments and develop an action plan to create more balance, joy and health in their lives. Discussion about how to use these strategies in one's work and ways to share them with clients will occur.	Team building and stress management training, worker retention and worker safety.	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	Structured Analysis Family Evaluation	<p>The Structured Analysis Family Evaluation (SAFE) is a home study method that provides a suite of comprehensive home study tools and methods for the description and evaluation of prospective adoptive families, foster families or relative care providers. SAFE is also used for dual licensure of concurrent planning resource families. SAFE is helpful and user-friendly for the social worker and is respectful of the family's expectations for open, transparent and fair treatment in a sensitive area of their lives. SAFE is built on a foundation of strong practice values and combines information gathering and analysis techniques that assists the social worker to describe and evaluate a family, its characteristics and capabilities. SAFE does not employ standardized pass-fail tests to determine the result of a home study. Instead, SAFE provides social workers with the state-of-the-art tools and methods they need to sensitively engage the family in a process that culminates in a comprehensive and reality based home study report that accurately portrays family strengths and limitations as they pertain to parenting.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Structured Analysis Family Evaluation Booster Training	<p>The Structured Analysis Family Evaluation (SAFE) is a home study method that provides a suite of comprehensive home study tools and methods for the description and evaluation of prospective adoptive families, foster families or relative care providers. SAFE is also used for dual licensure of concurrent planning resource families. SAFE is helpful and user-friendly for the social worker and is respectful of the family's expectations for open, transparent and fair treatment in a sensitive area of their lives. SAFE is built on a foundation of strong practice values and combines information gathering and analysis techniques that assists the social worker to</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Sufficient In-Home Safety Planning Workshop	<p>The workshop will review the qualities of sufficient in-home safety plans by using actual case examples.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	3	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 4,269, Fed Reimb., \$ 1,580

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Caseworker In-service	Supervising Safety Catch Up	This is a special event being offered only to 2013-2014 Supervising Safety grads. It will bring you up to date on new thinking, teaching and supervisory tools for assessing Impending Danger.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	5.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$7,115 Fed Reimb. \$2,633
Caseworker In-service	Supporting the Educational Needs of Children and Youth	This course provides child welfare workers with information to understand the educational processes in order to support case planning and assist the children, youth and families with whom they work. Participants will gain an understanding of the role of schools in supporting students and families, as well as the regulations and guidelines the education system is required to follow. Guidance will be provided on Individualized Educational Plans (IEPs) and how to assist students and families through the IEP process.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$10,033 Fed Reimb., \$3,712
Caseworker In-service	Systems Change Review Leadership Institute	The Systems Change Leadership Institute (SCLI) is a one day training specifically designed for Wisconsin to provide agency management with a high level understanding of safety science. The SCLI engages managers on how to support safety advancement and system change as well as how to ethically respond to failure in a way that promotes organizational learning and improvement.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$10,033 Fed Reimb., \$3,712

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Caseworker In-service	Termination of Parental Rights	This program will focus on termination of parental rights proceedings for the child welfare worker. The presentation will include a procedural and substantive analysis of the law as it relates to case building, evidence gathering and case assessment. The impact of the Adoption and Safe Families Act (ASFA) along with recent case law and statutory changes will be reviewed.	IV E policies and procedures	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	The Art and Science of Case Note Writing	Using examples from art, popular culture, and scientific research, this training will help case workers hone their observation and documentation skills to write effective case notes.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	50%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134
Caseworker In-service	The Future of Juvenile Justice: Managing for Change	Participants will be introduced to at least a dozen tools and processes that they can share with line officers working with juvenile offenders to reduce recidivism, practice using these tools, and identify a plan by which they can introduce many of these tools immediately upon returning to their agencies. The goal is to equip direct line supervisors with short, practical, and easy-to-use techniques in order to help their staffs achieve a 30 percent reduction in rearrest rates.	N/A	none	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used

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Caseworker In-service	The Impact of Suicide on Youth & Families	<p>Why do the numbers in Wisconsin continue to either rise, or stay the same, when most of the country is seeing a decline in child/adolescent suicide? Who are we missing? The "Ones We Miss" are most often children in out of home care and youth who are bullied. We certainly have a basic understanding of suicide, and what to do about it, but yet it continues to be a challenge. This training will address these questions and also provide you with ideas for case planning when working with families where suicidal behaviors and ideations continue to be challenging. This 6 hour training will include lecture, handouts, small group discussions and development of a system of care and crisis plan as part of case planning.</p>	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 3,159
Caseworker In-service	The Interplay Between Substance Abuse & Mental Health	<p>"What came first? The chicken or the egg?" Do symptoms of mental health trigger substance use, or does substance use initiate mental health symptoms?</p> <p>How do symptoms of active substance use and PAWS mimic symptoms of mental health?</p> <p>The link between substance abuse and mental health (trauma)</p> <p>Unhealthy coping with substances to control or numb symptoms of mental health</p> <p>Treating co-occurring disorders - effective interventions</p> <p>Epidemic of misdiagnosing clients with mental health disorders who have substance dependence</p>	General substance abuse, trauma, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	The Neurobiology of Case Planning	Many of the crises experienced by youth are influenced by the stage of brain development and the youth's history of trauma. In order to manage the immediate crisis and foster well-being in the future, understanding the interaction between the brain and behavior is critical. Planning becomes more effective when the de-escalation strategies and initial needs assessment address the youth's disrupted capacities for self-regulation, self-concept, and self-efficacy. Addressing these needs effectively requires careful consideration of the developmental level of the youth and the factors in the crisis that are adversely affecting it. This training is aimed at considering these matters when case planning for youth, with the goal being inter-agency plans that reactivate or reinforce the youth's positive growth and development.	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 3,159
Caseworker In-Service	Three Plans Not the Same	This short workshop, Three Plans Not the Same, will explore the three types of plans used within the child welfare system; protective plans, safety plans and case plans. Workshop attendees will learn the definitions and criteria for each plan, the differences between the various plans, and examine examples of each. This workshop is intended for individuals who do not have plan drafting responsibilities, but must be knowledgeable regarding each of the plans.	Social work practice, cultural competency, communication skills required to work with children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580
Caseworker In-Service	Trainer Development Series: Generational Differences	As part of our ongoing Trainer Development work, Milwaukee Child Welfare Partnership for Professional Development will be offering Trainer Development workshops. The general purpose of these workshops is to provide trainers opportunities to develop skills, share ideas, get feedback, and inspiration while developing a peer network.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Caseworker In-service	Training of Trainers	This two day training will be an opportunity for you to learn about your role as a trainer. There will be time to apply the instructional skills, trainer communication skills, and group management skills learned in training. You will also have the opportunity to practice the skills learned in a safe environment with immediate feedback from the trainer and other training participants. At the end of training, you will have a professional self-assessment plan with your own goals for growth and development as a trainer.	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Caseworker In-service	Transitioning Home: Using Conditions of Return	<p>When is it safe for a child to return home? What guidelines do we use to make these decisions? What other things must be considered? This half-day session will use Wisconsin Safety Intervention Standards and Child Welfare best practice guidelines along with case examples to guide small group work and large group discussions in beginning to answer these questions. Participants will be encouraged to bring their specific questions and challenges to the session. This session is appropriate for anyone responsible for making reunification decisions or supporting reunification..</p>	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 3,159
Caseworker In-service	Trauma Focused Practice	<p>Participants will gain a clearer understanding of how trauma can affect behavior, and thus be better able to work with parents and support children in their homes and in alternate care placements. They will learn what is complex trauma and why should we care; the effects of trauma experiences on neurological, social, and emotional development and functioning; how to use a trauma lens to make case decisions from a trauma informed perspective; about secondary traumatic stress and self care; and how to identify and work with trauma informed providers.</p>	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 3,159
Caseworker In-Service	Trauma Informed Care	<p>This class offers an Introduction to the core concepts of Trauma Informed Care: Impact, Prevalence, Perspective Shift, the "Lower Brain", Relationship, and Reason to Be & Caregiver Capacity. We will discuss each of these concepts in detail and sort out how they can be applied in the BMCW. We will also briefly detail the Trauma Informed Care activities currently going on at the local, state, and national levels.</p>	Social work practice, trauma, cultural competency, communication skills required to work with children and families	75%	3	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 4,268, Fed Reimb., \$ 1,580

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<p>Caseworker Inservice</p>	<p>Trauma Informed Practice</p>	<p>A significant majority of children and adults that become involved in our child welfare systems have been affected by trauma. Trauma can have a lasting impact on the well-being and functioning of children, adults and their families. For child welfare professionals, the ability to understand the effects of trauma on children, adults and families whom they serve, and to identify and address the specific trauma related needs of those children, adults and families, is critical to effective case planning and providing services to improve their lives. This two day workshop defines trauma and its impact on the children, adults and families that are involved in child welfare systems. Those attending will learn skills in integrating trauma informed case practice and trauma-sensitive interventions into their practice.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	<p>75%</p>	<p>12</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$17,076 Fed Reimb \$6318</p>
<p>Caseworker In-service</p>	<p>Trauma-Informed Care: An Overview of Fundamental Concepts</p>	<p>Psychological trauma is a pivotal force that shapes people's mental, emotional, spiritual, and physical well-being. Because trauma stems from many events (e.g., violence, abuse, neglect, disaster, war, etc.) nearly every family is impacted in some way. Trauma-informed care provides a new perspective; one which those providing support and services shift from asking "what is wrong with you?" to "what has happened to you?" This change reduces the blame and shame that some people experience when being labeled with symptoms and diagnoses. It also builds an understanding of how the past impacts the present, which effectively makes the connections that progress toward healing and recovery. This training will provide: 1. A basic understanding of Trauma-Informed Care (TIC) 2. Insight into traditional vs. TIC services from a consumer's perspective 3. Several TIC implementation tools.</p>	<p>Trauma and mental health issues related to children and families in the child welfare system</p>	<p>75%</p>	<p>3</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 4,268, Fed Reimb., \$ 1,580</p>

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<p>Caseworker Inservice</p>	<p>Trending Drugs in Wisconsin: Heroin and other Dangerous Drugs</p>	<p>This course will address current trends in the use of heroin, as well as synthetic drugs such as bath salts and synthetic marijuana. Child Welfare and Juvenile Justice professionals will learn how various drugs affect the human body and mind differently, as well as impact a person's behavior and ability to care for themselves or their children. The impact of drug use on the individual and family will also be explored.</p>	<p>General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system</p>	<p>75%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>
<p>Caseworker Inservice</p>	<p>Understanding Commercial Exploitation of Children</p>	<p>This training is designed to provide a basic knowledge to child welfare professionals, foster parents and kinship providers, in identifying and working with children and youth who have been or are at risk for being involved with sex trafficking. This training was developed to create an awareness of the problem with sex trafficking locally and nationally. This course will provide information regarding research on sex trafficking and the importance of partnership to address the concern. This course will provide a foundation of knowledge and resources, for the work that is done with children and youth who are at risk or are involved in sex trafficking.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	<p>75%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>
<p>Caseworker Inservice</p>	<p>Understanding Mental Disorders</p>	<p>educates child welfare professionals about mental disorders and treatment. It provides in-depth information and learning opportunities designed to support child welfare professionals in working with diverse families affected by mental disorders.</p>	<p>General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system</p>	<p>75%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>

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Caseworker Inservice	Understanding Multiple Needs of Families Involved with the Child Welfare System	provides child welfare professionals with a contextual knowledge of a range of co-occurring needs that may be experienced by parents involved in the child welfare system.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Understanding Personality Disorders and the Impact on Children	This workshop for La Crosse County Human Service staff and their service providers will focus on understanding Personality Disorders and the impact on their family relationships. Clients with these diagnoses can be a particular challenge, especially in the areas of compliance with workers and the services being provided. Often typical strategies we use with clients and their families are not successful with this population. The training will address assessment of personality disorders, case planning, and effective treatment strategies for these	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Understanding Personality Disorders and the Impact on Children: Follow-Up Day	This follow-up day is to help you integrate what you learned in the workshop and apply it to case practice. You will have time to ask questions and problem solve some of the issues you have found with your own efforts to integrate content into practice.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Understanding Substance Abuse Disorders	provides child welfare professionals with an understanding about alcohol and drug issues, treatment, and recovery. It provides information and learning opportunities designed to support child welfare professionals in working with families from various cultural groups affected by alcohol and/or drug-related problems.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker Inservice	Understanding the Needs of Children of Parents with Substance Abuse Disorders	provides child welfare workers with an in-depth understanding of the various ways in which children are impacted by their parents' substance use and/or mental disorders, including co-occurring disorders from prenatal exposure through childhood and adolescent development.	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Using Mindfulness to Enhance Well-Being	This class will introduce mindfulness, some of the research surrounding it, and specific techniques that can be used by children and adults to enhance well-being. At the core of mindfulness practice is cultivating a sense of safety, satisfaction, and connection to others. The practices work at both psychological and physical levels to positively affect our sense of well-being as well as our brain structure, biochemistry, and genetic expression. A basic and practical introduction to mindfulness techniques and the way they affect our minds and bodies will be provided.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	50%	2.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 3,344 Fed Reimb., \$836
Caseworker Inservice	Using our Trauma Lens	<p>This workshop will begin with a very quick reminder as to how the brain is affected by trauma and the consequences of that affect. Intended for those who do Initial Assessments and Ongoing Services as well as their supervisors, this training will help participants respond compassionately to parents who have themselves experienced trauma as they struggle to handle the additional challenges of a CPS intervention. Participants will learn how to use the Adverse Childhood Experience Survey as a way of understanding and connecting with the needs of these parents.</p> <p>The workshop will include how to help heal the damage that trauma has done in the families, especially in the children and build on client resilience. Participants will leave with excellent resources to use with families, other caregivers and service providers.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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<p>Caseworker In-service</p>	<p>Using Predictive Risk Modelling in Child Welfare: The Allegheny Experience</p>	<p>Predictive risk models based on administrative data sets can identify individuals and communities at risk of negative outcomes. During this learning exchange, Rhema Vaithianathan and Tim Maloney will outline the development and implementation of the first Child Welfare predictive modelling tool to be used at call screening. This tool is currently "live" in Allegheny County. Child and family history data held in service systems are combined and fed through an algorithm to estimate the likelihood of placement or re-referral. The risk score is provided to the call screening staff. They combine this score with their own clinical judgement and decide whether to screen the call out. Rhema and Tim will review the opportunities and challenges of predictive risk modelling in child welfare, for the targeted administration of preventive care and support services. They will also share intentions to apply a similar methodology for modelling risk at birth and homelessness call screening. This talk will conclude with a review of the ethical considerations.</p>	<p>Social work practice, such as family centered practice and social work methods including interviewing and assessment</p>	<p>75%</p>	<p>2.00</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Caseworker Inservice</p>	<p>Visit Coaching Training</p>	<p>As soon as possible after a child is removed from their parental home, family interactions should occur. These supervised interactions are more likely to motivate the parent(s) to make the necessary changes for reunification to occur and to occur sooner. Additionally, these supervised interactions can assist the child in adjusting to not being in their parent's care. The purpose of this workshop is to increase the effectiveness of the participant in supporting the parent during supervised visitations.</p>	<p>Activities designed to preserve, strengthen, and reunify the family</p>	<p>75%</p>	<p>6</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>

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Caseworker In-service	Waukesha County EBP Training	In this one date workshop, participants will look at adolescent development and how juveniles differ from adults and how those differences impact the juvenile justice system, from arrest through supervision; explain risk assessment and criminogenic needs and how those concepts are important for intake workers, case managers, prosecutors, defense attorneys, and judges; review the current research on effective community interventions with juveniles and their families and demonstrate how the juvenile justice system can align itself with the research findings to better serve youth and families; look at what hasn't worked in reducing recidivism; examine local data and programs.	Evidence based practice	0%	6	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used
Caseworker In-service	Wellness in the Workplace	Native wellness is a way of life; a way of life by striving for balance between our physical, mental, emotional and spiritual well-being. This can often be difficult for child welfare staff who are coping with a variety of difficult cases and the stress that often comes along with working in this field. However, we can bring wellness into many aspects of our lives including the workplace, where we often spend the majority of our time.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$10,033 Fed Reimb., \$3,712
Caseworker Inservice	What Happens in Substance Abuse Treatment	Learn the basics of what happens in treatment. What are the various levels of care and who needs what level of care when. How long does it take? How do you know if "change" is occurring? What are "successful" outcomes?	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Caseworker In-service	What's New in Child Forensic Interviews	<p>Since January, 2015, Children's Hospital of Wisconsin Forensic Interviewers have been using the Wisconsin Forensic Interview Guidelines. These are guidelines that are in line with the "APSAC Practice Guidelines on Forensic Interviewing in Cases of Suspected Child Abuse" (2012) and with interview protocol updates across the country. This course will explain these updates and compare and contrast them to the previously utilized Step Wise Interview Guidelines.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 8,538 Fed Reimb., \$3,159</p>
Caseworker In-service	<p>What's New in Juvenile Justice EBP: Action Plan Ideas</p>	<p>The session has three objectives. The first objective is to examine a couple significant EBP advancements as a result of researchers and practitioners discoveries. To achieve this objective, participants will be exposed to Pennsylvania's Juvenile Justice System Enhancement Strategy, a model for implementing four phases of evidence based practices. Each participant will receive a copy of the Monograph which can be used as a road-map to gauge their own progress. In addition, Dr. Mark Lipsey's groundbreaking research on identifying effective community based programs will be reviewed. The second objective is to examine recent discoveries on the impact of coaching on outcomes and what a plan might look like. Finally, county teams will have an opportunity to share their successes and challenges and spend part of the day discussing ways to overcome these challenges. The session is designed to both impart information that can be used by jurisdictions seeking to advance their EBP plans and to engage all participants in a highly interactive exchange of ideas.</p>	<p>Evidence Based Practice</p>	0%	6	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	<p>\$0, ineligible for IV-E; other funds are used</p>

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<p>Caseworker In-service</p>	<p>What's New in Juvenile Justice: Legal, Research and Practice Updates</p>	<p>This training will focus on developments in the law for both Chapter 48 and Chapter 938 that impact the juvenile law professional. Recent case law developments in the areas of jurisdiction, sanctions, court ordered educational programs, time limit violations in the intake/referral process, dispositions, and waivers of jurisdiction will be discussed. "Best Practice" recommendations will also be made to maintain compliance with case law directives. In addition, the latest developments in the area of TPR will be examined with an eye toward case building for Chapter 48 cases. The session will also review new legislation and the impact on the responsibilities of the juvenile law professional. Also, the issue of the use of e-mails/text messages from privacy and public record perspectives and the challenges presented by the use of the social media in the employment setting will be examined. There will also be discussion about research and what works best in working with youthful offenders to support interventions that adhere to some core characteristics of effective practice.</p>	<p>N/A</p>	<p>0%</p>	<p>6</p>	<p>Costs for this course are deducted from the total claim and not allocated to Title IV-E.</p>	<p>\$0, ineligible for IV-E; other funds are used</p>
<p>Caseworker In-service</p>	<p>When Domestic Violence and Child Maltreatment Intersect</p>	<p>This two-day course provides an opportunity to dig deeper into the complex overlap of child maltreatment and domestic violence, identify and practice strategies for responding safely when the issues co-occur, explore ways of protecting children by protecting the non-abusing parent, and better prepare child welfare professionals to safely engage with each family member when there is the ongoing intimidation, coercion, and violence that characterize most domestic violence. The course emphasizes case scenarios and interactive exercises as ways to explore the issues and enhance skills. It prepares workers to access resources and tools such as the recently released Domestic Violence Handbook for Wisconsin Child Protective Services Workers.</p>	<p>General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system</p>	<p>75%</p>	<p>12</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$16,910, Fed Reimb., \$6,257</p>

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Caseworker In-service	Who Spiked the Punch? Effects of Alcohol and Drug Abuse on the Adolescent Brain	This training is packed full of information on how alcohol and drugs impact the developing adolescent brain. After a quick overview of the basics of early and adolescent brain development, participants will look at the specific changes in the brain due to drug and alcohol use. Teen culture, cognition, peer pressure, and the overall health of teens will be taken into consideration. In addition, participants will have the chance to discuss certain drugs (such as alcohol, marijuana, prescription medication, nicotine, ecstasy, oxycontin, cocaine, etc) in more depth and it impact on adolescent brain development. Participants will be given time to work through a case study to use the information newly learned, develop interventions, and to look at how this information impacts case planning with adolescents.,	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system, child social and emotional development	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Why Children's Services Doesn't Do Its Job!	Ever wonder why child protective services does what it does? Or, doesn't do what you think it should? Ever wonder why a child was not placed in foster care when it was so clear that they would benefit from a different home environment? Have you made a referral to child protective services which they screened out? Without even talking with the child? Ever wonder why children's services doesn't do its job? We have some answers! This one day workshop is designed for community partners.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	Why Doesn't Human Services Do Its Job?	This workshop is designed to support the development of community-wide involvement in stopping child abuse and/or neglect by strengthening families through the use of family teams. In order to do so, the role of child protective services will be introduced and the process briefly reviewed. Information will be shared about why children are not always removed from their homes	Team building	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker In-service	WICWA	The workshop is an in-depth training of each component of the WICWA with special focus on the 'real world' application to social workers and supervisors. The subject matter can be very complicated so rather than presenting the material solely as what the law is, the curriculum focuses on how to apply it as it appears in the day-to-day job duties of social workers. The topics	Social work practice, cultural competency, communication skills required to work with children and families	75%	9	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 12,806, Fed Reimb., \$4,739
Caseworker In-service	Wisconsin and National Drug Trends and Dangerous (Illegal) Drug Awareness	This course will discuss and provide current awareness of Wisconsin and nationally used and abused illegal drugs. It contains an overview of specific categories of illegal drugs that law enforcement officers encounter both in Wisconsin and nationwide. Each schedule of drug will be	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	3.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 4,269, Fed Reimb., \$ 1,580

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Caseworker Inservice	Working with Parents with Personality Disorders	This workshop will focus on understanding Personality Disorders and the impact on their family relationships. Clients with these diagnoses can be a particular challenge, especially in the areas of compliance with workers and the services being provided. Often typical strategies we use with clients and their families are not successful with this population. The training will address assessment of personality disorders, case planning, and effective treatment	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Working with Resistant Families and Empowering the Children Who Live in Them	Many children who are served by child welfare system reside in homes that are essentially dysfunctional and, in some cases contribute indirectly to the delinquency of the child. In many cases, these families are resistive to intervention, support and treatment. Although the Juvenile Justice Code the Children's Code, includes mandatory involvement of parents and families in certain dispositions, many workers feel ill equipped to carry out court orders involving the parents.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Working with Schools, Special Education, What you need to know	The class is a basic introduction to special education regulations, and the guarantees those regulations bring to educating our children	Social work practice, cultural competency, communication skills required to work with children and families	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Youth Advisory Council Training for Foster Care Coordinators	History and role of the Foster Care Youth Advisory Council and how foster care coordinators can utilize the group to support youth in foster care.	Placement of the child, development of a case plan, permanency planning including kinship, visitation	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Caseworker Inservice	Youth Services Conference	This conference will provide attendees with knowledge concerning Youth Justice, Emerging Trends and Housing for endangered youth.	Social work practice, such as family centered practice and social work methods including interviewing and assessment	75%	6.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$10,033 Fed Reimb., \$3,712

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Director In-service	Child Welfare & the Ethical Use of Technology & Social Media for Director's Only	Introduction to the 2011-13 Ethics and Boundaries training. The training session explores the ethical questions and dilemmas, as well as the boundary-setting challenges that appear in child welfare practice when utilizing technology and social media in practice; discusses specific strategies to manage the ethical and boundary challenges in an effort to enhance effective and ethical practice; and identifies agency policy considerations.	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$10,033 Fed Reimb., \$2,508
Supervisor Foundation Training							
Administrative rule DCF43 requires new child welfare supervisors who have not previously completed worker foundation training to complete supervisor foundation							
Course Level	Course Title	Course Description	Title IV-E Administrative	FFP Rate	Hrs	Allocation Methodology	Projected Cost
Supervisor In-service	An EBP BriefCASE for Juvenile Justice Supervisors: Coaching and Training Staff	<p>The Supervisor's BriefCASE is a new staff development curriculum designed specifically for Juvenile Justice Supervisors to provide you the means and tools to work with your staff to reinforce and put into practice the knowledge and skills around the core evidence based practices taught in risk reduction training. BriefCASE (Coach and Advance Staff in EBP) provides you step-by-step, detailed materials to coach staff in the successful integration of EBP into their daily work.</p> <p>In this two day training, you will learn about BriefCASE, a twelve module teaching and coaching curriculum. BriefCASE is designed to be delivered monthly, with each module teaching and reinforcing information and skills to be put in place at the direct service level. The modules could be delivered as part of a 60 minute unit staff meeting where you, the supervisor, lead the discussion of the topic outlined.</p>	N/A	0%	12	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	\$0, ineligible for IV-E; other funds are used
Supervisor In-service	Applying Enhanced Supervisory Practice	<p>In this training supervisors will use a case from their unit to compare how engaging, interviewing and teaming skills are currently being applied. This training will offer the opportunity to look at current case practice and how these skills are being incorporated today, via interactions, case notes, case planning, and collateral contacts. Supervisors will be asked to bring a case from their unit to identify means of setting expectations, assessing, and providing feedback to staff on engaging, interviewing, and teaming in actual case practice. In using a case example from the field, supervisors will be able to apply supervisory skills and tools. Make a plan for further supervision to assist with transfer of learning to how that same case could look if the skills from the worker foundation and QXR practice model were being used.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 10,033, Fed Reimb., \$3,712

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Supervisor & Caseworker In-service	Art of Supervision in Engaging and Interviewing	The Art of Supervision in Engaging and Interviewing creatively blends an overview of skills and concepts learned in Foundation trainings with deliberate, practical application in supervisory functions. Supervisors will gain the knowledge to assess and reinforce specific engagement and interviewing skills within the context of daily tasks and will design a plan that promotes consistent growth in professional development among individual staff and the supervisor's team. In addition, this two-day training will illustrate how to use the full palette of skills to lead staff in change, manage defensiveness and resistance, and resolve common conflicts that create barriers to teamwork and building trusting relationships with families.	General supervisory skills or other generic skills needed to perform specific jobs	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 10,033, Fed Reimb., \$3,712
Supervisor Inservice	Breaking Through Barriers: System Change and Quality Assurance in EBP for Supervisors	This two-day course deals with the issues of system change and quality assurance when implementing Evidence Based Practices (EBP.) Through this course, participants will learn about some of the key challenges when implementing EBP system change, and how to address those challenges.	N/A	0%	12	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	td
Supervisor In-service	Can We Be "Friends"? Ethical and Boundary Considerations in Technology and Social Media	This training session, "Can we be 'friends'? Ethical and Boundary Considerations in Technology and Social Networking", is the introduction to the 2011-13 Ethics and Boundaries training. The training session explores the ethical questions and dilemmas, as well as the boundary-setting challenges that appear in child welfare practice when utilizing technology and social media in practice; discusses specific strategies to manage the ethical and boundary challenges in an effort to enhance effective and ethical practice; and identifies agency policy considerations.,	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 10,033, Fed Reimb., \$2,508
Supervisor & Caseworker In-service	Child Welfare & the Ethical Use of Technology & Social Media for Workers & Supervisors	Introduction to the 2011-13 Ethics and Boundaries training. The training session explores the ethical questions and dilemmas, as well as the boundary-setting challenges that appear in child welfare practice when utilizing technology and social media in practice; discusses specific strategies to manage the ethical and boundary challenges in an effort to enhance effective and ethical practice	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538, Fed Reimb., \$ 2,134

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Supervisor In-service	Coaching for Change	Coaching for Change is a one-day, classroom-based course that introduces child welfare administrators, managers, and supervisors to advanced concepts, tools, and practices on coaching, the change process, and supporting the use of these concepts, tools, and practices with their staff. Participants will learn to apply coaching tools with their staff and, in turn, how to help staff use coaching tools with families.	Social work practice, cultural competency, communication skills required to work with children and families	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 8,538, Fed Reimb., \$ 2,134
Supervisor Inservice	Creating an Evidence Based Community Juvenile Justice System	This is a three day workshop designed for those who are looking for an in-depth understanding of what constitutes an effective community juvenile justice system response that reduces recidivism and are interested in beginning a planning process to consider incorporating this knowledge into their juvenile justice response. You must be part of a community team to register. This training will review the current research on effective community interventions with juveniles and their families; look at what hasn't worked in reducing recidivism; give an overview of the meta-analysis research and examine the experiences of other jurisdictions that have implemented research based practices. Building on this knowledge base, teams will be supported in creating an action plan for their community.	N/A	0%	18	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	tbd
Supervisor In-service	Director Mentorship Training	Director Mentorship Trainings are a quarterly series designed to keep County Social/Human Services Directors on top of the latest in leadership, management and Child Welfare information. The series includes a seminar component where regional and national experts in the child welfare field will discuss emerging trends and topics and how they will impact services delivered at the local level. The seminar portion will be followed by an afternoon peer consultation and coaching and mentoring activities to assist attendees with real world application of topics and concepts discussed in the seminar.	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134

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Supervisor In-Service	Engaging to Build Trusting Relationships (overview for sups)	<p>Engagement is core to child welfare work with families. This skill based training is built on the philosophy that in order for workers to engage families in a change-oriented process through trust-based relationships, they need knowledge of and the ability to apply engagement skills, stages of change, a strength based perspective, a solution-focused approach, and teaming with families to create plans for change throughout the life of a case. This training addresses culturally appropriate engagement, developing a long term view and listening to the family's story, strengths based approach and the challenge lens, family systems dynamics, solution focused engagement, stages of change and working through resistance. Engagement skills training provides a framework to create the desired core conditions necessary for building trust with families: genuineness, respect, empathy and competence. The skills of exploring, focusing, and guiding are emphasized to create the desired core conditions. Skill development is emphasized in this training and there will be opportunity to practice throughout the session.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .</p>	\$10,033 Fed Reimb., \$3,712
Supervisor In-service	Ethical Practice for Directors	<p>This workshop will encourage thoughtful conversations about those ethical issues that often arise outside of your staffs' direct interaction with clients, essentially in the office. We'll use the NASW Code of Ethics to frame the conversation. We'll include things like dual relationships and other boundary issues including the use of technology. We'll talk about interactions with colleagues both inside and outside of your agency and behavior outside of office hours. We'll come up with ideas about how to think proactively about complex ethical situations that are a part of everyday practice.</p>	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	50%	4	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships. .</p>	\$ 5,692, Fed Reimb., \$ 1,394

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Supervisor In-service	Ethics and Boundaries for Supervisors	<p>This ethics and boundaries training has been developed for supervisors and managers and includes adapted content from the Moral Courage in the Workplace session but will go beyond that to include additional information related to exploring issues related to technology and supervision. This ethics and boundaries training will examine the ethical responsibilities of supervisors in their workplace settings with the employees they supervise. In order to understand the implications of employee behavior, supervisors will structure discussions around the concept of moral courage. Supervisor responsibility for promoting ethical workplace cultures will be defined and participants will apply the NASW Code of Ethics, MPSW 20 and an ethical-decision making model to common situations in organizational settings. Additionally, supervisors will understand the impact of technology on ethical practices.</p>	General supervisory skills or other generic skills needed to perform specific jobs	75%	Foster Parent, Time in Training not eligible	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 2,846 Fed Reimb., \$1,053
Supervisor In-Service	Fall Administrators Conference and Training (Topic: Crucial Conversations - Getting Them Right)	<p>The training focuses on the crucial conversations that affect participants' work lives. Participants will: Understand and examine the nature and antecedents of crucial conversations at work; Learn how to proactively and effectively manage crucial conversations to yield positive outcomes for organizations; and Discover and practice the steps involved in transforming an understanding of crucial conversations into the habit of effectively engaging in crucial conversations at work.</p>	General supervisory skills or other generic skills needed to perform specific jobs	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 2,134

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Supervisor In-service	Fall Administrators Conference and Training (Topic: Managing Change and Finding Hope)	The training will focus on leadership in constantly changing environments, which have become the norm. participants will: (1) Learn and examine the critical dynamics of change and develop a plan to manage each of these dynamics; (2) Learn how to lead the organization and staff through constant change; and (3) Create action plans to take back to the work place that are focused on building morale, managing critical milestones which will encourage workers, and normalizing the impact of recent changes	General supervisory skills or other generic skills needed to perform specific jobs	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538, Fed Reimb., \$ 2,134
Supervisor In-service	Leadership	The purpose of this course is to provide managers with an overview of current thinking about effective leadership; and with an opportunity to assess their leadership style or approach and their leadership strengths and limitations, to develop leadership strategies for their own organizations, and to interact with other supervisor and leaders.	General supervisory skills or other generic skills needed to perform specific jobs	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Supervisor In-service	Leading and Managing from the Middle	The middle manager may well be in the most difficult position: answering to both bosses and employees. You also represent your unit to others. Learn how you can contribute even more effectively to your organization's high performance and build strategies to increase your influence. Leverage your position to achieve organizational goals through others, using <u>your seven bases of power more effectively.</u>	General supervisory skills or other generic skills needed to perform specific jobs	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Supervisor In-service	Leading from 2 Steps Behind-Supervisor's Training	This two-day skills based training will guide you through applying Solution-Focused & Motivational Interviewing elements in supervision so that you can focus on improvement and best practice. Solution Focused Interviewing is a way to help build the skills of workers when it comes to problem solving and critical thinking. Motivational Interviewing can be used to empower your staff and help them make positive changes. This training will provide ample opportunity for you to learn and practice various techniques that will enable you to work collaboratively with your staff on both case and practical	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 19,901, Fed Reimb., \$7,363

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Supervisor In-service	Managing Diversity for the 21st Century	This training will address the challenges and strategies of managing diversity in human service agencies that aim to be effective	Social work practice, cultural competency, communication skills required to work with children and families	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 10,033, Fed Reimb., \$2,508
Supervisor In-Service	Module 1: Administrative Supervision "Putting the Pieces Together"	Administrative Supervision focuses on those areas of supervision related to the efficient and effective delivery of services. This module stresses the importance of understanding one's own management style within the context of the agency's mission and vision and administrative structure and focuses on agency goals and outcomes. Key concepts covered in this module include: management styles; the use of power; advocacy; recruitment and selection of workers; change management; transitioning from peer to supervisor; and performance management.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$29,609, Fed Reimb., 10,955
Supervisor In-Service	Module 2: Educational Supervision	Educational Supervision focuses on educating workers in order to attain more skillful performance of their tasks. Topic areas within this module are: learning styles; mentoring; orienting new employees; stages of worker development; transfer of learning; constructive feedback; coaching; and clinical supervision. Highly interactive, key learning activities are encased in engaging games that stimulate thought as well as energize the atmosphere. The module concludes with a wrap-up activity called "Supervision Land", a creative board game that reviews key learning points and allows participants the opportunity to test their new knowledge and practice their new skills.	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$29,609, Fed Reimb., 10,955

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Supervisor In-Service	Module 3: Supportive Supervision	<p>Supportive Supervision focuses on supporting, nurturing, and motivating workers to attain a high level of performance. Within the supportive supervision domain, the primary goal is to improve morale and job satisfaction. Key topics include secondary trauma, conflict management, job satisfaction, and management of a team. Because child welfare work is so demanding and the stress is often high, we've integrated humor throughout the module to model the importance of maintaining a positive atmosphere, as well as to make an otherwise difficult subject more engaging. This module reflects the reality of the supervisor's position as head cheerleader, arbitrator, and counselor.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$29,609, Fed Reimb., 10,955
Supervisor In-Service	Module 4: supervision for Cultural Competency	<p>This workshop covers Culture and Self-Awareness; organizational culture; generational diversity; ethnic & cultural diversities; and disproportionality & disparities in child welfare practice.</p>	Social work practice, cultural competency, communication skills required to work with children and families	75%	18	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$29,609, Fed Reimb., 10,955
Supervisor Inservice	Reflective Supervision for Child & Family Services	<p>The FAN framework, developed by Linda Gilkerson at the Erikson Institute, is utilized in a variety of settings across the nation including home visiting, Part C (Birth to Three), with medical residency programs, child welfare, court systems and others. It provides a framework and concrete strategies to support a structure for Reflective Supervision, attunement in the supervisory interaction along with reflection for increased self-awareness with the purpose of improving one's practice skills. This session will discuss the use of the ARC, the Core Processes and provide tools to support implementation after the training.</p>	Social work practice, cultural competency, communication skills required to work with children and families	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships</p>	\$ 10,033, Fed Reimb., \$2,508

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Supervisor In-Service	Spring Administrators Conference and Training (Topic: Ethics and Boundaries: Professional Self and Technology)	<p>The training focuses on the crucial conversations that affect participants' work lives. Participants will: Understand and examine the nature and antecedents of crucial conversations at work; Learn how to proactively and effectively manage crucial conversations to yield positive outcomes for organizations; and Discover and practice the steps involved in transforming an understanding of crucial conversations into the habit of effectively engaging in crucial conversations at work.</p>	General supervisory skills or other generic skills needed to perform specific jobs	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 2,134
Supervisor In-service	Spring Administrators Conference and Training (Topic: When Response Matters: Restoring Resilience After a Critical Incident)	<p>At the 2012 Spring Administrators' Conference, we focus our discussions on development of agency crisis debriefing teams to assist in mitigating the acute impact of trauma experienced by staff as the result of a critical incident. Client deaths and egregious incidents occur in both behavioral health and child welfare. Administrators and supervisors are often unaware of the review process that ensues and how they can prepare their staff for the client death or egregious incident review process. Additionally, staff are often left alone to deal with the emotional impact of the critical incident and the review because agency-based resources are not available. The development of an agency crisis debriefing team provides an opportunity for an agency to bring together child welfare and behavioral health as team members to support staff when needed.</p>	General supervisory skills or other generic skills needed to perform specific jobs	50%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 8,538, Fed Reimb., \$ 2,134

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Supervisor In-service	Stepping Up to Supervision: Orientation for New Supervisors	<p>This course provides information that is most necessary for new supervisors working in the area of child well-being (including Child Protective Services, Youth Justice, Home Visiting) early in their position. The topics of leadership, transitioning into supervision, the four roles of supervisors, and the Wisconsin Child Welfare Model for Practice are introduced. Additionally, the role of the supervisor in providing orientation, guidance and support to new employees is addressed and an overview of the Wisconsin Child Welfare Professional Development System is provided. Because transitioning into the supervisor role can be especially challenging for new supervisors, the issues that may arise when promoted to a supervisory role are discussed.</p>	General supervisory skills or other generic skills needed to perform specific jobs	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Supervisor Inservice	Strategic Thinking, Planning and Organizing Transformation	<p>In a time of tumultuous change, where should the public manager look for guidance and direction in managing her or his department? What should the public manager do to better understand the environment in which his or her department functions? Strategic planning provides both a process and a set of outcomes that help public managers find the answers to the core questions round organizational identity and direction. In this session you will find out how to construct your department's strategic plan, how to involve other stakeholders in its development, and how to ensure successful implementation.</p>	General supervisory skills or other generic skills needed to perform specific jobs.	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 10,033, Fed Reimb., \$2,508

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Supervisor In-service	Strength Based Feedback - A Method for Delivering Performance Evaluations	Strengths-based feedback is a well-regarded method for delivering feedback that leaves employees feeling confident and competent. This half-day training will help supervisors become more effective at giving quality feedback to employees. Research on best practices in performance feedback will be discussed and critiqued. A strengths-based framework will be outlined and practiced. The ultimate intention is that this training will help supervisors give quality, consistent feedback that leaves employees more knowledgeable about their role and more confident in their ability to do their job well. This training would be especially useful for those that work with new workers that are still learning how to fulfill their child protective services and child welfare responsibilities.	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$4,269, Fed Reimb., \$1,067
Supervisor In-service	Structured Analysis Family Evaluation Supervisors Training	The Structured Analysis Family Evaluation (SAFE) is a home study method that provides a suite of comprehensive home study tools and methods for the description and evaluation of prospective adoptive families, foster families or relative care providers. SAFE is also used for dual licensure of concurrent planning resource families. SAFE is helpful and user-friendly for the social worker and is respectful of the family's expectations for open, transparent and fair treatment in a sensitive area of their lives. SAFE is built on a foundation of strong practice values and combines information gathering and analysis techniques that assists the social worker to describe and evaluate a family, its characteristics and capabilities. SAFE does not employ standardized pass-fail tests to determine the result of a home study. Instead, SAFE provides social workers with the state-of-the-art tools and methods they need to sensitively engage the family in a process that culminates in a comprehensive and reality based home study report that accurately portrays family strengths and limitations as they pertain to parenting.	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Supervisor In-service	Supervising for Enhanced Practice	<p>One of the many roles of a child welfare supervisor is to take the lead as change occurs and to model, with their staff, new ways or refreshed ways to do child welfare work. In this two-part training, supervisors will have the opportunity to: Think about this leadership role as it relates to the practice model represented in the new, required Foundation trainings ,Understand the critical concepts that their workers will learn and skills they will practice in these new trainings; Strategize for future implementation and leadership around these concepts and practices; Plan for how to build on the strength based, family centered practices already present in your county.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	75%	12	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$19,901, Fed Reimb., \$7,363</p>
Supervisor In-service	Supervising Safety: Impending Danger and Safety Plans	<p>Addresses the unique challenge of supervision and how to guide workers who have direct contact families, with a focus on impending danger and safety plans. Determining whether a child is unsafe and taking action to assure safety is, arguably, the most critical CPS function. The findings of the Child and Family Services Review have, again, confirmed that it is collaborative work with the family and community to provide for the safety of children in their own home or, if necessary, in a placement outside their home. This training addresses concepts, specific knowledge and skills necessary to perform that role. Safety foundation training builds on the content of the Safety Pre-service and completion of the pre-service is required to maximize the benefit from this training. The Curriculum incorporates the Safety Intervention Standards and eWISACWIS documentation. Participants will walk through each step of the Safety Intervention process considering the information needed for decision making, the analysis process and applying this to case information. Participants will develop an in-home safety plan in groups and will, along with their supervisor, receive detailed feedback on that plan after training.</p>	<p>Social work practice, cultural competency, communication skills required to work with children and families</p>	50%	46*	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$58,047, Fed Reimb., \$21,477</p>

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Supervisor In-service	Supervising Safety: Present Danger and Protective Planning	Addresses the unique challenge of supervision and how to guide workers who have direct contact families, with a focus on present danger and protective planning. Supervising Safety seminars provide an opportunity to: gain knowledge on present danger and protective planning, apply new understanding, participate in conceptual discussions with colleagues, reflect on agency practice and address the challenges of supervision.	Social work practice, cultural competency, communication skills required to work with children and families	50%	50*	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$58,047, Fed Reimb., \$21,477
Supervisor In-service	Supervisor Foundation Training Administrative Supervision	This two-day, classroom-based course focuses on those areas of supervision which relate to the efficient and effective delivery of services. Key concepts covered include: supervising to the agency practice model; leading in a changing environment; understanding the use of power; decision-making with data; recruiting and selecting workers; transitioning from peer to supervisor; managing performance..	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 17,076, Fed Reimb., \$ 4,268

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Supervisor In-service	Supervisor Foundation Training Clinical Supervision	During this two-day course, supervisors will learn key elements of clinical practice and case consultation. This course explores: use of solution-focused supervision skills; providing individual and group supervision; knowing the supervisor's and worker's responsibilities in assessing for and achieving safety, permanency, and well-being; and understanding how to facilitate quality case practice.	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 17,076, Fed Reimb., \$ 4,268
Supervisor In-service	Supervisor Foundation Training Educational Supervision	This highly interactive two-day course consists of learning activities that stimulate thought and energize the learning atmosphere. This course focuses on educating workers/staff in order to attain higher performance. Key topics include: coaching; learning styles; employee orientation; stages of worker development; transfer of learning.	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 17,076, Fed Reimb., \$ 4,268
Supervisor In-service	Supervisor Foundation Training Supportive Supervision	This two-day course helps supervisors focus on supporting, nurturing, and motivating your staff to attain a high level of performance. This module reflects the reality of the supervisor's position as head cheerleader, arbitrator, and counselor.	General supervisory skills or other generic skills needed to perform specific jobs and Social work practice, cultural competency, communication skills required to work with children and families	50%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 17,076, Fed Reimb., \$ 4,268
Supervisor Inservice	Supervisor Retention	Understand the distinct phases a child and family service staff typically goes through during the first six months on the job Increase awareness of the emotions and changing levels of confidence associated with each of these phases Develop and practice supervisory competencies and tools to aid in retaining and developing staff through each phase from the initial interview to the completion of their first six months on the job	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159
Supervisor Inservice	Supervisory Practices in Child Welfare	The first module of the Supervisory Practices in Child Welfare training is 2 days of training focused on learning about the shift from worker to supervisor and the responsibilities of supervision. Learning activities include opportunity for self-assessment and reflection on personal viewpoints and capabilities relative to getting work done through others. Topics encompass transitioning to supervision; self-awareness; cultural competence;	Social work practice, cultural competency, communication skills required to work with children and families	75%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 8,538 Fed Reimb., \$3,159

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Supervisor In-service	The Art of Supervision in Engaging and Interviewing	The Art of Supervision in Engaging and Interviewing creatively blends an overview of skills and concepts learned in Foundation trainings with deliberate, practical application in supervisory functions. Supervisors will gain the knowledge to assess and reinforce specific engagement and interviewing skills within the context of daily tasks and will design a plan that promotes consistent growth in professional development among individual staff and the supervisor's team. In addition, this two-day training will illustrate how to use the full palette of skills to lead staff in change, manage defensiveness and resistance, and resolve common conflicts that create barriers to teamwork and building trusting relationships	Social work practice, cultural competency, communication skills required to work with children and families	75%	12	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$19,901, Fed Reimb., \$7,363
Supervisor In-service	The Role of the Director and Manager in Successful Parent-Child Visits	This video-conference workshop will explore how adaptive leaders who focus on the quality of parent-child visits can impact child welfare practice and make a positive difference for their agencies in terms of both child and family outcomes and cost-effectiveness. This session will also feature case studies and interactive discussions with North Carolina county DSS directors about the importance of quality visits and how effective visitation can advance a family's plan. This workshop is offered in collaboration with the Jordan Institute for Families at the University of North Carolina-Chapel Hill School of Social Work, which is providing a series of 90-minute webinars on parent-child visits, maintaining sibling connections, and working with noncustodial fathers for child welfare professionals in Wisconsin. In spring 2011 faculty from UNC-CH will also be providing a 2-day classroom training entitled "In the Best Interest of the Child: Making the Most of Visitation."	Placement of the child, development of a case plan, permanency planning including kinship, visitation	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	Costs reported individually (only time in training.)
Supervisor Inservice	Understanding and Building your Organizations Culture	The training will define organizational culture and present several organizational culture models, discuss why organizational culture matters and how you might apply it to your organization, share tools to allow you to assess your own agency's organizational culture, and share strategies for how you can refine and change your organization's culture.	General supervisory skills or other generic skills needed to perform specific jobs.	50%	6	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 10,033, Fed Reimb., \$2,508
Foster Parent Pre-Placement, Initial Licensing, and Ongoing							
Administrative rule DCF56 requires all foster parents to complete pre-placement, initial licensing, and ongoing training to maintain licensure.							

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Foster Parent Pre-Placement	Children in Care and Their Families	This workshop is an overview of what is involved in caring for a child in foster care. Participants will also review their role in maintaining family connections between the children in their care and their birth families. This session covers module 1 & 2 of the Wisconsin Preplacement Training.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Overview and Expectations	This workshop is an overview of the purpose of foster care and the rules that govern the system. Participants will be introduced to how children enter care, achieving permanency, and the roles of people involved in the child welfare team. Participants will also review and discuss what is expected of them as caregivers. This session covers module 5 of the Wisconsin Preplacement Training.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Milwaukee Pre-Placement Session 1	This workshop is an overview of the purpose of foster care and the rules that govern the system. Participants will be introduced to how children enter care, achieving permanency and the roles of people involved in the child welfare team. Participants will also review and discuss what is expected of them as caregivers.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Milwaukee Pre-Placement Session 2	This workshop is an overview of what is involved in caring for a child in foster care. Participants will also review their role in maintaining family connections between the children in their care and their birth families.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Milwaukee Pre-Placement Session 3	This workshop is an overview of the challenges associated with fostering. Participants will review grief and loss, the importance of coping and taking breaks, and connecting with others for support	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Relative- Children in Care and Their Families	This workshop is an overview of what is involved in caring for a child in foster care. Participants will also review their role in maintaining family connections between the children in their care and their birth families. This session covers module 1 &	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Pre-Placement	Relative- Foster Family Self Care	This workshop is an overview of the challenges associated with fostering. Participants will review grief and loss, the importance of coping and taking breaks, and connecting with others for support. This session covers module 3 & 4 of the Wisconsin Prepl	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Relative- Overview and Expectations	This workshop is an overview of the purpose of foster care and the rules that govern the system. Participants will be introduced to how children enter care, achieving permanency, and the roles of people involved in the child welfare team. Participants will also review and discuss what is expected of them as caregivers. This session covers module 5 of the Wisconsin Preplacement Training.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Pre-Placement	Caring for Children in Foster Care Part -1	This module, called Caring for Children in Foster Care, is broken into two parts. In this module you will hear from former foster youth about their experiences in foster care, and you will learn about different aspects of caring for the children in your home. Some of what you will learn about in this module is really just about parenting, but with considerations for the unique background and experiences of children in foster care.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$0, ineligible for IV-E; other funds are used
Foster Parent Pre-Placement	Caring for Children in Foster Care Part-2	In the second part of Module 3, you'll learn about nurturing care and discipline, the daily needs of children in foster care, fostering teens, culture, and transitions that children in care face at different times in their lives.,	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	, \$0, ineligible for IV-E; other funds are used
Foster Parent Pre-Placement	Developing and Maintaining Family Connections	This module, Developing and Maintaining Family Connections, will provide you with information about working with birth families, the importance of children having contact with their families, connections of children in foster care to their siblings, and challenges that may come up with family interaction. You have learned already that children have strong attachments to their families, even when they have been abused or neglected by those family members. As a foster parent, you need to recognize and honor children's attachments to their families, even if you may not understand this.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$0, ineligible for IV-E; other funds are used

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Foster Parent Pre-Placement	Expectations of Foster Parents	This module explains the expectations of you as a foster parent. You will learn about confidentiality, communicating with your agency, reimbursement, the rights of people involved in foster care, maintaining records for foster children, and responding to allegations of abuse and neglect	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$0, ineligible for IV-E; other funds are used
Foster Parent Pre-Placement	Foster Care Overview	Module 1 of this training explains basic information about the foster care program in Wisconsin. It has been designed to help you understand how children come into foster care, why they are there, and the rules that have been created to protect children in foster care. It also explains permanency planning and describes the different people connected to the child welfare and court systems who may work with a child, his or her family, and the foster family.	Recruitment and licensing of foster homes, child development, impact of child abuse and neglect	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$0, ineligible for IV-E; other funds are used
Foster Parent Pre-Placement	Foster Family Self Care	This module, called Foster Family Self Care, will help to show you how being a foster parent can affect your family, and about the stress that comes with fostering, grief and loss felt by the foster family, the importance of taking time for yourselves, and about reaching out for support and assistance. You have learned about how children and birth families feel about being in foster care, and in this module you will learn how children entering and leaving your home may affect you and your family.	Recruitment and licensing of foster homes, child development, impact of child abuse and neglect	75%	Foster Parent Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$0, ineligible for IV-E; other funds are used
Foster Parent Initial Licensing	Separation and Placement,	This workshop provides information about the effects of separation on the child, within their cultural context, knowledge of the grief process of children who have entered substitute care, and strategies for the caregiver to assist children in addressing behaviors and thoughts related to the grief process. The caregiver learns how emotional conflict may arise for a child during the placement process and how a child's developmental level affects his/her knowledge of and reactions to out-of-home placement.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 590, Fed Reimb., \$ 218

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Foster Parent Foundation	The Effects of Fostering on Your Family	This workshop examines the impact of foster care, adoption, and kinship care on the family system. Information is presented on disclosure of important information to foster and adoptive parents and protocols for handling challenges specific to foster care. The workshop enables prospective parents to develop effective coping strategies and survival plans.	Recruitment and licensing of foster homes; Cultural competency related to children and families	75%	3 (Time in training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 1 - Partners in Permanency	This workshop introduces the parent or caregiver to the primary goals of child protective services and how these services can help achieve protection and permanence for children and their families. The parent or caregiver is introduced into his or her role as a member of the team and how collaboration with caseworkers, the child protection agency and other professionals is imperative to serving the child, birth family and foster parent. The importance of advocacy for the child is also emphasized as the best interest of the child needs to be considered during case planning, with schools and other service agencies/providers.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 2 - Cultural Dynamics in Placement, Foster Parent Foundation	This workshop presents an overview of culture and the ways in which our values and codes of conduct are impacted by culture. Participants learn to separate culture from race and learn to identify the many and complex ingredients of cultural identity. Caregivers also will learn methods to more successfully parent a child from a different culture.	Recruitment and licensing of foster homes, Cultural competency related to children and families	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Foundation	Module 3 - Maintaining Family Connectedness, Foster Parent Foundation	This workshop provides information about the losses experienced by birth families, expected behaviors of grieving birth parents and ways to work effectively with birth families along a continuum of contacts. Parents or caregivers also learn how to identify key members of the child's birth family and the significance of sibling connections	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 4A - Dynamics of Abuse and Neglect: Contributing Factors	This workshop familiarizes the parent or caregiver with the dynamics of physical and sexual abuse, emotional maltreatment and neglect, as well as the physical and behavioral indicators in children. Parents or caregivers also become familiar with the types of family situations that can contribute to abuse and neglect. Laws regarding mandatory reporting of suspected abuse and neglect are also examined	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 4B - Dynamics of Abuse and Neglect: Signs and Indicators	This workshop familiarizes the parent or caregiver with the dynamics of physical and sexual abuse, emotional maltreatment and neglect, as well as the physical and behavioral indicators in children. Parents or caregivers also become familiar with the types of family situations that can contribute to abuse and neglect. Laws regarding mandatory reporting of suspected abuse and neglect are also examined	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 5 - The Impact of Maltreatment on Child Development, Foster Parent Foundation	This workshop reviews the stages and milestones of typical development. Then examines indicators of development delays/problems contributed to the impact of maltreatment. The parent or caregiver is introduced to resources and techniques to appropriately address children's development delays.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Foundation	Module 6 - Attachment, Foster Parent Foundation	This workshop demonstrates normal, healthy attachment and how it influences child development. Parents/caregivers are introduced to how attachment is the foundation for guidance and positive discipline, and how it is impacted by separation from primary parents, siblings and other attachment figures. Participants also learn to identify stages in the grieving process as well as strategies to reduce the trauma to children who have experienced separations from significant others.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 7 - Separation and Placement, Foster Parent Foundation	This workshop examines the effects of separation on the child within their cultural context; the grief process of children who have entered substitute care, and strategies to assist children in addressing behaviors and thoughts related to the grief process; how emotional conflict may arise for a child during the placement process related to issues of divided loyalty, perceived abandonment or rejection, and reactivation of feelings from previous separations or significant events; the impact of multiple placements on a child's emotional, cognitive, and social development and behavior; how a child's development level affects his/her knowledge of and reactions to out-of-home placement; the grief process of a birth parent whose children have entered substitute care.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Foundation	Module 8 - Guidance and Positive Discipline, Foster Parent Foundation	This workshop introduces the perspective shift that discipline is an education strategy meant to guide and promote healthy development. Reasons behind children's undesirable behaviors and parenting styles are examined. Parents have substantial knowledge of why physical punishment is not allowed in foster. Finally, participants are left with a variety of discipline strategies which they can individualize for the children in their home.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Foundation	Module 9 - The Effects of Fostering on Your Family, Foster Parent Foundation	This workshop examines the impact of foster care, adoption, and kinship care on the family system. Information is presented on disclosure of important information to foster and adoptive parents and protocols for handling challenges specific to foster care. The workshop enables prospective parents to develop effective coping strategies and survival plans.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Initial Licensing	The Impact of Maltreatment on Child Development	This workshop examines the dynamics of child maltreatment. The workshop will explore underlying reasons a parent or caregiver might abuse or neglect children. The session gives participants an overview of normal child development and examines the impact of abuse and neglect on child development.	Recruitment and licensing of foster homes; Cultural competency related to children and families	75%	3 (Time in training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	2017 Foster Care Coordinators' 1 Day Recruitment Summit – Strategies for Successful Resource Family Recruitment	One Day Recruitment Summit covers key skills and strategies related to successful Resource Family recruitment. Attendees will have an opportunity to address specific recruitment challenges and develop strategies to address those challenges.	Recruitment and licensing of foster homes; Cultural competency related to children and families	75%	18.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 25,123, Fed Reimb., \$ 9,296

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Foster Parent Ongoing / In-Service	A Place in My Heart Conference - Talking to Kids about tough stuff	Children do best when they know the truth about their lives. Sharing difficult information with children is not easy. This workshop will give you the tools to discuss the most challenging situations (e.g. abuse, parental incarceration, death, HIV, incest, termination of parental rights) with children of all ages. Please bring your challenging questions to the session. No topic is off limits! This is an interactive workshop with some lecture to present the program plus room for open discussion from the audience. The workshop uses creative methods to assist adults in discussing foster care/adoption and difficult information with children and youth. Facilitator will provide several examples of challenging topics, along with strategies to share said topics with children of various ages and developmental stages. Facilitator will also ask for workshop attendees' difficult conversations they have experienced and/or anticipate having with children and youth, accompanied by suggestions for meaningful approach.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	0%	18.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Foster Parent Ongoing / In-Service	Adopting the Older Child: Fostering Safety & Security	Adopting/fostering an older child has its own unique challenges. Too often families fail to consider adopting/ fostering an older child based on misconceptions. This training will help foster parents, adoptive parents and professionals working with older youth navigate the issues specific to older youth in need of temporary and/or forever families.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	12.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257

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Foster Parent Ongoing / In-Service	An Introduction to Trauma Informed Parenting	Many caregivers keep hearing about Trauma Informed Care or TIC and are left wondering what it exactly means. This training will do more than help caregivers understand what TIC means, it will also offer concrete suggestions for how Foster Parents can implement TIC in their work with the children and families they serve. The training introduces caregivers to the seven essential ingredients of TIC and engages caregivers in thoroughly understanding each ingredient and talking about steps they can take to improve the behaviors they see from the kids in their care.	Mental health issues related to children and families in the child welfare system	75%	6 (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Child Anger Management	When children struggle with how to express their emotions, they may resort to presenting some difficult, unmanageable, or negative behaviors. Those behaviors, and the anger behind them, can take a toll on the child, as well as everyone around him, and may even result in the erosion of family relationships. In this training, participants will explore possible motives for a child's difficult behaviors and learn about some steps parents can take to teach their children how to express feelings safely, develop healthy coping skills, and enhance positive communication. The workshop will offer effective problem solving tools that work for the whole family.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	0%	12.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Foster Parent Ongoing / In-Service	Child Safety 101	It is critical for caregivers of young children to keep them safe in and around the house. This course will cover basic home safety, first aid and community safety.,	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	CONNECT: Supporting Children Exposed to Domestic Violence	As a result of this training, participants will be better able to state the reasons why resource families need to understand the dynamics of domestic violence, describe some of the power and control tactics used by perpetrators of domestic violence, describe some of the reasons why adult victims stay in abusive relationships, and describe the range of effects on children who have been exposed to domestic violence.	Placement of the child, development of a case plan, permanency planning.	75%	3	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Ongoing / In-Service	CONNECT: Supporting Children Exposed to Domestic Violence	As a result of this training, participants will be better able to state the reasons why resource families need to understand the dynamics of domestic violence, describe some of the power and control tactics used by perpetrators of domestic violence, describe some of the reasons why adult victims stay in abusive relationships, and describe the range of effects on children who have been exposed to domestic violence.	Placement of the child, development of a case plan, permanency planning.	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Cultural Issues in Foster Care: Dealing with the Dynamics of Difference	This workshop will explore the importance of culture in a foster family. Participants will learn to differentiate culture from race, ethnicity or gender. Participants will learn about ethnocentrism, stereotyping, prejudice and discrimination. The formation of racial identity for children will be presented. Finally, participants will develop parenting strategies to assist foster children in the formation of strong, healthy identities and	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	6 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Cyberbullying Strategies for Parents	"Cyberbullying," or the use of electronic communication to cause harm, is so prevalent among adolescents that it has been tagged, "A 21st Century Healthcare Phenomenon." Parents and professionals need to know what cyberbullying is, preventative measures that can be taken, the warning signs of a child who may be experiencing cyberbullying, and treatment options for a child who has been impacted by it.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	50%	12.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 50% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 17,076, Fed Reimb., \$ 4,268
Foster Parent Ongoing / In-Service	Development of Preschoolers and Grade School Children	This workshop will review normal developmental patterns of children from preschool through the elementary school. It will cover the variance in cultural norms, the impact of abuse and neglect and out-of-home care. The class also highlights various exceptional needs that some children and families are faced with. This workshop will provide participants with parenting tips and strategies to more effectively meet the needs of the children in their care, based on developmental levels. Being able to effectively communicate with everyone involved in the child's care and advocating for the child also will be discussed.	Effects of separation, grief and loss, child development	75%	6 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397

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Foster Parent Ongoing / In-Service	Diffusing Crisis Safely and Sanely	This workshop helps participants understand anger as an unmet need, identify the stages of a developing crisis and build corresponding de-escalation skills. Participants will build their confidence for dealing with angry individuals. Participants will learn to recognize the role of body language and personal space in diffusing tense situations. They will assess how their own values, expectations, responses to anger and personal temperament can diffuse	Communication skills required to work with children	75%	6 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent In-service	Discipline in Foster Care: Managing Our Behaviors to Manage Theirs	This Advanced PACE course picks up where the PACE module on discipline left off. You will focus on how to use discipline to teach in a way that communicates self-respect as well as respect for the child and for cultural traditions. You also will learn specific, practical strategies to use in difficult situations and how to plan for	Communication skills required to work with children	75%	6 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Foster Parent Boundaries and Ethics	This is a one-day training for foster parents during which we will explore the many issues that impact foster parents, foster children, and social workers as they try and navigate the difficult world we call foster care. We will explore issues of confidentiality; for example, what do foster parents need to know about foster parents and their families? What do foster parents tell others like friends, schools, social workers, and other foster parents about the children in their care? We will explore some of the boundary issues foster parents and foster children face that confuse their relationships like "secrets," finding the balance between parent and professional, a team member or a parent or both. Can I discipline my foster children the same way I do mine? We will explore post	Ethics training associated with a title IV-E State plan requirement, such as the confidentiality requirements	75%	6 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Foster Parent Champion	Nationwide there is an ever increasing demand for quality foster homes, and Wisconsin is no exception. This year alone Wisconsin will experience an additional 300-400 children entering care. The best, most effective and successful recruitment tool available has always been and continues to be current foster parents. This full day training will educate foster parents on the reasons driving the	Recruitment and licensing of foster homes; Cultural competency related to children and families	0%	18.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Foster Parent Ongoing / In-Service	Fostering Family	The purpose of this training is to explore the differences between relative and non-relative foster parents, describe how a relative provider's role in the family changes, explain unique challenges to fostering relatives, and formulate a plan to address changes in your family, and to identify and know how to access resources.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	6 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397

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Foster Parent Ongoing / In-Service	Fostering to Adopt: Managing the Emotions & Unique Challenges of this Special Kind of Fostering	The training will provide a mixture of support, education and tools for self-assessment. Topics include: assessing whether "foster-to-adopt" is the right "fit" for you; identifying personal growth needs; understanding, preparing for, and managing issues of outcome ambiguity, loss and grief; empathizing and working with (when appropriate) birth parents; and understanding children's complicated relationships with their birth parents and foster parents during this ambiguous time.	Placement of the child, development of a case plan, permanency planning.	75%	6 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Back to School Transitions	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Back to School Transitions focuses on how to best get prepared for the back to school transition for school-aged children who do not do well with changes. Learn the importance of your role and school advocacy.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	0%	19.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Discussing Trauma in Perspective	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. The discussion will focus on the reasons behind why a child who has been abused and/or neglected doesn't want to talk	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	0%	21.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Getting Out of Power Struggles	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Getting Out of Power Struggles focuses on learning why power struggles exist, how trauma impacts a child's behavior, and learning effective parenting strategies.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	0%	26.00	Costs for this course are deducted from the total claim and not allocated to Title IV-E.	N/A

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<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Hearing Their Story</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Hearing Their Story focuses on learning various aspects related to child disclosure of their trauma stories.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Leaving Foster Care and Teen Life Skills</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Leaving Foster Care and Teen Life Skills focuses on preparing youth for leaving your home and take ownership for the process of becoming independent.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Lying</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. This discussion will focus on the intersection of trauma and lying in children. There will be four types of lying discussed; as well as parenting strategies for survival.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>

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Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Managing Behaviors of Tweens and Teens	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Managing Behaviors of Tweens and Teens focuses on understanding how trauma affects the physiological and emotional parts of tweens and teens, and gaining effective strategies to aid youth in managing their emotions during this	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Managing Traumatic Grief	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. Managing Traumatic Grief focuses on helping your child to grieve parental/familial losses when there was also trauma involved.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Psychotropic Medications- When is it necessary?	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Rising Strong	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. This session will use Dr. Brene Brown's book, Rising Strong, as the foundation of discussion on how to parent traumatized children in a way that they use their past	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053

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Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Self - Care	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Spark and Resiliency	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. The discussion will focus around how in parenting we need to find sparks of positive choices, celebrate them and build upon them to instill resiliency in traumatized children.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Fostering Traumatized Kids Series: Stress Relief	It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053

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<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Summer Transitions</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. The discussion will focus on how to help parents recognize the importance of considering the summer change and how that impacts your child. Discussion will include some beneficial ways to transition into the summer routine; summer family fun activities and ideas; and what are some routines that should remain the same throughout the summer.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Taking Care of Babies and Little Ones</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. This discussion will focus around what trauma looks like (symptoms and behaviors) for children age infant up to the age of 5 years old. Parents receive information on strategies and options of interventions that could prove helpful.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>

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<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Trauma and Young Children (Birth – 6)</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.</p> <p>Trauma and Young Children (Birth – 6) focuses on learning how trauma impacts children and their development and gaining strategies and resources in caring for the traumatized young.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Trauma, Resiliency and Teenagers</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.</p> <p>Trauma, Resiliency and Teenagers focuses on understanding what resiliency is, strategies to build resiliency in teens and characteristics of resilient youth.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>

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<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Walking the Walk</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. The discussion will focus on how, as a parent, you acknowledge and manage your emotions related to the negative experiences you hear your child has experienced while modeling healthy coping skills in front of them. This session will provide parents with strategies for managing conflicts between parents' personal reactions and responsibilities in being a part of the foster care team.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: What Does "Invisible Suitcase Mean" and how do I Repack it?</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>

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<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Working with Birth Parents</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child.</p> <p>Working with Birth Parents focuses on gaining an awareness of how to engage and develop a relationship with a parent who may have a trauma history.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>
<p>Foster Parent Ongoing / In-Service</p>	<p>Fostering Traumatized Kids Series: Yelling and Disrespectful Behaviors</p>	<p>It's Not About You! This training series is for anyone who provides daily parental care to children who are a part of the foster care system. These trainings are designed to inform and support those who are parenting a traumatized child. The session will help you to understand how the invisible suitcase can lead to acting out behaviors with discussion focusing on techniques to use to reduce these behaviors and assist children/youth in using more positive and constructive ways to get their needs met.</p>	<p>Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children</p>	<p>75%</p>	<p>Foster Parent, Time in Training not eligible</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$ 2,846 Fed Reimb., \$1,053</p>

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Foster Parent Inservice	Implementing Shared Parenting	<p>This workshop will emphasize the importance of agency support of partnerships among birth families and foster families as an essential element of family-centered practice. It will address the role that child welfare workers play in developing, encouraging and facilitating the relationships between the agency, birth families and foster families. This training will include a discussion of issues such as fear and control, as well as the benefits of supporting, building, and maintaining all of the attachments for children in care. This training will be highly interactive, with workers using creative thinking to develop ways to support birth families and foster families as they initially meet each other and begin their work together to help the child feel the support of both sets of parents.</p>	<p>Placement of the child, development of a case plan, permanency planning including kinship, visitation</p>	75%	6	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Independent Living Skills for the School Age Child	<p>“The sooner the better” when it comes to teaching your foster child how to be a responsible, successful and happy adult. Parents can help children younger than 12 prepare for adulthood by teaching them specific skills and how to make good choices. Learn how to teach your foster children about topics important to becoming independent and self-sufficient – budgeting, health, home management, scheduling, friendships, housing, cooking, fire safety, first aid and being a smart shopper.</p>	<p>Independent living and the issues confronting adolescents preparing for independent living, , Effects of separation, grief and loss, child development</p>	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 590, Fed Reimb., \$ 218
Foster Parent Inservice	Independent Living Skills for Your Teen	<p>What is up with teens? What are their needs, anxieties, physical and emotional challenges, and cultural/identity challenges? How are these challenges changed by the fact a child is in foster care? What is normal teenage behavior and what isn't? How can you best respond? Learn information and practical suggestions for helping your teen and yourself through this challenging stage of life!</p>	<p>Independent living and the issues confronting adolescents preparing for independent living, Effects of separation, grief and loss, child development</p>	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	\$ 590, Fed Reimb., \$ 218

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Foster Parent Ongoing / In-Service	Internet Safety for Foster Children	Learn how to keep foster children safe while they are on the Internet	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	Foster Parent, Time in Training not eligible	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 2,846 Fed Reimb., \$1,053
Foster Parent Ongoing / In-Service	Navigating the Safe Use of Technology: Safety in the Age of Digital Communication	The good news is we all have more ways to stay connected to friends and family and we have a world of information a computer click away. The downside is there are new risks that come along with putting yourself out there in the digital, internet world. In this workshop we will talk about the new and ever changing world of instant and constant technological communication. Our goal is to help you be knowledgeable about the FaceBook, Twitter, MySpace, chat rooms, web searching, etc. and to talk about how to guide and supervise kids in the use of these communication tools. We will also talk about the serious risks of sharing information on-line and connecting with people you have never seen and about special concerns for kids in foster care who may be more vulnerable and less able to make wise choices about what they put "out there". You will leave with practical suggestions, resources, and ideas on how to educate and guide kids in making good, safe choices as they sit in front of the computer screen or use their cell phone.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	6 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Neglect and Child Behavior: Practical Solutions for Resource Parents	Neglect and other forms of maltreatment can have a significant impact on child development and child behavior. Foster parents and kinship caregivers are then faced with the difficult task of responding appropriately and effectively to children's behaviors. In this course we will explore the importance of relationships and trust in effective behavior management, and the pitfalls of a "cookbook approach." Participants will then learn specific strategies and practice using those strategies through scenarios and role play.	Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	6 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397

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Foster Parent Ongoing / In-Service	New Placement Check In	New Placement Check-In is an opportunity for foster parents to connect with other foster parents, have their immediate questions answered, and get advice from an expert panel of Bureau of Milwaukee Child Welfare (BMCW) Staff and experienced foster parents	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Overview of the Childrens Court System for Foster Parents	The child welfare legal system can be overwhelming for foster /adoptive parents. Learn the basics of how the system works, key terms and players and tips for participating in court.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Parent Café	Parent Café's are gatherings where parents actively participate in guided, meaningful, open conversations about keeping families strong. Dinner is provided. Parent Café locations vary.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent In-service	Parenting the Sexually Abused Child	Child sexual abuse is a difficult and painful subject, one many of us choose to avoid. Certainly this is true of children who have experienced sexual abuse. Few are anxious to talk about their experience, and it often is up to their caregivers to understand what their behavior may be saying. Learn information you can use about sexual abuse, and its effects, and how you can respond with love and healing.,	General substance abuse, domestic violence, and mental health issues related to children and families in the child welfare system	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent In-service	Permanency Issues for Children	This workshop examines the effects of children on long-term separation from their families, either through adoption or long-term foster care. The workshop describes events that may trigger emotional distress and behavioral problems in children experiencing long-term separation.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Permanency Issues for Foster Children	This workshop examines adoption-related issues often experienced by adoptive parents and their effect on the family system. The workshop presents techniques for talking with children about their birth histories and adoption experience. Trainees also receive information about post-adoption services.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218

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Foster Parent Ongoing / In-Service	Preparing Families for Adoption	This all day workshop is designed for child welfare staff to discuss what "best practice" is when helping birth families, adoptive families and the adoptee manage the various emotional aspects connected to adoption. This session includes dialogue around each team members role related to supporting the various families involved, as well as the importance of team communication.	Placement of the child, development of a case plan, permanency planning.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Primary to Foster Family: Understanding Challenges, Issues and Strategies for Success	This course focuses on understanding the importance of keeping children connected to their birth families. Why should you focus on helping your child maintain healthy connections to his/her primary family? How do you help? How should you relate to biological parents, especially when conflicts arise? In this session, you will delve into this critical aspect of foster parenting, gaining insight and practical strategies for success along the way.	Effects of separation, grief and loss, child development, and visitation	75%	6 (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	Sensory Processing Disorder	Are you struggling to understand why your child is having more than expected meltdowns or tantrums at home, at school or in the community? Is your child sensitive to noise, food textures or seams on clothing? We process the world through our senses, and for the child with sensory processing disorder, everyday sensory experiences can be unbearable. These difficulties put children with	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	12.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$16,910, Fed Reimb., \$6,257
Foster Parent Ongoing / In-Service	Special Topics in Communication	These bimonthly workshops focus on a variety of topics related to communication. Participants will have opportunities to practice communication skills to use with children, partners, workers or others they may come in contact with through the experience of foster parenting. The topics change monthly, so come as often as you would like!	Communication skills required to work with children	75%	3 Foster Parent, (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	Successful Shared Parenting: Start to Finish	This 90-minute webinar is for experienced foster parents familiar with shared parenting concepts and practice, either from Shared Parenting training, or Foundation training, or agency practice. It will explore shared parenting through the lifespan of the family's involvement with the child welfare system. Participants will observe successful shared parenting at the various stages (beginning, middle, end), as well as what pitfalls are at different stages. This webinar is highly interactive, questions about relationship development between foster and birth families are highly encouraged.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child	75%	1.5 (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$295, Fed Reimb., \$ 109

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Foster Parent Inservice, Caseworker Inservice	Team Real: Understanding the Subterranean Culture of Drug Use	The Team Real approach is based on behavioral research and knowledge of the culture of drug usage/abuse among our youth. In this half-day training, participants will receive education about drug use and tools to recognize when a student begins to display changes in their behavior, or shows physical signs of use. Adolescents who are substance abusers often manifest multiple problems that are reflected in their appearance, athletics performance, interpersonal relationships and dependability. We teach you how to assess and act on these changes.	Referral to services, case management and supervision, general substance abuse issues, placement of the child.	75%	3 (Time in Training not reimbursable for foster parents)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 590, Fed Reimb., \$ 218
Foster Parent Ongoing / In-Service	The Development of Infants and Toddlers	This workshop will review normal developmental patterns of children from birth through the toddler years and discuss the impact of abuse and neglect, as well as separation from primary families, on the development of infants and toddlers. We will highlight various exceptional needs that some children and families face such as failure to thrive	Effects of separation, grief and loss, child development	75%	6 (Time in Training not eligible for reimbursement)	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$1,072, Fed Reimb., \$397
Foster Parent Ongoing / In-Service	The Rewards and Challenges of Parent/Child Visits and the Role of Foster Parents	When children in foster care visit frequently with their birth parents, they are more likely to be reunited and spend less time in foster care. Yet visits are sometimes accompanied by upheaval in the child's emotions and behavior, complex scheduling and logistics, and other challenges. In this 90-minutes webinar we will explore what the research says about visits, discuss common stumbling blocks, and suggest effective steps foster parents and agencies can take to make them easier for everyone involved.	Recruitment and licensing of foster homes, Child abuse and neglect issues, such as the impact of child abuse and neglect on a child	75%	1.5	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$295, Fed Reimb., \$ 109
Foster Parent Ongoing / In-Service	Trauma Informed Parenting (T.I.P.) - Part 5 of 5 (*this class can only be taken as part of the series)	This session provides information on understanding trauma effects on children and how to provide a safe place.	Enhancing foster and adoptive parents' ability to provide support and assistance to foster and adoptive children	75%	18.00	Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.	\$ 25,123, Fed Reimb., \$ 9,296

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<p>Foster Parent Ongoing / In-Service</p>	<p>Understanding and Building Attachment</p>	<p>This workshop focuses on initiating and developing attachment in children. It is designed for licensed foster caregivers with placement experience. The first half of the training distinguishes characteristics of secure attachment from those of with insecure attachment and provides information on how the crisis created by separation and placement impacts, and is impacted, by the child's attachment pattern. Because research demonstrates that the most consistent predictors of secure attachment are caregiver variables, so the last half of the workshop includes a template for parenting children with insecure attachment.</p>	<p>Effects of separation, grief and loss, child development, and visitation</p>	<p>75%</p>	<p>6 Foster Parent, (Time in Training not eligible for reimbursement)</p>	<p>Costs for this course are reduced by the title IV-E ratio to determine the IV-E eligible portion. The IV-E eligible portion is claimed at 75% FFP and allocated to the statewide child welfare professional development system that includes regional training partnerships.</p>	<p>\$1,072, Fed Reimb., \$397</p>
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