



Wisconsin Department of  
Children and Families

# Town Hall

# Child Welfare Strategic Transformation

May 2021

# Overview

- Defining the strategic transformation
- A need for change
  - Prevention
  - Higher level of care
  - Workforce support
- Supporting the Change

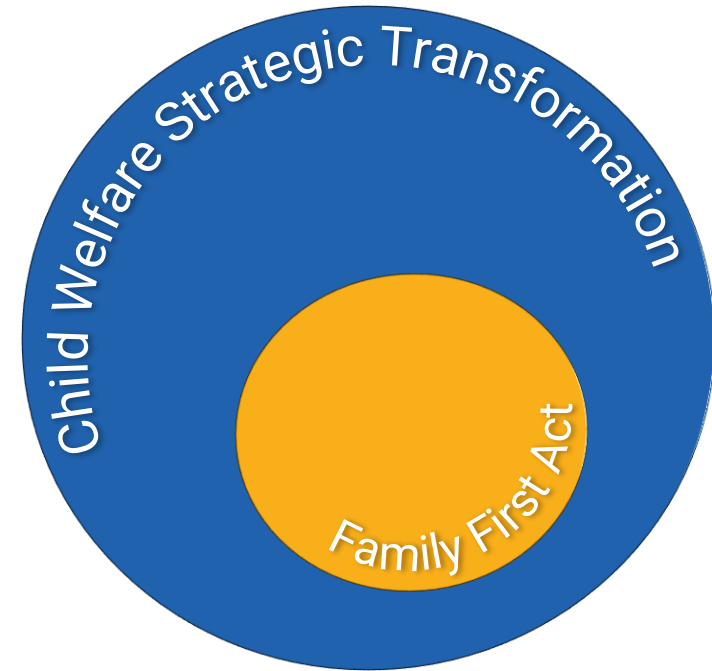


# Strategic Transformation



# What is the strategic transformation?

- Data shows children do better when connected with their families.
- ***Transforming our approach by keeping more families and children together.***
- Federal government passing Family First boosted our efforts.



# Wisconsin Future Framework

## **Vision:**

- All Wisconsin Children are safe and loved members of thriving families and communities.

## **The Wisconsin Child Welfare system will:**

- Strengthen all Wisconsin families to support their children.

## **Because:**

- Children belong with their families.



# Key Priorities

- To strengthen local communities + build services to support families in their homes.
- To keep children in family settings whenever possible.
- To improve our group care system.
- To support our workforce with solutions and improvements.



# Need for Change



# Impact of Childhood Trauma

- Attachment and Separation
  - Separation from primary caregiver can have long-term, negative impacts.
  - 80% of removals are for neglect.
- Evolving Research
  - We have more research now than ever before.
  - We have the power to positively change the way in which we help.





# Data Driven Decisions: A Case for Change

## CPS Front Door



Neglect is the primary type of screened-in maltreatment, followed by physical abuse, sexual abuse, and emotional abuse.

**61%**

(proportion of screened-in cases for neglect, 2019)

## Out-of-Home Care



Neglect is the primary type of maltreatment identified as the reason for removal.

**81%**

(neglect removal reasons in 2019)

## Reunification



Of the children removed during an IA who were subsequently reunified, **30%** went back home within 30 days of placement

**30%**

(of placements during IA who reunify do so within 30 days, 2019)



# Children Belong with their Families

- Research has changed federal laws.
  - FFPSA pushes states to think differently.
  - Prevention plans.



# Race and Child Welfare Involvement

- Nationally, 53% of African American children will experience an initial assessment in their lifetime.
- In Wisconsin:
  1. In balance of state, African American children were referred for suspected maltreatment at almost 3 times their proportion in the population.
  2. African American children are more likely than white children to age out of out-of-home care without permanency, higher risk of adverse outcomes.

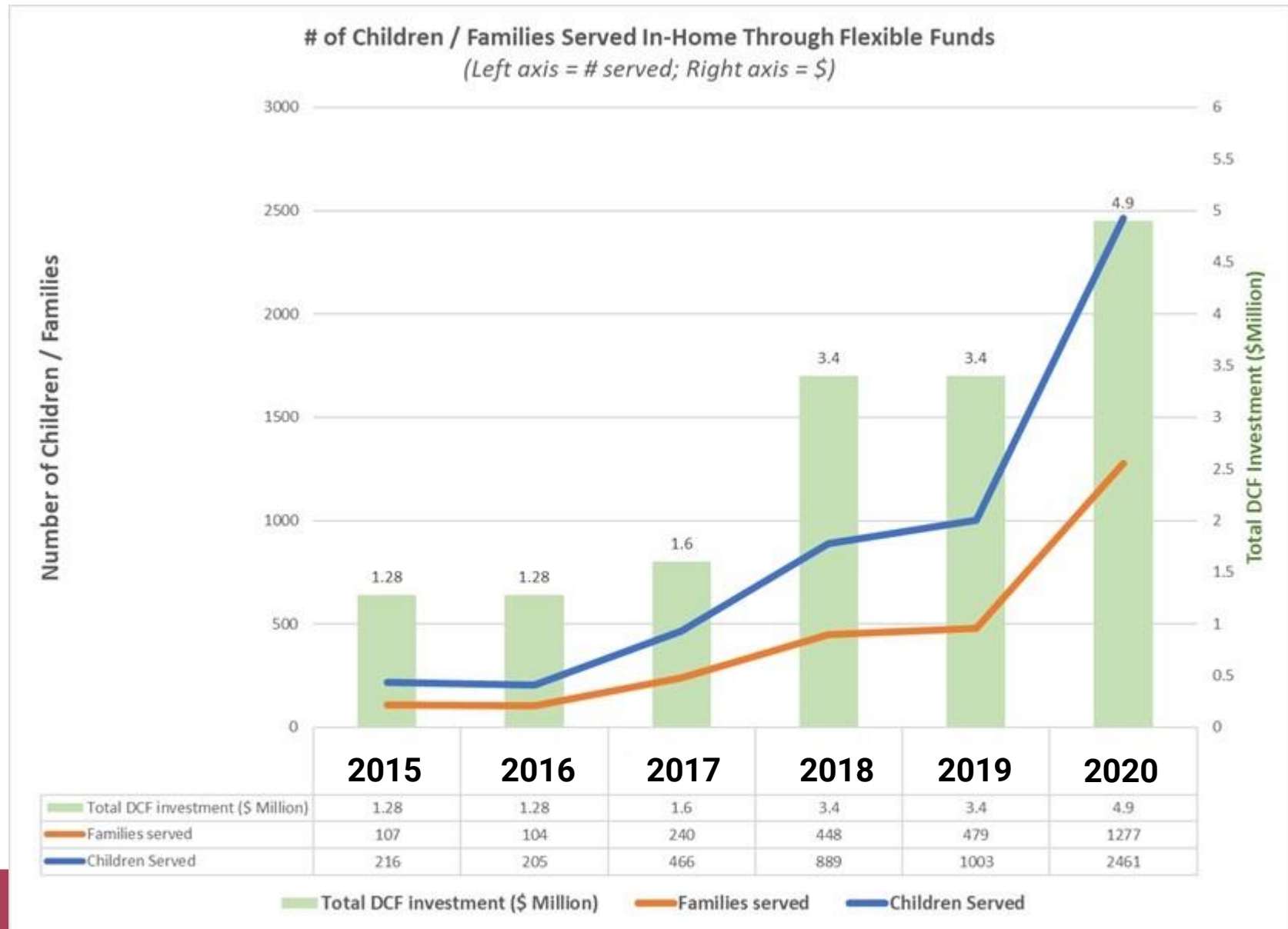


***...while disproportionality in child welfare has been our past, it doesn't need to be our future.***



# We are already on our way!

- On a county level, there were 17 participating counties in 2015, and it increased to 65 participating by 2020.



# Prevention



# Family First Act

- Changes how states are reimbursed Title IV-E funds.
- States submit a 5-Year Title IV- E Prevention Plan.
- FFPSA has a new emphasis on home settings.



# Programs in our Prevention Plan

- Well-Supported Parenting Interventions:
  - Homebuilders
  - Healthy Families America
  - Parents as Teachers
  - Nurse-Family Partnership
- Well-Supported Case Management Intervention:
  - Motivational Interviewing





# FFPSA and Child Welfare Transformation

- Family First has limitations
  - Evidence-based practices will be emphasized.
  - Non-evidence-based practices will still be utilized.
- Working on closing service gaps with our stakeholders.



# In-Home Service Model

Wisconsin's holistic in-home service model aims to keep children safely at home with their families in a manner that promotes equity and reduces disproportionality.

## Integrated Service Models



Integration of services allows for stronger cross-agency collaboration. For children, youth, and families, this means easier access to equitable and responsive services, regardless of where or how they enter the system.

### CPS Professional

Integrated service models allows the CPS professional to better focus on safety, engagement, and assessing change, while also reducing multiple case managers for children, youth, and their families.



**All Wisconsin children are safe and loved members of thriving families and communities.**



**All families** are unique and may include parents, children, extended family or like-kin family members.



**Supportive Infrastructure**, represented by the blue icons surrounding *all families*, includes, but is not limited to:

- Early Care and Education
- Health, Behavioral Health, and Substance Abuse Service
- Housing and Economic Support
- Caregiver Services and Parent Coaching
- Legal Services
- Relatives, Like-Kin, and Caregiver Support.



# Identify | Recruit | Support

- Increase support for relatives and like-kin providers.
- Decrease barriers to relative/like-kin placements.
- Address areas of racial disparity in placements.



# Governor's Budget

- Prevention
  - \$12M annually in evidence-based in-home prevention and family support services.
  - \$1.5M over the biennium for the development of new child welfare worker training program.
- Kinship Care
  - Increase kinship care rates from \$254 to \$300.
- Foster care
  - Increase month foster care level 1 rate from \$254 to \$300.
  - Increase monthly age based foster care rates for level 2+ by 2.5% each year.



# Higher Level of Care



# FFPSA Requirements on Group Care

- Creates a new Qualified Residential Treatment Program designation (QRTP).
  - Access to nursing care 24/7.
  - Trauma informed treatment model.
  - Accreditation.



# Status of QRTP Legislation

- QRTP bill has been heard in both houses.
- Hopeful for passage this month.
- Statute passage required before finalizing QRTP certification requirements.
- Will mimic federal guidelines.
- Do not expect visible changes on 10/1.
- Upon implementation, DCF will communicate next steps.





# Beyond QRTP: Improving Group Care

- Goal
  - Meet the physical and mental health needs of all youth.
    - Short bursts of therapeutic treatment, with a placement resource in the local community.
    - Evaluating causes for sending youth to out-of-state congregate care.
    - New congregate care quality initiative.





# Governor's Budget

- Nursing contract
  - Invest \$400,000 to support centralized nursing services.
- Training for group care providers
  - Invest \$200,000 in training to deliver quality support to children and youth.
- Milwaukee QRTP
  - Provide funding for state-supported QRTP located in Milwaukee to serve high-needs youth who may otherwise be sent out-of-state.



# Workforce Support



# Workforce Support

- Giving the child welfare workforce the ***training, tools and infrastructure to support their work.***
- Ensure successful execution of FFPSA and our child welfare transformation initiative.



# Workforce Support

- Three main objectives:
  1. Invest in improvements in training, technology, and practices + processes to maximize time with families.
  2. Design a caseworker training model based on the needs of the workforce and the system.
  3. Enhance infrastructure to support youth justice initiatives and increase cross-system collaboration.



# Governor's Budget

- New worker training
  - Invest \$1.5M for training program for CW workers.
- Independent Living Expansion
  - Adds \$0.5M
    - Youth that reunify before 18 still have access to support.
    - Now eligible until 23, instead of 21.
- Youth Services
  - Accessible services for older youth.



# Supporting the Change



# Change is easy...

**...Unless you want to do it right!**

- New approach to change.
- People are the heart of an organization.
- Engaging process creates positive change.
- Root Management collaboration.
  - Phase 1
  - Phase 2



# Phase 1 + Phase 2

- What mindsets have helped keep more children in-home?
- How different are the supports + services offered?
- Timeline
  - Oct 2020: Kickoff
  - Gather data
  - Mar 2021: Analyze

## Build an Organizational Movement

Compass® licenses for 200 managers (including participant workbooks)  
Context-setting film  
Learning Map® experiences 1 and 2- All county roll out

## Create Lasting Change

Root Continuum® feedback loop  
Early Adopter Analysis





# Thank you



To our stakeholders



County directors + social workers



Tribes + community partners



To our strategic teams + leaders at DCFE



Together we will work to keep



families and children together!



**Thank you**



**Q+A**



# Thank you

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